



Structured Interview - Effective 10/23/2017

The Fort Wayne Fire Department (FWFD) utilizes the Fire & Police Selection, INC (FPSI) Structured Interview for Entry-Level Firefighters. The structured oral interview procedure evaluates a candidate's decision making, verbal communication, and interpersonal skills, utilizing standardized methods. Firefighter experience is not required to be successful.

The structured interview is conducted in a controlled environment, where an individual applicant is seated and interviewed by five members of the FWFD. Through the course of the interview, the applicant will be asked five situational questions relative to the Job-Related Job Description, by panel members in an alternating order.

It is the candidate's responsibility to answer these questions to the best of their ability. This is the candidate's opportunity to demonstrate how their life experiences, relevant skills, and abilities have helped prepare them for a career in the fire service industry—specifically the Fort Wayne Fire Department.

The candidate's answers will then be scored according to a standardized scoring method provided by FPSI.