

Arcadia 20 – Crew Foreman, Natural Resource Operations Supervisor 1 (NROS1)

Salary

\$52,920.00 - \$71,148.00 Annually

Location

Spokane County – Spokane, WA

Job Type

Full Time - Permanent

Job Number

2024-10-A073-11480

Department

Dept. of Natural Resources

Opening Date

10/08/2024

Closing Date

11/10/2024 11:59 PM Pacific

Salary Information

The high end of the salary range, Step M is typically a longevity step

- [DESCRIPTION](#)
- [BENEFITS](#)
- [QUESTIONS](#)

Description



Arcadia 20 – Crew Foreman, Natural Resource Operations Supervisor 1 (NROS1)

Recruitment #2024-10-A073

Full-time, Permanent, Represented position

Location: Northeast Region- Spokane, WA

Work Hour flexibility may be available and considered

Relocation Compensation may be available and considered

Salary: \$4,410.00 - \$5,929.00 Monthly

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment any time after 10/22/24. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

With the implementation of House Bill 1168 the Washington State Department of Natural Resources (DNR) is excited to recruit for a permanent **Crew Foreman (Natural Resource Operations Supervisor 1) for our Arcadia 20 Transitional Handcrew** within the Northeast Region. This position will assist with leading our new Handcrew which is comprised of 5 permanent DNR employees and 15 transitional firefighters based out of Spokane County, WA.

This position represents the Department and the Region when interacting with other Federal/Local/State agencies and must be capable of enhancing the solid working relationship the DNR has with these cooperating agencies. Additionally, this position must interact and coordinate with Region support and business staff. This collaboration occurs on a daily, ongoing basis and is an essential function of the position. In addition to suppression work, the hand crew supports DNR's Forest Resiliency and Community Resiliency Programs in the form of fuel reduction projects and other projects as assigned. This position helps meet wildland fire suppression needs and associated activities supporting suppression efforts during the active fire season.

The Arcadia 20 Transitional Handcrew is looking for an interactive team member who will be dedicated to creating a safe, positive environment and a cohesive team. The successful candidate will be a working component of the team, facilitating the success of multiple groups while enhancing personal and professional development, building trust, and optimizing everyone's performance potential. This person fills a large role in implementing the team leader's intent and empowering the actions of the team.

Duties

Responsibilities:

- Provide direct fireline supervision of the Forest Crew Supervisors (FCS) Squadbosses and transitional hand crew members, which responds to grass, brush, and forest fires and is available for district, region, statewide, and/or interagency dispatch.
- Provides interagency fire suppression activities for initial attack, extended attack, mop-up, patrol, and rehabilitation. On initial attack fires, may perform ICS functions as Incident Commander Type 4 and 5 or other duties as needed.
- Plans and implements training for FCS Squadbosses and transitional crew members and may be asked to instruct/participate in DNR Fire Academies or other trainings.
- Prescribed Fire Support – Leads crew to conduct site fuels and fire effects data collection, unit preparation, assist with burn plan writing, community

outreach, and Rx burn implementation support to include firing, holding, burn boss, etc.

- Work in remote areas away from vehicles for long periods.
- Work in extremely rugged terrain.
- Travel for extended periods (for multiple weeks): outside of your home unit to assist on fires within the region to other regions and/or states for large fires.
- Directly supervises 3 permanent FCS Squadbosses and 15 transitional firefighters
- Provides recommendations and assistance during the firefighter hiring process, including conducting firefighter interviews and onboarding.
- Build strong team cohesion within the 20-person hand crew, on a day-to-day basis.
- Prepare for fire duty, and maintain assigned equipment and vehicles for fire readiness.
- Ensure all required reports are complete and submitted by the required dates.
- Forest Health Treatment – Leads crew to conduct non-commercial thinning and slash abatement, project layout, and compliance in coordination with State Lands and Landowner Assistance staff. Supports forest health project layout, tree marking, road brushing, and GPS data collection surveys. Assists with timber sales, layout, marking, forest cruising, and road maintenance.

Qualifications

Required Qualifications:

- High School Diploma or equivalent.
- Experience in wildland fire suppression tactics and fire behavior recognition.
- Certified as a NWCG Incident Commander Type 5 and Firefighter Type 1.
- 3 months of supervisory experience.
- Must annually pass the work capacity test at the arduous level as required by NWCG.
- Commitment to fostering and supporting an environment that honors diversity, equity, inclusion, and environmental justice practices.
- Perform assigned duties in a manner consistent with applicable laws, regulations and public records retention and requests are followed.
- Employee Empowerment
- Team Effectiveness
- Building/maintaining Cooperative Relationships
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- Work is performed in the office setting (20%) of the time, and unimproved natural areas of the state (80%). Incumbent must be able to traverse uneven terrain in all weather conditions. The outside environment varies from hot, dry, heat related illness-type conditions in summer, to cold, wet, hypothermic-type conditions closer to wintertime. These duties may involve field work requiring physical performance calling for above-average endurance and superior conditioning.
- Requires travel between fires, work centers, proposed work sites, and ongoing supervisory tasks as well as meeting with partners and cooperators. This includes driving in snowy icy conditions with poor to little visibility, to driving in conditions while surrounded by smoke and fire. This position requires both night and overnight travel as well as occasional extended travel.
- A valid unrestricted driver's license and have two years of driving experience. This position requires driving as an essential function. Finalists and/or interview candidates will be asked to provide a driving record from all states in which they have held a license during the past three years.

