Recruitment Process Chart

Submit an online application via cfa.vic.gov.au/career

Beep Test
A benchmark score of 9.6 is required to move on to the next stage

Aptitude Testing
Applicants must achieve the required benchmark. Aptitude testing can occur on the same day as the Beep Test.

Screening interview
Applicants must be successful to move onto the next stage. Note on occasion the Physical Ability Test & Screening Interview are conducted on the same day.

Physical Ability Test
To proceed, applicants must be recommended by the interview panel. Applicants who have previously completed this stage may not have to re-sit this interview.

Personality Profile (CPI)
This questionnaire is usually completed on the same day as the physical challenge. Previous applicants may not have to re-sit.

Final interview
Applicants recommended by the interview panel are placed on a short list. Resumes and test results are reviewed and reference checks completed for short-listed applicants.

CFA Medical

Reference checks → **Police and driving checks**

Operational approval

Employment offer

Recruit course