Town of North Andover Fire Department

Firefighter Entrance Examination
Registration Information

Examination Date: Saturday - November 14, 2026

Registration Deadline: Wednesday, November 4, 2026, at 9:00 A.M.

Examination Location:

Arcidi Center
Merrimack College
315 Turnpike Street
North Andover, MA 01845

Town of North Andover Fire Department



The North Andover Fire Department is a full-service organization. The operational staff consists of 4 units, 2 stations with 3 Shift Lieutenants and 11 Firefighters per unit working a 24-hour shift on a rotational schedule to average a 42-hour each week. All shifts start at 8 am and leave the following morning at 8 am. All personnel are subject to emergency callback to maintain emergency staffing. The operational staff is required to maintain skills in Emergency Medical Care, Firefighting, Hazardous Materials and Technical Rescue Operations and be ready to use these skills at a moment's notice 24 hours each and every day.

The Shift Lieutenants report to the Deputy Chief. Each Lieutenant has ancillary duties as well as line responsibilities. They are required to maintain shift records, meet and greet the public, command emergency operations on a daily basis, to provide for a safe work environment for the Firefighter/Emergency Medical Technicians and protect the residents and visitors of the Town of North Andover.

The 11 Firefighters per shift are responsible for the routine care of all the equipment, and to maintain a high level of readiness for any incident. They clean, inspect, repair and test all Department resources to ensure a safe and efficient work environment. They train in all aspects of the job. Other responsibilities include building maintenance, emergency medical supplies, hand tools, Scott SCBA, small engines and power tools.

The Department responded to approximately 2,100 alarms and 4,500 medical calls during the period of July 1, 2024 to June 30, 2025. Personnel include 44 Firefighters, 12 Shift Lieutenants, 1 Chief of Department, 1 Deputy Fire Chief, 1 Fire Prevention Lieutenant, and 1 EMS Coordinator.

DO NOT CALL THE FIRE DEPARTMENT ! – The information that you need to know is in this document !!

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EXAMINATION DETAILS

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The Town of North Andover Fire Department expects to hire 3 - 5 people from this list.

REGISTRATION GUIDELINES

1. To register, log onto http://publicsafetyllc.com, click on the "Examinations" button at the top and then choose the town you are registering for.

2. The cost of the examination is one hundred dollars ($100.00).

3. Payment must be received in full at the time of registration (Credit Card payment only). No refund for cancellation after 4:00 PM on November 4, 2026. Cancellation before 4:00 PM on November 4, 2026 will receive a 50% refund. Absolutely no refund for any candidate that does not show up and take the examination on the examination day.

4. By registering for this examination, you acknowledge that you are responsible for and agree to all terms and conditions of the registration and examination.

5. Review carefully this North Andover Fire Department Entrance Examination Information Package to ensure you meet all basic qualifications for the position.

6. Special Accommodations: If you require special accommodations for this examination, you must contact the Examination Administrator in advance.

ADMISSION TO EXAMINATION

By 5:00 PM on the day prior to the examination, you will be emailed an "Admission Notice" for this examination. You are required to print and bring this with you to the examination.

Material that you MUST bring with you on the day of the examination:

1. "Admission Notice"
2. North Andover Fire Department Application
3. Valid government picture identification
4. A pen and #2 pencil (No mechanical pencils or gel pens)

The examination will be conducted by:

Public Safety Consultants, LLC
Pocasset, MA 02559

Contact: wsampson@publicsafetyllc.com

EXAMINATION CHECK-IN PROCEDURE

1. Candidates should arrive by 8:30 A.M. You will then be assigned to a testing location.
2. The examination will begin at exactly 9:00 A.M. and last approximately two hours.
3. Examination monitors will verify the following:
    a. Applicant's name, address, and email address for test score notification
    b. Valid government picture identification must be shown at check in
    c. Completed application is submitted
4. No food or drinks are allowed in the examination room with the exception of water bottles.
5. Absolutely NO electronic device is allowed in the examination room. You must leave all electronics – including cell phones and smart watches – at home or in your automobile.

TEST FORMAT

Though most of the questions in this test battery relate to the Fire/Rescue Service, no prior knowledge will be needed to answer the questions.

The Examination Monitor will read specific instructions prior to the beginning of the examination.

By registering for this examination, you agree to all terms and conditions of the registration and examination.

TEST SCORES

Test results will be sent to each applicant and the Town of North Andover Fire Department within 21 days of the examination **via email.**

The applicant will only be informed if they passed or failed the examination. Test scores are not used for ranking purposes in the hiring process. Applicants must obtain an overall minimum passing score of 75% to proceed as an eligible candidate in the hiring process.

DO NOT CALL THE FIRE DEPARTMENT!

WHAT HAPPENS NEXT?

The North Andover Fire Department will have the availability/eligibility list created through this examination process to select candidates as positions become available. The Department may contact you at that time.

The North Andover Fire Department reserves the right to hire outside the list. Test results will only represent one element in the hiring process.

Placement on this list does not guarantee an appointment to the Department.

FIREFIGHTER QUALIFICATIONS *

- Be a United States Citizen
- Have a valid Driver's License
- Be at least 18 years of age and no older than 35 years of age at the time of the written exam. Veteran's age limit is 38 years of age. Applications for age waiver should be submitted directly to the Fire Chief's office for review.
- Be a high school graduate or possess General Equivalency Diploma
- In accordance with M.G.L. Chapter 41, Section 101A, no firefighter or student firefighter appointed or hired after January 1, 1988 shall smoke any tobacco product.
- Not be a convicted felon or have any equivalent convictions that would be a felony in the State of Massachusetts
- Must pass entrance examination
- Have the ability to pass a physical and psychological exam
- Have the ability to pass the physical abilities test
- Have the ability to pass the Massachusetts Fire Academy Career Recruit Program in order to achieve basic certification as a firefighter
- Have a strong background, and successfully complete a background investigation
- All candidates for appointment to the position shall be required to comply with the Department's Standard Operating Procedure relative to body tattoos.

- *This list consists of basic qualifications in order to be considered for the hiring process.*

Bring this completed form with you to the Examination

NORTH ANDOVER FIRE DEPARTMENT

APPLICATION FOR FIREFIGHTER EXAMINATION – PRINT CLEARLY

NAME _____
LAST FIRST M.I.

MAILING ADDRESS _____
STREET

_____
TOWN/CITY STATE ZIP

SOCIAL SECURITY NUMBER: _____ PHONE: _____

YES	NO	
☐	☐	Are you enrolled in an EMT Certification Program?
☐	☐	Are you EMT certified?
☐	☐	Are you a graduate of the Mass Fire Academy Recruit Program?
☐	☐	Are you enrolled in the Mass Fire Academy Recruit Program?
☐	☐	Do you hold a valid driver's license?
☐	☐	Are you certified as a Firefighter Level 1 or 2?
☐	☐	Are you a high school graduate or have a GED?
☐	☐	Are you between the ages of 19 and 35 years old?
☐	☐	Did you ever attend North Andover Schools?
☐	☐	Are you or have you ever been a resident of North Andover?
☐	☐	Are you a Veteran?

I authorize the investigation of all statements contained in this application by the Town of North Andover Fire Department. I understand that misrepresentation or omission of facts called for is cause for rejection of my application for employment.

_____ _____
Signature Date