



# RFS



## **MITIGATION CREW RECRUITMENT** **Candidate Information Guide**

## WHAT WE DO

The Rural Fire Service (RFS) is the lead combat agency for bushfires in NSW. The RFS is located in various locations right across NSW. The RFS comprises of almost 2,000 Rural Fire Brigades with a total volunteer membership of more than 72,000. In addition, over 1100 staff members are employed across the state. Our agency aims to reduce the likelihood and consequence of fires occurring. This involves comprehensive risk management programs to reduce bushfire hazards, reduce fire ignitions, and the development of regulations for bushfire-prone areas.

## RFS VALUES

The community of NSW expects the RFS to conduct its business with professionalism, accountability, integrity, and respect.

The actions, decisions, and interactions of RFS members must:

- be consistent with relevant legislation and policy;
- provide transparency to enable public scrutiny; and
- be soundly based on the RFS values and the principles that guide their implementation.

There is no hierarchy among our core values, and each is of equal importance.



Mutual Respect



Adaptability and Resourcefulness



Integrity and Trust



One Team, Many Players, One Purpose



Knowledge and Learning



Support, Friendship and Camaraderie



Community and Our Environment

## MITIGATION CREWS

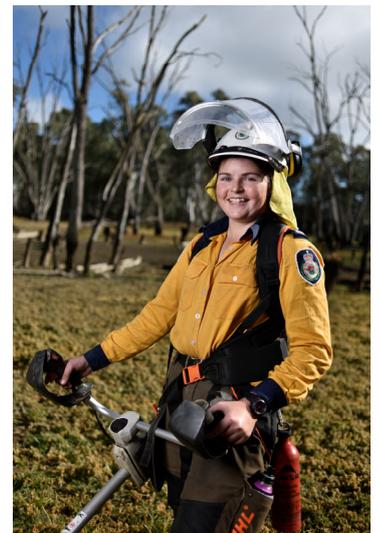
As a member of our Mitigation Crews, you can expect to undertake hazard reduction work, assist with AIDER program activities, work closely with internal and external stakeholders, and undertake operational and logistical support roles at incidents. The roles are primarily outdoor-based and are physically demanding.

There are two role levels for Mitigation Crews, including:

- Mitigation Crew Member - RFS Level 1
- Mitigation Crew Leader - RFS Level 2/3

The role descriptions for each role level outline key information about the roles, including accountabilities and essential requirements (e.g. qualifications), which differ for each role level.

Understanding the role, what is required and whether you have the right skills and experience are important when preparing your application.



## WHAT EXPERIENCE ARE WE LOOKING FOR?

A role in our Mitigation Crews is a great entry-level opportunity where you will be able to learn new skills and obtain qualifications to kick-start your career in the RFS. We are looking for motivated and community-minded individuals who have a passion for Emergency Services and want to make a difference in the community.



Team player



Strong problem-solver



Willing to travel



Safety orientated



Desire to learn new skills



Ability to perform physically demanding work

## ESSENTIAL REQUIREMENTS

To join our Mitigation Crews, all candidates must meet the following essential requirements:



The right to work in Australia  
*i.e. Birth Certificate or Passport*



Current Driver Licence  
*Crew Member – Provisional 1 or above*  
*Crew Leader – Medium Rigid or above*



First Aid Certificate  
*Or willingness to obtain during the Induction*



High level of Physical Fitness



All successful candidates will be required to return a satisfactory Nationally Coordinated Criminal History Check prior to commencement in the role.

In addition, the following qualifications are specific to the role level applied for:



RFS Bush Firefighter Qualification  
*Or willingness to obtain during the Induction*



RFS Crew Leader Qualification  
*Crew Leaders Only*

## QUALIFICATION EQUIVALENCY

There are some qualifications within the role descriptions that are internal to the RFS, however, have been assessed as equivalent to certain National Units of Competency (UoC). If you are unsure if your units are equivalent, please email our team directly at [RecruitmentPrograms@rfs.nsw.gov.au](mailto:RecruitmentPrograms@rfs.nsw.gov.au).

To check which National Units of Competency were assessed in a particular course you may have undertaken, please click [here](#).

## BENEFITS & CONDITIONS

### RATES OF PAY

Role Title	Classification	Annual salary (Plus an additional 11% superannuation)
Mitigation Crew Member	RFS Level 1	\$63,204 - \$67,906
Mitigation Crew Leader	RFS Level 2/3	\$71,648 - \$77,889

### LEAVE ENTITLEMENTS

You may be entitled to leave from time to time per the Applicable Instruments and subject to any prescribed notice, evidence, accrual, or other requirements. The RFS offers leave entitlements such as:



In addition, RFS Staff Members will be entitled to one day off per calendar month each financial year in recognition of the hours worked and professional commitment to the organisation.

