



FALL 2024 Entry and Lateral Competitive Examination Notice

North County Regional Fire Authority is hosting a competitive examination process to establish eligibility lists for future hiring when vacancies occur, including for the following 4 professional careers:

Entry-Level Firefighter / EMT

(no prior experience required)

Lateral Firefighter / EMT

Entry-Level Firefighter / Paramedic

(no prior firefighter experience required)

Lateral Firefighter / Paramedic

APPLY BY NOVEMBER 13, 2024 – 12:00PM (noon)

Minimum Requirements to Apply for each Position (Eligibility) List				
	Entry-Level FF / EMT	Lateral FF / EMT	Entry-Level FF / Paramedic	Lateral FF / Paramedic
NCRFA Application, resume and cover letter	X	X	X	X
CPAT (Candidate Physical Abilities Test)	X	X	X	X
EMT-b Certification	X	X		
Paramedic Certification			X	X
No Fire Experience Required	X		X	
36+ Months full-time paid employment as a firefighter with another agency		X		X
IFSAC Firefighter 1 Certification		X		X
IFSAC Firefighter 2 Certification		X		X
IFSAC Hazmat Operations (Ops) Certification		X		X
IFSAC Hazmat Awareness Certification		X		X



BEFORE submitting your application, please carefully review to ensure the following:

- You selected the position title for which you meet requirements to participate in the Fall 2024 competitive examination (use the “drop down list” at the top of the application form)
- Legible copies are attached for **ALL** of the required certifications and other documents listed in Minimum Requirements to Apply (see the above table)

Applications without attached required (current) certifications will be considered incomplete, and not further considered. Applicants are welcome to submit complete submissions until November 13 – 12:00PM (noon).

Email COMPLETE [application](#) packets to HR@northcountyfireems.com



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Competitive Examination Process: Step 1 – Written Examination

All qualified applicants will receive an email no later than 6:00PM, Wednesday November 13 inviting them to take the Step 1 – Written Examination. Ensure the email address HR@northcountyfireems.com does not go to spam or junk mail. The email invitation will include study recommendations to prepare for the Written Examination, the assigned test date, check-in time, location, and further instructions.

Invited applicants must pre-register online to take the written examination and pay the \$40 exam fee no later than 4:00PM on Thursday, November 14. Opportunities are available to have the \$40 exam fee waived due to financial hardship. Exam fee waiver information will be provided with the email invitation and written examination instructions.

Written Examination		DATE: November 15 – 16, 2024		LOCATION: NCRFA Training Center	
	Entry-Level FF / EMT	Lateral FF / EMT	Entry-Level FF / Paramedic	Lateral FF / Paramedic	
EMS EMT Based	X				
Fire and EMS Based		X			
EMS EMT-P Based			X		
Fire and EMT-P Based					X

Scoring and Selection Criteria:

Applicants must score at least 70% on the Written Examination to be further considered. For each of the four separate position (eligibility) list tests, written tests scoring 70% or greater will be ranked. A maximum of 25 applicants (selected by score) in each of the four position (eligibility) lists will be invited to proceed to Step 2 – Skills Based Testing.

Applicants selected to progress to Step 2 – Skills Based Test will receive an email invitation no later than 6:00PM, Wednesday, November 20. Ensure the email address HR@northcountyfireems.com does not go to spam or junk mail. The email invitation will include assigned test date, check-in time, location, and further instructions.



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Competitive Examination Process: Step 2 – Skills Based Test

Skills Based Testing	DATE: November 22 – 23, 2024		LOCATION: NCRFA Training Center	
	Entry-Level FF / EMT	Lateral FF / EMT	Entry-Level FF / Paramedic	Lateral FF / Paramedic
BLS EMS Scenario	X			
BLS EMS Scenario AND Fire Based Skills Practical		X		
ALS EMS Scenario			X	
ALS EMS Scenario AND Fire Based Skills Practical				X

Scoring and Selection Criteria:

Applicants must score at least 70% on the Skills Based Test to be further considered.

For each of the four separate position (eligibility) list tests, applicants will be ranked by their combined Written Examination score and Skills Based Test score. Typically, the top 15 applicants (selected by combined score) in each of the four position (eligibility) lists will be invited to proceed to Step 3 – Panel Interviews.

