



State of Washington  
**2024 PC SUMMER WILDLAND FIREFIGHTER**

<b>SALARY</b>	\$19.73 - \$22.07 Hourly \$3,433.00 - \$3,840.00 Monthly	<b>LOCATION</b>	Multiple Locations Statewide, WA
<b>JOB TYPE</b>	Exempt	<b>JOB NUMBER</b>	2024-WFF-PC Region
<b>DEPARTMENT</b>	Dept. of Natural Resources	<b>OPENING DATE</b>	11/15/2023
<b>CLOSING DATE</b>	4/1/2024 11:59 PM Pacific		

Description



WASHINGTON STATE DEPARTMENT OF  
**NATURAL RESOURCES**



**PACIFIC CASCADE REGION**  
**2024 SUMMER WILDLAND FIREFIGHTER**  
**Recruitment #2024-WFF-PC**  
**Full-time, Exempt, Non-represented positions.**  
**Salary: \$3,433.00 - \$3,840.00 Monthly**

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

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

The fire season is quickly approaching! The Department of Natural Resources (DNR) is in search of hardworking, dedicated, responsible, and reliable team members to join our Wildland Fire Engine Crews in **the Pacific Cascade Region as a Wildland Firefighter**. As a firefighter on one of our engine crews, you will perform pre-suppression and suppression-related activities.

Firefighting is hard work and requires long hours and time away from home. You must be willing and capable of performing strenuous outdoor work safely and productively. Working for the DNR as a Wildland Firefighter is extremely rewarding. You will have the opportunity to collaborate with other fire professionals including area fire districts, federal and other state partners; giving you exposure to a variety of learning opportunities, agency operations, and the ability to build cohesive relationships across the state of Washington. You will experience a different level of collaboration within the DNR that will offer a lifetime worth of skills for your future career path. The experience and training gained as a member of an engine crew can form the foundation for a successful career in forestry and other natural resource professions.

The duration of these positions is generally 3-6 months with work beginning as early as May and ending in late September (note: the season has the potential to begin as early as April and run as late as October). Upon hire, basic wildland fire training is provided. This training will usually take place at the agency's fire academy. The academy provides meals and lodging for all participants and has a duration of 7-14 days.

## **Duties**

### **What to Expect as a DNR Firefighter:**

- Prepare for fire duty, and maintain assigned equipment and vehicles for fire readiness.
- Safely respond to wildland fires 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, Wildland Firefighters will perform tasks such as thinning and pruning trees for watersheds, protecting wildlife, and maintaining recreation sites, buildings, grounds, roads, and equipment.
- 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 60 pounds, run, bend, twist, walk, and/or climb.

## Qualifications

### Required Qualifications:

- Must be age 18 and possess a high school diploma or equivalent at the time of hire
- Must provide Certificates of Course Completion for **IS-700** and **ICS-100** prior to or on the day of the scheduled Work Capacity Test. If you have previously taken and received credit by DNR for these courses, you are NOT required to retake or resubmit the certificates of completion.
- Must pass the DNR work capacity test or "Pack Test" during the selection process and prior to starting work. The "Pack Test" is a work capacity test that measures aerobic capacity, muscular strength, and muscular endurance (45lbs vest, 3 miles within 45 minutes).
- Firefighters require the competencies related to being able to effectively communicate with supervisors, and work with and lead subordinates in wildland fire organizations.
- Ability to act promptly and use good judgment in day-to-day and emergency situations, and deal tactfully with the public and interagency partners.
- DNR Core Competencies:
  - Personal Accountability
  - Value Others
  - Compassionate Communication
  - Inspire Others
  - Commitment to Excellence
- Employees must furnish proof of eligibility to work in the United States upon hire.

### Special Requirements and Conditions of Employment:

- Duties involve field work in hazardous environments on fires, requiring physical performance calling for above-average endurance and superior conditioning. Ability to carry up to 60 lbs., run, bend, twist, walk, and/or climb while working outdoors in all terrain and weather conditions.

- A typical work day is an 8-hour day, five days a week. Positions require response during off-duty hours for emergency fire suppression needs. Positions required to work long, irregular hours on workdays, weekends, day or night when performing suppression duties.
- Requires a large majority of time in the field traveling between fire assignments and fire training. The position requires frequent overnight travel and extended work assignments generally 14 days in length with infrequent travel of 21 days.
- Field duties require the use of hand tools, power tools, GPS, topographic maps, a compass, and an iPad. Must be able to carry appropriate wildland fire tools on field assignments, as needed, to conduct assigned tasks. Day-to-day responsibilities require the ability to safely operate pickup trucks and Type 5 Wildland Fire Engines.
- Successful certification at the minimum level of Firefighter Type 2 is required after the annual work capacity test and firefighter courses are completed for the fire year.