RFS Staff working in a Western Zone are entitled to an additional 5 days per year of Recreation Leave. Depending on the location that you are offered, you may be eligible for a Remote Area Allowance.

### ONGOING LEARNING & DEVELOPMENT

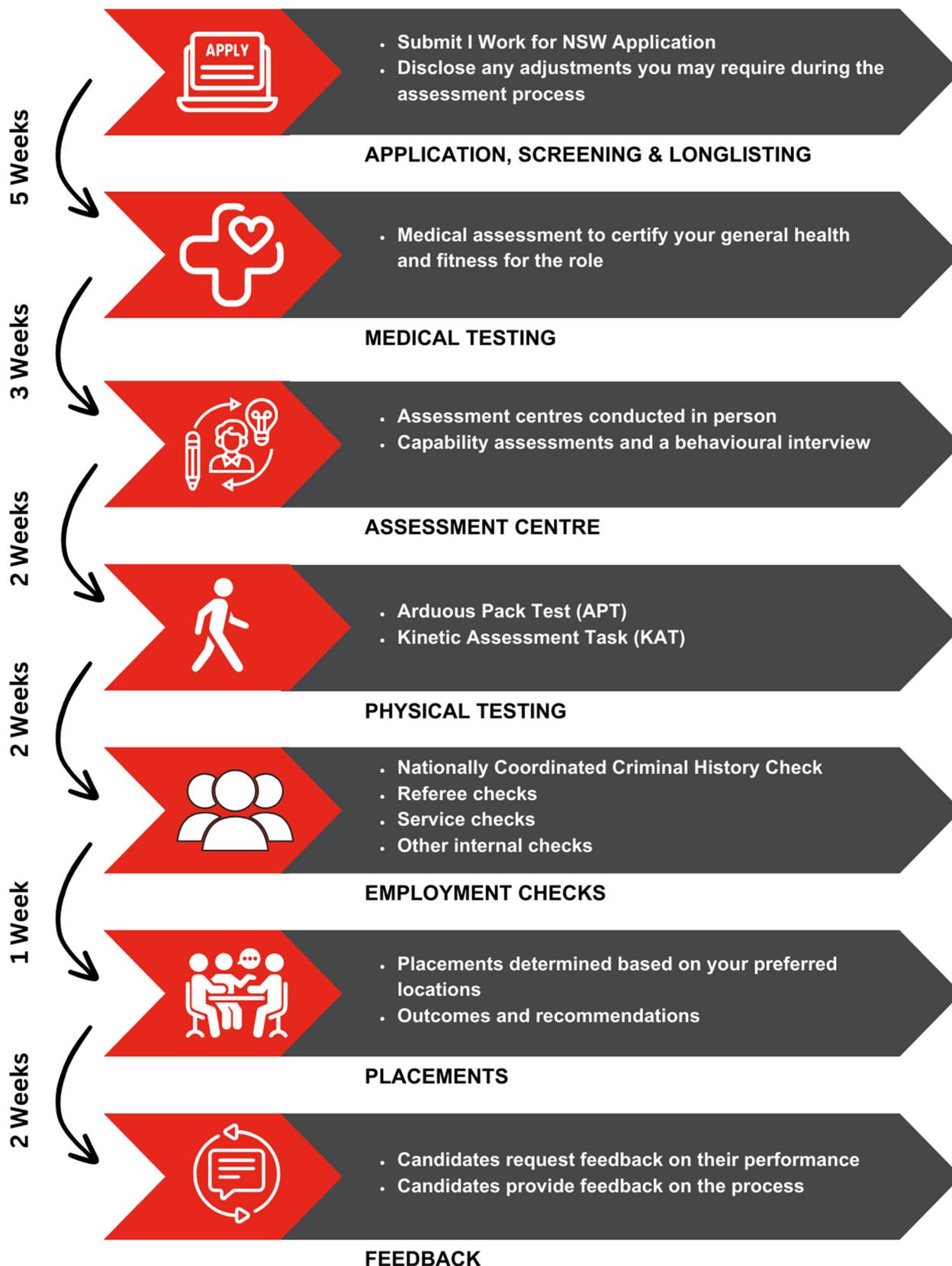
The RFS is committed to developing the capability of members to ensure that you can respond effectively and safely in times of emergency. RFS offers a wide variety of training programs to cater to the different operational and non-operational needs of the Service.

