



**KAIBAB NATIONAL FOREST
NORTH KAIBAB R.D.
WILDLAND FIREFIGHTER
APPRENTICESHIP PROGRAM**

**STUDENT CAREER
EXPERIENCE PROGRAM**

GS-0499-04/05

OPENS: August 24th, 2010 | CLOSES: September 15, 2010

WILDLAND FIREFIGHTER APPRENTICESHIP PROGRAM DESCRIPTION:

The Wildland Firefighter Apprenticeship Student Career Experience Program (SCEP) is designed to prepare applicants for permanent firefighter positions within the agencies by integrating formal training with paid work experience. The program is conducted in accordance with a planned schedule and working agreements between the Agency, the student, and the Department of Labor.

Individuals will be required to complete two four-week formal residential training academies in Sacramento, California and 4,000 hours of on-the-job experience, with target promotion potential to a career/career-conditional appointment, Wildland Firefighter-Forestry Technician, GS-0462-5, upon completion of all apprenticeship and OPM qualification requirements. In order to gain the 4,000 hours of on-the-job-experience, the individual selected may need to detail to off forest locations requiring extended travel.

KAIBAB NATIONAL FOREST:

The Kaibab National Forest is part of the largest contiguous ponderosa pine forest in North America. The forest consists of three districts totaling 1.6 million acres that border both the north and south rims of the Grand Canyon. Wildlife is abundant and includes elk, deer, pronghorn antelope, turkey, coyote, black bear and mountain lion. Spanning from north-central Arizona to the Utah border, the Kaibab National Forest offers breathtaking views, unusual geologic formations, diverse recreation and more.

Vegetation varies by elevation. The lowest point on the forest is 3,500 feet in the southwest corner and the highest is 10,418 feet at the summit of Kendrick Peak. Near desert-like conditions exist at the lower canyon elevations, changing to pinyon-juniper woodlands, the ponderosa pine belt and mixed conifer forests of pine, spruce and aspen as the elevation rises.

NORTH KAIBAB RANGER DISTRICT

The North Kaibab Ranger District program areas include forest and rangeland vegetation management, fire/fuels, wildlife, recreation, wilderness and heritage resource management. The district is home to the largest number of northern goshawks in the lower 48 states, a bison herd, California condors, the Kaibab squirrel and a renowned mule deer population, among other wildlife. Key recreation areas on the district include Saddle Mountain and Kanab Creek Wildernesses, the 18-mile Rainbow Rim Trail along the edge of Grand Canyon, and the Great Western and Arizona Trails. The district has an unusually high number of archaeological sites, pictographs and petroglyphs from a human presence around the Kaibab Plateau dating back at least 10,000 years. Given the close proximity of many indigenous populations, the heritage program is constantly engaged in locating, protecting and studying the historical resources of the area. The plateau is also rich in a more recent history of occupation by Mormon settlers and the creation of the Grand Canyon National Game Preserve by Teddy Roosevelt.

THE LOCAL COMMUNITY

The area is rural in character with full-service communities nearby. The North Kaibab Ranger Station is located in Fredonia, Arizona. Fredonia's population is approximately 1,100, with K-12 schools, a post office, churches, several small motels, gas stations and in some years a restaurant. Kanab, Utah, seven miles north of Fredonia, has approximately 3,500 residents. It offers K-12 schools, a post office, two grocery stores, several motels and restaurants, a nine-hole golf course, a movie theatre, a playhouse, a hospital, a number of churches, miscellaneous retail stores, and a community chorus and orchestra. Larger communities such as Page, Arizona (90 miles east) and St. George, Utah (80 miles west) offer additional shopping, larger medical facilities, malls and commercial airports for smaller aircraft. Federal land management agencies and Native American tribes play a prominent role in the area. The district is bordered by Grand Canyon National Park to the south, Vermilion Cliffs National Monument (BLM) to the east, Grand Staircase-Escalante National Monument (BLM) and Zion National Park to the north, and the Arizona Strip (BLM) to the west. The Kaibab Band of Paiutes reservation is located just west of Fredonia. Climate depends on elevation. Summers are generally sunny and hot, ranging from average highs of 90 to 100 degrees in Fredonia, Kanab and the lower red rock elevations, to a delightful 70 to 80 degrees in the higher elevations of the forest. The southwestern monsoon season delivers summer thunderstorms and rain from early July through early September. Winters are mild at the lower elevations (4700 feet) in our communities, with highs in the 30s and 40s, and lows in the teens and 20s. Higher elevations on the forest often see four or more feet of snow. Permanent Government housing is not available. Seasonally, government housing may be available at the Jacob Lake and Big Springs worksites. Rental houses and apartments are available in Fredonia and Kanab, but can be difficult to find during spring and summer months, ranging from \$500 to \$1,000/month.

