

Application Process

Information for Project Firefighter applicants

Vacancies

Each year the department employs approximately 600 Project Firefighters (PFF's) at over 80 locations right across Victoria. The total number of positions varies depending on the forecast severity of the fire season and other factors. Final numbers may not be known until late September.

A third of PFF positions are filled by staff with a 3 Year contract, the remainder are filled through this recruitment campaign.

Not all locations shown on the PFF Work Centre Location Map have vacancies at the time of advertising. However, vacancies can appear at any time in the lead up to the fire season.

Location Preferences

The number of PFF's at each location varies from 2 to 15 depending on capacity of work centre and the area of park or forest they service.

We generally receive fewer applications per vacancy for the more remote locations, particularly in the west of the state.

Applicants may choose up to three location preferences. Applicants who select three location preferences also have the option to indicate that they are prepared to work anywhere in the state.

If your first location preference has no current vacancies, you will be referred to your 2nd or 3rd location.

Depending on the volume of 1st preference applications received for the location, second and third preference locations are not always considered.

Shortlisting

Shortlisting will take a couple of weeks from the closing date, particularly for those areas with large volumes of applications.

The panel recruiting for your first preference location has primary responsibility for your application. They will review your application and assess it against the requirements of the position and the key selection criteria, then rank the applicants. The highest ranked applicants are short-listed for interview.

Most panels will shortlist at least three applicants for each vacancy and may refer other applicants to 2nd and 3rd preferences where there are vacancies.

Next steps

Most interviews are completed before the end of September and in the northwest of the state, interviews are conducted in August as their fire season comes on earlier.

Recommended applicants must then successfully complete the medical and task based/fitness assessment (Pack Hike Test).

There may be delays in finalising the medical assessment as applicants are quite often asked to source more information from their usual doctor or undertake additional specialist tests. Any additional information or tests will be at your own cost.

If applicants fail the medical or fitness assessment, the next ranked applicant will be considered.

Training for new recruits generally occurs in October. We conduct medicals, fitness assessments and training for additional suitable candidates, just in case somebody drops out at the last minute. We call these "Emergencies", and they are employed on a casual basis whilst undertaking training.