

Summary

Explore a new career with the BLM - **where our people are our most precious resource.**

This is a Public Notice for positions being filled under the Direct Hiring Authority (DHA) for Wildland Fire. Under this recruitment procedure applications will be accepted for each location identified in this Public Notice. Veterans' Preference is not applicable to this announcement. To learn more about Direct-Hire Authority, go to: [OPM.GOV Hiring Information - DHA.](#)

Clarification from the agency

Applications will be accepted from all qualified U.S. Citizens. This is a public notice under the Direct Hiring Authority.

Duties

The Bureau of Land Management (BLM) is looking for temporary employees to work on Engine Crews and Fire Suppression Modules. For more information on Types of Crews, [click here](#) or view these [videos](#).

A **Wildland Firefighter (GS-03)** is an entry level wildland fire crew member. Performs assignments such as developing a working knowledge of fire suppression and fuels management techniques, practices, and terminology; may assist in more specialized assignments such as backfire and burnout, mobile and stationary engine attack.

A **Wildland Firefighter (GS-04)** is a trained wildland firefighter. May be assigned to carry out specialized assignments such as tree felling, backfire, and burnout operations; utilizes a variety of specialized tools, equipment and techniques while actively managing wildfires. May be required to operate light vehicles and 4X4s.

A **Wildland Firefighter (GS-05)** is a trained and experienced wildland firefighter performing all aspects of wildland and prescribed fire operations including preparation, ignition, monitoring, holding and mop-up. Gathers and considers information on weather data, topography, fuel types and fire behavior in responding to wildland fire incidents. May be required to operate light vehicles and 4X4s.

Locations for these positions are:

Arizona Strip District (Kanab, UT)
Arizona Strip District (St. George, UT)
Kingman, AZ
Phoenix, AZ
Sierra Vista, AZ
Wickenburg, AZ
Yuma, AZ
Cañon City, CO

Grand Junction, CO
Northwest District (Craig/Meeker, CO)*
Rifle, CO
Southwest District (Dolores/Montrose/Norwood, CO)*
Idaho Falls District (Idaho Falls/Pocatello/Salmon, ID)*
Twin Falls District (Burley/Shoshone/Twin Falls, ID)*
Eastern Montana/Dakotas District (Ashland/Billings/Ekalaka/Jordan/Miles City, MT/Camp Crook, SD)*
Lewistown, MT
Zortman, MT
Carson City, NV
Las Vegas, NV
Reno, NV
Albuquerque, NM
Carlsbad, NM
Farmington, NM
Grants, NM
Roswell, NM
Socorro, NM
Taos, NM
Burns District (Frenchglen/Hines, OR)*
Lakeview District (Bonanza/Fort Rock/Klamath Falls/Lakeview, OR)*
Prineville District (Dayville/Prineville, OR)*
Vale District (Baker City/Huntington/Jordan Valley/Juntura/Vale, OR)*
Canyon Country District (Moab/Monticello, UT)*
Color Country and Paria River Districts (Cedar City/Kanab/Richfield/St. George, UT)**
Green River District (Price/Vernal, UT)*
West Desert District (Eureka/Fillmore/Grantsville/Salt Lake City/Vernon, UT)*
Spokane District (Spokane Valley/Wenatchee, WA)*
Buffalo, WY
Casper, WY
Cody, WY
Lander, WY
Newcastle, WY
Rawlins, WY
Rock Springs, WY
Worland, WY

***NOTE:** For district locations, applicants may be assigned to any of the locations listed for that district.

****NOTE:** The Arizona Strip District and the Color Country & Paria River Districts have duty locations in Kanab, UT and Saint George, UT. These positions are separate. **If you desire to be considered for the Arizona Strip District and/or the Color Country & Paria River Districts, you will be able to select your preference in the announcement questionnaire.**

During the application process, you may select up to **SEVEN (7)** locations from the list of available locations in this announcement.

For contact information and housing availability, visit [Fire Contacts](#) on the DOI FIRES website. To view a list of contacts by agency, select the state you are interested in.

For more information about temporary fire positions with DOI, go to the following link: <https://www.firejobs.doi.gov/>.

Requirements

Conditions of Employment

SELECTIVE SERVICE: Males born after December 31, 1959, must be registered for Selective Service or exempt. To register or verify your registration, go to the [Selective Service System](#) website.

