CAL-JAC’S ROADMAP TO BECOMING A FIREFIGHTER

1 EDUCATION
- EMT/Paramedic School
- Firefighter 1 Academy
- Post-secondary education, community service, work history and other valuable experience will set you apart.
- Stay physically fit.

2 PHYSICAL & WRITTEN TESTING
- Physical Ability: The Cal-JAC Candidate Physical Ability Test (CPAT), administered by the Firefighter Candidate Testing Center (FCTC), is a timed test that evaluates your physical ability to complete eight critical firefighting tasks.
- Written: Written Tests evaluate a variety of critical skills and abilities necessary for success as an entry-level firefighter.
- Statewide Eligibility List (SEL): Numerous California fire departments hire using FCTC’s SEL. Learn how to get your name on the list at FCTConline.org.

3 RESEARCH
- Gain a first-hand understanding of the department’s values, culture and the community it serves.
- Schedule a station visit.
- Attend recruitment fairs and Cal-JAC Firefighter Career Expos.

4 APPLICATION
- Read each job announcement thoroughly and calendar all deadlines.
- Complete application and ensure you meet all minimum qualifications.

5 INTERVIEW PROCESS
- Oral Board: Qualified candidates are invited to participate in panel interviews.
- Chief’s Interview: Finalists are invited for an interview with the fire chief.
- Background Investigation
- Polygraph Examination
- Psychological Evaluation
- Medical Examination

6 STARTING THE JOB
- Become a Cal-JAC Apprentice
- Complete Fire Academy
- Begin Probation