



SMFR 2026-2 ACADEMY HIRING TIMELINE FOR FIREFIGHTER RECRUITS

March 2, 2026	SMFR application opens
March 31, 2026	FireTEAM Deadline
April 5, 2026	SMFR application and CPAT deadline at 11:59 p.m. MST
April 8, 2026	SMFR will invite a limited number of candidates to phone interviews based on the top 350 FireTEAM scores
April 13 th , 15 th , 16 th	Phone Interviews
May 9, 11, 12, 14, 15, 17, 18	Oral Boards (required in person)
May 19, 2026	Contingent Job Offers
Mid-May - Mid-June	Background Process
June 15-17, 2026	Fitness/wellness assessment and second CPAT* (required in person) *Paid by SMFR
End of June - early July	Final Job Offers
August 14, 2026	2026-2 Fire Academy New Employee Orientation

August 17, 2026

2026-2 Fire Academy Starts

****The hiring process timeline is subject to change at any time****