KAIBAB NORTH ZONE FIRE MANAGEMENT INFORMATION:

The North Kaibab Ranger District on the Kaibab National Forest has a unique remote area uncommon to other Forests in the Southwest Region. The district office is located in Fredonia, AZ and is the Duty Station location for many permanent employees. During the summer field season the North Zone Fire Management resources (North Kaibab Ranger District and North Rim of Grand Canyon) are dispatched out of three field work stations (Big Springs, Jacob Lake and North Rim developed area). The purpose for these field stations is for quicker response time to Wildland/RX fire activities. These stations logistically support fire resources that are assigned to these sites and provide seasonal crew housing for employees that are stationed at those locations. Other district/park functions operate out of these remote field stations, as well. The district's fire/fuels management program includes managed fire for multiple objectives and prescribed fire (treating 5,000 to 10,000 acres annually) activities. There is limited but significant wildland-urban interface on the Kaibab Plateau along the major travel routes to Grand Canyon National Park. Fire season generally occurs from mid-May through early to mid-July, with most fires caused by lightning.

FIREFIGHTER APPRENTICE DUTIES:

Incumbent will work in initial attack, extended attack, large fire incidents, fire rehabilitation/restoration project assignments as part of a hand crew, prevention patrol, engine, or helicopter module. They will identify and mitigate safety hazards in the work environment, review/write Job Hazard Analysis, and conduct safety briefings during prescribed fire and wildland fire activities. Trainees will conduct fire ground proficiency drills, obtain weather forecasts and fire intelligence, and maintain fire equipment such as tools, pumps, and vehicles. They will serve in various functions during the planning, preparation, implementation, and monitoring phases of fire management and/or mechanical or chemical vegetation treatments. Other duties for the trainee may include, but are not limited to: dispatch and prevention/education functions and fire business practices (timekeeping, record keeping, fire reports, medical forms, incident check-in and demobilizations, etc.). Incumbent will be required to travel for long periods of time (sometimes up to 4 months) to gain the work experience that is part of the completion of the apprenticeship program.

LOCATION & NUMBER OF FIREFIGHTER APPRENTICE (GS-499) POSITIONS AVAILABLE:

One Wildland Firefighter Apprenticeship position may be hired for the Kaibab National Forest for the North Kaibab Ranger District in the fall of 2010. The duty station for this position will be (Big Springs, Jacob Lake, or Fredonia) Field Stations during the summer Fire Season (usually May 1st to October 31st). When winter work is available the position will be required to work out of the Fredonia District Office.

AREA OF CONSIDERATION: This position is open to all who qualify. A individual qualifications check is required by the agency prior to officially being offered a position. Individuals that fail to meet the minimum qualifications will not be offered this position.

APPRENTICE REQUIREMENTS:

• BASIC REQUIREMENTS:

- Must be at least 18 years old by date of appointment. Maximum entry age is 37.
- Must be a United States citizen or national (resident of American Samoa or Swains Island). If you are not a citizen, you may participate if you are legally admitted to the United States as a permanent resident, and are able to meet citizenship requirements prior to completion of your apprenticeship.
- Males born after 12/31/59 and desiring federal employment must be registered with the Selective Service System.
- GS-4: 6 months of general work experience (as described above) and 6 months of specialized work experience (experience that is in or related to the line of work of the position to be filled or which has equipped the applicant with the specific knowledge, skills, and abilities to successfully perform the duties of the position). This experience could include wildland fire suppression or prescribed fire experience, working on an engine, hand crew, or helitack crew **or** 2 years above high school with courses related to the position (forestry, agriculture, crop or plant science, range management, wildlife management, recreation management, civil or forest engineering or wildland fire science).
- GS-5: Qualifying experience for the GS-5 level includes one year of specialized experience equivalent to GS-4. Specialized experience is experience which is in or directly related to the line of work of the position to be filled and which has equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position. **SUBSTITUTION OF EDUCATION FOR EXPERIENCE:** Experience requirements may be met by successful completion of a four (4) year course of study leading to a bachelors' degree or the equivalent. Education must include at least 24 semester/36 quarter hours in any combination of courses such as forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine fisheries and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 6 semester/9 quarter hours in mathematics is creditable. **COMBINATION OF**

EDUCATION AND EXPERIENCE: Equivalent combinations of successfully completed education and experience may be used to meet the experience requirements.

- **CONDITIONS OF HIRE:**

- Medical Requirements: The duties of this position require sustained, arduous physical exertion under rigorous and unusual conditions. Persons appointed will be potentially subject to extreme physical danger and irregular and protracted hours of work. The health of individuals must be such that they have the capacity to meet demands for performance in the position and for human reliability. Before entrance on duty and periodically during employment, individuals must undergo a medical examination and pass a work capacity test at the arduous level. Failure to meet any of the required medical qualifications will usually be considered disqualifying for employment or a basis for termination, except when substantial evidence is presented that the individuals can perform the essential functions of the job efficiently and without hazard to themselves or others, with or without reasonable accommodation.
- Work Capacity Test: Federal agencies have adopted the Work Capacity Test (WCT) as a method of assessing employee's fitness levels for fire qualifications for positions covered by this recruitment bulletin. It is a requirement to take and pass the WCT at the arduous level. The arduous WCT will consist of completing a three-mile hike, within forty-five minutes, while carrying a forty-five pound pack. It is strongly advised that applicants consult with a physician and begin training at least four weeks prior to undergoing the WCT.
- Drug Testing: Some positions will be subject to pre-appointment and random drug testing as determined by the position description; positions requiring a Commercial Driver's License, use of firearms/explosives, etc. Applicants will be notified of required testing prior to job offer.
- Drivers License: These positions require driving government owned or leased vehicles. Therefore, it is a requirement that applicants possess and maintain a valid state driver's license during their term of apprenticeship in order to obtain a U.S. Government driver's license.
- CDL: Some positions may require a commercial driver's license (CDL) to operate certain vehicles. For positions that require a CDL, an applicant will be notified at the time of tentative job offer.
- Travel: The incumbent will be assigned to one duty location. However, temporary travel will be required to other duty locations to attend the academies and if required, to obtain on-the-job experience. In addition, 11 or more nights per month of travel may be required.