**Desired Qualifications:**

- A valid unrestricted driver's license and have two years of driving experience.
- NWCG Qualification of Firefighter Type 1.

**Supplemental Information****Application Requirements:**

- To be considered you must apply online at [www.careers.wa.gov](http://www.careers.wa.gov) (Click on the APPLY button above).
- Attach a resume describing your experience and qualifications.
- Provide three to five professional references – you may attach a document, use the References text field in the online application, or include it with your resume.

**PRIOR to reporting to the Pack Test**, you will be required to turn in a completed Waiver and Release Form and a Completed Health Screening Questionnaire (HSQ). Applicants are strongly encouraged to train for the arduous level work capacity test. 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 DNR Recruiting at [DNRRecruiting@dnr.wa.gov](mailto:DNRRecruiting@dnr.wa.gov) for a copy of the HSQ.

**Work Locations:**

Pacific Cascade Region is composed of 3 Fire Management Units. Below, is a description of each fire unit with the prospective duty locations listed and the contact information for the fire staff.

**North Fire Unit:**

North Unit is spatially the largest unit, encompassing Lewis, Pacific, and a portion of Grays Harbor counties. As such the unit

ranges from scrub forests and sand dunes of the coast to the foothills of the Cascade mountain range. The unit is primarily composed of private and public timberlands, generally supported by rural communities but also home to several larger municipalities such as Centralia, Chehalis, and Raymond Washington. The unit houses 7 engine crews out of 4 duty stations: Naselle, Menlo, Chehalis, and Morton Washington.

**Clay Stigall FMO, [Clayton.stigall@dnr.wa.gov](mailto:Clayton.stigall@dnr.wa.gov)**

**Tanner Stemkoski AFMO East Zone, [Tanner.Stemkoski@dnr.wa.gov](mailto:Tanner.Stemkoski@dnr.wa.gov)**

**John Preston AFMO West Zone [John.Preston@dnr.wa.gov](mailto:John.Preston@dnr.wa.gov)**

#### **Central Fire Unit:**

The Central Unit is home to the Region Headquarters (Castle Rock) and connects the North and South Units. As such Central Unit is commonly called upon to provide assistance to North and South Units in addition to its own fire suppression load. Central Unit is located in Cowlitz and Wahkiakum counties, the unit houses 6 engine crews with duty stations in Woodland, Kalama, Castle Rock, and Kelso/Longview Washington.

**Josh Mohler FMO, [Josh.Mohler@dnr.wa.gov](mailto:Josh.Mohler@dnr.wa.gov)**

#### **South Fire Unit:**

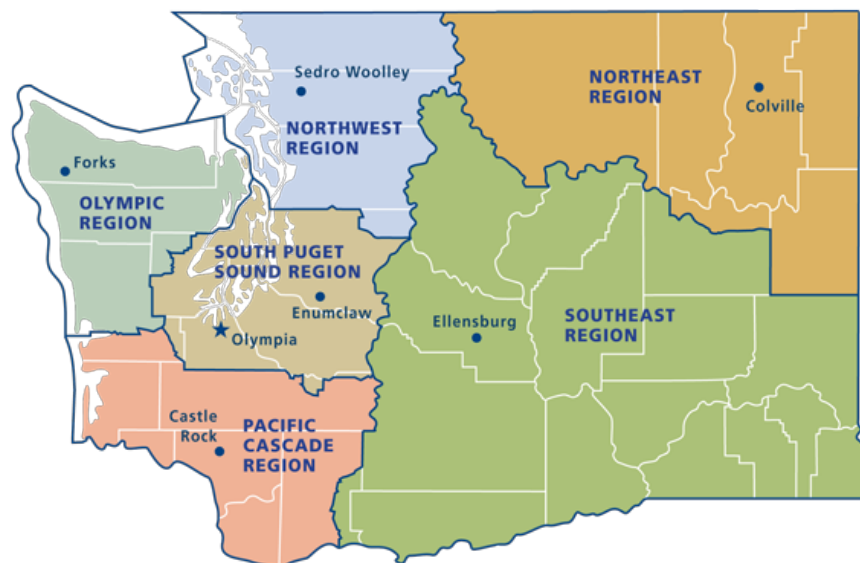
South Unit has the smallest occurrence of protected lands, due in large part to the amount of federally protected lands. However, the south has the greatest population levels as it is within commuting distance to the Portland Metro Area and therefore has the largest amount of Wildland Urban Interface and public interaction. South Unit is located in Clark and Skamania Counties, and houses 6 engine crews out of Battle Ground and North Bonneville Washington.

