



Recruitment & Hiring FAQ:

Do I need to have IFSAC certifications or will CKFR accept pro-board or out of state certifications?

Generally speaking, IFSAC and pro-board certifications in good standing (not expired) can be transferred to WA state only (reciprocity). If reciprocity is granted, it will allow you to test the next highest level for WA IFSAC certification.

What do I need to qualify for a lateral position?

Three years of paid experience (not volunteer). You must also have your EMT/PM certification and academy completion (or equivalency).

Will CKFR accept old NTN scores?

Yes, if they are no less than one year old on the closing date of the position.

Does the CPAT have to be done by the application deadline?

Yes, it is part of your NTN testing and must be completed by the date outlined in the announcement.

I have my national EMT certification, but not my WA State?

While it is preferred you have your EMT certification when you apply (entry level), it is not required. CKFR will assist you in obtaining your WA State certification.

Can I apply without any certifications as an entry level firefighter?

We accept these applications; however, preference is generally given to candidates who have their licensure.

Are there two separate applications, between NTN and your website?

Yes. The application process has three parts. 1. Take the FireTeam NTN test and complete their questionnaires and have them sent to CKFR. 2. Submit an online application through ckfr.org and 3. Complete the video interview link within 72 hours of application, or by the announcement deadline if you apply late.

My NTN test isn't scheduled until right before the submission deadline and the scores take about 3-5 days to get back – will this affect my application?

We suggest trying alternate locations if there are scheduling conflicts. NTN scores must be submitted by the announcement deadline.

Is a Covid-19 vaccination required to apply?

At this time, yes. We require any new employees to be fully vaccinated prior to their start date.