Aurora Fire Entry-Level Testing Process

(updated December, 2021)

Applicants are required to pass the Ergometrics FireTEAM and Integrity exams. These exams are available year-round through the National Testing Network (NTN) and scores are valid for one year.

Applicants complete the Aurora Firefighter application online. Minimum qualifications are automatically screened. Applicants meeting minimum qualifications are given a deadline to pass the FireTEAM and integrity tests through NTN, unless already completed.

All applicants passing the FireTEAM and Integrity Exams by the established deadline are placed on a Prospective Employment List (PEL) in scoring bands according to their weighted FireTEAM and Integrity exam scores plus any preference points[1].

Top applicants on the PEL are invited to complete the Personal History Statement (PHS), Job Suitability Assessment (JSA), and Background Investigation.

A summary of all results is presented to the Civil Service Commission and a representative from AFR for review. An interview can be now be conducted by 2 AFR representatives, the Commission, and a citizen assessor.

Applicants receiving a Conditional Job Offer invited to complete the Post-Offer Psychological, Medical examination, and Substance Abuse screening. CPAT certificate required within one year from date of Academy.

Final Job Offer letters are presented to the number of passing applicants needed to fill the next Fire Academy. Remaining passing applicants are eligible for the next Academy.

Academy positions are filled in rank order from the PEL. Once in the Academy, rank order of graduation is established by performance in the Academy.

This concludes the Civil Service hiring process and Academy Recruits are now employed by AFR. Recruits enter a probationary period where their ongoing employment is at the discretion of the Chief.

1 = Preference points available include Veteran's Points (5 or 10 per Colorado State Constitution) and Second Language Points (2 or 5 based on fluency and language).