



**Redding Interagency Hotshot Crew  
Leadership Development Program**  
[www.fs.fed.us/fire/people/hotshots/reddingshots/](http://www.fs.fed.us/fire/people/hotshots/reddingshots/)

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**Date:** September 09, 2011

**Subject:** Redding Interagency Hotshot Crew Leadership Development Program  
Fire Leadership Training - Career Development Opportunity  
(See attached Vacancy Announcement)

**To:** Interested Candidates

The Redding Interagency Hotshot Crew is one of the four developmental IHC's in the nation (Redmond IHC, Asheville IHC and Lewis and Clark IHC). The purpose is to provide an intensive, leadership development and training opportunity as an Interagency Hotshot Crew member. This program is focused on small-unit leadership integrating formal classroom and field exercises with fire line suppression assignments.

The training program is targeted for fire management career/career conditional or agency sponsored employees who have been recognized as individuals who will excel in a fire management/leadership career. Due to the demanding nature of the program, this is an excellent opportunity to obtain concentrated training and experience.

Interagency Hotshot Crew assignments are rigorous and require candidates to be able to function within the Incident Qualifications Certification System and efficiently perform their work without undue risk to themselves or others. All candidates selected for the program will be required to meet and maintain physical standards as measured by the Work Capacity Test, (WCT), at the arduous level. Due to WCT medical and pre-test requirements, selected candidates will be required to submit documentation from their home units verifying successful completion of the WCT at the arduous level. Candidates who are unable to take the Work Capacity Test due to local testing site difficulties should contact either Patrick Bell (Captain) 530-226-2723 or Charles Barber (Captain) 530-226-2722.

Being a member of an Interagency Hotshot Crew involves extensive travel, working under adverse conditions, in extremely hazardous situations for extended periods of time. It is not unusual for this crew to be away from the Northern California Training Center on fire assignments for up to 21 days. Selected candidates are expected to remain with the crew for the entire training period. Interested candidates should give serious consideration to the required level of personal commitment, the physical demand of incident operations and training, and the length of service required for successful completion of the program before applying.

If you have further questions, regarding this program, please contact either Patrick Bell (Captain) 530-226-2723 or Charles Barber (Captain) 530-226-2722.

*/s/ Daniel M. Mallia*

Daniel Mallia  
Superintendent, Redding IHC Leadership Development Program

## CAREER DEVELOPMENT OPPORTUNITY ANNOUNCEMENT

**Issued: September 9th, 2011**

**Closes: December 2nd, 2011**

Region 5, Fire and Aviation Management is advertising a Fire Management Development Opportunity. The purpose of this opportunity is to offer Leadership Development while simultaneously providing a fully trained Interagency Hotshot Crew. This program has a tentative start date of April 2nd, 2012 and will last through the end of the 2012 Fire Season.

**Location:** Northern California Training Center (NCTC)  
6101 Airport Road  
Redding, CA 96002

**Dates:** Tentative start date April 2nd, 2012 through the end of the 2012 Fire Season

**Position:** Crewmember on a Type I Interagency Hotshot Crew, 17 positions will be filled. Applications will be accepted from individuals in any series and at all grade levels.

**Duties:** This position will serve as a crewmember on the Redding Interagency Hotshot Crew.

Individuals will take part in a daily physical fitness program consisting of stretching, hiking/running and conditioning exercises, for example: chin-ups, pull-ups, push-ups, sit-ups, etc.

During the first eight weeks, individuals will participate in concentrated classroom and field training. During this time, the training emphasis will be in small unit leadership, crew cohesion, fire line tactics/strategy, instructor training, and public speaking. While engaged in this training, the crew is unavailable for assignment.

When the crew is available for fire assignments, crewmembers may be provided the opportunity to complete on the job training in home-unit issued position taskbooks (PTB). Certification of completed PTB's will be given due consideration by crew overhead following supervised, on the job training.

