



State of Washington Handcrew Foreman, Wildland Fire Management Supervisor (WFMSup)

SALARY	\$3,811.00 - \$5,117.00 Monthly \$45,732.00 - \$61,404.00 Annually	LOCATION	Lewis County – Chehalis, WA
JOB TYPE	Full Time - Permanent	JOB NUMBER	2026-4-A054-03346
DEPARTMENT	Dept. of Natural Resources	OPENING DATE	04/20/2026
CLOSING DATE	5/4/2026 11:59 PM Pacific	SALARY INFORMATION	The high end of the salary range, Step M is typically a longevity step

Description



Handcrew Foreman, Wildland Fire Management Supervisor (WFMSup)
Recruitment #2026-4-A054
Full-time, Permanent, Represented position (WPEA)
Location: Pacific Cascade Region- Chehalis, WA
Relocation Compensation may be available and considered
Salary: \$3,811.00 - \$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 4/24/26. It is in your best interest to submit materials as soon as possible.

Want to join something GREAT and make a difference?

The Department of Natural Resources (DNR) has an exciting opportunity within the Pacific Cascade Region as the **Foreman for the Newaukum Handcrew**. Do you enjoy the challenges of wildland firefighting? Do you want to grow as a leader? The Newaukum Handcrew is looking for a highly motivated individual to join our team.

Duties

Responsibilities:

Suppression

- Protects human life, natural resources, and property on Department-protected lands from wildland and urban interface fires to minimize resource loss and fire costs while ensuring firefighters and public safety. Firefighter safety is the top priority.

- Provide direct fire line supervision of the handcrew, which responds to grass, brush, and forest fires and is available for district, region, and statewide and/or interagency dispatch. Provides interagency fire suppression activities for initial attack, extended attack, mop-up, patrol, and rehabilitation. Assists in ensuring safe and efficient use of the handcrew as an effective firefighting resource. This often requires working long, irregular hours on weekdays, weekends, holidays, day or night. These duties involve fieldwork requiring physical performance, calling for above-average endurance and superior conditioning.
- These duties may include an occasional demand for extraordinary strenuous activities in emergencies under adverse environmental conditions and over extended periods of time.
- On initial attack fires, may perform ICS functions as Incident Commander Type 4 and 5, task force leader, air-to-ground contact, single resource boss, firefighter, timekeeper, or public relations contact. Works cooperatively with other fire protection authorities when working on joint jurisdiction fires.

Community Resilience

Leads and supervises crew in a variety of community resilience-related tasks and duties, including but not limited to:

- Prescribed fire support
- Home ignition zone assessments
- Community education and outreach events
- Forest health treatment, such as shaded fuel breaks.

Preparedness

Under the guidance of the Hand Crew Superintendent:

- Plans and implements training for seasonal crews and interagency cooperators
- Instructs seasonal and permanent staff and private contractors as appropriate
- Assists with developing the unit's annual preparedness review
- Plans and provides drills and training exercises regularly to the seasonal staff
- Ensures vehicles and equipment are serviced regularly.

Supervision and Crew Administration

- Assist in providing supervision and leadership for a 20-person hand crew, ensuring adequate safety, production, and quality control of work projects and suppression efforts.
- Directly supervises 4 Squad Leaders and up to 14 Firefighters. This position routinely supervises and leads up to 18 people fighting fire and performing other activities.
- Assist and/or lead in the recruiting, orientation of applicants, screening applicants, and verbal interviews, and make recommendations to the Hand Crew Superintendent for the hiring of squad leaders and firefighters.
- Ensures onboarding and various trainings are completed according to agency policy and timelines, such as: orientation, mandatory safety, position-specific, first aid, fiscal/accounting, and human resource-related trainings. Facilitate reviews of Job Safety Analysis and Task Hazard Analysis.
- Ensure accurate completion of crew and agency documents and submit these as required by determined deadlines. Completes hiring and end-of-season forms as required by agency Human Resources and Accounting programs.

Fire Training

- Prepares for and participates in interagency training classes and hands-on courses of wildland firefighting tactics, fire behavior recognition, safe chainsaw operation, use of tools, pumps, and water delivery systems, working around helicopters, and assessments of hazards.
- Assists crew with guidance on various position task books, training records, and evaluations. Assists in conducting Fire Unit training and participates as an instructor or lead at the Statewide Fire Training Academies or other trainings.
- Prepares lesson plans and timelines for a variety of professional trainings for participants from DNR, Interagency Cooperators, and the general public.

Physical Fitness Training

- Following DNR's Physical Fitness Training Policy (PO20-007), the position requires passing annual work capacity tests at the arduous level as NWCG requires.
- Assist with facilitating daily physical training activities for the crew throughout the fire season.

Other Duties as Assigned

- May function as Handcrew Superintendent in the absence of the Handcrew Superintendent.
- May assist other programs throughout the year.

Qualifications

Required Qualifications:

- Qualified as NWCG Firefighter Type 1 AND Incident Commander Type 5.
- Experience supervising or leading wildland firefighting personnel.

Required Competencies:

- 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.
- 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 annually at the arduous level as required by NWCG.
- Work is performed in the office setting (30%) of the time, and in 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 fieldwork requiring physical performance, calling for above-average endurance and superior conditioning.
- 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.
- 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:

- Associate's degree or higher with professional experience in a Natural Resource field.
- Knowledge of employment rules and regulations as they apply to permanent, seasonal, and career seasonal employees.
- Experience in forest fire protection regulatory programs.
- Experience with computer applications such as Microsoft Office Suite, Word, and PowerPoint.
- Knowledge of general forest management.
- Experience writing burning permits for large forest industry landowners.

Don't let doubts stop you from applying for this position. At DNR, we value diversity and inclusion in our organization, and we are looking for the best person for the job. We are invested in acquiring the best and most innovative candidate for the job, and that candidate may be one from a less traditional background. It is important you consider and clearly communicate within your application materials how your education, volunteer work, life skills, and experience transfer to this position and the qualifications. If you have any questions about the qualifications, please contact us at DNRrecruiting@dnr.wa.gov. 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 Michael Robinson at michael.robinson@dnr.wa.gov/360-523-4552 or email us at 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. 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 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 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 DD214 (Member 4 long-form copy), NGB 22, or a USDVA signed verification of service letter. Please black out all PII (personally identifiable information) data, such as social security numbers. 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 with 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 360-664-1960 or 1-877-664-1960 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>

Handcrew Foreman, Wildland Fire Management Supervisor (WFMSup) 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 certified as an NWCG Firefighter Type 1?

- Yes
- No

***QUESTION 4**

Are you certified as an NWCG Incident Commander Type 5?

- Yes
- No

***QUESTION 5**

Do you have experience supervising or leading wildland firefighting personnel?

- Yes
- No

***QUESTION 6**

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

- Yes
- No

***QUESTION 7**

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?

- Yes
- No
- Unsure

***QUESTION 8**

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 9

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

* Required Question