



SMFR 2027-1 PARAMEDIC/FIREFIGHTER RECRUIT HIRING TIMELINE

July 6, 2026	SMFR application opens
August 28, 2026	SMFR application deadline (11:59 p.m. MST)
September 2, 2026*	Emails sent to invite to Paramedic Practical * Applications will be reviewed on a rolling basis. Applicants can expect an update no later than 9/2 and possibly sooner.
September 14, 2026	Paramedic Practical (more details soon)
September 21, 23, 24, 2026	Virtual Interviews
November 2, 3, 5, 6, 8, 9, 11, 12, 2026	Oral Boards (required in person)
Roughly November 16th	Contingent Job Offers
Mid-November to mid-December	Background Process
December 8 and 9 th OR December 14 th and 15 th .	Fitness/wellness assessment (attend two required in-person assessment days. Our Wellness Division will assign based on their staffing schedules. Candidates will not have the availability to choose dates.)

December 10, 2026	<p>Required second CPAT* for all Colorado candidates who received contingent job offer</p> <p>Out-of-state contingent job offer candidates will schedule and complete their second CPAT in their state of residence.</p> <p>*Second CPAT will be paid by SMFR</p>
Mid-December	Final Job Offers
January 22, 2027	2027-1 New Employment Orientation
January 25, 2027	2027-1 fire academy starts
<p>**The hiring process timeline is subject to change at any time**</p>	