



CHARLOTTE FIRE DEPARTMENT

Careers in Firefighting



The fire department conducts an annual hiring process to identify top candidates. It includes, but is not limited to:

The **Written Assessment (Basic Skills) Exam**, offered once a year. Applicants who pass the written exam will be invited to take the CPAT.

The **CPAT (Candidate Physical Ability Test)** was developed so fire departments could obtain pools of trainable candidates physically able to perform essential job tasks at fire scenes. The test consists of eight separate events that must be completed in order in less than 10 minutes, 20 seconds.

Background and Panel Interviews, conducted with CFD staff and deputy chiefs to learn more about each candidate.

Polygraph Examination and Background Investigation, which includes employment verification and reference checks and a complete review of credit, criminal and driving records.

Pre-Employment Medical Examination and Drug Screening, following National Fire Protection Association 1582 guidelines.

Civil Service Certification, when CFD presents candidates to the Civil Service Board for approval.

Firefighters are highly skilled professionals who provide emergency response to fires and other life-threatening situations.

Although firefighters may be best known for fire suppression, their job requires much more. In many cases, firefighters are the first emergency personnel to arrive at the scene of a traffic accident or medical call and must have the skills to treat injuries and perform other vital medical and rescue response functions.

The Charlotte Fire Department has been serving the Queen City since 1887. Its primary mission is to preserve life and property through rapid emergency response, code enforcement, education and planning.

We take that mission very seriously, and have the highest standards for those men and women who choose to join the Charlotte Fire Department.

Want To Be a Firefighter? *Here are the minimum requirements:*

- You must be at least **18 years old**
- **Stay in school** – you need a high school diploma or GED
- **Watch your driving**; you need a valid driver's license (automatic disqualifiers include six or more points for moving violations during the past three years and/or a DUI/DWI conviction within the last five years)
- **Stay out of trouble**. CFD wants a clean criminal record (automatic disqualifiers include admission and/or conviction of a felony offense or misdemeanor involving moral turpitude)
- **Say no to illegal drugs**. (Automatic disqualifiers include illegal drug use within 12 months of the date of the written exam and/or a pattern of illegal drug use)
- **Thank you for serving your country**. CFD requires an honorable discharge, if any, from the military
- **Be healthy!** Firefighters must meet specific medical requirements to prove they have the agility and strength to do prolonged and arduous work under adverse conditions
- **Exercise your mind**. Firefighters must be able to think critically and solve complex problems during physical exertion in stressful, hazardous environments

The Charlotte Fire Department has opportunities for students to get involved in the fire service, including Camp Ignite, the High School Fire Academy (a partnership with Charlotte-Mecklenburg Schools) and CFD Explorer program. Find out more on our website: www.charlottefire.org