



STATE OF CALIFORNIA  
Department of Forestry and Fire Protection  
(CAL FIRE)

**Fire Fighter II/Fire Apparatus Engineer  
2014 Hiring Information**

The following information is intended for individuals applying for *CAL FIRE* Fire Fighter II (FFII) and Fire Apparatus Engineer (FAE) positions after successful completion of the online examination process. This information is not intended for individuals applying for a position as a FFII (Paramedic) or FAE (Paramedic).

**A. Application Process for Job Vacancies:**

- i. Individuals that meet the following criteria are eligible to apply for job openings:
  1. Previously successful in the FFII and FAE online examination<sup>1</sup>;
  2. Reinstatement eligibility; or
  3. Transfer eligibility.

Individuals will need to monitor the California Department of Human Resources (CalHR) Examination and Job Vacancy website (VPOS) for job vacancy advertisements. The VPOS advertisement contains information on how and when to apply for a job vacancy.

<https://forms.spb.ca.gov/bulletins/ejv.cfm?criteria=0&loc=0&dept=7799>

- ii. Employment Inquiry letters **will not** be mailed to individuals on either the FF II and/or FAE certification lists.
- iii. Potential applicants are responsible for downloading and submitting the required documents per the instructions on the VPOS advertisements.
- iv. One (1) application package should be submitted for each classification (FF II/FAE) to the address shown on the VPOS advertisement.
- v. The single application package submitted for each classification (FF II/FAE), will be considered for all available positions statewide, including permanent and limited vacancies.

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<sup>1</sup> The online examination for the non-paramedic classifications of FFII and FAE is not being reopened for the 2014 hiring process. If you have not previously taken the FFII or FAE examination, you are not eligible to apply for a job vacancy unless you have other eligibility as stated in Ai.

**B. Selection Process for *Permanent* FFII/FAE Hires:**

- i. All application packages will go through a screening and rating process at the statewide level.
- ii. Top candidates as a result of the screening and rating of the submitted application packages, will be invited to a standardized interview. The number of candidates invited will be based on anticipated permanent vacancies statewide for 2014.
- iii. There will be only one (1) interview conducted to establish a statewide hiring list for permanent positions. Interviews may be conducted at multiple locations.
- iv. A statewide hiring list of permanent candidates will be established following completion of interviews.

**C. Selection Process for *Limited Term* FFII/FAE Hires:**

- i. All application packages will go through a screening and rating process at the statewide level.
- ii. NO interviews will be conducted for limited term positions.
- iii. A statewide hiring list of limited term candidates will be established following the completion of screening and rating of submitted application packages. If a candidate is invited to an interview for creation of the permanent hiring list, it will not change their ability to obtain a limited term position.

**D. Job Offers:**

- i. Vacant permanent or limited term positions will be filled utilizing the associated statewide hiring list (permanent or limited term).
- ii. Candidates receiving job offers will be contacted by phone and given a choice of work location (Unit) based on available positions at the time the job offer is made.
- iii. If a candidate cannot be reached by phone at the time a job offer is being made, then a position will be held for them in their highest rated work location selected on their Geographic Preference Form, which has a vacancy at the time of the job offer. This position will be held the required time period to allow the candidate an opportunity to accept or waive the offer.
- iv. Candidates that are interviewed to establish the permanent hiring list will still be considered for limited term positions based on the screening and rating of their submitted application package.
- iv. The statewide hiring lists (permanent and limited term) will be utilized to fill vacancies during 2014.

**E. Additional Information:**

Additional information can be found at:

[http://calfire.ca.gov/about/2014\\_hiring\\_process\\_FFII\\_FAE.php](http://calfire.ca.gov/about/2014_hiring_process_FFII_FAE.php)