



Lassen National Forest FY26 Phase 1 Fall Fire Hire

The Lassen National Forest, Fire and Aviation Management, is currently seeking candidates for multiple, permanent, full-time positions on the forest.

Interested candidates are encouraged to complete and email the attached voluntary Outreach Interest Form and return it, with your resume and IQCS Master record, to the contact in the second table below for the respective position in which you are interested by close of business **September 23, 2025**

Announcements open **August 22, 2025 through September 23, 2025**

Position Title	Announcement Number	Series and Grade	Locations
Assistant District Fire Management Officer	26-FIRE-P1R5-DZAFMOH-89DH	GW-0462-08/09	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old Station, Susanville, *Chico and *Red Bluff, CA
Assistant District Fire Management Officer (Fuels)	26-FIRE-P1R5-DFUELS-89DH	GW-0462-08/09	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old Station, Susanville, *Chico and *Red Bluff, CA
Fuels Technician	26-FIRE-P1R5-FFUELS-8DH	GW-0462-08	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old Station and Susanville, CA
Assistant Center Manager	26-FIRE-P1VA-ADISPCM-89DH	GW-0462-08/09	Susanville, CA
IA Dispatcher	26-FIRE-P1R5-IADISP-567DH	GW-0462-05/06/07	Susanville, CA
Supervisory Forestry Tech (SFEO)	26-FIRE-P1R5-SFEOH-78DH	GW-0462-07/08	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old Station, Susanville, *Chico and *Red Bluff, CA
Fire Engine Operator (FEO)	26-FIRE-P1R5-FEOH-67DH	GW-0462-06/07	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old

			Station, Susanville, *Chico and *Red Bluff, CA
Lead Forestry Tech (AFEO)	26-FIRE-P1R5-AFEO-56DH	GW-0462-05/06	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old Station, Susanville, *Chico and *Red Bluff, CA
Supervisory Forestry Tech (Handcrew Captain)	26-FIRE-P1VA-SHDCRW-78DH	GW-0462-07/08	Chester, Hat Creek and Susanville, CA
Forestry Tech (Assistant Handcrew Captain)	26-FIRE-P1VA-HCREWT2-67DH	GW-0462-06/07	Chester, Hat Creek and Susanville, CA
Lead Forestry Tech (Hotshot/Handcrew)	26-FIRE-P1R5-HCREW-56DH	GW-0462-05/06	Chester, Hat Creek and Susanville, CA
IHC Superintendent	26-FIRE-P1VA-IHCSUPT-10DH	GW-0462-10	Susanville, CA
IHC Asst. Superintendent	26-FIRE-P1VA-IHCASST-78DH	GW-0462-07/08	Susanville, CA
IHC Squad Leader	26-FIRE-P1VA-IHCSQLR-67DH	GW-0462-06/07	Susanville, CA
Prevention Tech	26-FIRE-P1R5-PREV2-67DH	GW-0462-06/07	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old Station, Susanville, *Chico and *Red Bluff, CA
ATGS	26-FIRE-P1VA-ATGS-89DH	GW-0462-08/09	Chester, CA
Helitack Superintendent	26-FIRE-P1VA-HLTAKMGR-9DH	GW-0462-09	Chester, CA
Helitack Asst. Superintendent	26-FIRE-P1VA-HLTAKMGR-78DH	GW-0462-07/08	Chester, CA
Helitack Squad Leader	26-FIRE-P1VA-HTKSQLR-67DH	GW-0462-06/07	Chester, CA
Airtanker Base Manager	26-FIRE-P1VA-AIRTNKB-89DH	GW-0462-08/09	Chester, CA
Airtanker Asst. Base Manager	26-FIRE-P1VA-AIRTNKB-78DH	GW-0462-07/08	Chester, CA
Airtanker Base Ramp Manager	26-FIRE-P1VA-AIRTNKB-67DH	GW-0462-06/07	Chester, CA
Airtanker Base Forestry Tech	26-FIRE-P1VA-AIRTNKB-5DH	GW-0462-05	Chester, CA
Engineering Equipment Operator/Fire Dozer	26-FIRE-P1VA-EQOPTR-10DH	WG-5716-10	Chester and Susanville, CA
Dozer Assistant/DZOP	26-FIRE-P1VA-EQOPTR-8DH	WG-5716-08	Chester and Susanville, CA
Dozer Assistant	26-FIRE-P1R5-FDZER-6DH	GW-0462-06	Chester and Susanville, CA
Forestry Technician (Apprentice)	26-FIRE-P1R5-WFAP-345DH	GW-0462-03/04/05	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old

