



UT-BLM West Desert District

Outreach Notice—Fire Positions



INITIAL ATTACK
SALT LAKE DESERT



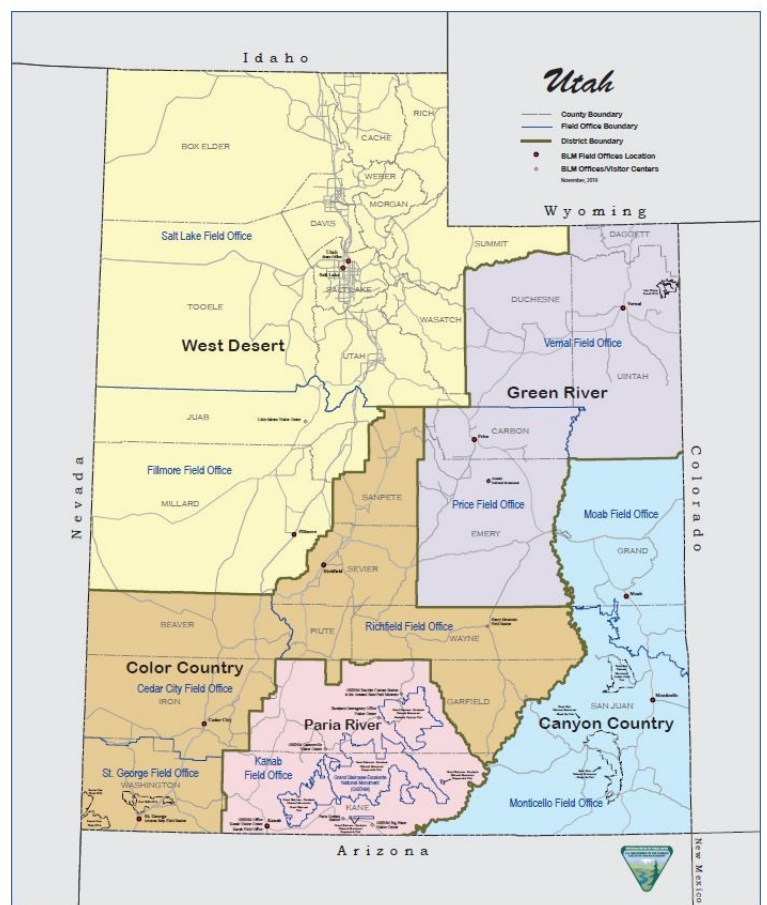
GS-0462-03 thru GS-0462-08



WEST DESERT BLM FUELS MANAGEMENT

The West Desert District BLM is looking for a committed, hardworking, highly skilled workforce to suppress wild-fires and work in fuels management across 3.3 million acres of public lands in North Western Utah. The Fire and Aviation Management Program is very rewarding and requires talented people working safely as part of a team in a variety of specialized positions including; fire and fuels management, dispatch, engine crews, hand crews, helitack, interagency hotshot crews and prevention.

This outreach is for GS-0462-03 through GS-0462-08 current career permanent fulltime and seasonal fire and fuels positions for the Salt Lake field office. The vacancy announcements for these positions are posted on the U.S. Government's official website for employment opportunities at www.usajobs.gov. These are national vacancy announcements with a specific opening and closing date. The Vacancy Announcements will be open for applications on October 26, 2020. Those who wish to be considered for these positions must apply to the vacancy announcements by the closing date listed on the announcement with an early consideration dates for **seasonal** employment December 7, 2020. Read each announcement carefully to ensure your application is received in time .



AGENCY CONTACT INFORMATION:

If you have questions or need assistance with the on-line application process, call the FIRES Help Desk at:

Phone: (888) 364-6432

Email: blm_fa_fires@blm.gov

DO NOT MAIL IN APPLICATIONS. SEE INSTRUCTIONS ON HOW TO APPLY.



USAJobs:

This website is the only way to apply for federal fire jobs. You will need to start with setting up a profile on USAJobs and get your documentation ready. This can take a fair chunk of time and you need to plan ahead at least a few weeks in advance of a job coming open to ensure you have everything you need. You must follow the instructions, include all documents that are required, and complete required fields to the letter or your application will not be considered for the position.