Applicants selected to progress to Step 3 – Panel Interviews will receive an email invitation no later than 12:00PM Noon, Wednesday, November 27. Ensure the email address HR@northcountyfireems.com does not go to spam or junk mail. The email invitation will include assigned interview date, check-in time, location, and further instructions.



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Competitive Examination Process: Step 3 – Panel Interview

Panel Interviews	DATE: December 2-6, 2024	LOCATION: NCRFA Headquarters – Station 99 8117 267 th ST NW, Stanwood, WA 98292
Panel Interview (Designed for Entry/EMT Applicants)		
Panel Interview (Designed for Entry/Paramedic Applicants)		
Panel Interview (Designed for Lateral/EMT Applicants)		
Panel Interview (Designed for Lateral/Paramedic Applicants)		

Scoring and Selection Criteria:

Applicants must score at least 70% on the Panel Interview to be further considered.



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Competitive Examination Process: Final Scoring, Certification, and Chief's Interviews

1. Total Competitive Examination Score

For each of the four separate position (eligibility) lists, applicants' scores for the Written Examination, Skills Based Test, and Panel Interview are totaled and converted to a percentage scale, where a perfect score on the combined steps (written, skills, interview) of the Competitive Examination would equal 100%. This is the "total Competitive Examination score".

2. Preference Scoring for NCRFA Part-Time Employees and Qualifying Veterans

After combining scores and converting them to a 100% scale, the following preference percentage points are added to the total Competitive Examination score for eligible applicants. After adding the applicable scoring (below), the scoring of the Competitive Examination process is concluded, referred to as the "Adjusted Competitive Examination score".

- First, earned advancement scoring shall be converted to a percentage and added to the total Competitive Examination score for NCRFA each Part-Time employee who participated in testing for Part-Time employees and earned advancement scoring in accordance with the applicable NCRFA policy; THEN
- Second, eligible Veteran applicants who requested Veteran's Preference for a "first appointment" and provided the necessary documentation by Monday, December 2, 12:00PM Noon that demonstrates their eligibility for 10% or 5% to be added to their total Competitive Examination score.

Note: When an applicant is both a Part-Time employee with earned advancement scoring and an eligible Veteran, both the Part-Time advance scoring and Veteran's preference shall be added to the applicant's total Competitive Examination score.

3. Final Ranking of Applicants on Eligibility Lists

For each of the four position (eligibility) lists, applicants are ranked by their Adjusted Competitive Examination Score. Applicants will be notified by email of their score and rank on the applicable position (eligibility) list by email no later than 6:00PM, Monday, December 9. Applicants seeking a score correction must respond by 12:00PM Noon, Tuesday, and their request must include the factual basis for their request. Final decisions on such requests will be made by 6:00PM, December 10.

4. Certification of Eligibility Lists

Eligibility Lists for Entry Firefighter/EMT, Entry Firefighter/Paramedic, Lateral Firefighter/EMT, and Lateral Firefighter/Paramedic will be certified no later than 12:00 Noon, Wednesday, December 11. Applicants will be notified of their score and rank on the applicable Eligibility List.

5. Chief's Interviews

Certified Eligibility Lists will be used when vacancies occur. Based on known and projected hires, applicants from any of the four Eligibility Lists should be prepared for and available for an invitation to a Chief's Interview, planned for December 12 and 13. Applicants invited to a Chief's Interview will be notified by email no later than 3:00PM on Wednesday, December 11, including the date, check-in time and location.

NCRFA values a diverse and inclusive workforce and will not discriminate in hiring or employment because of race, color, creed, religion, gender, sex or sexual orientation, age, marital status, family status or plans, disability, veteran's status, or any other category protected by law.

Applicants requesting a reasonable accommodation to participate in any portion of the competitive examination process must notify NCRFA by November 13, 2024 at 12:00PM Noon. Applicants may initiate their request by contacting NCRFA Human Resources by email HR@northcountyfireems.com, by phone 360-629-2184, or by mail or in person at NCRFA Administration Offices - Human Resources, 8117 267th St NW Stanwood, WA 98292.