



USDA Forest Service Rocky Mountain Region



****Outreach Notice****

Permanent Position/Detail Opportunity

District Fire Management Officer

GW-0456-9/11

Duty Location - Bayfield, CO

Region 2

San Juan National Forest



The San Juan National Forest is looking to fill a District FMO position on the Columbine Ranger District in Bayfield, Colorado (Durango area). This outreach is being circulated to inform prospective applicants of this unique opportunity for the permanent position and detail opportunity.

If interested in the Permanent Position, please:

- Complete the Outreach Response Form below and e-mail the completed form to: District Ranger [Nick Glidden](#)
- Position opens in USAJobs: January 13th-22nd, 2026.
Announcement #: 26-FIRE-P2VA-DZFMOH-911DH

If interested in the Detail/Temp Promotion, please:

- Complete the Outreach Response Form below and e-mail the completed form along with your Resume and IQCS Master Record to: District Ranger [Nick Glidden](#)

Please respond as soon as possible but no later than January, 22rd 2026.

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ABOUT THE POSITION:

If you are looking for a rewarding professional opportunity and enjoy the wide range of recreational pursuits found in Colorado's high country, the San Juan National Forest (SJNF) is seeking an innovative, self-starter to join our team as the Columbine District FMO, GS-0301-9/11 in Bayfield, CO.

The Columbine district is over 650,000 acres and the fire program also has initial attack responsibilities on over 70,000 additional acres of BLM land. The district averages 30-40 fire responses per year, including a well-developed mutual aid program with neighboring jurisdictions. The San Juan fire program is highly motivated to take advantage of opportunities to use natural ignitions to enhance the ecological health of the forest, facilitate fire's natural role in the environment, and reduce short- and long-term risk to firefighters and communities. Our Line Officers and Fire Leadership have enthusiasm and support for facilitating the natural role of fire for ecological health through appropriately located and timed natural ignitions.

The Columbine District has a robust fuels program that often times is one of the leading districts in Region 2 for accomplished prescribed fire acres. The program has several landscape scale NEPA decisions allowing for large Rx projects in the pine/oak on the eastern side of the district. There are also a couple of new NEPA decisions nearing completion that will allow the start of challenging mechanical and prescribed fire in and around the WUI of Durango. There is a great existing partnership with neighboring agencies and several NGO's to accomplish cross-boundary fuels reduction in the area. The district has developed a comprehensive set of POD boundaries. There are currently large portions of the POD's getting heritage clearance with plans to contract fuels break construction in the near future. The Columbine Ranger District is looking for the next leader to continue the great existing work that is happening as well as grow the program and take it to the next level.

The fire and fuels program on the Columbine Ranger District consists of one District FMO, one Operations AFMO, one Fuels AFMO, a Type 1 Wildland Fire Module, one Type 6 engine, and a 5 person fuels crew. The FMO directly supervises both AFMO's and the WFM. The Columbine Ranger District is classified as a high complexity district and the FS-FPM qualifications must be met to qualify. There are two pathways to be qualified:
High Pathway 1: DIVS –and- ICT3 or RXB2 (Currency required)
High Pathway 2: ASGS -and- ICT3 (Currency required)
Both pathways require completion of M-581.

What We Are Looking for In a Candidate: This is a very challenging position with a wide variety of complex social and natural resource issues. The incumbent must be an excellent communicator and should have experience supervising, working with community leaders and partners, and facilitating large, complex collaborative efforts. To be successful in this job you must be a self-starter and have a demonstrated track record of success leading people in an ever-changing environment. You must be willing to take on challenges and provide innovative solutions to complex problems. Applicants should be committed to investing in the coaching, mentoring, and development of District employees.

ABOUT THE FOREST:

On June 3, 1905, Teddy Roosevelt signed a Presidential Proclamation creating almost two million acres of National Forest in southwestern Colorado. Known by different names over the past century,

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including the Montezuma National Forest and Durango National Forest, this federal land is now the San Juan National Forest.

Today the San Juan National Forest encompasses about 1.8 million acres in the southwestern corner of Colorado in which visitors can enjoy a variety of outdoor activities including hiking, mountain biking, hunting, fishing, alpine and Nordic skiing, horseback riding, and camping.

Headquartered in Durango, CO, primary management activities include recreation, range and timber management, fisheries, water quality, and heritage and cultural resources. The Forest spans pinyon-juniper and ponderosa pine forests at lower elevations, with large areas of aspen, spruce-fir forests at higher elevations, and alpine tundra in the highest areas. The San Juan National Forest contributes to the economy and quality of life in this rural portion of Colorado by providing recreation, timber products, energy, clean water and air, rangelands, wildlife habitat and outstanding scenery. While the National Forest supplies raw materials to local communities, it is just as important in defining the local quality of life. The San Juan's archaeological and historical sites provide a context within which to study the human connection to, and dependence upon, natural resources. Native Americans continue to have traditional and modern relationships with public lands, as do multi-generation farming and ranching families, and residents from a diversity of cultural backgrounds.

The area features a National Forest Scenic Byway, the San Juan Skyway, and a Bureau of Land Management 4WD Scenic Byway, the Alpine Loop Backcountry Byway. The San Juan National Forest shares management of three designated Wilderness areas including, Weminuche Wilderness (Colorado's largest), Lizard Head Wilderness and South San Juan Wilderness. The San Juan Mountains on the Forest have many peaks over 10,000 feet, with three 14'ers in the midst of the Wilderness.

