



OUTREACH NOTICE

Rio Grande National Forest

Full-Time Permanent Positions

The Rio Grande National Forest is currently seeking candidates to fill multiple permanent full-time positions within our Fire and Fuels program. Applicants must apply within the Vacancy Announcement window of August 24th, 2026 – September 22nd, 2026, on USAJobs.gov



PLEASE RESPOND
TO THIS OUTREACH
WITH THE
FOLLOWING LINK
AND EMAIL TO

[Rio Grande Phase 1
Outreach Response
Form](#)

EMAIL RESPONSE TO
INCLUDE:

CURRENT IQCS MASTER
RECORD
And
RESUME

to the contact listed for
the position by
September 22nd, 2026.

Applications on USA Jobs will close September 22nd, 2026, at 11:59pm EST

US Forest Service, Rocky Mountain Region, R-2

PHASE 1: Permanent Firehire

Positions

Applications Open 08/24/2026 – 09/22/2026

The Rio Grande National Forest (RGF) is excited to announce several upcoming job opportunities across the forest. These positions offer a chance to work in one of the most diverse and beautiful landscapes in Colorado while contributing to the important mission of caring for the land and serving people.

Current Vacancies

Position (# Vacancies)	# Vacancies	Series/Grade	Vacancy Announcement	Duty Location	Point of Contact
Fuels Management <i>Assistant Fire Management Officer (Fuels)</i>	1	GW-0456-08/09	27-FIRE-P1R2389-DFLS-89DH	Del Norte, CO	Jon McDuffey jonathan.mcduffey@usda.gov
Fuels Management <i>Fuels Technician (Fuels)</i>	1	GW-0456-08	27-FIRE-P1R2389-FFUELS-8DH	Del Norte, CO	Jon McDuffey jonathan.mcduffey@usda.gov
Supervisory Wildland Firefighter – Engine Module Leader, Type 6 Engine Captain	1	GW-0456-07/08	27-FIRE-P1R2389-SFEO-78DH	Saguache, CO Monte Vista, CO Del Norte, CO	Josh Jordan joshua.jordan@usda.gov
Fire Engine Operator- Assistant Captain/Fire Engine Operator (FEO)	1	GW-0456-06/07	27-FIRE-P1R2389JC-FEOH-67DH	Saguache, CO Monte Vista, CO Del Norte, CO	Josh Jordan joshua.jordan@usda.gov
Fuels Management <i>Fuels Technician (Fuels)</i>	1	GW-0456-06/07	27-FIRE-P1R2389-DFUEL-67DH	Del Norte, CO	Jon McDuffey jonathan.mcduffey@usda.gov
Assistant Fire Engine Operator- Assistant Fire Engine Operator (AFEO)	1	GW-0456-05/06	27-FIRE-P1R2389JC-AFEO-56DH	Saguache, CO Monte Vista, CO Del Norte, CO	Josh Jordan joshua.jordan@usda.gov
Senior FF/Engine <i>SMOD/WFM SRFF</i>	1	GW-0456-04/05	27-FIRE-P12389JC-SRFF-45DH	Monte Vista, CO Del Norte, CO	Dominic Ali dominic.ali@usda.gov
Wildland Firefighter – Fire Suppression	1	GW-0456-03/04	27-FIRE-P1R2389JC-FFTR-34DH	Monte Vista, CO Del Norte, CO	Dominic Ali dominic.ali@usda.gov
Wildland Firefighter Apprentice	1	GW-0456-04/05/06	27-FIRE-P1R2389-WFAP-345DH	Monte Vista, CO Del Norte, CO	Dominic Ali dominic.ali@usda.gov

All GW-10 and below positions on the Rio (backfill option in Phase 1)

