



# LOS PADRES National Forest

## 2024 VETERANS EMPLOYMENT OUTREACH

### Wildland Firefighter Temp/Perm Employment



Stuart Palley for

## APPLICATION DEADLINE: MAY 24, 2024

The Los Padres National Forest is seeking highly motivated men and women interested in a job in Fire and Aviation Management (FAM). Several full-time temporary/permanent employment opportunities may be available at [duty stations throughout the Los Padres National Forest](#). VRA candidates who submit an Interest Response will be reviewed and considered for one of the modules listed below, and may be hired through the [Veterans Recruitment Appointment \(VRA\)](#) – *Public Law 107-288*. [Will You Answer the Call?](#)

VRA Candidates who submit an **Interest Response** by 05/24/2024 will be reviewed and considered for available positions on Los Padres National Forest.

## Fire and Aviation Management Positions



### Hotshot Crews

The most highly skilled type of handcrew and are typically assigned to work on the most challenging parts of wildfires.

### Helitack Crews

These firefighters are transported by helicopters to wildfires and also perform logistical support missions.

### Engine Crews

These firefighters work with specialized wildland fire engines that carry equipment to spray water and foam.

## Hours and Salary

Positions include minimum full-time work (40 hours per week) with overtime and hazard pay if assigned to a fire incident. The hours on a fire incident are long, up to 16+ hours while actively suppressing or mopping up a fire. Incidents can be as brief as a few days up to multiple weeks.

Federal agencies will recruit at the [GS-3 to GS-5](#) rate for new fire recruits. The number of hours worked are dependent on the number and duration of fire incidents, and are impossible to predict, but take home pay at the end of the fire season could be between \$30,000 and \$40,000 during an active season. Benefits of these long hours are building relationships with hard-working men and women, while providing a valuable public service protecting lives and property in California and throughout the country. Forest Service housing may be available and at an affordable rate (monthly rates may vary on location).

**Note:** *This is a base rate for pay. Overtime and other pay differentials are applied when work requirements exceed normal work hours. The standard tour of duty is a 5 day/40-hour work week and you will be expected to work weekends and holidays when fire conditions warrant.*

## Firefighter Training Provided

These positions include training designed for entry-level firefighters. Employees will be introduced to and gain knowledge of the basic incident management organization, firefighting techniques, suppression equipment, safety, strategy, tactics and fire behavior. Field exercises will be performed for experiential training. Other training subject matter will include:

- Introduction to Incident Command System (ICS)
- National Incident Management System (NIMS)
- Basic Concepts of Wildland Firefighting
- Preparedness, Incident Command Systems, and Resources
- Watch-out Situations
- Lookouts, Communications, Escape Routes, and Safety Zones (LCES)
- Potential Hazards and Human Factors in the Wildland Fire Service
- Fuel, Topography, and Weather
- Fire Behavior
- Transportation Safety
- Hand Tools
- Firing Devices
- Water Use
- Hazardous Materials
- Wildland Urban Interface
- Optional Knowledge Areas
- Performance Day Requirements
- Suppression, Communication, and Mop-up



## Fitness Requirements

Wildland firefighting is a physically demanding job and there is an arduous fitness requirement for employment on a crew. All candidates are required to conduct a [Work Capacity Test](#) (also known as a "Pack Test"), which requires walking 3 miles in 45 minutes or less wearing a 45-pound pack. Watch a [video](#) to learn more about what participants can do to prepare for the Work Capacity Test.

Many crews will be expected to hike several miles to the fire and begin to dig line or remove fuels (wood and timber) immediately. The physical endurance required is significant and you should be well prepared to work all day and night under hazardous conditions.

## How to Apply

Complete the online [Outreach Response Form](#)  
Email the following to [SM.FS.lpfjobs@usda.gov](mailto:SM.FS.lpfjobs@usda.gov)

- **DD-214 Form**
- **Government Standard Resume**

For tips on creating a government resume: [Government Resume Guide](#)

## VRA Authority

[Veterans' Recruitment Appointment \(VRA\)](#) is an excepted authority that allows agencies, to appoint eligible veterans without competition. If you:

- are in receipt of a campaign badge for service during a war or in a campaign or expedition, OR
- are a disabled veteran, OR
- are in receipt of an Armed Forces Service Medal for participation in a military operation, OR
- are a recently separated veteran (within the last 3 years), AND separated under honorable conditions (this means an honorable or general discharge), you are VRA eligible.

### **Questions? Please contact:**

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**Los Padres National Forest**

Outreach Response

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