

Sylvania Fire-EMS Recruitment

When there is a need to fill a position within the department, Sylvania Fire-EMS's recruitment efforts will typically be conducted by the Fire Department Administrative Staff in coordination with the Chief or an authorized designee.

Sylvania Fire-EMS will maintain an ongoing applicant list through National Testing Network, Inc. Once the need to fill firefighter/paramedic positions within the department has been identified, Sylvania Fire-EMS will advertise in local and area newspapers, and other media as deemed appropriate, and shall post the advertisement on the Sylvania Township website for a period of, at least, thirty (30) days. This should allow current applicants time to be sure their tests are within acceptable guidelines and have not expired, thus removing them from our continuous applicant list.

Efforts of the Chief and Fire Department Administration will employ a comprehensive recruitment and selection strategy to recruit and select members from a qualified and diverse pool of applicants. This strategy may include:

- Use of marketing strategies to target diverse applicant pools.
- Expanded use of technology and maintenance of a strong internet presence. This may include an interactive fire department website and the use of fire department managed social networking sites.
- Expanded outreach through partnerships with media, community groups, citizen academies, high schools, local colleges, universities and the military.
- Consideration of shared or collaborative regional testing processes.

Sylvania Fire-EMS will make every effort to avoid advertising, recruiting and screening practices that tend to stereotype, focus on homogeneous applicant pools or screen applicants in a discriminatory manner.

Sylvania Fire-EMS will strive to facilitate and expedite the screening and testing process and may periodically inform each applicant of his/her status in the recruitment process.