- **ACADEMY REQUIREMENTS:**

- Basic Academy: On the first day of the Basic Academy, selectees will be given and must pass the S-190 Wildland Fire Behavior exam in order to continue in the program. There is no retesting given for this exam.
- Apprentices must also pass all course material at the Basic and Advanced Academies at the required academy standards. Some courses are required prior to attending basic academy.
- Students are also required to participate in physical training and testing, live in the barracks, and eat at the facility. Apprentices must maintain their barracks and are required to wear their agency uniform while on duty.
- **Failure to satisfactorily meet academic or physical standards, medical requirements, or complete the required training program will result in removal from the program.**
- Apprentices will also be required to sign a mobility agreement, permitting placement to any vacant position within the Agency upon completion of training.

SALARY, PROBATIONARY PERIOD, TOUR OF DUTY, BENEFITS:

Salary: GS-4/\$13.41 per hour, GS-5/\$14.24 per hour. All positions have promotion potential to the GS-5/\$14.24 per hour level after satisfying all apprenticeship training requirements and OPM qualification requirements. Selected individuals will be subject to a probationary period. During this time period, the employee's conduct and performance will be monitored to determine if the employee will be retained. Tour of duty will be negotiated to fulfill academy, training assignments and fire management needs. This position is guaranteed 13 pay periods in pay status and can have as many as 13 pay periods off depending on available funding.

OTHER INFORMATION:

Relocation expenses will not be paid for these positions. Rare exceptions may be made if a shortage of applicants is documented and necessitates payment for a specific grade or location.

Availability of Forest Service Affiliated Day Care Facilities and Permanent Government Housing is not available, however seasonal government housing may be available at the request of the employee..

Bargaining unit status will vary upon assignment location.

VETERANS' PREFERENCE:

Generally, preference is granted to veterans who entered military service prior to October 14, 1976; or served on active duty during the period from August 2, 1990, through January 2, 1992, and who are otherwise eligible; or who have served in a military action for which they received a Campaign Badge or Expeditionary Medal. This includes the Armed Forces Expeditionary Medal (AFEM) awarded to those who participated in Operation Joint Endeavor or Operation Joint Guard. You must submit a copy of your DD-214 with your application. Also, individuals may be entitled to veterans' preference if they are a disabled veteran; have received a Purple Heart; are the spouse or mother of a disabled veteran; or are the widow, widower, or mother of a deceased veteran. You will need to submit a Standard Form (SF) 15 and proof of your claim.

HOW TO APPLY:

Complete and submit a resume via email to Joshua Erickson, North Zone, AFMO at joshuaerickson@fs.fed.us. If unable to submit your resume electronically, contact Joshua Erickson (928) 643-8151, for an alternate method.

The following information must be included on your resume:

1. Applicants need to include all work experience (with start and end dates and number of hours worked per week), education, training, self-development, awards, commendations, outside activities, or other information relevant to thos bulletin.
3. Copy of DD-214, Report of Separation from Active Duty, must be received with your application package if you are claiming veteran's preference and must show an honorable discharge. Additional documentation may be required.
4. SF-15, Claim for 10-Point Veteran Preference, as well as proof required on the form, if you are claiming compensable disability preference.

Applicants must answer the following questions:

- Why are you interested in the Wildland Firefighter Apprenticeship Program?
- What are your long term career goals?
- Describe some of your strengths and weaknesses.

The Agency assumes no responsibility for the delivery of applications. It is the responsibility of applicants to ensure receipt of their application, regardless of the method used. Applications, submitted in postage paid government envelopes will not be accepted.

APPLICANT NOTIFICATION: Hiring will occur around October of 2010. Only applicants who are selected will be notified. Please provide a valid E-mail address if you would like to be notified that your application has been received.

PROGRAM INFORMATION: For information about the Wildland Firefighter Apprenticeship Student Career Experience Program and/or application process please contact Joshua Erickson at (928) 643-8151, or check out the website at <http://www.wfap.net>.

WHERE TO SEND: A complete application package must be sent via email to joshuaerickson@fs.fed.us (Please write "Fire Apprentice Application" in the subject line). Application packages must be **received by the close of business on September 15, 2010**. Incomplete or late applications will not be considered.

**For additional information, please contact:
joshuaerickson@fs.fed.us at (928) 643-8151**