If you have questions about this, call the hiring manager for the position in addition to the HR number that is given. Again, this is where you need to give yourself time in the process. Take a look at similar jobs so you are familiar with what is needed to apply and prepare in advance. It's also good to search USAJobs once a week for jobs you'd be interested in. Think of it like reading a newspaper or checking Facebook and get into the routine.

Tips for applying & what to include in your resume:

- Visit: <https://www.blm.gov/programs/public-safety-and-fire/fire-and-aviation/regional-info/utah> for employment/ USAJobs help located towards the bottom of the screen.
- Tailor your resume to each job announcement
- Spell out acronyms
- Be honest
- Write clear and concise statements
- Use active verbs
- Proof read your resume

If you have never applied for a federal job before it would benefit you to follow the template in USAJobs as it has you follow the process of everything that needs to be in your resume.

The following links were developed by the Forest Service to assist current and future federal employees with applying for federal jobs, **they are relevant to BLM as well:** www.fs.usda.gov/goto/WhatToInclude , www.fs.usda.gov/goto/ApplyingTo

Applicant Check List

- * Please ensure you have a copy of you Signed Performance Evaluation for each time period worked in order to meet Land Management Workforce Flexibility Act (LMWFA) eligibility.
- * Copy of all SF-50's (on-boarding and off-boarding) Latest SF-50 will have to be emailed by supervisor or call local HR office of last employment.
- * Current IQCS Master Record (for fire positions only)

Things to keep in mind when applying:

- * Vacancy Announcements on USAJobs will give examples of the specialized experience for each position advertised. Ensure your resume matches the listed specialized experience requirement in plain language. This should be listed under a work experience that shows title, series, grade and time period performed so that HR can properly credit.
- * Ensure all SF-50's showing on-boarding /off-boarding and performance for each time period or statement as to why missing that time period is properly loaded into USA Jobs.
- * Allow yourself plenty of time to apply for positions. USAJobs closes all announcements at midnight Eastern on closing date.
- * Print and read the entire vacancy announcement to ensure you have included all required information and documents.

Documentation of Service Time eligibility:

Copies of their Notification of Personnel Action(s) (SF-50s) showing the employee has served in appropriate appointment(s) for a period/periods that total more than 24 months without a break in service of two or more years. (Include initial hire actions, extensions, conversions and termination/separation SF-50s for each period of work). Failure to provide proper documentation in order to determine eligibility may result in the applicant being not LMWFA Eligible.

Required documents for the Land Management Workforce Flexibility Act are as follows: Land Management Workforce Flexibility Act Applicants (LMWFA):

1. **Documentation of Service Time eligibility:** Copies of their Notification of Personnel Action(s)(SF-50s) showing the employee has served in appropriate appointment(s) for a period/periods that total more than 24 months without a break in service of two or more years. (Include initial hire actions, extensions, conversions and termination/separation SF- 50s for each period of work).

2. Documentation of Acceptable Performance for Service Time:

- Performance rating(s) showing an acceptable level of performance for period(s) of employment counted towards their eligibility, signed by their supervisor(s); or
- If documentation of a rating does not exist for one or more periods, a statement from the employee's supervisor(s) or other individual in the chain of command indicating an acceptable level of performance for the period(s) of employment counted towards their eligibility; or
- Applicants who do not provide a performance appraisal (1) above) or other performance documentation (2) above) for any period that they are using to qualify for eligibility under the LMWFA, shall provide:
- A stated reason as to why the appraisal/documentation is not available
- A statement that their performance for all periods was at an acceptable level, their most recent separation was for reasons other than misconduct or performance, and they were never notified that they were not eligible for rehire based on performance.
- This shall be accepted in lieu of providing copies of the performance appraisals.