The RFS is a Registered Training Organisation (RTO #6970). Many of our courses are aligned to national units of competency and qualifications and may be recognised outside the Service.



# OVERVIEW OF THE RECRUITMENT PROCESS

All applications for Mitigation Crew roles must be submitted via [I Work for NSW](#).



## FREQUENTLY ASKED QUESTIONS

### **What are the key recruitment dates?**

Please refer to the [Mitigation webpage](#) for the latest information on upcoming Recruitment dates.

### **Where can I access the role descriptions and essential requirements for Mitigation roles?**

Please refer to the [Mitigation webpage](#) for the current versions of the role descriptions.

### **What roles are available?**

There are a number of Mitigation Crew opportunities available, check [I Work for NSW](#) to review available locations.

### **I have my learner driver licence, am I able to apply?**

No. A learner Driver Licence does not meet the essential requirements for the roles.

### **I am a current Mitigation Crew Member, and I want to be considered for Mitigation Crew Leader Opportunities. Am I required to apply?**

Yes, you will be required to apply. Each role has a specific set of focus capabilities which must be assessed.

### **Is there an age limit to apply for these roles?**

No. You will need to demonstrate that you hold the minimum Driver Licence required for the role.

### **If I have applied previously, do I have to apply again?**

Yes. An application is required for each recruitment campaign.

### **Can I apply if I have a Criminal Record?**

As part of the Nationally Coordinated Criminal History Check (NCCHC) process, all applications are considered on a case-by-case basis. Some serious offences may mean applications are not progressed. Each application is reviewed in accordance with RFS procedures.

### **What is involved in the induction program?**

The program is facilitated at the RFS Training Academy and is designed to equip staff with the skillset required to perform the tasks required of the role. The program runs for 4-5 weeks with accommodation and meals provided. Ad-hoc induction programs may be run locally where required.

### **What happens if I am on an existing Mitigation Crew Recruitment Pool?**

If you are currently on a Mitigation Crew recruitment pool, you do not need to re-apply. Recruitment pools have an expiry of 18 months. Candidates are required to re-apply once their tenure expires. If you are unsure whether you are on an existing recruitment pool, or wish to update your location preferences, please email [RecruitmentPrograms@rfs.nsw.gov.au](mailto:RecruitmentPrograms@rfs.nsw.gov.au).

### **Do I have to pay for my medical assessment?**

The RFS will be covering the cost of medical assessments through the approved provider, they will contact you directly to book your assessment during the process.

### **Am I required to undertake a medical assessment?**

Medical assessments are required for all external candidates, internal candidates will require a medical if their current medical is close to expiry, or if they are a new entrant to the Mitigation Program.

### What does the medical assessment include?

It includes a medical questionnaire, general examination, blood work, audiometric assessment, and spirometry assessment. Blood works are only required for candidates aged 34 years or older.

### I have a medical condition. Can I apply?

There are some medical conditions that place you at risk in a mitigation role. Some examples include asthma, coronary artery disease or stroke, seizures or blackouts, diabetes, some medications, and significant psychiatric conditions. Candidates with a pre-existing medical condition will be considered on a case-by-case basis.

### What is the physical testing, and how do I prepare for this?

The physical testing is comprised of an APT and KAT assessment. These assessments are designed to test your fitness and ability to safely undertake the role of a Mitigation Crew.

- The **APT** consists of a 4.83km walk over level ground, wearing a 20.4kg weight vest (15.4kg for participants less than 68kg in body weight), and completing the test in under 45 minutes. The test is a brisk walk. No running or jogging is permitted.
- The **KAT** assesses your physical capacity concerning the specific tasks undertaken in Mitigation roles. This includes 12 work-specific tasks with a scorecard on each of the tasks.

### How soon should I start training for the APT & Kinetic Assessments?

A minimum of eight weeks of training and preparation is recommended before attempting the APT & KAT assessments. To ensure you are appropriately prepared to undertake these assessments, we recommend that you review the Medical and Physical Capability Guide, accessible via the [Mitigation webpage](#).



## HAVE ADDITIONAL QUESTIONS?

Please contact the Mitigation Recruitment Team via [RecruitmentPrograms@rfs.nsw.gov.au](mailto:RecruitmentPrograms@rfs.nsw.gov.au) and one of our friendly team members will assist.