

Cedar Hill Employment Steps

- **Step 1: Candidates complete and turn in all required application materials to the City of Cedar Hill Human Resources Department**

Potential candidates need to meet certain Firefighter Prerequisites to be considered for employment with the City of Cedar Hill Fire Department.

- **Step 2: Written Test**

The written test generally consists of multiple-choice questions designed to test abilities important to the performance of the firefighter's job, such as memory, visualization, and reasoning.

- **Step 3: Physical Ability Test**

The Physical Ability Test consists of a series of events that simulate firefighting activities (IE: dragging hoses, carrying equipment, climbing ladders and breaching a roof).

- **Step 4: Thorough and extensive background investigation**

The background packet will be filled out and returned to the Human Resources department. They will be given to investigators for an receive extensive reference/background checks

- **Step 5: Oral Board Examination**

The Oral Board Examination is designed to measure a candidate's ability in several different areas: verbal comprehension and verbal expression

- **Step 6: Polygraph test**

Candidate will be given a time to meet with an independent agency to perform this test
The Polygraph test consists of a series of questions designed to assess a candidate's integrity and character.

- **Step 7: Chief's interview and conditional offer of employment**

The Fire Chief, along with one or two other individuals, interviews each candidate on the Eligibility List

- **Step 8: Psychological test**

Candidate will be given a time to meet with an independent agency to perform this test
The Psychological test consists of a series of questions designed to assess a candidate's motivational, value-related, and attitudinal characteristics

- **Step 9: Physical exam, HPE (Human Performance Evaluation), and Drug Test**

Candidate will be give times to meet with an independent agency to perform these tests

- **Step 10: Final Fire Chief Interview and final job offer**

In compliance with the Americans with Disabilities Act, the City of Cedar Hill will make every reasonable effort to accommodate your needs. For any special requests, please call Human Resources at 972-291-5100, ext. 1051. The City of Cedar Hill is an Equal Opportunity Employer and does not unlawfully discriminate on the basis of race, sex, color, religion, national origin, veteran status, age, or disability in hiring, conditions, or termination of employment. Final applicants for employment with the City of Cedar Hill are subject to drug testing.