

Squad Boss, Wildland Fire Management Lead (WFML)

Salary

\$41,724.00 - \$55,584.00 Annually

Location

Klickitat County – Other, WA

Job Type

Full Time - Permanent

Job Number

2024-12-A019/A022-13976

Department

Dept. of Natural Resources

Opening Date

12/30/2024

Closing Date

3/2/2025 11:59 PM Pacific

Salary Information

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

Description

**Squad Boss, Wildland Fire Management Lead (WFML)**

Recruitment #2024-12-A019/A022

Full-time, Permanent, Represented position

Location: Southeast Region - Dallesport, WA

Work Hours flexibility may be available and considered

Relocation Compensation may be available and considered

Salary: \$3477.00 - \$4632.00 Monthly

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 01/27/2025. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

The Department of Natural Resources (WILDFIRE) has an exciting opportunity in Dallesport, WA in the Southeast Region. Do you enjoy the challenge of wildland firefighting? Do you see yourself leading a squad of 6 firefighters on a 20 20-person Initial Attack Handcrew across Washington's most diverse geographic region? The Washington State Department of Natural Resources (DNR) is looking for bright, quick-thinking, motivated individuals to fill the role of Handcrew **Squad Boss**.

Duties

Responsibilities:

This position provides leadership and supports oversight for a squad of up to 6 firefighters on a 20-person Initial Attack Handcrew. The squad boss will be responsible for day-to-day supervision, oversight of suppression operations, preparedness, hiring, and training for up to 6 seasonal firefighters.

- Wildfire Suppression- Providing supervision and oversight for resources during fire suppression (Initial Attack or Extended Attack).
- Fire Training- Prepares for and participates in interagency training classes and hands-on courses in wildland firefighting tactics, fire behavior recognition, safe chainsaw operation, use of tools, pumps, and water delivery systems, working around helicopters, and assessments of hazards. Assists firefighters with guidance on various position task books, training records, and evaluations.
- Prescribed Fire Support – Leads and supervises firefighters while conducting site fuels and fire effects data collection and unit preparation, assists with burn plan writing, community outreach, and Rx burn implementation support, including firing, holding, burn boss, etc.
- Community Resilience - Lead and supervise firefighters to conduct home ignition zone assessments as part of Wildfire Ready Neighbors or independent requests from landowners and/or communities. In addition to Home Ignition Zone assessments crew members may participate in community education days, plan and participate in community outreach and prevention events, and participate with local cooperators on community outreach projects.
- Forest Health Treatment – Leads and supervises firefighters while conducting 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:

- Knowledge of wildland fire suppression tactics and fire behavior recognition

- Certified as a NWCG Firefighter Type 1
- Employee Empowerment
- Team Effectiveness
- Building/maintaining Cooperative Relationships
- 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
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- The position assigned duty station is the Dallesport Work Center. Work is performed in the office setting (30%) of the time, and unimproved natural areas of the state (70%). 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.
- The position requires a large amount of travel (50%). This includes travel alone 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.
- Must pass work capacity test annually at the arduous level required by current red card qualifications.
- 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:

- A Bachelor's or associate's degree in Fire Science, Natural Resources or related field; or some higher education that required course work in Fire Sciences and/or Silviculture
- Certified as an NWCG qualification level of Single Resource Boss-Crew Boss, or higher
- Knowledge of employment rules and regulations as they apply to permanent, seasonal career, and seasonal DNR employees

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 Joseph Santiago at Joseph.santiago@dnr.wa.gov / (509) 856-5565 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.

Agency

State of Washington

Address

View Job Posting for Agency Information

View Job Posting for Location, Washington, 98504

Phone

View Posting for Agency Contact

Website

<http://www.careers.wa.gov>