**Trent Crossland FMO, [Trenton.crossland@dnr.wa.gov](mailto:Trenton.crossland@dnr.wa.gov)**

**Kasey Bond AFMO, [Kasey.bond@dnr.wa.gov](mailto:Kasey.bond@dnr.wa.gov)**

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For more specific information about DNR Uplands Regions and how to contact those regions, please visit <http://www.dnr.wa.gov/about/dnr-regions-and-districts>

**About the Department of Natural Resources (DNR).** Our mission is to manage, sustain, and protect the health and productivity of Washington's lands and waters to meet the needs economically and socially for current and future generations. 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.

**Additional Information:**

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. 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.

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

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).

## Benefits

### More than Just a Paycheck!

Employee benefits are not just about the kind of services you get, they are also about how much you may have to pay out of pocket. Washington State offers one of the most competitive benefits packages in the nation.

We understand that your life revolves around more than just your career. Like everyone, your first priority is ensuring that you and your family will maintain health and financial security. That's why choice is a key component of our benefits package. We have a selection of health and retirement plans, paid leave, staff training and other compensation benefits that you can mix and match to meet your current and future needs.

### Read about our benefits:

*The following information describes typical benefits available for full-time employees who are expected to work more than six months. Actual benefits may vary by appointment type or be prorated for other than full-time work (e.g. part-time); view the job posting for benefits details for job types other than full-time.*

**Note:** *If the position offers benefits which differ from the following, the job posting should include the specific benefits.*

### Insurance Benefits

Employees and their families are covered by medical (including vision), dental and basic life insurance. There are multiple medical plans with affordable monthly premiums that offer coverage throughout the state.

Staff are eligible to enroll each year in a medical flexible spending account which enables them to use tax-deferred dollars toward their health care expenses. Employees are also covered by basic life and long-term disability insurance, with the option to purchase additional coverage amounts.

To view premium rates, coverage choice in your area and how to enroll, please visit the [Public Employees Benefits Board \(PEBB\) website](#). The [Washington Wellness](#) program from the Health Care Authority works with PEBB to support our workplace [wellness programs](#).

[Dependent care assistance](#) allows the employee to save pre-tax dollars for a child or elder care expenses.

Other insurance coverage for auto, boat, home, and renter insurance is available through payroll deduction.

The [Washington State Employee Assistance Program](#) promotes the health and well-being of employees.

### Retirement and Deferred Compensation

State Employees are members of the Washington Public Employees' Retirement System (PERS). New employees

have the option of two employer contributed retirement programs. For additional information, check out the [Department of Retirement Systems'](#) web site.

Employees also have the ability to participate in the [Deferred Compensation Program](#) (DCP). This is a supplemental retirement savings program (similar to an IRA) that allows you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options.

### **Social Security**

All state employees are covered by the federal [Social Security](#) and Medicare systems. The state and the employee pay an equal amount into the system.

### **Public Service Loan Forgiveness**

If you are employed by a government or not-for-profit organization, and meet the qualifying criteria, you may be eligible to receive student loan forgiveness under the [Public Service Loan Forgiveness Program](#).

### **Holidays**

Full-time and part-time employees are entitled to paid holidays and one paid personal holiday per calendar year.

**Note:** Employees who are members of certain Unions may be entitled to additional personal leave day(s), please refer to position specific [Collective Bargaining Agreements](#) for more information.

Full-time employees who work full monthly schedules qualify for holiday compensation if they are employed before the holiday and are in pay status for at least 80 nonovertime hours during the month of the holiday; or for the entire work shift preceding the holiday.

Part-time employees who are in pay status during the month of the holiday qualify for the holiday on a pro-rata basis. Compensation for holidays (including personal holiday) will be proportionate to the number of hours in pay status in the month to that required for full-time employment, excluding all holiday hours. Pay status includes hours worked and time on paid leave.

### **Sick Leave**

Full-time employees earn eight hours of sick leave per month. Overtime eligible employees who are in pay status for less than 80 hours per month, earn a monthly proportionate to the number of hours in pay status, in the month to that required for full-time employment. Overtime exempt employees who are in pay status for less than 80 hours per month do not earn a monthly accrual of sick leave.

