



Brighton Fire Rescue District

500 S. 4th Avenue, 3rd Floor • Brighton, Colorado 80601
Telephone: (303) 659-4101 • Fax: (303) 659-4103 • Website: www.brightonfire.org.

The Brighton Fire Rescue District is expanding and seeking dedicated and passionate professionals to join our fire family. We are looking for individuals who will embrace our Mission, Vision, and Values. Our team members are highly trained professionals committed to positively impacting those we serve through exceptional service.

Our vision is to be a visionary fire department where our people are valued, supported, and empowered to be servant leaders. We take pride in serving our community and upholding our values: Community, Integrity, Courage, Pride, and Compassion.

New recruits will begin integrating with our team in mid-January and will attend the 2025 Spring North Area Fire Academy.

What we offer:

The Brighton Fire Rescue District offers a comprehensive range of benefits designed to meet the diverse needs of our team members. Our generous medical plan, with options from Kaiser and UnitedHealthcare, includes a fully funded Health Reimbursement Account that covers 50% of your or your family's out-of-pocket deductible and co-insurance expenses. Additionally, we provide dental and vision coverage, with the district covering 100% of employee-only enrollments.

Employees also receive district-provided life insurance, disability insurance, and access to Employee Assistance Programs. Furthermore, we offer a variety of voluntary benefits to best fit your lifestyle. The district participates in the Fire Police and Pension Association (FPPA).

Beyond these benefits, we foster a positive and supportive work environment and are strongly committed to serving our community.

The 2024 Firefighter/EMT salary range is \$71,876 - \$102,680, and the Firefighter/Paramedic salary range is \$82,801 - \$115,002. The 2025 salary range has not been approved as of the date of this posting. All line employees receive holiday pay equal to 96 hours of holiday pay pro-rated based on the hire date for new hires.

Mandatory Qualifications:

Entry Level Firefighter Applicants (no certifications)

- Possess a valid driver's license.
- High School Diploma or equivalent or higher education.
- Desire and passion to begin their career as a firefighter with Brighton.

All necessary certifications will be obtained during the NAFA EMS/Fire Academy.

Firefighter/EMT Applicants (EMTs with no fire certifications and FF/EMT Laterals)

- Possess a valid driver's license.
- High School Diploma or equivalent or higher education.
- Current State of Colorado Emergency Medical Technician Certificate or NREMT required for application (**Colorado EMT required within 30 days of hire**).
 - If you are in the EMT certification process, you are still eligible to apply, and this will be reviewed along with your resume and application. Please denote this on your application with the anticipated graduation and certification in hand date.
- Current CPR - BLS Provider card.
- Current (within one year of August 1, 2023) Candidate Physical Ability Test (CPAT) certificate **OR** the District approved pre-employment physical ability exam (contact the Fire District for more details)

Firefighter/Paramedic Applicants (Paramedics with no fire certifications and FF/Paramedics Lateral)

- Possess a valid driver's license.
- High School Diploma or equivalent or higher education.
 - Current State of Colorado Paramedic Certificate or NREMT-P required for application. (**Colorado Paramedic required within 30 days of hire**).
 - Current Pediatric Advanced Life Support (PALS) certification or obtained within 12 months of hire.
 - Current Advanced Cardiac Life Support (ACLS) certification.
- Current (within one year of August 1, 2023) Candidate Physical Ability Test (CPAT) certificate **OR** the District approved pre-employment physical ability exam (contact the Fire District for more details)

Note: Lateral Applicants are those individuals who have been serving as full-time Firefighters/EMTs or Firefighters/Paramedics at a similar agency for three years or more.

Read and follow the directions below carefully.

Application Process:

- Applications are due no later than 5:00 pm on August 31, 2024
- **How to Apply:**
 - Submit an **Application Packet** to include:
 - resume,
 - copies of all current certifications if they apply for the position you are applying for, and
 - the completed Application for Employment. ([Application](#))
 - **The Application Packet (includes all items listed above) MUST be saved and emailed as one (1) PDF document. Otherwise, it will be ineligible for consideration. DO NOT send multiple files, photos of documents, or documents saved as MS Word or Pages or another format. They will not be accepted.**
 - **Save and submit your Application Packet with your first and last name as the document title.**
 - Incomplete submissions will be ineligible for consideration.
 - Submit the complete Application Packet to jobs@brightonfire.org

Hiring Process Timeline for Spring 2025 Academy:

The timeline below is our target schedule and may change slightly if necessary. This is to provide general guidance on what to expect during the hiring process.

- **September 4, 2024:** Selected candidates will be invited to the Virtual Interviews
- **September 16 – September 20, 2024:** Virtual interviews.
- **September 23, 2024:** Selected candidates from the Virtual Interviews will be invited to the In-person Oral Board Interviews
- **October 7 – October 11, 2024:** In-person Oral Board Interviews. (Paramedic Skill assessments will be scheduled this week as needed)
- **October 14, 2024:** Selected candidates from the In-person Oral Board Interviews will be given a Conditional Offer. An individual receiving a Conditional Offer will need to complete the following successfully:
 - **October 15, 2024:** Background Check
 - **October 22 - October 24, 2024:** Psychological Evaluation
 - **November 5 or 6, 2024 or November 12 or 14, 2024:** Medical Assessment
- **November 20, 2024:** Final Job Offers are extended
- **January 2, 2025:** Anticipated Hire Date
- **January 13, 2025:** NAFA Academy Start Date

Brighton Fire Rescue District reserves the right not to hire any applicant at its sole discretion.