



City of Hillsboro  
**Entry Firefighter**

<b>SALARY</b>	\$77,004.00 - \$110,532.00 Annually	<b>LOCATION</b>	OR 97123, OR
<b>JOB TYPE</b>	Full Time	<b>JOB NUMBER</b>	2026-53
<b>DEPARTMENT</b>	Fire	<b>DIVISION</b>	FIRE MAIN
<b>OPENING DATE</b>	01/05/2026	<b>CLOSING DATE</b>	03/01/2026 11:59 PM Pacific



**Entry Firefighter**

HP 2026-53 – Fire & Rescue Department



Annual Salary: \$77,004 - \$110,532  
depending on qualifications



Full-time, non-exempt position with benefits



Close: 11:59 p.m. PST, Sunday,  
March 1, 2026



To Apply: [Hillsboro-Oregon.gov/Jobs](http://Hillsboro-Oregon.gov/Jobs)

### **The City of Hillsboro Fire & Rescue Department**

Hillsboro, Oregon, is one of the state's most diverse and dynamic cities, with over 111,000 residents. As Oregon's "high-tech hub," Hillsboro boasts a thriving economy, excellent schools, and abundant green spaces.

Hillsboro Fire & Rescue, with an annual budget of over \$43 million, employs 146 personnel, including 136 sworn members. We provide exceptional emergency services, fire prevention, and community education across six strategically located stations within a 25.67-square-mile area. Our commitment is to deliver professionalism and excellence in every aspect of the services we provide.

### **Position Overview**

Hillsboro Fire & Rescue is creating an eligibility list for expected full-time vacancies for Firefighter EMT and Firefighter Paramedic, with placements beginning in August 2026. This list will be valid for one year from the closing date or until exhausted.

As a Firefighter EMT or Firefighter Paramedic, you will respond to emergency calls to

provide fire suppression, rescue, and emergency medical services. You will also be responsible for maintaining fire stations, equipment, and apparatus, and participating in drills, training, and community outreach events. Duties include operating a variety of firefighting and medical equipment, participating in hazardous-material incident response, assisting with fire prevention activities, and ensuring accurate documentation of incidents and patient care.

## Compensation

- **Firefighter EMT:** \$77,004 - \$110,532 Annually\*
- **Firefighter Paramedic Incentive Pay:** 13%
- **Starting Pay for those who are PERS/OPSRP eligible is \$81,624.** *Those who are not PERS/OPSRP eligible at start of employment will have their salary increased once eligibility is earned.*

\*based on salary range effective July 1, 2026.

## Application Process

**Step 1:** **Sign Up:** Register at [National Testing Network](#). Select Firefighter Jobs and Hillsboro Fire and Rescue.

**Step 2:** **Written Exam:** Schedule and complete the FireTEAM exam via the National Testing Network.

**Step 3:** **Physical Abilities Test:** Complete the [Candidate Physical Abilities Test \(CPAT\)](#).

**Step 4:** **Complete** the standard application on the [City of Hillsboro's Career Opportunities page](#).

## Tentative Recruitment Timeline\*

<b>Application opens:</b>	January 5, 2026
<b>Application closes:</b>	March 1, 2026 (11:59 p.m. PST)
<b>Application reviews complete:</b>	March 6, 2026
<b>Mock Interview Training Session (optional):</b>	March 11 – 12, 2026
<b>First Round (Spark Hire One-Way Video Interviews):</b>	March 16 to March 26, 2026

<b>First Round (Spark Hire One-Way Video) interviews evaluated by panel:</b>	March 30 – April 2, 2026
<b>Second Round (Virtual) Interviews:</b>	April 20 – 23, 2026
<b>Final Round (In Person) Interviews (with Chiefs):</b>	May 18 – 21, 2026
<b>Selection and Offer:</b>	May 27, 2026
<b>Firefighter Academy 26-1:</b>	August 24, 2026

*\*This schedule is subject to change based on the City of Hillsboro's needs.*

### **Required Attachments**

1. Resume and Cover Letter
2. Candidate Physical Abilities Test (CPAT) results must be between July 1, 2025, and March 1, 2026.
3. EMT License (State of Oregon or National Registry) or higher must be submitted by March 1, 2026

### **General Statement of Duties**

- Respond to emergency calls to provide fire suppression, rescue, emergency medical services
- Support of fire prevention duties as assigned
- Maintenance of fire stations, equipment, and apparatus
- Participation in drills and training activities
- Active involvement in community outreach events as scheduled

For more details, please click on this link for job classification description: [Firefighter](#)

### **Acceptable Experience and Training**

### **Minimum Requirements**

- Be at least 18 years of age by the date of appointment

- Be in good physical health as determined by a medical examination

### **Acceptable Education and License/Certification**

- High school diploma or equivalent, AND
- State or State of Oregon Emergency Medical Technician license or higher, or a National Registry of EMT's Emergency Medical Technician certification and ability to obtain Oregon reciprocity within three months of hire
- Valid driver's license and safe driving record