The [San Juan National Forest](#) terrain ranges from high-desert mesas to alpine peaks, with thousands of miles of back roads and hundreds of miles of trails to explore. These federal lands are managed for multiple uses and visitors are asked to respect each other and the natural resources. The Forest is divided into 3 Ranger Districts with offices in Dolores, Bayfield and Pagosa Springs.

ABOUT THE DISTRICT:

The Columbine Ranger District (CRD) office located in Bayfield, CO, manages just under 700,000 acres of National Forest System land, roughly the central third of the San Juan NF, including near the communities of Durango, Bayfield, and Silverton. The CRD includes portions of four counties: La Plata, San Juan, Archuleta, and Hinsdale. The district manages the land that contains Purgatory Ski Resort and oversees two wilderness areas: the Weminuche (largest in CO) and Hermosa Creek Wilderness. Plant communities range from low elevation (6,000 ft. above sea level) pinion/juniper forests to high elevation (14,000 ft. above sea level) alpine meadows with mixed conifer aspen communities in between.

This is a complex district with very active program areas. The CRD is part of the SW Colorado CFLRP, Rocky Mountain Restoration Initiative (RMRI), and the local 4 Rivers Collaborative. The CRD is heavily engaged in the Wildfire Crisis Strategy and have numerous projects going in our designated emergency Fireshed.

COMMUNITY

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The town of Bayfield, also located in La Plata County, is 20 miles East of Durango. The population of Bayfield is approximately 2,500. The elevation of Bayfield is 6,900 feet. Bayfield is situated to allow many forms of recreation. The town is within 55 miles of Wolf Creek Ski Area and 15 miles of the Vallecito Nordic ski trails.

Real estate prices in Bayfield vary, but in general are in excess of \$450,000. Rentals are limited. Bayfield has an elementary school, middle school, and a high school. The town has a grocery store, pharmacy, bank, restaurants, recreation department, churches, and a town park with walking trails.

The economy of Durango/Bayfield and La Plata County is based primarily on tourism, agriculture, and recreation. The primary recreation attraction in Durango is the Durango and Silverton Narrow Gauge Railroad. Archaeological sites are extensive in the Four Corners area and Mesa Verde National Park, home of the ancient cliff dwellings, is 30 miles southwest of Durango. Chimney Rock National Monument with its ancient mountain-top ceremonial sites is 28 miles east of Bayfield.

The closest full service town is City of Durango, located in La Plata County, is in the southwest corner of the State of Colorado. The population of Durango is approximately 18,000, while the population of La Plata County is over 55,600. Durango is a full service community with excellent health care facilities and a major hospital. Durango has seven elementary schools, two middle schools, one high school and one charter school. Fort Lewis College, a four year liberal arts college, is also located in Durango. A regional airport with connections to several major airports is available near Durango. Real estate prices in Durango vary, but in general are well in excess of \$600,000. Rentals are available. Condominiums are available to purchase or rent.

<https://4riverscollab.org/>

<https://www.durango.org/>

<https://www.durangotrails.org/>

Do you qualify for any of the following programs?

VRA – Veterans Recruitment Appointment Authority (*disabled veterans, veterans who served in a declared war, or in a campaign for which a campaign badge has been authorized, or awarded a Armed Forces Service Medal, and separated from active duty in the past 3 years*)

Military Spouse Hiring Authority (*Military spouses eligible under Non-competitive Appointment of Certain Military Spouses do not have a hiring preference; however, this appointing authority does provide for non-competitive entry into the competitive service. There are three categories that determine eligibility: those who are relocating with their service-member spouse as a result of permanent change of station (PCS) orders, spouses of service members who incurred a 100% disability because of the service member's active duty service, and spouses of service members killed while on active duty.*)

VEOA – Veterans Employment Opportunity Authority (*allows eligible veterans to apply for merit promotion vacancies otherwise not open to external candidates without career status*)

Prior AmeriCorps/VISTA (*persons are granted a one-year period to be non-competitively appointed to a normally competitive Federal position after leaving the Peace Corps or AmeriCorps VISTA with a certification of eligibility*)

30% Disabled Veterans Appointing Authority (*disabled veterans who were retired from active military service with a 30% or more disability rating; disabled veterans rated by the Veterans Affairs as having a compensable service-connected disability of 30% or more*)

Prior Peace Corps (*former Peace Corps volunteers who have satisfactorily completed 3 years of continuous service into career or career-conditional permanent positions*)

Schedule A Disabled Persons Hiring Authority (*persons with physical or mental disabilities certified by a licensed medical professional, Veterans Administration or a State Rehabilitation Agency as eligible*)

Reinstatement Rights (*agencies may reappoint people previously employed under a career or career-conditional appointment by reinstatement to a competitive service position*)

Pathways Student Hiring Authority (*Internship Program: current students in an accredited high school, college [including 4-year colleges/universities, community colleges, and junior colleges]; professional, technical, vocational, and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate; Recent Grads Program: recent graduates who have completed, within the previous two years, a qualifying associates, bachelors, masters, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution*)

Resource Assistants (RS) (*participants who have successfully completed the requirements of a resource assistant's program. Appointments must be made within 2 years of the date the participant completes all resource assistant's program requirements*).

Briefly describe why you will be a quality candidate for this position: (Optional)