			Station, Susanville, *Chico and *Red Bluff, CA
Forestry Technician	26-FIRE-P1R5-FFTR-34DH	GW-0462-03/04	Negotiable – Chester, Fall River Mills, Forest Ranch, Hat Creek, Mineral, Manzanita Lake, Old Station, Susanville, *Chico and *Red Bluff, CA

***Chico and Red Bluff, CA NEW Duty Stations for Phase 1 Hiring**

Send outreach response form, IQCS master record and resume to the contact information below for the respective duty station and position you are interested.

Duty Location	Supervisor	Contact Information
Chester, Mineral, Forest Ranch, Chico and Red Bluff, CA	Jacob Botts, Antonio Jimenez and Robert Rice	Jacob.botts@usda.gov , Antonio.jimenez@usda.gov and Robert.rice@usda.gov
Fall River Mills, Hat Creek, Old Station and Manzanita Lake, CA	James Miguel and Brandon Tatlow	James.miguel@usda.gov and Brandon.tatlow@usda.gov
Susanville, CA	Peter English and Daniel Varney	Peter.english@usda.gov and Daniel.varney@usda.gov
Chester, CA (Helitack)	Tyler Williams	Tyler.williams2@usda.gov
Chester, CA (Airbase)	Jenna Peters	Jenna.peters@usda.gov
Susanville, CA (Hotshot)	Allen Schultze	Allen.schultze@usda.gov

New IFPM/FSPM rule of engagement, all announcements flown in all 4 Phases of perm fire hire will operate under the following rules, relative to IFPM:

- IFPM requirements will be verified at the time of selection.
- Language in the announcement states: *Interagency Fire Program Management (IFPM) and Forest Service - Fire Program Management (FS-FPM) qualifications must be met by the time of selection. Most recent IQCS master record and/or signed Agency Certified task book must be attached to your application. If you are selected, you may be required to submit an updated IQCS master record or signed Agency Certified task book as proof of attainment of IFPM requirements prior to a final verbal offer.*
- The assessment questionnaire contains a yes/no question asking applicants if they meet the requirements. **These questions are not screen outs. Applicants who respond No because they have not fully met the requirements will NOT be screened out and will continue to be reviewed for specialized experience and referral if they are otherwise qualified.**
- Applicants must upload documents at the time of application even if the documents do not reflect attainment of the respective requirement.

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- Applicants who are selected and whose documents attached do not reflect they meet the IFPM requirement will be required to submit proof documents (IQCS or signed task book for FS employees, equivalent for non-FS employees) prior to a final verbal offer.

The Process and Timeline

August 1, 2025 — Outreach begins.

August 22, 2025 — Vacancy announcements will be activated in [USAJobs](#).

September 23, 2025 — Application deadline, 11:59 Eastern standard time. Apply through www.usajobs.gov. Applicants are encouraged to apply for multiple locations (only where they would accept a position if offered), even if positions for certain locations in which you are interested are not listed as vacant. Vacancies may occur during the hiring process and could be filled during Selection Week.

October 28 – November 14, 2025 — Supervisory Reference Checks will occur these weeks. Please ensure your references are notified of this and they are available at the email address (preferred), or phone number provided on your application.

November 11 – 21, 2025 — Interviews for GW/WL/WG-10, GW-9 and all Supervisory positions will begin.

November 12 – December 18, 2025 — Selections. Representatives from each forest will make recommendations for hiring. Candidates selected will be notified by a Forest Service representative by phone. Those not selected should check their USAJobs account for status updates. During the selection weeks candidates will be given 4 hours to respond to voicemails or emails from the recommending officials. It is highly encouraged to be available via phone during this time.

Early-March 2025 — First possible effective date.

