

## 2022 Recruitment and Selection Stages

The below is an outline of the recruitment and selection stages that will be undertaken. Applicants must pass each stage in order to progress through to the next stage.

Stages	Information and key dates
Stage 1 – Registration	<p><b>Registration opens:</b> 12:00 on Friday, 22 April 2022</p> <p><b>Registration closes:</b> 12:00 on Tuesday, 26 April 2022</p> <ul style="list-style-type: none"> <li>• Complete your application through the online portal – link will be available on the current vacancies page once the registration opens</li> <li>• Your application will be reviewed and eligibility checked</li> <li>• Only applications submitted through the online portal will be accepted</li> </ul>
Stage 2 – Online Assessments	<ul style="list-style-type: none"> <li>• You will be invited via email to complete two online assessments: <ul style="list-style-type: none"> <li>- Behavioural Styles Questionnaire</li> <li>- Situational Judgement Test</li> </ul> </li> </ul> <p><b>To be completed between</b> 29 April 2022 and 4 May 2022</p>
Stage 3 - Written Ability Tests	<ul style="list-style-type: none"> <li>• You will be invited to attend the National Firefighter Selection Written Ability tests</li> <li>• This takes approximately 3-hours and includes the numerical reasoning, mechanical reasoning and understanding information tests</li> </ul> <p><b>To be held between</b> 23 May 2022 to 1 June 2022</p>
Stage 4 – Physical Ability Tests	<ul style="list-style-type: none"> <li>• You will be invited to attend the National Firefighter Selection Physical Ability tests. Further information about the tests can be found in the Practical Assessments information booklet</li> </ul> <p><b>To be held between</b> 13 June 2022 to 22 June 2022</p>
Stage 5 – Interview	<ul style="list-style-type: none"> <li>• You will be invited to attend an interview via an online platform</li> <li>• Applicants can choose to undertake the interview in either Welsh or English, as preferred</li> </ul> <p><b>To be held between</b> 4 July 2022 to 13 July 2022</p>
Stage 6 – Medical and Pre-employment Checks	<ul style="list-style-type: none"> <li>• If you successfully complete all stages of the recruitment process, selected applicants will be invited to attend a medical and fitness assessment</li> <li>• Pre-employment checks including a DBS check and references will also be completed</li> </ul> <p><b>To be completed by</b> 10 August 2022</p>
Stage 7 - Appointment	<ul style="list-style-type: none"> <li>• If you are successful at all of the stages <u>and selected</u> for an available role, a conditional offer of appointment will be confirmed</li> </ul> <p><b>Anticipated start date:</b> September 2022 (date TBC)</p> <ul style="list-style-type: none"> <li>• If you are successful at all the stages of recruitment but not selected for a role, your details may be retained for a period of time in the event that further appointments need to be made (this is at the discretion of the Service and there is no guarantee you will be contacted).</li> </ul>

**Please note:** All dates above are provisional and may be subject to change if required to meet operational needs