



Seattle Firefighter Application FAQs

General Information

What is the application and testing schedule?

- The 2026/2027 Firefighter application filing period is open from **October 6th through November 17th, 2026**. Video exams through the National Testing Network (NTN) will occur from **October 6th through November 24th**. Candidates can choose to take the NTN exam either in person or online.
- Candidates with a valid score may elect to transfer an existing score via the regular “department add” feature from their NTN profile during the open testing window **October 6th through November 24th**.
- Candidates must pass both the FireTEAM and PSSA1 exams. The top 1,000 candidates will be invited to participate in the oral boards (panel interviews), scheduled on-site in Seattle from **January 20 - 30, 2027**. Successful candidates will then be placed on the eligibility register.
- The 2027 eligibility register will be published in February. The first recruit class from the 2027 register is expected to begin in August 2027. Please note that there are generally two recruit classes hired per annual register. For more details, you can review the hiring schedule from the current (2026) register found [here](#).

Eligibility

Is there an age limit to apply as a firefighter for Seattle?

- No. Candidates must be at least 18 years of age at the time of hire, and there is no maximum age limit.

What are the physical requirements for becoming a firefighter?

- Candidates must meet specific physical fitness standards, including passing the Candidate Physical Ability Test (CPAT). The Seattle Fire Department (SFD) conducts its own CPAT testing process, and we cannot accept other CPAT test results. To [prepare for the CPAT](#), it is recommended that candidates engage in a physical training program focusing on endurance, strength, and agility. For more information, please visit <https://www.seattle.gov/fire/jobs-and-opportunities/hiring-process>.

Are there any educational requirements to apply?

- Candidates must possess a high school diploma or GED to be hired. Additional education, such as an associate's degree or higher, may enhance your application but is not required.

Is an Emergency Medical Technician (EMT) certification needed to apply or test for the position of firefighter?

- No, EMT certification or proof of EMT course completion is not required at the time of application or during the testing process. An EMT certification is required before a candidate can be given a final hire offer. See SFD's [EMT Requirement](#) page for more information.

Is there a hiring process for lateral-entry?

- No, SFD does not have a lateral Firefighter hiring program. All Firefighter candidates are required to apply via the entry-level Firefighter process and attend our in-house recruit school once offered employment.

Does SFD provide employer-sponsored work visas?

- No, SFD requires candidates to be eligible to work in the US without sponsorship. To be hired, a candidate must be a citizen of the United States of America, a lawful permanent resident, or a Deferred Action for Childhood Arrivals (DACA) recipient per Washington State law.

Application

Is there a fee associated with applying for the job, or taking the NTN exams?

- There is no fee to apply, but there is a fee of \$65 to take the NTN exams. Candidates with demonstrated financial hardship may submit a request to have the fee waived prior to test registration. See "Candidate FAQ #26" on the [NTN website](#) to learn more on how to apply for a fee waiver.

Can I submit my resume or other supporting documentation with my application?

- No, a resume and/or other supporting documentation is not required during the application or testing process. Candidates who progress onto the eligible register and are under consideration with the Fire Department will submit documentation at a later date.

Do I need to apply directly to the Seattle Firefighter position at Governmentjobs.com?

- Yes, Seattle uses a different application tracking system than NTN. You must have an application in Seattle's governmentjobs.com tracking system to move forward in this process. Seattle doesn't require an NTN application or PHQ (Personal History Questionnaire).

Exams

Is there test prep available for the FireTEAM and/or PSSA1 exams?

- Yes, NTN provides several means for candidates to prepare for their exams. They offer two types of practice tests (for a fee) for the FireTEAM. In addition to the practice test, which is intended to help candidates get acclimated with the Fireteam exam, NTN provides an in-depth description of their exams along with a general NTN Test-Taking Tip Sheet.

Below are links to this information:

- <https://nationaltestingnetwork.com/publicsafetyjobs/ntn-test-firefighter.cfm>
- <https://nationaltestingnetwork.com/publicsafetyjobs/pdf/ntn-test-taking-tips.pdf>
- <https://nationaltestingnetwork.com/publicsafetyjobs/index.cfm?mode=page/faq-pssa>

Do you accept scores from other types of exams? Or can I submit proof of education/training in lieu of taking the FireTeam and Public Safety Self Assessment Part 1 (PSSA1)?

- No, we only accept scores from NTN's FireTeam and PSSA1 exams as part of the testing process. All candidates must submit scores from these exams in order to be considered for hire, and no substitutions will be accepted.

