

# Wildland Fire Management Lead

## Salary

\$45,120.00 - \$60,120.00 Annually

## Location

King County – Issaquah, WA

## Job Type

Full Time - Permanent

## Remote Employment

Flexible/Hybrid

## Job Number

2024-6-A065-07125

## Department

Dept. of Natural Resources

## Opening Date

06/17/2024

## Closing Date

7/21/2024 11:59 PM Pacific

## Salary Information

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

- DESCRIPTION
- BENEFITS
- QUESTIONS

## Description



Wildland Fire Management Lead

Recruitment #2024-6-A065

Full-time, Permanent, Represented position

Location: South Puget Sound Region- Issaquah, WA

**Partial Telework flexibility may be available and considered**  
**Relocation Compensation may be available and considered**  
**Salary: \$3,760.00 - \$5,010.00 Monthly**

Positions with permanent duty stations in King County receive an additional 5% added to their monthly base salary. The salary listed in this announcement includes the additional 5%. The salary range listed also includes a general wage increase of 3% for all state employees effective July 1, 2024.

**Review of applications is ongoing.** We reserve the right to make a hiring decision or close this recruitment at any time after 7/1/24. It is in your best interest to submit materials as soon as possible.

**Want to join something GREAT and make a difference?**

The Washington State Department of Natural Resources (DNR) is home to Washington's largest on-call fire department and is responsible for protecting over 13 million acres of both state and privately owned lands. Working with interagency partners, DNR embraces an "all hands, all lands" vision. DNR's fire program serves the communities of Washington and is a strong advocate of wildland fire prevention, suppression, and mitigation. The Pinnacle Unit with the South Puget Sound (SPS) region of the DNR is looking for the right person to join the emerging team of the newly created regional fire unit module (Handcrew). The Pinnacle Unit covers Pierce and King Counties of the SPS region, with abundant recreational opportunities in the region, while maintaining close proximity to the amenities of the Seattle metro area. The Pinnacle Unit is adjacent to federally administered lands of Mt. Rainier National Park and the Mt. Baker Snoqualmie National Forest as well as multiple municipal fire protection districts. Opportunities for interagency cooperation abound. This position will support the agency's Wildfire Management operations by supporting wildland fire suppression efforts as a handcrew module Squad Boss during active fire season as well as supporting fuel mitigation project implementation and planning. This position may conduct non-suppression hazard risk assessments on residential properties and communities as well as other pre-suppression mitigation efforts. This position may serve as an acting module leader in the absence of the actual assistant. Additional coordination of combined modules during suppression assignments to form a 20-person crew will be required. This position will also provide critical leadership in initial and extended attack fire suppression. Strong decision-making skills and a desire to take on responsibility are valued and encouraged. Applicants should demonstrate a commitment to the Wildland Fire Core Values of Duty, Respect, and Integrity.

## **Duties**

**Responsibilities:**

Perform assignments relating to wildland fire mitigation and suppression. Assist module supervisors in hiring and management of the module, including seasonal training and pre and post-fire season preparations. Participates in cooperative group fire prevention and preparedness education activities and prescribed fire implementation. Participates in statewide fire suppression activities. Protects life, property, infrastructure, and natural resources from wildland and urban interface fires to minimize resource loss and fire costs while ensuring firefighter and public

safety. Maintains all equipment in a state of fire-readiness. May lead 3-6 exempt firefighter positions in daily activities including training, fire preparedness, suppression, fire regulation enforcement, and burn permit activities. Develop and implement a daily routine for the squad as directed by the crew overhead. Responsible for assisting with training, scheduling work projects, reviewing time and activity reports, equipment mileage and maintenance logs, preparing performance evaluations, and recommending disciplinary actions. Assists with assigning and directing firefighter positions in their work activities. Assists with instruction of required NWCG 100 and 200 level training, LCES, refresher training, and Operator Safety Training to the public and contractors. Assist with wildland fire training to federal, state, county, city, and private industry personnel. Assist with TRES and other prescribed fire-focused training events. Assists with or leads in-house district training courses as assigned under the direction of the supervisor.

## 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.
- 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 Issaquah 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 as required by NWCG.

- 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 a NWCG qualification level of Single Resource Boss-Crew Boss, or higher.
- Certified as a NWCG Incident Commander Type 5 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](mailto: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](http://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](mailto: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 Cole Phelan at [cole.phelan@dnr.wa.gov](mailto:cole.phelan@dnr.wa.gov)/253-349-1153 or e-mail us at [DNRrecruiting@dnr.wa.gov](mailto: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](mailto: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](http://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](mailto:CareersHelp@des.wa.gov).

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

**Agency**

State of Washington

**Address**

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