Note: Interagency Fire Program Management (IFPM) and Forest Service – Fire Program Management (FS-FPM) qualifications must be met at the time of selection. If you are selected, you may be required to submit an updated IQCS record or signed certified task book as proof of attainment of IFPM requirements prior to final verbal offer.

A current copy of your IQCS Master Record will be required for most positions in this outreach because of these qualification requirements.

Direct Hire Authority:

These positions will be filled utilizing a Direct-Hire Authority. All applicants who meet the minimum qualifications, to include any selective placement factor(s), if applicable, will be referred to the selecting official. Before a certificate is issued to the selecting official, the resume is reviewed to ensure you meet the basic qualification requirements. A rating will not be used; veteran's preference does not apply due to the existence of the Direct Hire authority for this position.

Who May Apply:

Applications will be accepted from any U.S. citizen.

How to Apply:

Please print and read the entire announcement and all the instructions in USAJOBS before you begin.

Ensure you completely read and address specialized experience in your resume as denoted in "how you will be evaluated".

You must complete the application process and submit all required documents electronically by 11:59 p.m. Eastern Time (ET) on the cut-off date or closing date of the announcement. Assistance is available during business hours (normally 8:00 a.m. - 4:00 p.m., Monday - Friday). Applying online is highly encouraged. If applying online poses a hardship, please contact FS HRM Contact Center Phone: 877-372-7248 Option 2 well before the closing date for an alternate method. All hardship application packages with supporting documents must be received no later than noon on the closing date of the announcement in order to be entered into the system prior to its closing. This agency provides reasonable accommodation to applicants with disabilities on a case-by-case basis. Please contact FS HRM Contact Center if you require this for any part of the application and hiring process.

Step1 – Create a Login.gov account

If you already have an account, skip to Step 2). You must create a login.gov account to sign in to USAJOBS. The service login.gov offers secure and private online access to government programs. To create a login.gov account, visit <https://www.login.gov/help/>

Step2 – Create a USAJOBS account

(If you do not already have one) at www.usajobs.gov. It is recommended that as part of your profile you set up automatic email notification to be informed when the status of your application changes. If you choose not to set up this automatic notification, then you will have to log into your USAJOBS account to check on the status of your application.

Step 3 - Create a Resume with USAJOBS or upload a Resume into your USAJOBS account.

You may want to customize your resume to ensure it documents duties and accomplishments you have gained that are directly related to this position in order to verify that qualifications are met. In addition, your resume must support your responses to the online questionnaire (you may preview the online questionnaire by clicking on the link at the end of the How You Will Be Evaluated section of the job announcement).

Step 4 - Click "Apply Online"

Follow the prompts to complete the Occupational Questionnaire and attach any additional documents that may be required. You can update your application or documents anytime while the announcement is open. Simply log into your USAJOBS account and click on "Application Status." Click on the position title, and then select "Update Application" to continue.

The following documents must be submitted to constitute a complete application package. It is your responsibility to ensure that all required documents are received within the required timeframes. Our office cannot be responsible for incompatible software, delays in the mail service etc. Failure to submit required, legible documents will result in elimination from consideration.

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- **Resume** that includes the following information: 1) job information for which you are applying; 2) personal information; 3) education; 4) work experience with dates worked in following format MM/DD/YEAR; and, 5) other qualifications (including IQCS Master Record).
 - **College Transcripts** if education is required for meeting basic qualifications and/or you are substituting education for specialized experience. An unofficial copy is sufficient with the application, however, if selected, an official college transcript will be required.
 - **CTAP/ICTAP documentation** if separated from Federal service or pending separation based on a reduction in force (RIF) or other management workforce reduction action. Proof of eligibility must include a separation notice or Certificate of Expected Separation, SF-50 that documents the RIF separation action or most recent SF-50 (that is not an award), and latest performance appraisal (dated within the last 18 months) or a statement advising why one is unavailable.
 - **IQCS Master Record** showing your training and qualifications for the position. If an IQCS Master Record is not available, some form of documented proof of training and qualifications will be needed for most positions.

NOTE: If a document is resubmitted, it replaces the previous submission, which means the previous document is no longer available to the Human Resources Office. If you are adding to, rather than replacing a previous submission, you must upload both the old document and the new document.

