



NOW HIRING

The Department of Natural Resources (DNR) is currently recruiting for **Forest Fire Fighters** and **Engine Leaders / Squad Bosses (see below right)** for the 2011 summer season to perform pre-suppression and suppression related activities as a member of a 15 or 20 person handcrew or wildland fire engine crew. **Note: There is a separate recruitment announcement for all Helitack-related positions.** This is an excellent opportunity for motivated individuals and students who desire a career in natural resource management or to gain fundamental forestry experience through fire crew employment. Individuals must be willing and capable of performing strenuous outdoor work safely and productively and of accepting direction and acting responsibly. The duration of these positions is generally 3-4 months with work beginning approximately mid-June and ending mid-September. The experience and training gained as a Forest Fire Fighter or an Engine Leader / Squad Boss can form the foundation for a successful career in forestry and other natural resource professions.

If you are interested in applying for one of these opportunities please apply directly to each region where you are available and interested in working (see application links on the right under application procedure).



WORKING CONDITIONS

Many of the duties performed on these jobs require considerable physical exertion; working outdoors in all terrain and weather conditions, working long hours, and extended periods of time away from home. Duties include but may not be limited to the ability to carry up to 45 pounds, run, bend, twist, walk and/or climb. A work capacity test or "pack" test that measures the physical fitness of candidates is administered as part of the selection process. Candidates are required to pass at the "arduous" level for a fire fighter crew member or natural resource worker position.

2011 SUMMER "FIRE" JOB OPPORTUNITIES

FOREST FIRE FIGHTER

Forest Fire Fighter is an entry-level position. Previous natural resource experience is not required. Upon hire, basic wildland fire training is provided.

A Forest Fire Fighter will:

- Prepare themselves, equipment and vehicles to fight fire.
- Safely respond to wild land fire to suppress and prevent them from spreading.
- Perform entry-level wildland fire duties including hand-line construction, water handling, general suppression and prevention activities or training.

When not engaged in wildland fire preparedness and suppression, Forest Fire Fighters will perform tasks such as thinning and pruning trees so they are better suited for protection of wildlife, watersheds and/or to create revenue, and maintain recreation sites, buildings, grounds, roads and equipment.

PAY, HOURS AND BENEFITS

The Forest Fire Fighter salary range is:

- \$1,533 - \$1938 per month or \$8.81 - \$11.14 per hour
- Overtime is paid at the rate of time and one-half in excess of 40 hours worked. For purposes of overtime administration, the agency work week begins at 0001 Monday morning and ends at 2400 Sunday night.
- For all hours worked under the Incident Command System, two dollars (\$2.00) is added to an employee's regular hourly rate of pay.
- Typical work is an 8-hour day, five days a week, or a 10-hour day, four days a week. Positions may require response during off-duty hours to emergency fire suppression needs.
- Some fire fighter positions may be eligible for health and dental coverage.

JOB REQUIREMENTS

- Must be age 18 and possess a high school diploma or G.E.D at the time of hire.
- Must have a valid driver's license **and** two years of driving experience.
- Acceptable driving record free of serious traffic violations (see application form below).
- The ability to act promptly and use good judgment in emergencies, and deal tactfully with the public.
- Must pass the DNR work capacity test or "pack" test at the arduous level during the selection process and prior to starting work.
- Ability to work on uneven terrain in all weather conditions
- Some positions may be subject to pre-employment drug testing, require 4 years of driving experience, acceptable driving record, and/or require the ability to operate a manual transmission in a fire truck.

Most employees are members of a two to three person crew. Employees must reside within a short commute of their crew assembly point which is typically considered to be within 35 miles or an equivalently reasonable commute time. Exact locations for assembly vary each year and are scattered through the department's fire protection area. Employees must have their own reliable transportation and a home telephone or personal cell phone.

DNR also maintains two 15 to 20-member Handcrews. These crews are maintained at Highlands Camp near Loomis, WA in the Northeast region and at Ahtanum located 29 miles west of Yakima, WA in the Southeast region. **Shared crew housing is provided at these locations.** Meals may be provided at Highlands Camp and approx. \$3.00 per meal is deducted from each paycheck.

Engine Leaders /Squad Bosses and Forest Fire Fighters (with one year prior experience) may also apply to become a Helitack crew member in the Southeast region (see separate Helitack Recruitment Announcement). Helitack crew members are based out of Ellensburg and provide state-wide aviation support for fires throughout the season.