BACKGROUND INVESTIGATIONS: Subject to satisfactory adjudication of background investigation and/or fingerprint check. Failure to satisfy the background check will result in cancellation of offer of employment or may be grounds for termination.

PHYSICAL REQUIREMENTS/TESTING: You must pass an initial pre-employment physical examination and must be able to pass the work capacity fitness test (must carry a 45 lb pack for 3 miles within 45 minutes). Failure to meet any of the required medical qualifications will disqualify you for employment. Any condition, which would cause you to be a hazard to yourself or to others, will disqualify you for employment.

DRUG TESTING: Positions require a mandatory pre-employment drug test. Applicants will not be appointed to the position if a verified positive drug test is received. The drug test will be provided at Government direction and expense. Once hired, employees are also subject to random drug testing during employment. This is in accordance with Executive Order 12564 and under the Department's Drug Free Workplace Program.

Positions may require a valid state driver's license.

Some positions may require a CDL; information will be provided at job offer.

You must be 18 years of age or older at the time of appointment.

All positions have medical qualification requirements.

Qualifications

Hours worked per week must be stated for each season and position held in your resume.

****Experience listed will need to include specific duties about the work being performed and should not be only the general language stated below in the examples.*

To qualify for a GS-03

You must meet at least one of the following:

1). Six months of general work experience **or** 6 months of Firefighter training obtained as part of a high school curriculum (any firefighter training), may be substituted for experience on a month-for-month basis.

General Experience can include:

Any work experience or military service that demonstrates the ability to follow directions and to read, understand, and retain a variety of instructions, regulations, and procedures and that otherwise demonstrates the ability to perform, or learn to perform, the duties of the position.

-OR-

2). One year of education or training above high school related to the work of the position.

-OR-

3). A combination of education and general work experience as described above.

To qualify for a GS-04

You must meet at least one of the following:

1). Six months of general work experience, which can be any work experience **AND** 6 months of specialized work experience equivalent to the GS-03 level duties.

Examples of specialized work experience may include the following:

- **Wildland Fire Suppression** such as digging hand line, building or patrolling fireline, suppressing spot fires, mopping up fires, hose lays, connecting buckets to drop water or retardant during firefighting operations, etc.
- **Wildland Fuels Management** such as prescribed burning, clearing up burned areas within fireline, felling snags or trees and/or cutting brush around fireline, collecting fuel loads, etc.
- **Monitoring Wildland Fire** such as weather, topography, smoke, fire effects, fire behavior, fire location, collect and record fire related data, etc.
- **Wildland Fire Preparedness** such as maintains fire tools and equipment - Pulaski's, shovels, McLeods, chainsaws, fire hose, pumps, drip torches, power equipment, vehicles, radios, etc.

-OR-

2). 2-year course of study above high school, from an accredited college or university, in Wildland Fire Training, Wildland Fire Science, Wildland Fire Technology or in other related fields which included at least 12 semester hours of coursework such as forestry, range management or conservation, or natural resources (except marine fisheries and oceanography).

-OR-

3). A combination of the education and work experience described above.

To qualify for a GS-05

You must meet at least one of the following:

1). One year of specialized work experience equivalent to the GS-04 level duties.

Examples of specialized work experience include:

On-the-line wildland fire experience in forest/range fire control, prevention or suppression work as a skilled wildland firefighter, utilizing a variety of specialized wildland fire tools and equipment.

-OR-

2). 4- year course of study above high school leading to a bachelor's degree, from an accredited college or university, in Wildland Fire Science, Wildland Fire Training, Wildland Fire Technology or other related fields which included 24 semester hours of coursework such as forestry, range management or conservation, natural resources (except marine fisheries and oceanography).

-OR-

3). A combination of education and specialized work experience described above.

****All locations may not be hiring for all grades; check with each location.****

You must meet all qualification requirements by the closing date of the announcement.

Physical Demands: Arduous exertion for protracted periods of time such as, but not limited to, extensive running, walking, climbing, kneeling, stooping, pulling hoses, jumping and twisting, prolonged standing, walking over uneven ground, and recurring bending, reaching, lifting and carrying of items weighing over 50 pounds and shared lifting and carrying of heavier items, and similar activities requiring at least average agility and dexterity.