Position (# Vacancies)	Series/Grade	Vacancy Announcement	Duty Location	Point of Contact
Fuels Management <i>Assistant Fire Management Officer (Fuels)</i>	GW-0456-08/09	27-FIRE-P1R2389-DFLS-89DH	Del Norte, CO	Jon McDuffey jonathan.mcduffey@usda.gov
Supervisory Forest Prevention <i>Forest Prevention Specialist</i>	GW-0456-08/09	27-FIRE-P1VA-PREVSUP-89DH	Del Norte, CO	Nick Ostrom nicholas.ostrom@usda.gov
Fuels Management <i>Fuels Technician (Fuels)</i>	GW-0456-08	27-FIRE-P1R2389-FFUELS-8DH	Del Norte, CO	Jon McDuffey jonathan.mcduffey@usda.gov
Supervisory Wildland Firefighter <i>– Engine Module Leader, Type 6 Engine Captain</i>	GW-0456-07/08	27-FIRE-P1R2389-SFEO-78DH	Saguache, CO Monte Vista, CO Del Norte, CO	Josh Jordan joshua.jordan@usda.gov
Supervisory Wildland Firefighter <i>– Engine Module Leader, Type 6 Engine Captain</i>	GW-0456-07/08	27-FIRE-P1R2389-SFEO-78DH	La Jarra, CO	Josh Jordan joshua.jordan@usda.gov
Supervisory Forestry Technician –Handcrew <i>Suppression Module/WFM Fire Module Leader</i>	GW-0456-07/08	27-FIRE-P1VA-SHDCRW-78DH	Monte Vista, CO Del Norte, CO	Josh Jordan joshua.jordan@usda.gov
Fire Engine Operator-Assistant Captain/Fire Engine Operator (FEO)	GW-0456-06/07	27-FIRE-P1R2389-SFEO-78DH	Saguache, CO Monte Vista, CO Del Norte, CO	Josh Jordan joshua.jordan@usda.gov
Fire Engine Operator-Assistant Captain/Fire Engine Operator (FEO)	GW-0456-06/07	27-FIRE-P1R2389-SFEO-78DH	La Jara, CO	Kalie Giardina kalie.giardina@usda.gov
Fuels Management <i>Fuels Technician (Fuels)</i>	GW-0456-06/07	27-FIRE-P1R2389-DFUEL-67DH	Del Norte, CO	Jon McDuffey jonathan.mcduffey@usda.gov
Prevention/Patrol <i>District/Zone Prevention Tech</i>	GW-0456-06/07	27-FIRE-P1VA-PREV2-67DH	Monte Vista, CO Del Norte, CO	Jami Larsen jami.larsen@usda.gov
Lead Forestry Technician - Handcrew <i>Suppression Module/WFM Assistant Fire Module Leader</i>	GW-0456-06/07	27-FIRE-P1VA-HCREWT2-67DH	Monte Vista, CO Del Norte, CO	Dominic Ali dominic.ali@usda.gov
Assistant Fire Engine Operator- <i>Assistant Fire Engine Operator (AFEO)</i>	GW-0456-05/06	27-FIRE-P1R2389JC-AFEO-56DH	Saguache, CO Monte Vista, CO Del Norte, CO	Josh Jordan joshua.jordan@usda.gov
Assistant Fire Engine Operator- <i>Assistant Fire Engine Operator (AFEO)</i>	GW-0456-05/06	27-FIRE-P1R2389JC-AFEO-56DH	La Jara, CO	Kalie Giardina kalie.giardina@usda.gov
Lead Forestry Technician – Hotshot/Handcrew <i>Suppression Module/WFM Squad Leader</i>	GW-0456-05/06	27-FIRE-P1R2389-HCREW-56DH	Monte Vista, CO Del Norte, CO	Dominic Ali dominic.ali@usda.gov

