

Interview Questions

1. Please describe your education, training, and experience as it relates to the position of Fire Captain.

2. How do you view the role of a Fire Captain?

3. If promoted to Fire Captain, what will you do to prevent harassment in the fire station?

4. What do you see as the greatest problem facing our department?

5. Please take a few minutes and outline the first meeting you would have with your crew. What issues would you discuss?

6. Describe your plan to train a probationary firefighter.

7. Describe the levels of discipline that a Captain may administer, and where the paperwork is to be filed in each example.

8. How would you manage an unmotivated firefighter?

9. You are a new Captain. You have been directed to plan a multicompany drill for your Battalion. What topic would you choose and how would you coordinate the training.

10. Describe your view of discipline.

11. You are a new Captain filling in for a Captain who is on vacation. You review the fire prevention records and find that the files are unorganized and the crew is well behind schedule on their inspections. You know this is against the department policy. How would you handle this situation? Would you report this to your Battalion Chief?

12. A firefighter on your crew receives a needle stick from a transient patient. Describe your actions.

13. Please outline the progressive discipline. Do you have any experience in implementing discipline?

14. When have you contradicted an order, a policy, or have spoken negatively about anything? How was it viewed and what was the final result?

15. You are assigned as a new Captain to a crew that breeds negativity and mistrust. They are very vocal in their beliefs to the point that it is impacting the morale of your crew. What would you do and why?

16. How has your education and experience prepared you for the position of Fire Captain?

17. Please describe three valuable traits a Fire Captain should possess. How do these traits relate to you?

18. What is the most rewarding call you have been on? What did you do?

19. Your Battalion Chief has just presented you with a new departmental policy. You know it will not be popular with your crew. How will you deliver the message to your crew?

20. A City Council member approaches you and asks your opinion of how you could save money on the Fire Department. What would you do and why?

21. Please share with the panel what sets you apart from all of the other candidates.

22. We have covered everything we would like to. Is there anything you would like to add in closing?

Category	Score	Total
Leadership	100 95 90 85 80 75 70 60	
Problem Identification	100 95 90 85 80 75 70 60	
Knowledge of Policies	100 95 90 85 80 75 70 60	
Communication skills	100 95 90 85 80 75 70 60	
Interpersonal Communications	100 95 90 85 80 75 70 60	
Understands discipline	100 95 90 85 80 75 70 60	
Divide total score by - 6	Total -	Final Score

Rater _____ Candidate _____