Agency Contact Information:

HRM Contact Center

Phone: 877-372-7248 Option 2

TDD: 800-877-8339

Email: HRM_Contact_Center@usda.gov

Agency Information: USDA Forest Service

Do not mail in applications. See instructions on How to Apply.

Things to keep in mind when applying:

- Vacancy Announcements on USAJobs will give examples of the specialized experience for each position advertised. Ensure your resume matches the listed specialized experience requirement in plain language. **This should be listed under a work experience that shows title, series, grade and time period performed so that HR can properly credit.**
 - Ensure all required documents listed in the vacancy announcement are attached to your application.
 - Allow yourself plenty of time to apply for positions. The USAStaffing system closes all announcements at midnight Eastern on closing date.
 - Print and read the entire vacancy announcement to ensure you have included all required information and documents.
 - Ensure you have a current IQCS Master Record (For Fire Positions Only)
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Other places to have questions answered or get further information:

- USA Jobs YouTube Videos: [How to Apply for Federal Jobs](#)
- Region 5 Fire Hire [Region 5 - Fire Hire](#)

Entry Level Positions descriptions and experience requirements:

GW-0462-03/04 Firefighter with promotion potential to GW-0462-05: The purpose of these positions is wildland fire suppression/management/control, as a firefighter on an engine, hotshot, helitack or hand crew. Other wildland fire related duties might involve fire prevention, patrol, detection, or prescribed burning. Future training is at the discretion and responsibility of the Forest to nominate employees. This position can only be hired as a GW-03 or 04.

See Requirements section of job announcement for full list of requirements [USAJobs](#).

Experience Requirements:

For the GW-03 level:

Applicants must have minimum six months experience of any type of work that demonstrates the ability to perform the work of the Forestry Technician position, or general experience that provided a familiarity with the subject matter or processes of the broad subject area of the Forestry Technician occupation;

OR successful completion of 1 year of study above high school that included at least 6 semester hours in a combination of courses such as range management or conservation, agriculture, forestry, wildlife management, engineering, biology, mathematics, or other natural or physical sciences;

OR an appropriate combination of general experience and education as described above;

OR completion of an intensive, specialized course of study of less than one year at a technical school or through a military or government sponsored training program that was designed specifically as career preparation for the work of the position being filled. Any qualifying education must have been obtained in an accredited business, technical school, junior college, college or university.

For the GW-04 level:

Applicants must have minimum of six months of general experience (any type of work that demonstrated the ability to perform the work of the Forestry Technician position, or experience that provided a familiarity with the subject matter or processes of the broad subject area of the Forestry Technician occupation) **AND** six months of specialized experience that is directly related to the work of the Forestry Technician position;

OR successful completion of 2 years of study above high school that included at least 12 semester 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 3 semester hours in mathematics is creditable);

OR an appropriate combination of experience and education as described above. Any qualifying education must have been obtained in an accredited business, secretarial or

technical school, junior college, college or university and include courses that are related to the occupation of the position.

Additional Requirement for Promotion Eligibility to the Full Performance GW-05

grade level: Successfully complete the Primary NWCG Core Requirement of Fire Fighter Type 1 (FFT1) -AND- Successfully complete the NWCG Course S-290 Wildland Fire Behavior.

GW-0462-03/04/05 Wildland Firefighter Apprentice Program (WFAP): A Wildland Fire Apprenticeship Position is designed to enhance and develop future fire and aviation managers. The intent of the WFAP is to provide education, training, and up to 48 months of paid work experience (depending on prior wildland firefighting experience). The Program is designed to take career entry firefighters and provide a hybrid of education, training and paid work experience of 3,000 hours. Apprentices will either attend a Basic academy (optional if prerequisites met) and/or an Advanced academy (mandatory). Successful completion of the program requires 2 of the 4 options: Engines, Handcrews, Aviation, Dozers (one of which must be either engines or handcrews). In addition, mandatory training of S-211, S-212, S-260, ICS-200, New Employee Orientation, and 120 hours of electives. Apprentices will obtain "journey-level" status as Wildland Firefighter Specialists and be fully qualified type 1 Firefighter (FFT1).

