

How to Get Hired with the Department of Motor Vehicles



STEP 1: APPLY FOR AN EXAMINATION

To apply for a Department of Motor Vehicles (DMV) or State civil service vacancy, candidates must first take and pass an examination for the classification in which they are interested. Examination announcements (also known as “examination bulletins”) for DMV are available at several locations:

- California Department of Human Resources (CalHR) Careers website:

calcareers.ca.gov/CalHRPublic/Search/ExamSearch.aspx

- DMV Employment Opportunities Page:

dmv.ca.gov/portal/employment-opportunities-at-the-department-of-motor-vehicles-dmv/

- In person at:

DMV Headquarters
2415 First Avenue, First Floor
Sacramento, CA 95818



When you find an examination for which you are interested in applying, create a CalCareers account at calcareers.ca.gov, complete an Examination/Employment Application (STD. 678) and submit it to the mailing address shown on the examination bulletin.

In some cases, you may be able to apply, take, or schedule yourself for an examination online. The “Filing Instructions” section on the examination bulletin will specify whether or not those options are available.

STEP 2: TAKE THE EXAMINATION

If you meet the minimum requirements (also known as minimum qualifications) for the examination for which you applied, you will receive a notification stating you have been accepted into the examination with the time, date, and location of the examination including online examination information.

The examination bulletin will state the type of examination to be conducted (such as, written test, qualifications appraisal panel interview, or training and experience evaluation).

The examination bulletin will also state what information will appear on the examination under the section called “*Knowledge and Abilities.*” This is a list of knowledge, skills, and abilities candidates must possess to successfully pass the examination.

After successful completion of the examination, your name will be placed on the employment (eligible) list, grouped by score, and arranged by rank.

Now, you may apply for vacant positions in the classification for which you tested.

STEP 3: APPLY AND COMPETE FOR VACANCIES

Vacant positions are advertised in several ways:

- **CalHR’s CalCareers Website:**

CalHR offers an online database of current vacancies available throughout the state. Search for vacancies at calcareers.ca.gov.

- **DMV’s Employment Opportunities Page:**

dmv.ca.gov/portal/employment-opportunities-at-the-department-of-motor-vehicles-dmv/



- **Departmental Listings:**

Copies of the Job Postings are available at:

DMV Headquarters
2415 First Avenue, First Floor
Sacramento, CA 95818

After applying for a vacancy, you may be contacted for a hiring interview. These interviews are conducted to identify the candidate best suited for the vacancy.

Once you are hired, you must serve a probationary period, which is either 6 or 12 months long. If you are hired into a “permanent” position, you will attain a permanent status after you serve and pass the probationary period.

About Us

DMV is seeking talented individuals who are committed to providing superior customer service. We offer a wide variety of career opportunities in many fields, such as:

- Licensing, Registration, and Public Safety
- Fiscal, Administrative, and Staff Management
- Office Support
- Information Technology
- Law Enforcement
- Legal Affairs
- Technical Classifications

If you are interested in a challenging and fulfilling career with room for job growth, consider a career with DMV. State civil service positions are typically filled using eligible lists of candidates who have taken and passed state examinations.

Additional Benefits

- Flexible Schedules
- Medical, Vision, and Dental Insurance
- Military Leave
- Paid State Holidays
- Paid Vacation
- Retirement Plans
- Savings Plans 401(k) and 457(b)
- Sick Leave
- Telework Option (for some positions)
- Training Programs

Our Mission

We proudly serve the public by licensing drivers, registering vehicles, securing identities, and regulating the motor vehicle industry in pursuit of public safety.

Our Vision

Deliver an outstanding experience to all of our customers, powered by our people and technology.

Our Core Values

- Service
- Trust
- Respect
- Innovation
- Development
- Excellence

DEPARTMENT OF MOTOR VEHICLES
Talent Acquisition Team
PO Box 932315, MS E678
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