



Cheshire
Fire & Rescue Service

Cheshire Fire & Rescue Service Wholetime Firefighter recruitment - Opens on 13th February 2023 at 10am

You will be able to register your interest and start your application from 10am on Monday 13th February 2023. This will involve participating in a simple multi-stage online sifting process requiring you to complete and pass various stages before being asked to attend the next stage of the process, practical assessment. This process is used to help us manage the high volumes of applications we receive for this role, fairly and efficiently.

Please do not be discouraged by the high volume of applicants, this is a highly competitive process for a select number of places each year but we strongly encourage you to reach for your dreams and apply.

Due to the high volumes, the process will be managed online and supported **by email only** and you will be given clear instructions and how to access support if needed, at each stage. Detailed information explaining how the process works and the dates of each stage are included within the recruitment information published on the Wholetime recruitment pages of the Cheshire Fire and Rescue Service website. *You must read this guide carefully before starting the online process*, it will help you understand and complete the process successfully without the need to contact us directly. Should we need to contact you we will do so directly by email or telephone when necessary.

Online Registration

All applicants must complete the registration and eligibility screening stage to formally start your application. This takes less than 15 minutes to complete and must be completed before the set closing date/time detailed below. From this time/date the online portal will be closed and no late registrations will be possible under any circumstances.

You will need to register your **name, address, contact number, e-mail address** (all communications will be by e-mail so it is critical that you use one e-mail address only and check this throughout the selection process) and **National Insurance Number** (please ensure you have this available when you register).

As part of the registration you will also be asked to give details relating to equality and diversity which is optional. We encourage you to complete this accurately as it provides us with useful information on the diversity statistics for all applications received. It is not used as part of the selection process.

As part of the registration process you will also be asked if you meet the following essential criteria:

- must have a full car driving licence valid for the UK (with a maximum 3 points allowed),
- be able to permanently live and work in the UK without any restrictions,
- be aged 17 year and six months or over at the start of the application process,



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- have a minimum grade of C/4 or equivalent in one or both GCSE qualifications for Maths and English.

You must ensure you read the questions carefully and answer them accurately, you cannot amend them once recorded. If you do not meet all the above criteria you are not eligible and will not be allowed to proceed with your application. The criteria are applied strictly and consistently and **no exceptions will be made**. Therefore, please do not contact us to query the criteria or seek to apply if you do not meet the basic eligibility requirements. *If it is found at a later stage that you do not meet the essential criteria you will be automatically removed from the process.*

The online sifting process will be managed on behalf of Cheshire Fire & Rescue Service by HR Solutions Hub, a professional service who specialise in administering the assessments and tests which make up the sifting process.

Whilst you are participating in the sifting process, please check your e-mails daily, including trash/spam folders for instructions as to when and how to access the various stages. We need to adhere to a strict timetable and if you miss an e-mail this is your responsibility and **we will not extend deadlines under any circumstances**.

Once you have completed the registration and eligibility stage you will be informed on screen whether you have:

- passed and will be contacted to progress as per the published process
- failed and the reason why you have failed
- or that you have been referred to the HR Department of Cheshire Fire & Rescue Service because we require further information from you before deciding if you are eligible.

These outcomes are clearly explained and final and you do not have the right of appeal.

The Online Assessment Process

This is a timetable showing the timing of the online sifting process. Please make a note of these to avoid missing your opportunity to complete them in time.

Activity Required	Start and closing dates
Online registration	13 th February 2023 10am to 24 th February 4pm (Please note applicants must be registered by 4pm in order to provide access to the Stage 1 tests)



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Stage 1 – Behavioural Questionnaire & Situational Judgement Test	22 nd February 2023 – 1 st March 2023 at 5pm
Stage 2 – FRS Ability Tests	22 nd February 2023 – 1 st March 2023 at 5pm

Stage 1 – Registration

As detailed above.

Stage 2 - Behavioural Styles Questionnaire & Situational Judgement Test

Once you have successfully completed the online registration and eligibility criteria you will receive an email from the **Apollo** system with a link to access the first stage of the assessment process which is an online Behavioural Styles Questionnaire and a second separate email from the Apollo system with a link to access the online Situational Judgement Test. The deadline to complete both assessments is **1st March 2023 at 5:00pm**. If you do not complete both assessments before this time you will not be progressed further in the recruitment process. Therefore, please complete Stage 2 as early as possible to allow time for Stage 3. You will be informed whether you have passed or failed these assessments by email.

If you have failed, your application will not be considered further.

If you have passed you will be progressed to the next assessment which is the Fire Service Ability Tests.

Stage 3 – Fire Service Ability Tests

Once you have completed the Behavioural Styles & Situational Judgement Test you will receive an email from the **Test Partnership** system with a link to access the FRS Ability Tests. These are short tests measuring your verbal, numerical and mechanical reasoning. The deadline to complete them is **1st March 2023 at 5:00pm**. If you do not complete it before this time you will not be progressed further in the recruitment process. You will be informed whether you have passed or failed these tests by email on the

If you have passed and been selected to attend the next step in the process you will be contacted via email by Cheshire Fire and Rescue on **3rd March 2023** to invite you a practical assessment taking place on **6th – 10th March 2023**. The email will be sent by recruitment@cheshirefire.gov.uk with details of the morning or afternoon session you are to attend. If you have failed your application will not be considered further.

We strongly advise that you complete each stage as soon as possible and do not leave it until the actual deadline. **No extensions to any of the deadlines will be given.**



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General Guidance and Information

All the online stages should be completed by *yourself alone and unassisted* on a computer, laptop or tablet. They are not compatible with a smartphone. You should ensure that you have a *stable internet connection* when accessing and completing all the online stages. **Checks may be undertaken at a later stage in the selection process to verify that you have completed these tests without assistance.**

Should you experience any IT issues accessing the online system during any of the online stages please email the support email address given in the instructions for assistance. This support is available within *0900 and 1800, Monday to Friday only*. Any emails received outside these hours will be responded to by 12 midday on the next working day. Support is only available via email so please do not attempt to contact us by telephone.

As we receive hundreds of applications, we will not be able to provide you with individual feedback on your results. Due to the high volume of applicants we will only be able to invite the top-ranking applicants through to the next stage of the process. If you do not receive an invitation to attend the practical assessment by close of business on 3rd March this means you have not been selected this time. Please ensure you check your inbox on the 3rd March and follow any instructions to RSVP.

Should you require any information during the online sifting process described above, you should refer to this guide as it will have all the information you need.

We would like take this opportunity to thank you for applying to Cheshire Fire and Rescue and we wish you every success in your application journey.