



Roanoke County Fire and Rescue Department Career Hiring Process

The Fire and Rescue Department participates in a Regional Hiring Process. The Regional Hiring Process combines the resources of Roanoke County and the cities of Roanoke and Salem to conduct a Regional Physical Fitness Test (CPAT) and a Regional Recruit School.

Roanoke County accepts applications through the County's Human Resource Department which is accessible through the internet by going to: www.roanokecountyva.gov/Departments/HumanResources/Default.htm or calling 540-772-2018

Requirements:

1. Must be 20 years old on date of employment.
2. Must have a Virginia Driving License with in 90 days of employment and not to have greater than Negative one (-1) demerit points.
3. Must have not been convicted of a Driving Under the Influence (DUI) or Driving While Intoxicated (DWI) with in five years of day of employment.
4. Complete a written test.
5. Pass the CPAT.
6. Pass a completed and detailed criminal background check.
7. Pass a detailed psychological screening by a licensed Psychiatrist.
8. Pass a detailed medical/physical exam by a licensed Physician.

Process:

1. Meet the minimum requirements of posted position.
2. Submit Roanoke County Application when positions are posted.
3. Successfully pass written test.
4. Invited to CPAT Orientation (not-mandatory).
5. Successfully pass the CPAT.
6. Complete Psychological Testing.
7. Complete 1st interview.
8. Background/Criminal History check.
9. Complete 2nd interview.
10. Conditional Offer if selected.
11. Psychological Exam.
12. Medical Exam.
13. Hired
14. Successfully complete Recruit School.

Timeline:

1. Application Period – 6 to 8 weeks.
2. CPAT Process – 8 to 9 weeks.
3. Background/Criminal History - 3 to 4 weeks (done simultaneously during the interview process).
4. Interviews/Psychological/Medical – 4 to 5 weeks.
5. Recruit School – 16 weeks.

For Additional information call Division Chief Simon 540-777-8701