Work Environment: Forest, range, and desert environments in steep terrain where surfaces may be extremely uneven, rocky, covered with thick tangled vegetation, smoky conditions, etc. Temperatures commonly exceed 100 degrees F and may fall below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material. Employee must adjust and cope with exposure to weather elements, dust and smoke, poor bivouac and eating situations under an unpredictable set of circumstances. Firefighters may be required to live in backcountry camps for extended periods of time. The hazardous nature of the work requires that personal protective equipment be worn (e.g., boots, hard hat, gloves, flame resistant clothing). Work may require travel by fixed-wing or rotor-wing aircraft.

Education

Proof of Education:

To qualify based on education, you **MUST** submit a legible copy of transcripts from an [accredited institution](#) with your name, school name, credit hours, course level, major(s), and grade-point average or class ranking. Transcripts do not need to be official, but if you are selected for this position and you used your education to qualify, you must provide official transcripts before you begin work.

Foreign Education:

If you are using [education completed in foreign colleges or universities](#) to meet qualification requirements, you **MUST** show that your education credentials have been evaluated by a private organization that specializes in interpretation of foreign education programs and such education has been deemed equivalent to that gained in an accredited U.S. education program; or full credit has been given for the courses at a U.S. accredited college or university.

Additional information

A selectee receiving a first appointment to the Federal Government (Civil Service) is entitled only to the lowest step of the grade for which selected. The display of a salary range on this vacancy shall not be construed as granting an entitlement to a higher rate of pay.

Pay rates vary depending on location. For additional information on pay rates: [Click here for the OPM Salaries and Wages](#) to calculate locality pay.

Career Transition Assistance Plan (CTAP)/Interagency Career Transition Assistance Program (ICTAP): CTAP/ICTAP provides eligible surplus and displaced Federal competitive service employees with selection priority over other candidates for competitive service vacancies. For more information about CTAP/ICTAP eligibility, click [here](#). If your agency has notified you in writing that you are a surplus or displaced employee eligible for CTAP consideration or that you are a displaced employee eligible for ICTAP consideration, you may receive selection priority if: 1) This vacancy is within your CTAP/ICTAP eligibility; 2) You apply under the instructions in this announcement; and 3) You are found well-qualified for this vacancy. You must provide proof of eligibility with your application to receive selection priority. Such proof may include a copy of your written notification of CTAP/ICTAP eligibility or a copy of your separation personnel action form.

Temporary employees hired in wildland fire or wildland fire support positions are eligible for the following:

- Annual, sick leave, and paid federal holidays
- Depending on tour of duty - Sunday, holiday, shift differential and/or hazard pay
- Participation in the Federal Employees Health Benefit (FEHB) program - Employees electing to participate in the FEHB will be responsible for the employee share of the premium while on the official agency roles, which is deducted from bi-weekly earnings. After separating from federal employment, employees will be offered to continue participation in FEHB under the Temporary Continuation of Coverage (TCC) option. Employees electing to continue coverage under the TCC provision will be responsible for the full premium amount plus a 2% administration fee.

A supplemental pay increase of \$20,000 or 50% of base pay per year, is authorized under Bipartisan Infrastructure Law as long as funding is available.

[Read more](#)

- Benefits

How You Will Be Evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

Upon receipt of your complete application package, a review will be made to ensure basic qualification requirements are met.

Because this vacancy will be filled through OPM's Direct Hire Authority, Veterans' Preference and traditional rating and ranking of applicants does not apply to positions filled under this announcement. All qualified candidates will be referred for consideration; the hiring office may conduct interviews at their discretion.

Required Documents

You MUST upload "Required Documents" PRIOR to the Closing Date.

****Please note that documents selected to transfer from your USAJOBS profile are NOT automatically added to your application. You need to transfer the document(s) in the Document step at the end of the application process.**

Resume MUST include your name and a list of each season and position held, duties performed, dates specified in **month/year to month/year** format. In addition, the resume must reflect full-time or total number of hours worked per week. Part-time hours can be pro-rated based on **number of hours worked per week** provided. If military or civilian, please include your rank and/or grade.

- **Example 1:** 05/2018 to 08/2018 could be credited as 3 months if 40 hours worked per week (full-time) are listed -or- 2.25 months if 30 hours worked per week are listed -or- 1.5 months if 20 hours worked per week are listed.
- **Example 2:** 05/2015 to 10/2015 could be credited as 5 months of experience if 40 hours worked per week (full-time) are listed -or- 3.75 months if 30 hours worked per week are listed -or- 2.5 months if 20 hours worked per week are listed.
- **Example 3:** Dates listed with **month/day/year to month/day/year** could be given credit for each to/from date in its entirety *if* **hours worked per week** are listed. 05/1/2018 to 08/16/2018 could be credited as 3 months, 16 days if 40 hours worked per week are listed -or- 1 month, 23 days if 20 hours worked per week are listed.