Senior FF/Engine <i>Type 6 Engine SRFF</i>	GW-0456-05/06	27-FIRE-P12389JC-SRFF-45DH	La Jara, CO	<i>Kalie Giardina</i> kalie.giardina@usda.gov
Senior FF/Engine <i>Type 6 Engine SRFF</i>	GW-0456-04/05	27-FIRE-P12389JC-SRFF-45DH	Saguache, CO Monte Vista, CO Del Norte, CO	<i>Josh Jordan</i> joshua.jordan@usda.gov
Senior FF/Engine <i>SMOD/WFM SRFF</i>	GW-0456-04/05	27-FIRE-P12389JC-SRFF-45DH	Monte Vista, CO Del Norte, CO	<i>Dominic Ali</i> dominic.ali@usda.gov
Wildland Firefighter Apprentice	GW-0456-04/05/06	27-FIRE-P1R2389-WFAP-345DH	Monte Vista, CO Del Norte, CO	<i>Dominic Ali</i> dominic.ali@usda.gov
Wildland Firefighter Apprentice	GW-0456-04/05/06	27-FIRE-P1R2389-WFAP-345DH	La Jara, CO	<i>Kalie Giardina</i> kalie.giardina@usda.gov
Wildland Firefighter Apprentice	GW-0456-04/05/06	27-FIRE-P1R2389-WFAP-345DH	Saguache, CO Monte Vista, CO Del Norte, CO	<i>Josh Jordan</i> joshua.jordan@usda.gov
Wildland Firefighter – Fire Suppression	GW-0456-03/04	27-FIRE-P1R2389JC-FFTR-34DH	Saguache, CO Monte Vista, CO Del Norte, CO	<i>Josh Jordan</i> joshua.jordan@usda.gov
Wildland Firefighter – Fire Suppression	GW-0456-03/04	27-FIRE-P1R2389JC-FFTR-34DH	Monte Vista, CO Del Norte, CO	<i>Dominic Ali</i> dominic.ali@usda.gov
Wildland Firefighter – Fire Suppression	GW-0456-03/04	27-FIRE-P1R2389JC-FFTR-34DH	La Jara, CO	<i>Kalie Giardina</i> kalie.giardina@usda.gov

Rio Grande NF Duty Stations:

Del Norte, CO
La Jara, CO
Monte Vista, CO
Saguache, CO

Positions:

Announcements will include all potential duty stations where a position may be hired if a vacancy occurs. New vacancies resulting from selections from within this hiring event will be backfilled immediately. Local forests will be conducting focused outreach for known vacancies to be hired under the announcements listed above. Each announcement will cover the respective duty locations within that region. When applying in USAJobs, select the duty locations you are interested in applying for. Keep in mind you may have to apply for more than one announcement if you are willing to work in multiple locations or in different regions. This outreach will be continuously updated and re-distributed as announcement numbers are created and USA Jobs links become active.

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 all the qualification requirements. A rating will not be used; veteran's preference does not apply due to the existence of Direct Hire authority. Land Management Workforce Flexibility Act (LMWFA) is not applicable within Direct Hire Authority.

Who May Apply

Applications will be accepted from any U.S. citizen. Direct Hire Authority will be used to fill positions. Preference Eligibility (Veterans Preference) and traditional rating and ranking of applicants does not apply to these vacancies.

How to Apply

Please thoroughly review the entire announcement and all the instructions 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 to be entered into the system prior to its closing. This agency provides reasonable accommodation for 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.

Step 1 – Create a USAJOBS account.

(If you do not already have one) at www.usajobs.gov. It's recommended as part of your profile to set up an automatic email notification to be informed when the status of your application changes. Without automatic notification, you must log into your USAJOBS account to check on the status of your application.

Step 2 - Create a Resume with USAJOBS or upload a Resume into your USAJOBS account. – It is advised to create your own resume and upload it instead of using the USAJobs resume builder.

You may want to customize your resume to ensure it documents duties and accomplishments you have gained that are directly related to this position to verify 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 3 - 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 select "Update Application" to continue. Please read the required documents section of the announcement. The required documents must be submitted to constitute a complete application package. It is your responsibility to ensure all required documents are received by the closing date of the announcement. Failure to submit required legible documents will result in elimination from consideration. Below are **examples** of required documents, please read the entire announcement you are applying to.