### **Preferences**

- EMT Paramedic preference will be applied in the process
- Qualifying veterans and disabled veterans may obtain preference by submitting approved documentation with their application

### **Veterans' Preference**

Qualifying veterans and disabled veterans may obtain preference by submitting as verification of eligibility a copy of the Certificate of Release or Discharge from Active Duty (DD Form 214 or 215) or a letter from the U.S. Department of Veterans Affairs indicating receipt of a non-service-connected pension. Disabled veterans must also submit a copy of their veteran's disability preference letter from the U.S. Department of Veterans Affairs unless the information is included in the DD Form 214 or 215. Veterans' Preference documentation must be submitted with your application in order to receive consideration.

### **Bilingual incentive pay available**

Preference may be given to candidates who are bilingual in Spanish/English.

Employees who are qualified by the Department as bi-lingual in English and Spanish, or American Sign Language, or a language spoken by over ten (10%) percent of City residents as documented by the most recent U.S. Census, will receive a monthly premium of five (5%) percent of their regular base pay effective the first pay period following satisfactory completion of the testing process. Employees receiving bilingual pay will periodically be tested on their proficiency by the Human Resources Department. If an employee is no longer proficient in the language they are receiving premium for, the employee will no longer receive the five (5%) percent incentive.

## **Additional Information**

### **Diversity Commitment**

Hiring a workforce reflecting the diverse community we serve is essential to delivering exceptional City services and programs. The City of Hillsboro is committed to creating and supporting an inclusive and welcoming environment for all employees to thrive. We value, respect, and empower employees as unique individuals with authentic voices and diverse ideas.

### **Recruitment Information Sessions – Virtual Open House**

Hillsboro Fire & Rescue will host three 45-minute virtual open houses to share information about the department, recruitment process, and firefighting careers. Please visit the Hillsboro Fire & Rescue Recruitment website at <https://www.hillsboro-oregon.gov/our-city/departments/fire/join-us> to access the session dates and links.

### **Contacts**

- Recruitment or Process Questions: Email us at [Recruitment@Hillsboro-Oregon.gov](mailto:Recruitment@Hillsboro-Oregon.gov)
- National Testing Network (NTN) Score Transfer Request: NTN Score Transfer Request: Call (206) 428-3265 or use the [Support Chat](#)
- FAQs and General Info: Visit the Hillsboro Fire & Rescue Recruitment website at <https://www.hillsboro-oregon.gov/our-city/departments/fire/join-us>

### **Benefits, Health Information, and Bargaining Agreements**

Learn more about pay plans, benefits, health coverage, and applicable collective bargaining agreements: [City of Hillsboro – Salary, Benefits, and Employee Resources](#)

### **Employer**

City of Hillsboro

### **Address**

150 East Main St.  
Hillsboro, Oregon, 97123

### **Phone**

503-681-6455

### **Website**

<http://www.Hillsboro-Oregon.gov>

## **Entry Firefighter Supplemental Questionnaire**

### **\*QUESTION 1**

**Please prepare responses to each of the following items. Applications must have the following to be considered: Resume, Cover Letter, Completion of FireTEAM written exam with the National Testing Network with test scores linked to the City of Hillsboro Firefighter - Entry Level opportunity, Copy of EMT or Paramedic License, and attached CPAT results. Partially complete, incomplete, or applications without the required attachments will not be considered. Do you understand this requirement?**

Yes

No

### **\*QUESTION 2**

**Have you uploaded a resume and cover letter with your application?**

Yes

No

### **\*QUESTION 3**

**Have you completed the FireTEAM written exam with the National Testing Network and selected Hillsboro Fire and Rescue? Test must be completed before applying.**

Yes

No

### **\*QUESTION 4**

**Have you attached the results of the Candidate Physical Abilities Test (CPAT) to the City of Hillsboro Firefighter - Entry Level application? Results will only be accepted if taken between July 1, 2025, and March 1, 2026.**

Yes

No

**\*QUESTION 5**

**Please select the response that currently applies to you.**

- I hold a State of Oregon Emergency Medical Technician license (or higher) and have attached a copy with this application.
- I hold another State (other than Oregon or National Registry) Emergency Medical Technician license (or higher) and have attached a copy with this application.
- I hold a State of Oregon EMT Paramedic license and have attached a copy with this application.
- I hold a State (other than Oregon or National Registry) EMT Paramedic license and have attached a copy with this application.
- I do not currently hold a valid Emergency Medical Technician (EMT) license or higher and understand that my application will not move forward if I select this option.

**\*QUESTION 6**

**Have you reviewed the Tentative Recruitment Timeline?**

- Yes
- No

**\*QUESTION 7**

**Have you reviewed both the job announcement and the Firefighter job classification description?**

- Yes
- No

*\* Required Question*