During fire season, classroom training may also include other specialty operational positions. The training curriculum will be tailored to meet the collective needs of the selected candidates based on their training needs. The completion of all formal training is subject to time constraints imposed by incident responses through the season.

**Target Audience:** Fire Management Technicians, Wildland Fire Apprentices, Professional Trainees, Coop Student Trainees and Career Employees.

**Area/Level of Consideration:** Federal Government-wide, resource management agencies and other fire suppression agencies including state/county fire service agencies. Candidates must meet all prerequisites.

**Cost: Forest Service Employees:** Salary, quarters and \$25 per day for meals will be paid by the Northern California Training Center. The sending unit will pay all travel costs to and from NCTC.

**Cost: Non-Forest Service Employees:** Base salary will be paid by the sending unit/agency during non-incident operation of the crew. Quarters will be provided and the Northern California Training Center (NCTC) will pay a daily per diem rate of \$25 per day for meals. The sending unit will pay all travel costs to and from NCTC.

**Tour of Duty:** Typically 7 months depending on length of fire season with Saturday and Sunday days off.

**Physical Requirements:** Work Capacity Test, (3 mile hike with a 45 pound pack over level terrain in 45 minutes or less.)

- All Redding IHC personnel will strive to meet the physical fitness goals as outlined in the National IHC Operations Guide (1.5 mile run in 10:35, 40 sit-ups in 60 seconds, 25 push-ups in 60 seconds, and 4-7 chin-ups). Candidates must be able to perform fireline duties at the arduous level. (Ref. F.S. Handbook 6100-9.12)

**Prerequisites:** To qualify, applicants must have the following:

- 1) Career/Career-Conditional or Coop Student status, with the Federal Government or employment through another agency. **(It preferred that apprentices be enrolled in academies that will not conflict with the crew start date)**
- 2) A minimum qualification of "Fire Fighter (FFT2)", on the applicants Incident Qualification Card or agency equivalent, refer to most current addition of FSH 5109.17 or Wildland Fire Qualification Subsystem Guide 310-1.
- 3) Valid agency sawyer card or equivalent certification is preferred but not required.
- 4) Successfully pass the Work Capacity Test **(documentation required)**.
- 5) Have the ability to obtain a valid First Aid and CPR Card.
- 6) Completion of the following courses is beneficial to the applicant: I-200 Basic ICS, S-211 Portable Pumps and Water Use and S-212 Wildfire Powersaws.

#### **HOW TO APPLY:**

- 1) Federal Applicants submit the "Training and Certification" Form (**Attachment A**)
  - Non-Federal Applicants submit the "Fire Experience and Training" Form (**Attachment B**)
- 2) Submit a current resume. Include a list of three references/supervisors with current contact information. **Letters of Recommendation are encouraged.**

3) Submit a **typed, one page narrative** addressing your ability to meet the following criteria:

- Maintaining a positive, working relationship with crew overhead and other crewmembers.
- To maintain effective and open communication with supervisors and crew members.
- Maintaining a fitness level and how it will allow you perform fireline duties on an Interagency Hotshot Crew for up to 7 months.
- Function as a Squad Leader, leading 3-7 crewmembers during project work and incidents.

4) Submit a photocopy of current medical qualifications card (EMT card, First Responder, First Aid) and Valid CPR card.

5) Submit a copy of a SF-50 (Notification of Personnel Action) or agency equivalent to verify competitive status and eligibility. **Non-Federal employees**, submit other proof of employment status.

**SEND COMPLETE APPLICATION TO:**

**USDA Forest Service**

**Northern California Training Center**

**Attn: Redding IHC Leadership Development Program Training Opportunity**

**6101 Airport Road**

**Redding, CA 96002**

***Applications must be postmarked by the closing date.***

Questions regarding the Redding Interagency Hotshot Crew Training Opportunity should be directed to the North Zone Training Unit: Patrick Bell (Captain) 530-226-2723 or Charles Barber (Captain) 530-226-2722.