Land Management Agencies are defined as:

- Forest Service, Bureau of Land Management/Indian Affairs/ Reclamation, National Park Service, Fish and Wildlife Service

**BLM-FIRE-2021-004-DHA, Wildland Firefighter
(Forestry Aid/Technician)
Engine; Prescribed; Fuels; Prevention,
GS-0462-03/04/05,**



Position Title:

- Wildland Firefighter (Forestry Technician)
GS-0462-03/04/05

Open Positions :

- **Engine Crews**
 - Grantsville, UT (Muskrat Fire Station)
 - Vernon, UT
- **Fuels Crew and Prevention**
 - West Valley City, UT

Open Period:

- November 19, 2020 to January 5, 2021
- Early consideration date: - December 7, 2020
 - The West Desert District will begin to consider applicants prior to the closing date of the announcement. You must apply on or before the date indicated below to receive first consideration. Thereafter, applications may be considered as needed, during the open period of the announcement.

**FADHA-21-10941910-CMP Forestry Technician
Assistant Engine / Squad Boss —Direct Hire Authority
Engine; Prescribed; Fuels; Prevention, GS-0462-06/07**

Position Title:

- Forestry Technician, Assistant Engine Captain
GS-0462-07/08

Open Positions :

- **Engine Crews**
 - Grantsville, UT (Muskrat Fire Station)
 - Vernon, UT
 - West Valley City, UT

Open Period:

- 11/09/20 to 1/04/21, Early consideration date of 12/07/20
- The West Desert District will begin to consider applicants prior to the closing date of the announcement. You must apply on or before the date indicated below to receive first consideration. Thereafter, applications may be considered as needed, during the open period of the announcement.

**FADHA-20-10929449-CMP Forestry Technician
Engine Captain / Engine Boss—Direct Hire Authority
Engine; Prescribed; Fuels; Prevention, GS-0462-07/08,**

Position Title:

- Forestry Technician, Engine Captain
GS-0462-07/08

Open Positions :

- **Engine Crews**
 - Grantsville, UT
 - (Muskrat Fire Station)
 - Vernon, UT

Open Period:

- 10/26/20 to 12/21/20



**FADHA-21-10957033-CMP Forestry Technician
Lead Wildland Firefighter —Direct Hire Authority
Engine; Prescribed; Fuels; Prevention, GS-0462-06**

Open Positions :

- Engine Crews

- Grantsville, UT (Muskrat Fire Station)
- Vernon, UT
- West Valley City, UT

Open Period:

- November 16, 2020 to January 11, 2021

Key Requirements for Employment:

- You must be a U.S. Citizen.
- 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 prior to appointment.



Appointment type:

- Temporary and career seasonal
- The length of actual dates of employment may vary depending on the position

During the application process, you may apply for up to **SEVEN (7)** locations from the available locations in the announcement

Requirements:

- 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



- 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.

West Desert District

Requirements for Qualification GS-0462-03/04/05/06/07/08



Education Requirements:

- Evaluations:

- Upon receipt of your complete application package, a review will be made to ensure basic qualification requirements are met. Ratings are determined by your responses given to the job specific questions and validated with the information stated in your resume. If qualification requirements are met, your application will be placed in one of three categories: Best Qualified, Well Qualified, or Qualified. An applicant's category level could be changed due to KSA's not being supported in one's resume. Additionally, applicants eligible for veteran's preference will receive selection priority over non-veterans. The job specific questions relate to the following knowledge, skills, and abilities (KSA's) required to do the work of this position and must be supported in your resume.

Evaluations:

GS-03

1. Ability to work as a member of a team under stressful and adverse operating conditions.
2. Ability to use a variety of hand and power tools to build and control fireline.
3. Knowledge of safety practices and procedures.

GS-04

1. Knowledge of standard fire program requirements, tactics and suppression methods in containment and control of wildland fires.
2. Knowledge of operations and maintenance of specialized equipment used to respond to wildland and prescribed fire situations.
3. Knowledge of fire behavior including causes of wildland fire, influence of wind, slope and moisture.

GS-05

1. Knowledge of strategies, tactics and suppression methods used in containment and control of wildland fires.
2. Knowledge of operations and maintenance of specialized equipment used to respond to wildland and prescribed fire situations.
3. Knowledge of fire behavior including causes of wildland fire, influence of temperature, humidity, wind, topography, slope and fuels.

