

Prescribed Fire Crew - Squad Leader

Position Title: Wildland Fire Operations Squad Leader

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: Hand Crew Captain

Module: 8-12-Person Wildfire Operations Module

Pay Range: \$40-\$43/hr.

Position Summary

The **Squad Leader** serves as a field supervisor for a 3–5 person squad within a 8-12-person Wildland Fire Operations Hand Crew. The position is responsible for the safe execution of wildfire operations, including **prescribed fire, fuels reduction, wildfire suppression, training, and technical consulting projects**. The Squad Leader provides direct leadership, oversight, and mentorship to senior firefighters, lead firefighters, and intern firefighters during operational assignments and training evolutions.

This position is modeled after the **NWCG Type 2 Initial Attack (IA) Squad Boss** role and requires technical fireline proficiency, crew supervision experience, and a commitment to excellence in wildfire operations work.

Primary Responsibilities Operational Leadership

- Lead the execution of assigned tasks on prescribed fire operations, fuels reduction projects, and wildfire incidents.
- Maintain squad accountability and situational awareness during field operations.
- Ensure adherence to LCES, risk management principles, and operational briefings.
- Train and develop subordinate crewmembers
- Provide communication up and down the chain of command

Supervision & Mentorship

- Supervise and mentor 3–5 personnel, including senior firefighters, lead firefighters, and interns.
- Conduct NWCG and on-the-job training, safety checks, and performance feedback.
- Support the development of junior crew members through coaching, task books, and hands-on instruction.
- Promote a respectful, inclusive, and learning-oriented crew culture.

Planning & Logistics

- Participate in pre-operational planning tasks, scouting, and resource preparation.
- Ensure readiness and proper use of hand tools, firing equipment, vehicles, and PPE.
- Maintain squad-level documentation, time tracking, and project reporting as required.

Technical Work

- 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.

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

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.

Minimum Required Qualifications

NWCG Qualifications:

- FFT1 (Firefighter Type 1)
- ICT5 (Incident Commander Type 5) required; completion of S-131, S-133, S-211, S-290, S-219, L-280.
- Saw Card – Status: Current or previously qualified as a B Faller
- Red Card – Status: Current or previously qualified and physical fitness meeting Arduous Pack Test standard.
- Minimum 4 seasons of wildland fire experience, including experience in a leadership role.
- CARX qualification within 1-3 years of employment
- Demonstrated proficiency in leadership, risk management, fireline safety, and basic ICS operations.

- Ability to supervise and train a diverse team in rugged outdoor conditions for extended periods.
- Valid Driver License

Preferred Qualifications

- NWCG Crew Boss
- Additional NWCG qualifications (e.g., Faller C, FEMO, FIRB, ENGB) are highly desirable.
- Experience with prescribed fire, fuels planning, and community wildfire resilience projects.
- Experience working with Indigenous fire practices, conservation corps, or workforce development programs.

Work Conditions

- Work is 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.
- Must pass a background check, drug screen and physical (if applicable), and meet organization's driving standards.
- 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
- Commitment to safety, teamwork, and professionalism.

Compensation & Benefits:

This is a non-exempt full-time position.

- **Range: Starting-\$40.00-\$43.00.** 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.