



# Nevada County Consolidated Fire District

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## Employment Opportunity Entry-Level Firefighter (Full Time) Annual Base Pay \$61,620.73 to \$65,185.64 with incentive opportunities

Nevada County Consolidated Fire District (NCCFD) is conducting open testing to develop an eligibility list for the following position of **Entry-Level Firefighter**.

### Application Period:

The acceptance of applications will begin on Thursday, January 22, 2026 thru Friday, February 25, 2026.

Applications shall be submitted online. Please visit [www.nccfire.com](http://www.nccfire.com) for the job description and application.

1. **Application Filing:** All applicants are to apply online at [www.nccfire.com](http://www.nccfire.com), and submit the required information as indicated on the job announcement by the final filing date listed above. All applicants must demonstrate that they meet the minimum qualifications provided in the job announcement. Resumes may not be substituted for the official application. **Faxed, mailed, in-person or late applications WILL NOT be accepted.**
2. **Application Evaluation:** Depending on the number of applications received, an Application Evaluation Board may be convened to evaluate and select the best-qualified candidates for invitation to the next examination phase.
3. **Written & Oral Interview:** A written exam will be conducted prior to an oral interview. Scheduled test date March 6, 2026. Candidates who successfully pass the written examination may be invited to an oral interview, March 20, 2026.

### Minimum Qualifications:

- Must have Cal-JAC CPAT card issued between May 31, 2025 – April 1, 2026.
- Valid unrestricted California Driver's License. Ability to obtain a CDL valid for operation of fire apparatus within one year of appointment.
- At least 18 years of age on the date of application.
- High school diploma or equivalent.
- Successful completion of an accredited California State Fire Marshal Firefighter I Academy or 3 years' full-time experience in an organized, all-risk fire agency. Cumulative seasonal employment, or a combination thereof equaling 3 years shall qualify.
- CSFM Firefighter I certification by April 1, 2026.
- Valid BLS CPR certification or equivalency.
- Valid California or National Registry Emergency Medical Technician
- Ability to pass a comprehensive background investigation and pre-placement medical screening, including a drug screen.
- Review the Job Description for additional information.

## Desirable Qualifications:

- Associate's or higher-level degree from an accredited college or university.
- California Driver's License valid for operating fire apparatus.
- CSFM Driver Operator 1A, 1B.

**Applications are only available at NCCFD's website: [www.nccfire.com](http://www.nccfire.com)**

## Filing Information:

All candidates shall electronically submit the following documentation during the application period. Incomplete submissions will be rejected:

- Signed, completed employment application,
- Current resume (1),
- Certificate of successful completion of CSFM Accredited Fire Academy and/or verification of 3 years' full-time experience.
- Valid CSFM Firefighter I certificate or documentation that you will receive it by April 1, 2026.
- Current California or National Registry Emergency Medical Technician Certification.
- Valid BLS CPR Certification.
- Completed DMV 1101 Form ([Click Here to Access](#)) – allowing the fire district to pull driving records
- A valid Physical Ability Test (CPAT) Card, administered by California Firefighter Joint Apprenticeship Committee dated between May 31, 2025 to April 1, 2026.

## Testing Process:

- Application review.
- The upcoming Entry-level Firefighter Test will evaluate whether or not you possess the critical, and job-related, skills and abilities necessary for success on the job. Qualified applicants will be given instructions on the process and next steps to follow to take the online entry-level firefighter test on the scheduled test date. Every qualified applicant will be given a specific test link ahead of the test day with instructions on how to access the online test. For the test day, applicants will need to ensure that they have a laptop or desktop computer (Windows, Mac, or Linux) and must use one of the following browsers (Chrome, Safari, Edge, or FireFox) to take the online test.
- In preparation for the recruitment process for the Entry-Level Firefighter position, you may order an optional practice guide. Applicants may order the "**Online Test Candidate Orientation Guide**" by clicking the following link: <https://www.fpsi.com/product/online-test-guide/>. The **Online Test Candidate Orientation Guide** is a helpful tool to prepare for the exam and can be downloaded as a PDF file and saved or printed. Please read through the disclaimer on the order page in order to access the file and have a successful download. Payments will be submitted through PayPal via an account or credit/debit card. *Once payment is submitted, PayPal automatically redirects you back to the FPSI site where access to the download link will be located on the Checkout Status page.* It is important to pay close attention to ALL instructions on both the FPSI and PayPal websites in order to access the instant download successfully!

**Upcoming CANDIDATE PHYSICAL ABILITY TEST (CPAT) Dates:**

**FCTC Sacramento**

Saturday, January 17 - CPAT Test  
Wednesday, February 18 - CPAT Orientation & Practice  
Friday, February 20 - CPAT Test  
Wednesday, March 18 - CPAT Orientation & Practice  
Friday, March 20 - CPAT Test

**FCTC Livermore**

Wednesday, January 21 - CPAT Orientation & Practice  
Friday, January 23 - CPAT Test  
Wednesday, February 11 - CPAT Orientation & Practice  
Saturday, February 14 - CPAT Test  
Tuesday, February 24 - CPAT Orientation & Practice  
Thursday, February 26 - CPAT Test  
Saturday, March 7 - CPAT Orientation & Practice  
Thursday, March 12 - CPAT Test  
Wednesday, March 25 - CPAT Orientation & Practice  
Friday, March 27 - CPAT Test

**Additional FCTC CPAT dates and locations available at:** [Testing Schedules | Fctc Online](#)

**EMPLOYEE BENEFITS:**

Nevada County Consolidated Fire District offers a wide range of competitive benefit options to meet the needs of our diverse workforce and their families. These benefits include but are not limited to:

**For your Health & Welfare Benefits:**

Medical Insurance	Dental Insurance
Vision Insurance	Basic Life Insurance
Supplemental Life Insurance	Employee Assistance Program
Medical Retirement Benefits	

**For your Financial Future:**

Short-term Disability Insurance	Deferred Compensation Plan
Long-term Disability Insurance	CalPERS Retirement

**For your Work/Life Balance:**

Paid Holidays	Employee Assistance Program
Vacation Accrual	
Sick Leave Accrual	

This information is intended to provide a general summary of benefits available to employees, it is subject to change and is not binding. Nevada County Consolidated Fire District determines eligibility and offerings may vary by Memoranda of Understanding (MOU) or Employment Agreement between the District and the employee.

Visit [www.nccfire.com](http://www.nccfire.com) for the position description for further information regarding the position, salary and benefits.

The Nevada County Consolidated Fire District is an Equal Opportunity Employer. The District is committed to providing a work environment free from discrimination, harassment, and retaliation.