DNR provides all fire personnel with required safety clothing or "PPE" (Personal Protective Equipment). This clothing may be worn during regular work hours and must be worn while fire fighting. All undergarments are the responsibility of the individual and should be 100% cotton. **Fire Fighters, Engine Leaders / Squad Bosses are required to wear lace-up boots with Vibram soles and constructed entirely of heavy leather that extends a minimum of 8 inches above the heel cup (inside of boot).** DNR will reimburse (every three years) up to \$180 (with original receipt) for the cost of pre-approved boots. Other clothing, such as rain-gear, coats, hats etc., must be provided by the individual.

WHAT YOU SHOULD KNOW ABOUT THE IS-700 and ICS-100 COURSES

DNR PRE-EMPLOYMENT TRAINING REQUIRED FOR WILDLAND FIREFIGHTERS AND ENGINE LEADERS / SQUAD BOSSES. (Evidence of completion not required until time of Work Capacity Testing.)

The National Incident Management System (NIMS) is a comprehensive national framework for incident management.

The Incident Command System (ICS) is used by local, state, tribal and federal agencies throughout the United States, as directed by Homeland Security Presidential Directive, HSPD-5.

DESIRED QUALIFICATIONS

- Previous natural resource experience.
- Previous fire fighting experience.

SPECIAL REQUIREMENTS

- **Required at time of interview to provide the following:**
 - A copy of their driver's license to verify proof of age and current license.
 - An **Employment** driving record issued from the state in which you are currently licensed. Details on how to obtain this can be found at Dept of Licensing. [DOL Licensing](#)
- **Required at time of Work Capacity Testing:**
 - Certificate of course completion for **IS-700** and **I-100**. General information about these courses is included in this announcement.
 - Completed [Waiver and Release Form](#)
 - Completed [Health Screening Questionnaire](#)
- **Required upon hire:**
 - Employees must furnish proof of eligibility to work in the United States.

APPLICATION PROCEDURE

Applications for the 2011 Fire Season are accepted beginning in January. **You must apply separately to each region you are interested in working.** Closing dates vary by region – see the application forms below.

How and Where to Apply:

1. Determine in which region(s) you are available to work.
2. Complete the attached employment application **and** the geographic availability sheet and submit to appropriate region. Electronic submissions are preferred.
3. Application forms, region contacts, and geographic availability sheet can be found in the application documents at the links below or on the right side of our job site:
4. Please consider submitting an online **voluntary** [Applicant Profile Questionnaire](#)

(This information is not required and is provided on a voluntary basis only. This information is confidential and is not used in hiring decisions. This information is for reporting purposes only.)

[Seasonal Wildland Fire Application Form](#)



IS-700-National Incident Management System (NIMS), An Introduction, may be completed on line at:

<https://training.fema.gov/EMIWeb/IS/is700a.asp>

I-100-Introduction to the Incident Command System (ICS) or equivalent, may be completed on line at:

<http://training.fema.gov/EMIWeb/IS/IS100SCA.asp>

IS-100 is interchangeable with I-100 and may be completed on line at:

<http://training.fema.gov/EMIWeb/IS/crslist.asp>

Note: Certificates of completion are not required until time of Work Capacity Testing.

Fire Fighter and Engine Leader / Squad Boss candidates (regardless of work experience with DNR) who receive a contingent employment offer, must provide copies of their certificates of completion for these two courses to the appropriate region contact listed in this packet by their first day of work. Failure to do so will disqualify candidates for employment in these positions. If you have previously taken and received credit by DNR for these courses, you will not have to retake the courses or submit a certificate of completion. Check with the appropriate region contact listed in this packet to verify if you have received credit.

WHAT YOU SHOULD KNOW ABOUT THE WORK CAPACITY TEST (“PACK TEST”)

DNR WORK CAPACITY TESTING FOR WILDLAND FIREFIGHTERS AND ENGINE LEADER / SQUAD BOSS

Safety is of primary importance and concern. An element of safety is personal physical fitness and is important for co-worker safety, personal safety and health and for efficient fire line operations. The “Pack Test” is a work capacity test that measures aerobic capacity, muscular strength, and muscular endurance. Firefighters, strike team leaders, line scouts, and others assigned arduous duty must be prepared to work in steep terrain; and in extreme temperatures, altitude, and smoke-while maintaining reserve work capacity to meet unforeseen emergencies.

The Work Capacity Test (“Pack Test”)

Fire Fighters and Engine Leaders / Squad Bosses must pass the arduous fitness level by completing a 3-mile hike with a 45lb pack in 45 minutes. The test is Pass/Fail only. Failure to pass will disqualify candidates for employment in these positions.



