

RECRUITMENT SECTION

GOAL: To employ and retain a talented, committed, and diverse employee group for the Coldsprings-Excelsior Fire and Rescue Department in an effort to continue the strong legacy of service to the community and sustain the organization for the future. Keep Kalkaska the best place to live, work, and play.

The two primary areas of recruitment for the Department are in Emergency Services and Fire Prevention/Public Safety Education; i.e., firefighters and fire inspectors respectively.

Firefighter

Qualities the Department is looking for in a firefighter include: a person who is a team player, ability to get along in a Volunteer department, ability to think clearly under stress, a person with organizational loyalty, strong personal values, and excellent health and physical condition.

The testing process for firefighter selection will be conducted annually and will include at a minimum a general aptitude test, Candidate Physical Ability Test, hiring interviews, and pre-employment medical examination including drug screening.

Firefighter applicants are preferred to have completed college level coursework in addition to completion of the high school/GED requirement.

A person selected for hiring as a result of the interviewing process will be subjected to a comprehensive background investigation.