

Prescribed Fire Crew – Crew Member

Position Title: Wildland Fire Operations Crew Member

Program: Alignment Strategies Group – Wildfire Operations Division

Location: Sanger, CA - Southern Sierra Nevada Region

Employment Type: Full-Time, Seasonal/Year-Round (as applicable)

Reports To: Squad Leader/Hand Crew Captain

Module: 8-12-Person Wildfire Operations Module

Pay Range: \$25.00-\$30.00/hr.

Position Summary

The Wildland Firefighter serves as a crewmember on a 8-12-person specialized Prescribed Fire Hand Crew. This position supports a wide range of wildfire resiliency operations, including prescribed burning, fuels reduction, wildfire suppression, and technical project work. Basic Firefighters are responsible for carrying out field assignments safely and effectively under the supervision of squad leaders and crew leadership. This role is modeled after the NWCG Firefighter Type 2 (FFT2) position and provides opportunities for professional development, training, and advancement in prescribed fire and wildfire suppression.

Primary Responsibilities - Operational Crew Member

- Perform Prescribed Fire and fuels management activities including handline construction, firing operations, mop-up, pump, hose systems, chipping and fuels reduction and other duties as assigned.
- Operate safely with hand tools, chainsaws and firing equipment.
- Follow direction from squad leaders and crew supervisors in prescribed fire, fuels management, and wildfire response assignments.
- Maintain situational awareness and contribute to crew safety through adherence to fire safety protocols and risk management practices.
- Assists with prescribed fire operations including preparation, ignition, holding, and monitoring.
- Carries line gear, tools, and equipment (up to 45 lbs) over steep, uneven terrain for extended periods.
- Gathers basic fire behavior information such as weather observations, fuel conditions, and fire spread indicators.
- Follows all safety protocols, PPE requirements, and crew standards.

Crew Support

- Participate in daily briefings, after-action reviews, and on-the-job training.
- Effectively communicate with crew supervisors and crewmembers.
- Maintain readiness of tools, equipment, vehicles, and PPE.
- Assist with project layout, fuels monitoring, and data collection when assigned.
- Support a positive, respectful, and team-oriented crew culture.
- Ability to work as part of a team in high-stress, rapidly changing environments.
- Physical stamina to perform arduous labor for long durations.
- Ability to follow direction, maintain situational awareness, and communicate hazards.

Technical Work

- Ensure readiness and proper use of hand tools, firing equipment, vehicles, and PPE.
- Perform saw operations, handline construction, ignition, patrolling/securing and mop-up.
- Assist in fuels monitoring, project layout, mapping and technical consulting in support of wildfire resilience efforts.
- Uphold environmental compliance and stewardship standards in all field operations.
- Other duties as assigned.

Physical Demands

The position requires **arduous** physical effort, including:

- Hiking long distances over steep, uneven terrain
- Carrying 45 lbs. of gear for extended periods
- Lifting and moving objects over 50 lbs.
- Bending, twisting, kneeling, and using tools repeatedly
- Working in extreme heat, cold, smoke, and adverse weather
- Sustained aerobics and muscular endurance
- Required regular participation in ASG physical training program

Wildfire Operations Positions must complete the **Work Capacity Test (Pack Test)** at the *Arduous* level: **3 miles in 45 minutes carrying a 45-lb pack.**

Professional Development

- Complete NWCG training assignments and task books as directed.
- Actively develop technical and leadership skills to prepare for advanced qualifications.
- Engage in mentorship opportunities within the crew structure.

Minimum Required Qualifications

Required Qualifications

- NWCG Firefighter Type 2 (FFT2) or ability to obtain prior to start (S-130, S-190, L-180, IS-100, IS-700).
- Valid driver's license (as required)
- Red Card – Status: Current or previously qualified and physical fitness meeting Arduous Pack Test standard.
- Ability to work long shifts in rugged, outdoor environments under variable conditions.
- Commitment to safety, teamwork, and professionalism.

Preferred Qualifications

- Previous wildland fire or conservation corps experience or similar.
- Red Card – Status: Current or previously qualified and physical fitness meeting Arduous Pack Test standard.
- Additional NWCG training/qualifications: S-212 Chainsaw, S-211 Portable pumps and water use.
- Experience with prescribed fire, fuels work, or community wildfire resilience projects.
- Familiarity with Indigenous fire practices or collaborative land stewardship efforts.

Work Conditions

- Work performed in physically demanding and high-risk wildland environments.
- Long Shifts, Extended travel, irregular schedules, off site work locations away from home unit and overnight spike camps may be required.
- Exposure to smoke, heat, dust, falling debris, and loud equipment
- Potential hazards including fire entrapment, rolling material, aircraft operations, and heavy equipment
- Required use of PPE including fire-resistant clothing, boots, gloves, eye protection, and hard hat
- Remote work locations with limited facilities

Compensation & Benefits:

This is a non-exempt full-time position.

- **Range: Starting-\$25.00-\$30.00.** Competitive hourly rate based on experience and qualifications.
- Paid Personal Leave (**80 hours annually, 6.6 hours earned per pay period, up to 200 hours carry over, begins 90 days after employment**)
- Paid Holidays (6 Days)
- Paid Sick Leave (40 Hours)
- Health Benefits (**begins 90 days after employment**)

- Retirement options
- Training and professional development opportunities.

To express your interest, **you must Review Position Descriptions** then submit the following:

1. A current résumé highlighting your relevant experience and qualifications.
2. A brief cover letter describing your interest in joining Alignment Strategies Group and the position you are seeking **Squad Leader** or **Permanent Seasonal Crew Member**.
3. Copies of ALL applicable fire qualifications, certifications, or training records.

Applications and inquiries should be submitted to the Sierra Resource Conservation District's Alignment Strategies Group hiring team at:

RMORALES@SIERRARCD.COM

Qualified candidates will be contacted as positions become available and invited to participate in the selection process. Selection process will include a dynamic interview and physical agility testing.