



## Summer 2022 Lateral Firefighter Current Hiring Process

### Minimum Qualifications

- A minimum of 3 years of paid, full-time experience as a firefighter (within the last 12 months) with a career fire service agency (state, county, municipal or special district) whose primary responsibility is fire protection and emergency medical service (academy training does not count towards the three-year experience requirement).
- Completion of a career fire academy consisting of at least 440 training hours (May be required to provide training records).
- Successful job performance and no prior disciplinary action within the prior three-years of experience (Copies of performance evaluations will be required as part of the background process).
- Possession of the following certifications (Copies must be provided at time of application):
  - Current State of Colorado or National Registry Emergency Medical Technician (EMT) certification
  - AHA Basic Life Support Health Care Provider
  - Firefighter I and Firefighter II (Must meet ProBoard/IFSAC Accreditation)
  - Hazardous Materials (HAZMAT) Operations (Must meet ProBoard/IFSAC Accreditation)
- Possession of valid driver's license with an acceptable driving record in accordance with SMFR's driving records policy. State of Colorado license required by hire date.
- Successful completion of comprehensive pre-employment background check, criminal history review, physical, fitness/wellness assessment, medical evaluation, drug screen, and psychological evaluation in accordance with the SMFR policy and within acceptable SMFR background standards.

**\*\* PLEASE NOTE: SMFR does not permit the use of marijuana including the previous 12 months from contingent offer regardless of whether it is legal in the state of Colorado. \*\***

**The following steps of our Lateral Firefighter Academy hiring process are only applicable when positions are available.**

## **APPLICATION**

Based on FireTEAM scores, a limited number of candidates will be invited to submit an application.

## **VIDEO INTERVIEWS (Dependent on the amount of applications received)**

These are pre-recorded interviews through Jobma. You have (3) three minutes to answer (5) questions. You can record your answer for each question **up to 3** different times so you will have the opportunity to pick the best one.

## **ORAL BOARD**

After applications are submitted, a limited number of candidates will be invited to participate in the Oral Board Process. The Oral Board panel will consist of SMFR personnel of various ranks that will ask behavior-based questions. This is an opportunity for us to get to know you as a person and how you would be as member of the SMFR family. Our advice to you for preparation of the oral boards is to **BE YOURSELF!**

## **CONTINGENT JOB OFFERS**

After receiving a contingent job offer, our background process will begin. Our backgrounds include a pre-employment background check, criminal history review, physical, fitness/wellness assessment, medical evaluation, drug screen, and psychological evaluation.

In preparation for the physical evaluation, candidates should start gathering medical records of any major surgeries or any other issues related to completing the duties listed in the job description. This information will be reviewed by SMFR's Wellness Division.

## Lateral Firefighter Hiring Timeline

<b>April 24, 2022</b>	SMFR Application deadline
<b>April – Early May, 2022</b>	Pre-recorded Video Interviews
<b>May 9-11, 2022</b>	Oral Boards
<b>May 12, 2022</b>	Contingent Job Offers extended via email
<b>May 16, 2022</b>	Pre-employment Testing (background check, psychological evaluation)
<b>May 27 and May 28, 2022</b>	Required travel to Colorado for fitness/physical evaluations
<b>June 10, 2022</b>	Final Job Offers
<b>July 5, 2022</b>	Summer 2022 New Employee Orientation
<b>July 7, 2022</b>	Summer 2022 Lateral Academy starts
<b>August 12, 2022</b>	Summer 2022 Lateral Academy Graduation

## SMFR Background Standards

South Metro Fire Rescue strives to have a highly qualified and diverse workforce with strong organizational morale. We only hire individuals who share our organizational values of integrity, compassion, and unwavering professionalism. As professional Firefighters and Paramedics, we must uphold public trust as we have unsupervised access to customer's personal property and have unsupervised, intimate, physical, and emotional contact with customers in a time of maximum physical and emotional vulnerability. To ensure we unequivocally uphold this trust, all applicants must meet our established background standards. Some standards are automatic disqualifiers, while others will provide for an opportunity for review and determination on a case-by-case basis.

### INTEGRITY

- Providing inaccurate or misleading statements throughout the selection process.
- Any intentional omission, misstatements, conflicting information, or discrepancies of information required as part of the employment application, background questionnaire, wellness/fitness assessment questionnaire.
- Falsification of any document.
- Failure to provide required documents or successfully complete any portion of the required background process.
- Knowingly offering, soliciting, or accepting a bribe.

### DRIVING HISTORY

- More than three Class "B" violations or chargeable accidents with the last three years (moving violations not listed as Class A violations (i.e speeding, defective vehicle).
- Any conviction of a Class "A" violation within the last three years (driving while intoxicated, driving under the influence of drugs, negligent homicide using a motor vehicle, driving during a period of suspension or license revocation; using a motor vehicle for the commission of a felony, aggravated assault with a motor vehicle, operation of a motor vehicle without owner's authority, permitting an unlicensed person to drive, reckless driving, hit and run driving).

### CRIMINAL

- Current incarceration, work release, parole, or probation for any crime.
- Current participant as a defendant resulting from a criminal charge.
- Certain felony and misdemeanor convictions, including, but not limited to, crimes against a person; any bias-motivated crime; arson; impersonating a peace officer, firefighter, or public servant; obstruction of government operations, including obstruction of a peace officer, firefighter, or related government official; false reporting to fire, emergency, or law enforcement authorities; perjury; and various convictions of theft, fraud, and forgery.
- Other criminal convictions are not automatic disqualifiers and will be evaluated to determine if the criminal act jeopardizes the health and safety of the public. The following criteria will be considered:

1. The seriousness of the crime.
2. Whether the crime relates to the performance of the duties of a Firefighter / Paramedic.
3. How much time has elapsed since the crime was committed.
4. Whether the crime involved violence to, or abuse of, another person.
5. Whether the crime involved a minor or a person of diminished capacity.
6. Whether the applicant's actions and conduct since the crime occurred are consistent with the holding of a position of public trust.
7. Whether the applicant is a repeat offender.
8. Whether the applicant has complied with all court orders and probationary requirements associated with the conviction.

## **NARCOTICS**

- Any distribution or manufacture of a controlled substance.
- Any use of marijuana or marijuana-containing products, including THC or Synthetic use, within the last one year, as marijuana is an illegal controlled substance under Federal law.
- Any use of illegal narcotics, including but not limited to, cocaine, LSD, heroin, mushrooms, steroids, or amphetamines, within the last five years.