I've already taken the FireTeam/PSSA1 or Candidate Physical Abilities Test (CPAT). Can I submit my score?

- We will accept valid FireTeam and PSSA1 scores. Test scores are valid for one year if you would like to transfer a previous test score. Otherwise, please complete both the FireTeam and PSSA1. The deadline for submitting your test scores is November 24, 2026. Scores can be transferred to your NTN profile using the "Department Add" feature.
- SFD only accepts CPAT test results from its own CPAT testing process. After the civil service examination process concludes and the eligible register is established, SFD will issue instructions for scheduling the CPAT and provide an exam fee waiver to eligible candidates.

Do you provide military accommodation for the Firefighter civil service testing process?

- Yes, the NTN FireTeam test is available online, even if you are serving overseas. For accommodation for the Oral Boards, please contact our office at FireCareers@seattle.gov for more information.

Am I able to retake the FireTeam/PSSA1 for Seattle's hiring process?

- Yes, NTN allows candidates to retake both exams but candidates must wait 90 days before they can test again. Please note that you can only submit your *most recent* test scores to Seattle regardless of how you performed on the tests.
- Regarding your test performance feedback: NTN advises that if your score falls into the *green* category, you are among the top performers nationally (across all departments/jurisdictions). The farther to the right the indicator moves, the more competitive your score is. We recommend you base your decision to retake the exam on where you fall on each exam component.

I'm seeing a prompt to take the PSSA2 exam in my NTN profile. Is this test required to apply to be a Seattle Firefighter?

- No, only the FireTeam and PSSA1 tests are required for the Seattle Firefighter testing process. You may see the option to take the PSSA2 if you have signed up to send your scores to other Departments in NTN.

When will I receive my FireTEAM and PSSA1 scores?

- Scores will be provided to candidates in mid-December following the close of the testing period on November 24th. You will also be notified at that time if you will be invited to participate in the Oral Boards portion of the testing process.

How are the different components of the exam weighted?

- Here is how the different components of the civil service exam are weighted:
 - 50% FireTeam - human relations video test
 - The math, mechanical, and reading elements of the FireTeam exam are pass/fail – these sections are mandatory but don't count towards weighted score
 - 25% PSSA1
 - 25% Oral Board

When will I receive my oral board score?

- Candidates will be notified of their scores in February 2027. Candidates with passing scores will be added to the eligibility register. We are unable to provide either the scoring rubric of the oral board exam or feedback on individual ratings.

Eligibility Register

When will the eligibility register be published?

- The register produced from the 2026-2027 Firefighter application and testing cycle will be published in February 2027.

What happens after I am placed on the eligibility register?

- After being placed on the eligibility register, candidates in the top 25% will be certified for further selection by the Seattle Fire Department. If you are in the top 25%, SFD human resources staff will reach out to you to complete a personal history questionnaire.

I'm a veteran or will soon be finishing my military service. How can I request for preference points to be added to my test score?

- Qualifying veteran candidates may request for preference points to be applied to their passing test scores following Washington state law (see [RCW 41.01.010](#)). Per [RCW 73.04.005](#).) Proof may include, but is not limited to, a Department of Defense DD form 214, NGB form 22, or equivalent or successor official paperwork stating the required information from a government agency, or a predischARGE certification.
- If you wish to apply for preference points after passing your test, please contact us at FireCareers@seattle.gov with your qualifying documentation at that time, and we will provide you with an application form. Preference points may be added at any point during the life of the Firefighter Register.

How often is the eligibility list refreshed or updated?

- The register/eligibility list is active until it is replaced by the next list. Currently, we are on an annual schedule.
- The eligibility list is a “living document,” so a candidate’s ranking can fluctuate due to several factors, such as: candidates who are hired off of it are removed, veteran’s preference points are applied, candidate withdrawal from the process, etc. You may contact FireCareers@seattle.gov at any time to request your current ranking.

How can I stay informed about the hiring process?

- We encourage candidates to regularly check SFD's [hiring process web page](#) for updates and important information regarding the hiring process.

Contacts For Additional Information

Technical support for Governmentjobs.com account:

- [Governmentjobs.com](#) (855) 524-5627 or support@governmentjobs.com

Technical support for FireTEAM/PSSA1:

- NTN (206)-428-3265 or support@nationaltestingnetwork.com or [Instant Message](#)

Questions about the application/testing process:

- Seattle Public Safety Exams Unit (FireCareers@seattle.gov)

Questions regarding pre-employment screening, or working at SFD:

- SFD Recruiting (SFD.recruiting@seattle.gov)