



State of Washington
**2026 Aircrew Technician, Wildland Fire Management
 Supervisor (WFMSup)/(WFML In-Training)**

SALARY	\$3,477.00 - \$5,117.00 Monthly \$41,724.00 - \$61,404.00 Annually	LOCATION	Multiple Locations Statewide, WA
JOB TYPE	Seasonal	JOB NUMBER	26-1-Helitack-8552/8553-00524
DEPARTMENT	Dept. of Natural Resources	OPENING DATE	01/22/2026
CLOSING DATE	2/22/2026 11:59 AM Pacific	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description



**2026 Aircrew Technician, Wildland Fire Management Supervisor (WFMSup)/(WFML In-Training)
 Recruitment #26-1-Helitack-8552/8553
 Full-time, Seasonal, Represented positions (WPEA)
 Anticipated Seasonal employment begins in March 2026
 Locations: Base of Operations – Wildland Fire Management Division (Olympia, Yakima)
 Salary: \$3,477.00 - \$5,117.00 Monthly**

Review of applications is ongoing. We reserve the right to make a hiring decision or close this recruitment at any time after 1/29/26. 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! Are you someone who loves firefighting and has an interest in fire aviation?

The Department of Natural Resources (DNR) is seeking hardworking, dedicated, responsible, and experienced firefighters to join our Helitack crews based in Yakima and Olympia. Our Helitack crews staff DNR's initial attack helicopters, and perform preparedness and suppression activities to support DNR's aviation program.

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 Helitack Aircrew Technician (Helicopter Manager) is extremely rewarding. You will have the opportunity to collaborate with other fire professionals, including area fire districts, and 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 high level of collaboration within the DNR that will offer a lifetime worth of skills for your future career

path. The experience and training gained can form the foundation for a successful career in fire, forestry, and other natural resource professions.

If you are an experienced wildland firefighter who would like to continue using your fire operations background while flying in and working with helicopters, this is the job for you.

Duties

Responsibilities:

Helicopter Management

- This position is responsible for adhering to and maintaining responsibilities set forth in the WADNR Aviation Operations Plan and Standards for pre-suppression and suppression activities. In addition, supports the Pilot in Command (PIC), provides daily supervision of personnel assigned, and maintains agency vehicle(s) assigned.
- Responsible for the safety and readiness of personnel and equipment during suppression, as well as responsible for air crew member safety/operational training.
- Responsible for the completion of passenger manifest, SAFECOMs/AVCOMMs, digital applications, initial incident reports, supervisor's report of injury, fire situation narratives, agency fire reports, program crew and helicopter reports, interagency/contract availability, suppression cost reports, contracted aviation cost reports, and credit card use logs.
- Ensures functionality of fire line equipment/gear and inspections/repairs to ensure properly working external load suppression equipment. With the concurrence of the PIC, establish GO / NO-GO criteria for incident operations.
- May serve in various ICS roles, including Incident Commander, Helibase Manager, Strike Team/Task Force Leader, any Single Resource position, Firefighter, Aircraft Base Radio Operator, Deck Coordinator, or as a public relations contact. Works cooperatively with other fire protection authorities when working on joint jurisdiction fires. Responsible for the safety of personnel while suppressing wildland fire using standard fire line tactics.
- Serves as an agency representative to ensure compliance with state law, regulations, DNR policies and business practices, and represents the Agency Administrator in interactions with the Incident Commander. Follows guidance within WADNR Aviation Operations Plan and Standards on all incidents and NWCG Standards for Helicopter Operations and helicopter contracts on federal incidents.

Aviation External Load/Aviation Life Support Equipment Preparedness

- Responsible for ongoing training to support safe operational use, inspections, maintenance, troubleshooting, and field repairs of aviation life support and external use equipment. These positions are responsible for assuring all external use and aviation life support equipment meet standards within the WADNR Aviation Operating Plans and Standards.

- Oversees equipment maintenance, inspection, and documentation.