In describing your experience, please be clear and specific. Visit the USAJOBS Help Center for more information on what should I include in my federal resume: <https://www.usajobs.gov/faq/application/documents/resume/what-to-include/>.

A complete **Assessment Questionnaire**: This is completed automatically during the online application process. The questions have to do with minimum qualifications, selective factors if applicable, a verification statement, etc. There is no additional document needed to complete this requirement.

Other Supporting Documents, if applicable, such as:

High School Transcript - To qualify for the GS-03 based on Firefighter training obtained as part of a high school curriculum, you **MUST** submit a legible copy of your high school transcript from an accredited institution, with your name, school name, etc. If you are selected for this position and you are using your Firefighter training obtained as part of a high school curriculum to qualify, you may be required to provide official high school transcripts before you begin work.

College transcripts - if qualifying based on education. For more information, see the Education section.

Career Transition Assistance Program (CTAP) or Interagency Career Transition Assistance Program (ICTAP) - If you are claiming CTAP/ICTAP you **MUST** submit documentation verifying your CTAP/ICTAP eligibility - this includes a copy of the agency notice and your most recent SF-50 noting current position, grade level and duty location.

Do not submit photographs with your application package. Documents with photographs may not be seen by hiring officials - you must remove your image from any badges, licenses, etc.

* You only need to upload documents that apply to you. For uploading instructions please [click here](#).

You will not be contacted for additional information. If you have questions regarding what is considered appropriate supporting documentation, contact the DOI FIRES Program Office.

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

How to Apply

THIS IS AN ONLINE APPLICATION PROCESS THROUGH USAJOBS. Your application package must be submitted by **11:59 PM Eastern Standard Time** by the closing date of the announcement. If you need assistance in applying on-line, please contact the DOI FIRES Program Office at **blm_fa_fires@blm.gov** or call our toll-free number at **888-364-6432**.

1. Review the Vacancy Announcement and Eligibility Criteria: Review the announcement thoroughly. The sections describe who is eligible to apply, what education and/or experience is required for the position, and which documents are needed for your application package.

2. Apply. Click the "APPLY" link on the right side of the vacancy announcement. This will direct you to the login page for USAJOBS. **Select your USAJOBS resume to submit with your application** and proceed through the application process answering all questions.

INSUFFICIENT INFORMATION COULD RESULT IN AN INELIGIBLE RATING.

You must build a resume with the **USAJOBS Resume Builder** or have an Uploaded Resume on your profile **BEFORE** applying. Videos showing how to apply for federal jobs can be found here: <https://www.nifc.gov/careers/how-to-apply>. The USAJOBS Resume Builder was designed to ensure that your resume includes the standard information needed. **Failure to follow these instructions in the announcement (resulting in insufficient information being provided with your resume / application) could result in an ineligible rating.**

Your Resume MUST include the following information:

- From and To dates (**month/year to month/year**) for each season and position held. (Ex: 05/2018 - 11/2018)
- Work schedule (**number of hours worked per week**) for all seasons and positions held. One year of experience is equivalent to 12 months at 40 hours per week (full-time). Part-time hours are prorated. **You will not receive any credit for a position listed that does not indicate hours per week.**
- **Grade level** for each season and position that were in the federal service.
- **Complete Duties** for each of the seasons and positions held.
- **References** personal and professional

3. Submit your resume and supporting documentation ONLINE through USAJOBS. You also must complete the online application and assessment questionnaire and submit the documentation specified in the "Required Documents" section.

For detailed step-by-step instructions on How to Apply: <https://www.firejobs.doi.gov/index.php/apply>.

To verify the status of your application, please log into your USAJOBS account

at: <https://secure.login.gov/>.

For information on what each Application Status means: <https://help.usajobs.gov/how-to/application/status>.

FOLLOW UP. Check your application status before the announcement closes. It is your responsibility to ensure that a complete application (including a resume, on-line questionnaire, and applicable supplemental documentation) is received by **11:59 PM Eastern Standard Time** on the closing date of the vacancy announcement. **NOTE:** Technical issues may take at least 1 business day to resolve; therefore, you are highly encouraged to complete the application process prior to the closing date.