Sick leave accruals for part-time employees will be proportionate to the number of hours in pay status, in the month to that required for full-time employment. Pay status includes hours worked, time on paid leave and paid holiday.



**Vacation (Annual Leave)**

Full-time employees accrue vacation leave at the rates specified in [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA). Full-time employees who are in pay status for less than 80 nonovertime hours in a month do not earn a monthly accrual of vacation leave.

Part-time employees accrue vacation leave hours in accordance with [WAC 357-31-165\(1\)](#) or the applicable collective bargaining agreement (CBA) on a pro rata basis. Vacation leave accrual will be proportionate to the number of hours in pay status, in the month to that required for full-time employment.

Pay status includes hours worked, time on paid leave and paid holiday.

As provided in [WAC 357-58-175](#), an employer may authorize a lump-sum accrual of vacation leave or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a Washington Management Service position. Vacation leave accrual rates may only be accelerated using the rates established WAC 357-31-165.

**Note:** Most agencies follow the civil service rules covering leave and holidays for **exempt** employees even though there is no requirement for them to do so. However, agencies are required to adhere to the applicable RCWs pertaining holidays and leave.

**Military Leave**

Washington State supports members of the armed forces with 21 days paid military leave per year.

**Bereavement Leave**

Most employees whose family member or household member dies, are entitled to three (3) days of paid bereavement leave. In addition, the employer may approve other available leave types for the purpose of bereavement leave.

**Additional Leave**

[Leave Sharing](#)

[Parental Leave](#)

[Family and Medical Leave Act \(FMLA\)](#)

[Leave Without Pay](#)

Please visit the [State HR Website](#) for more detailed information regarding benefits.

Updated 12-31-2022

**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>

**2024 PC SUMMER WILDLAND FIREFIGHTER Supplemental Questionnaire**

**\*QUESTION 1**

**Will you be 18 years of age or older by your available hire date or no later than June 15 (typical hire dates range from May 1-June 15)?**

- Yes
- No

**\*QUESTION 2**

**Will you (or do you already) have a high school diploma or equivalent by your available hire date (typical hire dates range from May 1 – June 15)?**

- Yes
- No

**\*QUESTION 3**

**Are you willing to work on uneven terrain in ALL weather conditions, including extreme heat, rain, snow, etc?**

- Yes
- No

**\*QUESTION 4**

Have you ever been employed as a wildland firefighter by the Washington State Department of Natural Resources?

- Yes
- No

**\*QUESTION 5**

How many years of experience do you have as a wildland firefighter? If you do not possess this experience, please type N/A in the text box below.

**\*QUESTION 6**

Do you have a current red card for wildland firefighting? If yes, who issued the red card and when does it expire? If you do not possess a current red card for wildland firefighting, please type N/A in the text box below.

**\*QUESTION 7**

Do you have a current 1st Aid/CPR and EMT/Paramedic certification? If yes, who issued your certification(s) and when do they expire? If you do not have these certifications, please type N/A in the text box below.

**\*QUESTION 8**

List any relevant certifications you currently maintain. Or type N/A.

**\*QUESTION 9**

List any relevant certifications you are currently working towards. Or type N/A.

**\*QUESTION 10**

Please explain anything else you feel is relevant to the position for which you are applying for? Or type N/A.

**\*QUESTION 11**

Please provide the date you are available to start full time work schedule and when you will need to return to other obligations after the fire season?

**\*QUESTION 12**

**Pacific Cascade Region has 3 options for work units (listed below), please check the locations of where you would be available to work**

- South Fire Unit- Counties located in this unit are Clark/Skamania
- Central Fire Unit- Counties located in this unit are Cowlitz/Wahkiakum
- North Fire Unit- Counties located in this unit are Lewis/Pacific/South Grays Harbor

**\*QUESTION 13**

**If you are available and interested in multiple locations listed in the above question, please rank them in order of preference below.**

**\*QUESTION 14**

**Where did you originally hear about this job posting?**

- www.dnr.wa.gov
- www.careers.wa.gov
- WA WorkSource office or WorkSourceWA.com
- Governmentjobs.com
- Monster
- Indeed
- Zip Recruiter
- LinkedIn
- Facebook
- Twitter
- College/university website/career fair
- Handshake
- Newspaper
- Direct Email Notification
- Statewide Employee Business Resource Groups (BRG)

- Professional/Personal Network
- Job Board
- Job Fair
- Other (please specify below)

### QUESTION 15

**If you answered "other" to the previous question, please specify where you originally learned of this employment opportunity in the space below.**

\* Required Question