

## FIREFIGHTER ASSESSMENT FOR RECRUITMENT



VCA is the leading assessment provider to the UKFRS and offers the largest portfolio of fire service assessment centre exercises available. We have been designing and delivering assessments for firefighter recruitment, promotion and senior officer selection for nearly twenty years.

Our products and services are continually updated to meet changes to national frameworks, role profiles and delivery methods whilst always ensuring the use of best practice to give fair and accurate results.

Our assessment centres have been instrumental in helping many UKFRS select the best candidates.

### OUR FIREFIGHTER RECRUITMENT ASSESSMENT CENTRE

Based on our experience and knowledge, we have developed an assessment centre for firefighter selection that is robust and easily implemented. It makes organising these events a less demanding challenge to those responsible for the task.

**Our delivery team includes highly experienced centre managers, administrators and professional assessors who have worked with fire services on a range of assessment events.**

**Benefit** - you will not need to allocate and train staff from other important duties to organise, manage and assess.

**The assessments we use have been designed to assess the NFCC national leadership framework leadership qualities and are in the role context.**

**Benefit** - they add relevance and reality to the candidate experience and assess current fire service criteria.

**Our fully managed centre offers you a 'hands-free' service including timetabling, exercises, assessors, role-players, centre management and reporting.**

**Benefit** - guaranteed delivery of a professional and efficient centre with the right outcomes.

This service is an excellent option when compared to the challenges and costs of finding and applying the time and resources needed for organising and delivering a centre internally.

## THE ASSESSMENT EXERCISES:

### The Community Exercise

This exercise is a practical combination of comprehension, presentation and roleplay exercise, covering the four leadership qualities from the NFCC Leadership Framework. Candidates have twenty minutes to read and evaluate supplied information about a 'Community Support Team' and prepare a short presentation to discuss chosen options. This information is presented to an assessor/ role-player who asks questions in character as the team supervisor.

**Results.** Based on their assessment, candidates score a percentage which can then be ranked. Scores discriminate fairly and accurately between candidates, meaning those demonstrating the highest potential can be invited to final interview.

### The Selection Interview

The Interview includes four main behavioural questions with additional probing questions to draw out further behavioural evidence. The final two questions examine 'motivation fit', exploring the applicants understanding of the role and their potential contribution.

**Results.** Candidates have shown a high standard of overall performance with clear criteria-based discrimination between the higher and lower performing candidates.



## SUMMARY

By using our Firefighter Assessment Centre managed service, you can be sure of delivering a professional and credible event that impresses candidates and gives you the necessary information to make fair and informed decisions to select the best talent.

For further information about this service, contact [info@vcaltld.co.uk](mailto:info@vcaltld.co.uk)