- **Resume (2 Page only)** that includes the following information: 1) job information for which you are applying; 2) personal information; 3) education; 4) work experience, including hours worked per week and exact dates worked; and 5) other qualifications (including IQCS/IQS 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.
- **SF-50** Notification of Personnel Action if you are a current or former Federal employee that will verify your federal status, position title, series, and grade. FSA County employees must provide the most recent notification of Personnel Action (Form SF-50-B or FSA-50) that verifies permanent status. Also provide the SF-50 that reflects the highest grade level held on a permanent basis or the full performance level of your current position, whichever is higher.
- **Annual Performance Appraisal** if you are a current Federal employee. Submit the most recently completed annual performance appraisal (dated within 18 months) which identifies the employee's official rating of record, signed by the supervisor, or a statement advising why the performance appraisal is unavailable. Do not submit a performance plan. **Certification of Disability** if you are eligible for appointment based on a disability under the Schedule A hiring authority. This certification can be documented by a counselor from a State Vocational Rehabilitation Agency or the Vocational Rehabilitation and Employment Service of the Department of Veterans Affairs; by statement or letter on a physician/medical professionals' letterhead stationery; or by statements, records, or letters from a Federal Government agency that issues or provides disability benefits. The certification must verify the applicant. The certification must also describe any needed reasonable accommodation. You can review additional information at: [Federal Employment of People with Disabilities](#).
- **Proof of Eligibility** if you are eligible for appointment based on service in the Peace Corps, Vista, Action Cooperative, or another special authority.
- **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 or IQS 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 many positions. Signed Agency Certified Task books will be accepted as proof of the required qualification.

NOTE: If a document is resubmitted, it replaces the previous submission, which means the previous document is no longer available to the Human Resource Office. If you are adding to, rather than replacing 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 HR can properly credit. Ensure all required documents are properly loaded into USAJOBS.
- ☐ Ensure all required documents listed in the vacancy announcement are attached to your application.
- ☐ Allow yourself plenty of time to apply for positions. The announcements close at midnight Eastern on the 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 or IQS Master Record

Application and Resume Prep Assistance

- ☐ For application and resume tips and webinars, visit the [Forest Service Application Tips and Webinar Webpage](#).



About the Forest

The Rio Grande NF is 1.86 million acres located in southwestern Colorado. The Continental Divide runs for 236 miles along most of the western border of the Forest. The Forest presents a myriad of ecosystems, from the 7,600-ft. alpine desert floor to over 14,300-ft. mountains in the Sangre de Cristo Wilderness on the eastern side. The Forest embraces the San Luis Valley, the largest agricultural alpine valley in the world. The Rio Grande NF includes all or parts of 4 Wilderness Areas (South San Juan, Weminuche, La Garita and Sangre de Cristo), the headwaters of the Rio Grande River and the moonscape wonder of the Wheeler Geologic Area, established by Theodore Roosevelt in 1911.

For the outdoor enthusiast, the Rio Grande NF has recreation and adventure opportunities for the heartiest of souls or enjoy the backcountry from the Cumbres & Toltec Narrow-Gauge Railroad, which runs from Antonito, Colorado across the Forest (and the border) to Chama, New Mexico. Whether walking, driving, or riding, the Rio Grande NF has something for everyone. The Rio Grande NF Supervisor's Office is in Del Norte, with District Offices in Saguache, La Jara and Del Norte.

San Luis Valley

Larger than the state of Rhode Island, the San Luis Valley (SLV) is the largest and highest agricultural alpine valley in the world. The Valley floor rests at 7600'. To the west of the SLV is the San Juan Mountains ecosystem, the headwaters of the Rio Grande River and the Continental Divide. To the east, the majestic Sangre de Cristo Mountain Range, complete with multiple ``14'ers'', stand guard over this incredibly beautiful, very rural and isolated area. Denver is 4-hours north and Albuquerque is 4-hours south when you get the itch to experience some hustle and bustle. Durango, Pueblo, and Colorado Springs are 2 hours away. Long summer days in the 80's transition through a colorful and crisp fall. Winters can be somewhat extreme, with temperatures occasionally dipping below zero and, in most years frequent snows, however the low mountain humidity and abundance of sunshine mitigate the affect.

Real estate is very modestly priced in comparison to the Colorado average home value. Median home prices locally range from \$245,000 and up. The Wolf Creek Ski Area a quick drive up only 30 miles away and is considered one of Colorado's few remaining family friendly ski areas. Additional recreational winter sports opportunities are also available throughout the available/permissible terrain. The San Luis Valley is a massive watershed that encompasses more than 1,400 lakes, rivers, and streams. This makes it home to some of the best gold medal fishing waters that the Centennial State of Colorado has to offer. The San Luis Valley is also a great location for all big game & small game hunters with some of Colorado's top rated Archery elk units within a 30-minute drive. Hiking, and OHV trails are vast throughout the Rio Grande National Forest with jeep trails over the continental divide, and all different types of camping throughout.