Qualifications:

To qualify for a GS-03, you must meet at least one of the following:

- 6 months of general work experience, which can be any work experience; OR
- 1 year of education above the high school level, which included at least 6 semester hours in any combination of the following courses: range management; range conservation; agriculture; forestry; wildlife management; engineering; biology; mathematics; other natural or physical sciences; OR
- a combination of education and work experience as described above

West Desert District

Requirements for Qualification GS-0462-03/04/05/06/07/08

To qualify for a GS-04, you must meet at least one of the following AND the Selective Factor:

- 6 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 include on-the-line wildland fire experience in forest/range fire control, prevention or suppression work as a trainee wildland firefighter. OR
- 2 years of education above the high school level which included at least 12 semester hours in any combination of the following courses: forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine biology and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 3 semester hours of mathematics is creditable toward this requirement. OR
- a combination of the education and work experience described above.

Selective Factor for GS-04: In addition to the basic qualifications listed above, you must have the following:

- 90 days of wildland fire experience. Wildland fire experience is defined as any non-structure fire that occurs in the wildland. Wildland firefighting experience is gained through work on the wildland fire line in containment, control, suppression or use of wildland fire. This experience can be met by serving in a temporary, seasonal or equivalent private sector fire position. Periods of wildland firefighting experience gained through militia and rural fire departments can also be credited.

To qualify for a GS-05, you must meet at least one of the following AND the Selective Factors:

- 1 year of specialized work experience equivalent to the GS-04 level duties. Examples 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
- successful completion of a 4 year course of study above high school leading to a bachelor's degree with either: 1. a major study in forestry, range management or agriculture; or a subject matter field directly related to the position; OR 2. at least 24 semester hours in any combination of the following courses: forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine biology and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 6 semester hours of mathematics is creditable. The level of the course work must have been equivalent to at least the junior- and senior-year levels of a baccalaureate program; OR
- a combination of education and specialized work experience described above.

Selective Factors for GS-05:

- In addition to the basic qualifications listed above, you must have possessed the following National Wildfire Coordinating Group (NWCG) incident management qualification and training requirement to be considered eligible.
 1. Firefighter Type 1 (FFT1); **And**
 2. Successful completion of S-290 "Intermediate Wildland Fire Behavior"



For more information regarding basic qualifications and combining education and experience [click here](#).

You must meet all qualification requirements by the cut-off/closing date of the announcement.

West Desert District

Requirements for Qualification GS-0462-03/04/05/06/07/08

To qualify for the GS-06 grade level :

1 year (12 months) of specialized experience equivalent to GS-05 is required. Examples of work experience include, but are not limited to: 1) serving as a senior wildland firefighter on a wildland fire module or crew; 2) on-the-line wildland fire experience in fire control, prevention or suppression work; and 3) operating specialized equipment used to respond to wildland fires.

To qualify for the GS-07 grade level :

1 year (12 months) of specialized experience equivalent to GS-06 is required. Examples of work experience include, but are not limited to: 1) experience serving as a senior or lead wildland firefighter on a wildland fire module or crew; 2) on-the-line wildland fire experience in fire control, prevention or suppression; 3) utilizing and maintaining specialized wildland fire equipment; and 4) assisting with analyzing and predicting fire behavior when responding to wildland fire incidents.

To qualify for the GS-08 grade level :

1 year (12 months) of specialized experience equivalent to GS-07 is required. Examples of work experience include, but are not limited to: 1) on-the-line wildland fire experience as a lead firefighter or supervisor managing resources, equipment, and tools directly related to the suppression of wildfires; 2) leading an engine module in response to wildland fire incidents; and/or 3) determining suppression method to use including hose lay types, deployment of crew, point of initial attach, types of tools to use, and application of water and handline location and standards.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Substitution of Education for Experience:

GS-06: 18 semester hours of graduate education which is DIRECTLY related to work of the position OR an equivalent combination of specialized experience and education.

GS-07: 18 semester hours of graduate education which is DIRECTLY related to work of the position OR an equivalent combination of specialized experience and education.

GS-08: 36 semester hours (2 years) of graduate education which is DIRECTLY related to work of the position OR an equivalent combination of specialized experience and education.