Desired Qualifications:

- Certified as a NWCG Single Resource Boss-Crew Boss.
- Certified as a NWCG Incident Commander Type 4 or higher.
- Knowledge of employment rules and regulations as they apply to permanent, seasonal career, and seasonal DNR employees.
- Skills in evaluating others' abilities and assessing training needs.

Don't let doubts stop you from applying for this position - If you have any questions about the required qualifications or how your past experience relates to them, please contact us at DNRrecruiting@dnr.wa.gov. A note to potential candidates: Studies have shown that women, trans, non-binary, Black, Indigenous, and people of color (BIPOC) are less likely to apply for jobs unless they feel they meet every qualification as described in a job description. We value diversity and inclusion in our organization, and we are looking for the best person for the job. Don't hesitate to apply!

Supplemental Information

Application Requirements:

- **Apply online:** at www.careers.wa.gov (Click on the APPLY button above).
- **Letter of interest:** describing your specific qualifications to the position and position required, desired, and special requirements.
- **Resume:** that details your experience and qualifications.
- **References:** at least three professional references with current telephone numbers— you may attach a document, use the References text field in the online application, or include it with your resume.
- **Important:** Do not attach any documents that include photos or private information (social security number, year of birth, etc.).

- **Complete all supplemental questions.**
- Candidates who move forward in the recruitment process may be contacted via email at info@governmentjobs.com with interview information/scheduling instructions. Please monitor the email listed in your application materials and check your junk email folder to ensure you receive those communications.

Questions? Please contact Ben Hood at ben.hood@dnr.wa.gov/509-563-9137 or e-mail us at DNRrecruiting@dnr.wa.gov

Persons needing accommodation in the application/testing process or this job announcement in an alternative format may call (360) 522-2500 or email DNRrecruiting@dnr.wa.gov. Applicants who are deaf or hard of hearing may call through the [Washington Relay Service](#) by dialing 7-1-1 or 1-800-833-6384.

About the Department of Natural Resources (DNR).

At DNR we approach our work through the lens of making Washington a better place environmentally and are dedicated to serving Washington's lands and communities through diversity, equity, and inclusion.

Our Vision – Our actions ensure a future where Washington's lands, waters, and communities thrive.

Our Mission – Manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs of present and future generations.

Our Core Values:

- **Safety and Well-Being** —Our top priority is the safety of the public and our employees.
- **Public Service** —We value and respect the public we serve, and we value and respect the people of the Department of Natural Resources who step up to serve.
- **Innovation and Creative Problem-Solving** — We solve our state's most pressing challenges through innovative thinking, dedication, and bold and creative vision.
- **Leadership and Teamwork** —We are committed to building leaders at all levels and building teams for success.

DNR provides excellent benefits, a few of which include:

- Commitment to organizational health and wellness
- Work/life balance
- DNR Employee Resource Groups (Diversity, Equity and Inclusion Council, Women's Employee Resource Group, Veterans Employee Resource Group, etc.)
- Statewide Employee Business Resource Groups, [visit here to learn more](#)
- Leadership that empowers and supports employees
- Professional development opportunities
- Educational and career development aid
- Public Service Loan Forgiveness Eligibility
- Opportunities to participate in wildland fire suppression assignments

- A comprehensive benefits package that includes employer contributions toward health insurance, paid holidays, retirement plans, sick leave, and vacation days. Visit <http://careers.wa.gov/benefits.html> for more information.

Additional Information:

This recruitment may be extended and may also be used to fill future similar vacancies for up to sixty (60) days.

DNR does not use the E-Verify system. For more information, please visit www.uscis.gov.

Veterans wishing to claim Veteran's preference please attach a copy of your DD-214, NGB-22, or other verification of military service. Please black out your social security number prior to attaching it. We thank you and are grateful for your service!

Equal Opportunity Employer: The Washington State Department of Natural Resources is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation, and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, veterans, military spouses or people with military status, and people of all sexual orientations and gender identities are encouraged to apply.

Once you submit your online application, you can check your status by logging into your account. If you experience technical difficulties creating, accessing or completing your application call NEOGOV toll-free at (855) 524-5627 or email CareersHelp@des.wa.gov.

Check us out on: [DNR's website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#) | [WordPress](#)

Agency

State of Washington

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