See Requirements section of job announcement for full list of requirements [USAJobs](#).

Experience Requirements:

For the GW-03 level:

Applicants must have minimum six months experience of any type of work that demonstrates the ability to perform the work of the Forestry Technician position, or general experience that provided a familiarity with the subject matter or processes of the broad subject area of the Forestry Technician occupation;

OR successful completion of 1 year of study above high school that included at least 6 semester hours in a combination of courses such as range management or conservation, agriculture, forestry, wildlife management, engineering, biology, mathematics, or other natural or physical sciences;

OR an appropriate combination of general experience and education as described above;

OR completion of an intensive, specialized course of study of less than one year at a technical school or through a military or government sponsored training program that was designed specifically as career preparation for the work of the position being filled. Any qualifying education must have been obtained in an accredited business, technical school, junior college, college or university.

For the GW-04 level:

Applicants must have minimum of six months of general experience (any type of work that demonstrated the ability to perform the work of the Forestry Technician position, or experience that provided a familiarity with the subject matter or processes of the broad subject area of the Forestry Technician occupation) **AND** six months of specialized experience that is directly related to the work of the Forestry Technician position;

OR successful completion of 2 years of study above high school that included at least 12 semester 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 3 semester hours in mathematics is creditable);

OR an appropriate combination of experience and education as described above. Any qualifying education must have been obtained in an accredited business, secretarial or technical school, junior college, college or university and include courses that are related to the occupation of the position.

For the GW-05: You must have one year specialized experience equivalent to at least the next lower grade (GW-04) in the Federal service;

OR Successful completion of a full 4-year course of study leading to a bachelor's degree (a) with major study in forestry, range management, agriculture, or a subject-matter field directly related to the position, or (b) that included at least 24 semester hours in any combination of courses such as those shown above for GW-4. No more than 6 semester hours in mathematics is creditable

PLUS

Selective Placement Factors:

To qualify at the GW-05 the applicant must have successfully completed Firefighter Type 1 (FFT1). Interagency Fire Program Management (IFPM) and Forest Service - Fire Program Management (FS-FPM) qualifications must be met by the time of selection. Most recent IQCS master record and/or signed Agency Certified task book must be attached to your application. If you are selected, you may be required to submit an updated IQCS master record or signed Agency Certified task book as proof of attainment of IFPM requirements prior to a final verbal offer.

NON-DISCRIMINATION STATEMENT

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the State or local Agency that administers the program or contact USDA through the Telecommunications Relay Service at 711 (voice and TTY). Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at [How to File a Program Discrimination Complaint](#) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Mail Stop 9410, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

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OUTREACH RESPONSE FORM

Lassen National Forest, FAM
Forest Wide Permanent, Full-Time

Please submit outreach response by COB September 23, 2025

NAME:

LOCATIONS OF INTEREST
AND POSITIONS
YOU
QUALIFY FOR:

E-MAIL ADDRESS:

MAILING ADDRESS:

TELEPHONE NUMBER:

AGENCY EMPLOYED WITH: ☐ {USFS ☐ {BLM {OTHER

TYPE OF APPOINTMENT: ☐ {PERMANENT ☐ {TEMPORARY ☐ {TERM
☐ {VRA ☐ {PWD {OTHER

CURRENT: ☐ {REGION {FOREST
 {DISTRICT

CURRENT: {SERIES {GRADE

CURRENT: {POSITION TITLE

IF NOT A CURRENT PERMANENT (CAREER OR CAREER CONDITIONAL) EMPLOYEE
ARE YOU ELIGIBLE TO BE HIRED UNDER ANY OF THE FOLLOWING SPECIAL AUTHORITIES:

- ☐ PERSON WITH DISABILITIES
- ☐ VETERANS RECRUITMENT ACT (VRA)
- ☐ DISABLED VETERANS W/30% COMPENSABLE DISABILITY
- ☐ VETERANS EMPLOYMENT OPPORTUNITIES ACT OF 1998
- ☐ FORMER PEACE CORPS VOLUNTEER
- ☐ OTHER

Thank you for your interest in our vacancy!