



**DENVER**  
THE MILE HIGH CITY

# FIREFIGHTER SELECTION PROCESS



## Application Process

- Be at least 21 years of age at the time of application (no max age limit).
- Graduation from a U.S. high school or equivalent, G.E.D.
- Complete City and County of Denver Application: [Denver Jobs](#)
- Schedule & complete NTN Entry Level Fire Exam (report scores to City and County of Denver): [NTN Exams](#)

## Background Examinations

- Complete BHQ within 10-day time frame
- Complete & pass CPAT (Candidate Physical Ability Test)
- Schedule & complete in-person polygraph examination
- Schedule, complete & clear in-person suitability interview & CPI (California Psychological Inventory)

## Interview and Reviews

- Complete Department Interview
- Background interview with Background Investigator
- Pass Commissioner Deliberative Review
- Certification of Names-review by Executive Director & fire department

## Conditional Job Offer

- Complete & pass Drug Screen
- Complete Fingerprinting
- Complete & clear Medical Examination-VO2 Max
- Complete & clear 2nd Stage Psychological Evaluation & PAL (Personality Assessment Inventory)

## Final Job Offer

- Accept final job offer
- Academy start

### Important to Note:

This is a lengthy and extensive process, some processes may be completed simultaneously, and the order of administration of testing and screening components may be modified