



**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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Redding, CA 96002  
Phone: (530) 226-2721  
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**Date:** January 24, 2017

**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 fireline 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.

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 over 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 Teresa Detrick (Captain) 530-226-2723 or Chris Graves (Captain) 530-226-2722.

*/s/ Daniel M. Mallia*

Daniel Mallia  
Superintendent, Redding IHC Leadership Development Program

## CAREER DEVELOPMENT OPPORTUNITY ANNOUNCEMENT

**Issued: January 24, 2017**

**Closes: February 13, 2017**

Region 5, Fire and Aviation Management, Workforce Development and Training, is advertising a Fire Management Leadership Development Opportunity.

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

**Dates:** Tentative start date of April 17th, 2017.

**Position:** Crewmember on a Type I Interagency Hotshot Crew, 15 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 six weeks, individuals will participate in intense, concentrated classroom and field training. During this time, the training emphasis will be in small unit leadership, crew cohesion, fireline 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), dependent on time assigned to incidents. Certification of completed PTB's will be given due consideration by crew overhead following supervised, on the job training and other factors.

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 and other 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 \$33.55 per day for meals will be paid by the Redding IHC. The sending unit will pay all travel costs to and from Redding.

**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 Redding IHC will pay a daily per diem rate of \$33.55 per day for meals. The sending unit will pay all travel costs to and from Redding.

**Tour of Duty:** Typically 6-7 months depending on length of fire season with Saturday and Sunday as 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 employment with the Federal Government or permanent employment through another agency (state/local). ***(It is preferred that apprentices be enrolled in academies that will not conflict with the crew operational dates)***
- 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.

**HOW TO APPLY:**

- 1) Submit/complete the “Training and Certification” Forms (**Attachment A and B**)
- 2) Submit a current resume. Please make certain you include past and current supervisors current contact information. **Letters of Recommendation are encouraged.**
- 3) Submit a **typed, one page narrative** addressing the following criteria:
  - What you hope to gain from the training opportunity with the Redding IHC.
  - Your ability to maintain effective and open communication with supervisors and crewmembers.
  - Your flexibility in the workplace, your attitude and your work ethic.
  - Your ability to maintain an arduous fitness level and how it will allow you to perform fireline duties on an Interagency Hotshot Crew.
- 4) 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:**

**United States Forest Service  
Northern California Training Center  
Attn: Redding IHC Leadership Development Program Training Opportunity  
6101 Airport Road  
Redding, CA 96002**

Or you may email a scanned copy of the completed application packet to: [dmallia@fs.fed.us](mailto:dmallia@fs.fed.us)

Please make certain you follow up your email to make certain your application packet has been received.

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

Selections for the program will be made in late February.

Questions regarding the Redding Interagency Hotshot Crew Training Opportunity should be directed to the North Zone Training Unit: Teresa Detrick (Captain) 530-226-2723 [tdetrick@fs.fed.us](mailto:tdetrick@fs.fed.us) or Chris Graves (Captain) 530-226-2722 [cgraves@fs.fed.us](mailto:cgraves@fs.fed.us) .

**ATTACHMENT "A"**

**Fire Experience & Training Form**

**(Federal Applicants need only to submit IQCS Master Record)**

**(Non-Federal Applicants please fill out form)**

**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)							
Crew Boss (CRWB)							
Heavy Equipment Boss (HEQB)							
Helicopter Crewmember (HECM)							

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

COURSE TITLE	Year Completed
I-200 Basic ICS	
IS-700 NIMS: An Introduction	
IS-800 National Response Framework, An Introduction	
L-180 Human Factors on the Fireline	
L-280 Followership to Leadership	
L-380 Fireline Leadership	
M-410 Facilitative Instructor	
S-130 Basic Firefighter	
S-131 Advanced Firefighter/Squad Boss	
S-190 Introduction To Fire Behavior	
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-232 Dozer Boss	
S-234 Firing Methods And Procedures	
S-236 Heavy Equipment Boss	
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	

**ATTACHMENT "B"**

**Training Certification Form (All Applicants)**

**Have you applied or are planning to apply to any other national developmental IHC programs for 2017? If so, which programs have you applied to?\_\_\_\_\_**

**Please list additional courses/qualifications (trainee qualifications included) that you will complete/acquire after applying to the Redding IHC Leadership Development Program:**

**By signing below, I certify that the training information regarding coursework, 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/Non Federal agencies).**

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

**I certify that the applicant, if selected, is available for the training opportunity with the Redding IHC Leadership Development Program.**

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