ENGINE LEADER / SQUAD BOSS

Engine Leader / Squad Boss positions generally perform a leadership role within a crew and candidates are required to have 3 months of previous natural resource work experience. Engine Leader / Squad Boss duties may include:

- Supervising and/or leading crews on the fire line, fire suppression and prevention, operating and maintaining small motorized equipment, operating light or heavy trucks (e.g. 1-ton 4x4, 240 gal., 2-3 person fire engine)
- Writing routine burning permits, issuing citations for infractions of fire prevention and recreation use regulations, and conducting logger fire tool inspections.
- Marking and measuring timber, cutting brush on survey lines, leading small crews to maintain roads and recreation facilities, and operating and maintaining small hand and power tools.

PAY, HOURS AND BENEFITS

The Engine Leader / Squad Boss salary range is:

- \$2,053 - \$2,928 per month or \$11.80 - \$16.83 per hour
- Overtime is paid at the rate of time and one-half in excess of 40 hours worked. For purposes of overtime administration, the agency work week begins at 0001 Monday morning and ends at 2400 Sunday night.
- For all hours worked under the Incident Command System, two dollars (\$2.00) is added to an employee's regular hourly rate of pay.
- Typical work is an 8-hour day, five days a week, or a 10-hour day, four days a week. Positions may require response during off-duty hours to emergency fire suppression needs.
- Some Engine Leader / Squad Boss positions may be eligible for health and dental coverage.

JOB REQUIREMENTS

- Must be age 18 and possess a high school diploma or G.E.D at the time of hire.
- Must have a valid driver's license **and** two years of driving experience.
- Acceptable driving record free of serious traffic violations (for specifics see application form below).
- The ability to act promptly and use good judgment in emergencies, and deal tactfully with the public.
- Must pass the DNR work capacity test or “Pack Test” at the arduous level during the selection process and prior to starting work.
- Ability to work on uneven terrain in all weather conditions
- Some positions may be subject to pre-employment drug testing, require 4 years of driving experience with an acceptable driving record, and/or require the ability to operate a manual transmission in a fire truck.
- **Must have three months of natural resource labor experience.**

DESIRED QUALIFICATIONS

- Three months fire fighting experience.

Work Capacity Test (“Pack Test”) Training

Prior to reporting for work, applicants are strongly encouraged to train for arduous level work capacity. However, before you begin to train for testing or before substantially increasing your level of activity please review the health screening questionnaire (HSQ) and consult your health care provider if necessary. You may contact the region office for a copy of the HSQ. Once you are cleared by your health care provider to begin training, you will need:

- Adequate footwear that will cover and protect feet and ankles while testing.
- Comfortable clothing.
- A pack that weighs 45 lbs.
- An accurately measured, safe, and level course.

Training for the “Pack Test” is important. Start training at least 4-6 weeks before you are scheduled to take the test. To be in shape for work duty, you may want to train in the footwear or boots you will wear on the job.

Taking the Actual “Work Capacity Test”

- You will be contacted by the hiring region with the date, time and place for the “Pack Test”. The region will also provide you with the HSQ and a waiver at that time.
- You must provide the Test Administrator with the Waiver and Release Form signed and dated by you and your completed HSQ on the day of the test. If you check any response in Section A on the HSQ or more than one response in Section B on the front of the HSQ, you must have your healthcare provider sign the back of the HSQ and indicate if there are any limiting conditions restricting your participation in the “Pack Test”.
- Testing will be monitored and any problems should be brought to the attention of the test monitors.
- No jogging or running is permitted.
- You may choose to provide your own pack or a standard weighted vest will be provided. Packs will be weighed before and after testing.

- Current Red Card rating of Firefighter Type 1 (FFT1).
- Strong leadership skills.

SPECIAL REQUIREMENTS

- **Required at time of interview to provide the following:**
 - A copy of driver's license to verify proof of age and current license.
 - An **Employment** driving record issued from the state in which you are currently licensed. Details on how to obtain this can be found at the Department of Licensing. [DOL Licensing](#)
- **Required at time of Work Capacity Testing:**
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[Seasonal Wildland Fire Application Form](#)

**CONDITIONAL EMPLOYMENT OFFERS MAY BE MADE AS EARLY AS
JANUARY 31, 2011**

**PLEASE APPLY AS SOON AS POSSIBLE
THE FINAL DEADLINES ARE AS FOLLOWS:**

Northeast Region	March 31, 2011
Northwest Region	March 31, 2011
Olympic Region	March 31, 2011 or until filled
Pacific Cascade Region	March 31, 2011
Southeast Region	March 31, 2011 or until filled
South Puget Sound Region	March 19, 2011

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.