

Application Process

Information for Ongoing and Seasonal Forest and Fire Operations Officer applicants

Vacancies

Each year, the department employs about 500 seasonal Forest and Fire Operations Officers (SFFOOs), in addition to ongoing FFOOs, across 80 locations in Victoria. The number of positions depends on the forecast fire season and other factors, so final numbers may not be confirmed until late September.

Most SFFOO positions are filled through an internal autumn recruitment process for staff on 5-year contracts. Vacancies that arise before the fire season are filled through the annual external spring recruitment campaign. After completing one season, seasonal staff can apply for vacant 5-year contract positions in autumn.

Not all locations shown on the Work Centre Location Map will have vacancies when jobs are advertised. Vacancies can still arise at any time before the fire season.

Location Preferences

The number of ongoing and seasonal FFOOs at each location varies, depending on the capacity of the work centre and the park or forest area it services.

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

Applicants can choose up to three preferred locations. If you choose three locations, you can also indicate which regions you are willing to work in if you are open to working elsewhere in the state.

If there are no current vacancies at your first preference, your application may be considered for your second or third preference.

If a location receives a high number of first preference applications, second and third preferences may not be considered.

Shortlisting

Shortlisting usually takes a couple of weeks after the closing date, especially in areas with high application numbers.

The panel for your first preference location is mainly responsible for assessing your application. It will review your application against the role requirements and key selection criteria, then rank applicants. The highest-ranked applicants are shortlisted for interview.

Most panels shortlist at least three applicants for each vacancy and may refer other suitable applicants to second or third preference locations where vacancies exist.

Next steps

Most interviews are completed by the end of September, particularly in the north-west of the state.

Recommended applicants must then complete a medical assessment and a task-based fitness assessment.

Medical assessments can take longer to finalise if you are asked to provide more information from your doctor or complete additional specialist tests. Any extra information or tests are at your own cost.

If an applicant does not pass the medical or fitness assessment, the next-ranked applicant may be considered.

Training for new recruits generally takes place from October to December. We also complete medicals, fitness assessments and training for additional suitable candidates in case someone withdraws at the last minute. These candidates are called **Reserves**. They are employed on a casual basis while training but are not guaranteed a full-time position.

Because of the scale of the recruitment process, there can be a long gap between applying in July and starting work if successful, which may be anytime from October to early December. Please keep this in mind when applying.