Helitack Module Leadership

- Supports mentorship of unit aircrew members and helicopter manager trainees during training and while staffing aircraft as part of an assigned module.
- Responsible for ongoing training, scheduling work projects, equipment mileage, and maintenance logs. Must evaluate and provide feedback to crewmembers using incident performance evaluations and position task books.
- Assists with employee orientation, mandatory safety classes and procedures, position specifics, and human resource-related training that are completed within agency policy and timelines.
- Responsible for guiding crewmembers on how their contributions fit into the agency's values, culture, and mission. Position sets clear job performance standards and expectations, and provides timely feedback to ensure prompt correction and mastery of duties assigned.

Helitack Unit and Aviation Program Training

- Deliver aviation and wildland fire training for program staff, cooperators, and agency staff. Coordinate and plan weekly training for assigned resources, using weekly topics provided by Assistant Base Managers. Ensure trainings meet the standards of Interagency Aviation Training (IAT), National Wildland Coordinating Group (NWCG), WADNR Aviation Operations Plans and Standards, and agency policies.
- Provide competent and qualified oversight and mentorship for firefighters working toward Helicopter Manager (HMGB) and Helicopter Crewmember (HECM) qualifications. Monitor and complete PTB's to achieve aviation program deliverables effectively and safely. Support staff to meet short and long-term training plans.

Perform Physical Fitness Training

- Following DNR's Physical Fitness Training Policy (PO20-007), the position requires passing annual work capacity tests at the arduous or moderate levels as NWCG requires.

Building and Maintaining Cooperating Agency Partnerships

- Provides guidance and information sharing of preparedness levels, staffing levels, training, radio frequencies, aircraft availability, etc. Communicates incident objectives and priorities, ensuring they are consistent with each agency's mission and policies.

Performs other duties as assigned

- May take duty station-based responsibilities in the absence of a supervisor on station.
- Attend required meetings and trainings; ensure a clean, safe, and secure work area for self and others.
- May participate in prescribed fire operations for the DNR or other agencies.
- May assist in pre-commercial thinning for the DNR or other agencies.
- May participate in aviation night operations.

Qualifications

The Full-time, Seasonal positions may be considered as **Wildland Fire Management Lead (WFML In-Training)** or **Wildland Fire Management Supervisor (WFMSup)**, depending on qualifications. This in-training is designated as a 12-24 month training plan. If all elements of the training steps are completed in a shorter amount of time, we may waive the remainder of the time required.

Required Qualifications:

Wildland Fire Management Lead (WFML In-Training)

(Salary range: \$3,477-\$4,632 per month)

- Qualified as Firefighter Type 1 (FFT1).
- Qualified as a Helicopter Crewmember (HECM).
- Experience directing aerial wildland firefighting resources.
- Understanding, interpreting, and applying interagency aviation plans and contracts.

Wildland Fire Management Supervisor (WFMSup)

(Salary range: \$3,811-\$5,117 per month)

- Qualified as any single resource boss: Crew Boss (CRWB), Engine Boss (ENGB), Heavy Equipment Boss (HEQB), Basic Faller (FALB), Firing Boss (FIRB).
- NWCG Helicopter Crewmember (HECM) qualification.
- Two years' experience in wildland fire management, natural resource, forestry, or related field OR an equivalent combination of education and/or experience.
- Experience supervising or leading wildland firefighting personnel.
- Knowledge of interagency aviation plans and contracts.
- Encourages team unity through sharing information or expertise, working together to solve problems, and putting team success first.
- Accustomed to tailoring communication to the needs and preferences of others.
- Creates a positive work environment where all staff are motivated to do their best.
- Safely performs work at all times. Avoids shortcuts that increase health and safety risks to self or others.
- Maintains an open, approachable manner and treats others fairly and respectfully.
- Preserves others' self-confidence and dignity, showing respect for their opinions.
- 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.
- Effective writing, communication, and public speaking skills.
- DNR Core Competencies:
 - Personal Accountability
 - Value Others
 - Compassionate Communication
 - Inspire Others
 - Commitment to Excellence

Special Requirements and Conditions of Employment:

- Must pass the work capacity test at the arduous level to meet required incident qualifications.
- Must obtain and maintain the NWCG Helicopter Manager (HMGB) qualification.
- Position's assigned duty station is Olympia or Yakima. Duties involve field work in hazardous environments on fires, requiring physical performance calling for above-average endurance and superior conditioning. Ability to lift and carry up to 60 lbs., run, bend, twist, walk, and/or climb while working outdoors in all terrain and weather conditions.
- Position requires travel (60%) to the field for project work, suppression preparedness, fires, supervision, attending meetings, or various trainings. Frequent overnight travel is required for trainings, meetings, and fire assignments.
- A current, valid driver's license and two years of driving experience. Additionally, DNR requires state drivers to possess a license that is not suspended, revoked, or restricted (for example, Occupational/Restricted Driver Licenses or requiring ignition interlock devices). 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:

- Qualified as an Incident Commander Type 5 (ICT5).
- Qualified as a Helicopter Manager (HMGB).
- Qualified as a Faller 3 (FAL3).
- Associate's degree or higher with professional experience in a Natural Resource or aviation field.
- Knowledge of employment rules and regulations as they apply to permanent, seasonal, and career employees.
- Experience with computer applications such as Microsoft Office Suite, Word, and PowerPoint.
- Knowledge of general forest management.

Don't let doubts stop you from applying for this position. If you have any questions about the required qualifications or how your 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: Failure to provide the listed documents may result in disqualification. If you have questions or difficulty attaching these documents, please contact

DNRrecruiting@dnr.wa.gov.

- **Apply online:** at www.careers.wa.gov (Click on the APPLY button above).
- **Letter of interest:** describing your specific qualifications for the position and the position required, desired, and special requirements.
- **Resume:** that details your experience and qualifications.
- **References:** References are optional at the time your application is submitted. Finalists will be asked to provide a list of at least 3 professional references with current telephone numbers, including your current or most recent supervisor.
- **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 Brian Looper at brian.looper@dnr.wa.gov /360-480-1254 or Will Dickinson at will.dickinson@dnr.wa.gov/509-899-0767 or e-mail us at DNRrecruiting@dnr.wa.gov.

Before 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 DNRRecruiting at DNRRecruiting@dnr.wa.gov for a copy of the HSQ.

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.

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. 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.

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](#)



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, or for loss of pregnancy, are entitled to five (5) 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 01-07-2026

Employer

State of Washington

Address

[View Job Posting for Agency Information](#)

View Job Posting for Location, Washington, 98504

Website

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

2026 Aircrew Technician, Wildland Fire Management Supervisor (WFMSup)/(WFML In-Training) Supplemental Questionnaire

*QUESTION 1

Please describe what interests you about the Department of Natural Resources.

*QUESTION 2

Please describe what a work environment based on diversity, equity, inclusivity and belonging means to you.

*QUESTION 3

Are you qualified as Firefighter Type 1 (FFT1)?

- Yes
- No

*QUESTION 4

Are you qualified as a Helicopter Crewmember (HECM)?

- Yes
- No

*QUESTION 5

Do you have experience directing aerial wildland firefighting resources?

- Yes
- No

***QUESTION 6**

Do you have a valid unrestricted driver's license and at least two years of driving experience?

- Yes
- No

QUESTION 7

Helitack has 2 options for work units (listed below), please check all locations of where you would be available to work.

- Yakima Unit: Yakima airport, Yakima WA
- Olympia Unit: Olympia airport, Tumwater WA

QUESTION 8

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 9**

Do you now, or will you in the future, require sponsorship for employment visa status (e.g., H-1B visa status, etc.) to work legally for our agency in the United States? DNR is not an E-Verify agency.

- Yes
- No
- Unsure

***QUESTION 10**

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
- LinkedIn
- Twitter
- College/university website/career fair
- Handshake
- Newspaper
- Direct Email Notification
- Statewide Employee Business Resource Groups (BRG)
- Professional/Personal Network
- Job Board
- Job Fair
- Zip Recruiter
- Diversity Jobs
- Facebook
- Other (please specify below)

QUESTION 11

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

* Required Question