ATTACHMENT "A"

Training Certification Form (Federal Applicants)

Applicants Name: \_\_\_\_\_ Date: \_\_\_\_\_

IQCS Employee Number (Federal Applicants): \_\_\_\_\_

- This is located on your Incident Qualification Card (Red Card)

Applicant's Signature: \_\_\_\_\_

I certify that, to the best of my knowledge and belief, all of my statements are correct.

|  |     |    |
|--|-----|----|
| May we ask present and past employers about your character, qualifications, and work record? A "NO" will not affect our review of your qualifications. If you answer "NO" and we need to contact your present employer before we can offer you a job, we will contact you first. | YES | NO |
|  |     |    |

Please list additional courses/qualifications that the applicant will complete after applying for the Redding IHC Leadership Development Program:

By signing below, I certify that the training information regarding classes, qualifications and task books, is true and correct and in accordance with the requirements of the most current FSH 5109.17(USFS) or the PMS 310-1(other Federal Agencies). **I also certify that the applicant, if selected, is available for the training opportunity with the Redding IHC Leadership Development Program.**

Training Officer: \_\_\_\_\_

DFMO/ADFMO (Division /Battalion Chief): \_\_\_\_\_

**ATTACHMENT "B"**

**Fire Experience & Training Form (Non-Federal Applicants)**  
**(Federal Applicants attach IQCS Master Record)**

**Fire Experience (Enter Your Total Amount of Fires Per Size Class)**

| Size Class | A | B | C | D | E | F | G |
|------------|---|---|---|---|---|---|---|
| Amount     |   |   |   |   |   |   |   |

**Fireline Positions in the Last 5 Years (List Number of Incidents in the Following Positions)**

| POSITION TITLE                      | SIZE CLASS |   |   |   |   |   |   |
|-------------------------------------|------------|---|---|---|---|---|---|
|                                     | A          | B | C | D | E | F | G |
| Firefighter (FFT2)                  |            |   |   |   |   |   |   |
| Advanced Firefighter (FFT1)         |            |   |   |   |   |   |   |
| Single Resource Boss (Crew)         |            |   |   |   |   |   |   |
| Single Resource Boss (Engine)       |            |   |   |   |   |   |   |
| Single Resource Boss (Heavy Equipt) |            |   |   |   |   |   |   |
| Strike Team Leader (Crew)           |            |   |   |   |   |   |   |
| Helicopter Crew member              |            |   |   |   |   |   |   |

**Formal Training Completed (Enter Year Certified)**

| COURSE TITLE  | YEAR CERTIFIED |
|---|----------------|
| I-200 Basic ICS   |                |
| <b>IS-700 NIMS: An Introduction*</b>                        |                |
| <b>IS-800 National Response Framework, An Introduction*</b> |                |
| <b>L-180 Human Factors on the Fireline*</b>                 |                |
| L-280 Followership to Leadership                            |                |
| L-380 Fireline Leadership                                   |                |
| M-410 Facilitative Instructor                               |                |
| <b>S-130 Basic Firefighter *</b>                            |                |
| S-131 Advanced Firefighter/Squad Boss                       |                |
| <b>S-190 Introduction To Fire Behavior *</b>                |                |
| S-200 Initial Attack Incident Commander                     |                |
| S-211 Portable Pumps and Water Use                          |                |
| S-212 Wildfire Powersaws                                    |                |
| S-215 Fire Operations In The Urban Interface                |                |
| S-230 Crew Boss   |                |
| S-231 Engine Boss   |                |
| S-232 Dozer Boss  |                |
| S-234 Firing Methods And Procedures                         |                |
| S-244 Field Observer  |                |
| S-260 Fire Business Management Principles                   |                |
| S-270 Basic Air Operations                                  |                |
| S-271 Interagency Helicopter Training                       |                |
| S-290 Intermediate Fire Behavior                            |                |
| S-330 Task Force/Strike Team Leader                         |                |
| S-336 Fire Suppression Tactics                              |                |
| S-390 Fire Behavior Calculations                            |                |

**\*Prerequisites for Redding IHC Training Opportunity**