

# ASHEVILLE INTERAGENCY HOTSHOT CREW

## LEADERSHIP DEVELOPMENT TRAINING OPPORTUNITY

DATES: **January 12, 2026 through May 31, 2026**

LOCATION: Asheville, North Carolina

PURPOSE: Provide a concentrated Leadership Development Training opportunity for candidates working at the Squad Leader (FFT1) and Single Resource Boss (CRWB, FIRB) levels.

COSTS: **U. S. Forest Service (USFS) Employees**—All base salary and associated non-suppression costs (i.e., travel to and from the Program, prescribed burning, project/prep work, etc.) will follow the most current Budget Modernization direction, as well as the Fire Budget Toolbox. Lodging/quarters will be provided by the Asheville IHC Program. We understand that there are going to be some questions regarding the Budget Modernization process, feel free to contact the Asheville IHC Program with any specific questions.

**Non-USFS Employees**— All base salary and associated non-suppression costs (i.e., travel to and from the program, etc.) Cooperative agreements will be executed between the Asheville IHC Program and the Sending Unit for all non-USFS crewmembers. These agreements will detail the responsibilities of each party including reimbursement procedures for premium pay. Lodging/quarters will be provided by the Asheville IHC Program.

PARTICIPANTS: **This is not a hiring action. Selected candidates will be on a Detail.**

Candidates must have a permanent full time (PFT) or career seasonal appointment (13/13, 18/8) with a federal land management agency, (including US Forest Service, National Park Service, US Fish and Wildlife Service, Bureau of Indian Affairs, Bureau of Land Management, etc.) and be in official pay status for the duration of the Program.

Candidates **must** express a desire for career development in the field of Fire/Fuels Management.

Candidates **must** be in good physical condition. (see below, PHYSICAL CONDITIONING.)

HOW TO APPLY: The Asheville IHC Application Package is posted as a separate document. It can be found using either of the links listed below.

[National Forests in North Carolina - Fire Management](#)

or

[Southern Region Coordination Center - Crews](#)

DEADLINE: **Applications must be received by October 6, 2025. An extension maybe requested.**

Please direct questions to Crew Desk: **(828) 257-4885**

Luis Gutierrez, Superintendent (828) 257-4872  
[luis.gutierrez@usda.gov](mailto:luis.gutierrez@usda.gov)

Nic Danckwart, Captain (828) 257-4809  
[nicholas.danckwart@usda.gov](mailto:nicholas.danckwart@usda.gov)

SELECTION: Applicants will be notified of their selection status by Mid-November. A list of alternate candidates will be designated in the event a selected individual cannot attend the Program. **All selected candidates will be expected to remain with the Program for the entire detail period.**

## I. PHYSICAL CONDITIONING

The job of an IHC crewmember is very demanding, both physically and mentally, and it requires stamina from all individuals. In order to excel at the job, as well as work safely and efficiently, you must take your physical preparation seriously. The physical training program we offer is designed to maintain the fitness levels you have achieved during this time of preparation. **Don't plan on getting in shape once you arrive, that's too late.** If you arrive to the Program out of shape, you run the risk of injury and/or potentially being released from the Program.

Asheville IHC has chosen to adopt an additional fitness standard to measure crew members ability to participate in the program. The additional standard will be a timed 2.3-mile hike, with a 45 lb. vest, from the High Windy Trailhead at YMCA Blue Ridge to the top of High Windy Ridge (Black Mountain Fire Tower). This hike has an elevation gain of ~1500 ft and the allotted time to pass will be 60 minutes. It was chosen because of how well it represents the terrain of the southeastern mountains and meets the necessary operational expectations.

Candidates selected to the Program will be expected to report for duty capable of performing the following:

1. Completion of the 'High Windy' hike
2. Completion of Work Capacity Test at the Arduous Level.

**Candidates must complete the High Windy hike and the Work Capacity Test (WCT) during the first two weeks of the Asheville Hotshot Program. Successful completion of both is required to remain with the Program. Those unable to pass will return to their Home Unit.**

3. Complete and/or exceed the minimum Fitness Goals listed below as specified in the Standards for IHC Operations.

25 pushups in 60 seconds  
40 sit-ups in 60 seconds

4 to 7 Chin-ups, based on body weight  
1.5 mile run in 10:35 or less

### 3. TRAINING

The goal of Asheville IHC Leadership Development Program is to develop leadership skills for Fireline positions. Individuals will receive classroom and field training throughout the season. Focus will be on leadership development, communication skills, command presence, and fireline tactics and strategies.

Much of the training offered with Asheville IHC Program can be best described as "hands on training". A goal of the Program is to provide this training during Fire Suppression and Prescribed Burning assignments. Trainees can expect to occupy leadership positions during a variety of "real world" circumstances which are intended to help prepare them for future leadership roles.

### III. FIRE SUPPRESSION AND OTHER DUTIES

The primary function a Type I Hotshot Crew is to perform fireline construction, ignitions, or holding duties for suppression of wildland fires. The actual number of fire assignments the Crew receives will vary from year to year. Assignments can be throughout the country in various geographic areas in need of resources.

In addition, Asheville IHC plays an important role in assisting the Southern Region in meeting Fuels Management Goals. In recent years the Asheville IHC Program has assisted with prescribed burns throughout the Southern and Eastern Regions averaging more than 25,000 acres each season.

The Crew is also available for All-Risk incidents such as hurricanes, floods and national emergencies thus expanding trainee awareness and experience in local level response, as well as the National Response Plan.

**Being part of an Interagency Hotshot Crew includes extensive travel, continuously performing arduous duties, and working in hazardous situations. It is common for the Crew to be away from the base for two to four weeks at a time. Days off are minimal. A candidate should give all this serious consideration before applying.**

#### IV. ACCOMMODATIONS

Lodging facilities are provided at no cost to the candidates. The facilities are clean, comfortable and safe. Crewmembers can expect to have a bed, dresser/closet, linen service and pillows. A kitchen area is equipped for storing and cooking food. The facility can equally accommodate male and female candidates.

There is **no** government housing available for candidate's families. Such housing arrangements would be the responsibility of the candidate, must be made prior to the starting date, and are not reimbursable.

When the Crew is in assigned status lodging conditions are dictated by the nature of the incident. Field conditions should be expected.