Del Norte, Colorado

Del Norte, now in its second century, has a population of 1,600 with an additional 300 people in the surrounding farm and ranch area. Del Norte is home to the Rio Grande NF Supervisor's Office. Its economy is geared to a modern diversification of recreation, travel, farming, ranching, logging, mining, fishing, and hunting. Being the county seat of Rio Grande County, it hosts a mayor and town council. There are schools to accommodate an education for children K-12. There are various stores located in Del Norte to accommodate most shopping needs, including grocery, hardware, clothing, craft, and auto parts. There is also a library and hospital. Some say Del Norte is the gateway to the sportsman's paradise with many four-season activities just a short drive away. Winter sports include skiing at nearby Wolf Creek Pass, snowmobiling, and hunting to name a few. Summers are ideal for fishing, hiking, and camping. Fall brings out those who love to watch the changing colors on the mountains and spring brings out new color and new life. The opportunities are only limited by one's imagination.

The Del Norte Chamber of Commerce: <https://www.delnortechamber.org/>

Monte Vista, Colorado

Monte Vista, 14 miles east of Del Norte and 17 miles west of Alamosa. This rural community of just over 5,000 has amenities and facilities to cover all basic necessities. The downtown shopping area offers a variety of specialty shops, chain stores and service providers. Schools in Monte Vista include an elementary school, junior high school and senior high school. The schools are modern and well-staffed. Agri-business is still the number one employer in the SLV. This area is world famous for high-altitude products, including potatoes, high altitude barley (used by Coors), wheat and many other crops. Monte Vista is home to the nationally renowned Crane Festival. Price ranges for homes will vary but start at approximately \$250,000 and go up from there. There are numerous local real estate businesses happy to provide current market information. Rental homes and apartments are available.

The Monte Vista Chamber of Commerce: <https://www.montevistachamber.org/>

La Jara, Colorado

La Jara is a small community with a population of around 896 located in the San Luis Valley of Southern Colorado. It is 14 miles south of Alamosa on Highway 285 and 20 miles north of the New Mexico border. It is bordered on the east by the Sangre de Cristo Mountain Range and on the west by the San Juan Mountain Range. La Jara has a hospital, doctor's clinic, nursing home, and retirement housing, as well as, a library, police and fire department, post office, various grocery stores, a pharmacy, and a fertilizer and potato plant. Schools are also available for K-12, with a 4-year college (Adams State), Trinidad Junior College, and the San Luis Valley Vocational School located in Alamosa. There is a variety of housing available both to rent and to buy either in town or on small farms or ranches in the outlying areas. The elevation is approximately 7,600 feet lending itself to cold winters with frequent, light snow falls and summers of "cool" sunshine (low's in the 40's and high's in the mid 80's).

Saguache, Colorado

Saguache is a small historical village in an agricultural area in southern Colorado at the northern gateway to the San Luis Valley, a valley between the Sangre de Cristo Range on the east and the San Juan Mountains to the west. Saguache Creek flows through the town from its beginnings high in the San Juan mountains. It is 53 miles North of Alamosa on Highway 285 and 48 miles South of Salida Colorado. In town, visitors will find a grocery store, restaurants, including a coffee shop, cafe and sit-down diner. There's also a movie theater, plus other basic travel amenities such as service station. The town of Saguache is the county seat of Saguache County and sits at an elevation of 7,707 feet with a population of around 520 residents, although the rural area includes more residents. Cattle and sheep ranching is the primary industry in the valley. Artists and crafters, including potters, authors, photographers, weavers, basket makers and painters, also call the valley near Saguache home. The Saguache County Museum features historic displays in seven rooms, plus a jail from 1908. In addition, the town's historic Hazard House contains fine furniture and period pieces from the Victorian era. For outdoor adventure, skiers can head to nearby Monarch Mountain and Wolf Creek Ski Area in the winter; hikers and bikers will enjoy the wilderness areas to east or west of Saguache or trails at Cochetopa and North Passes further west on Colorado 114.

How to Apply

Applicants can apply through [USAJOBS.gov](https://www.usajobs.gov). Position details, duty station locations, and application deadlines will be included in the vacancy announcements. Current vacancies are listed in the table above.

Questions?

For more information about these opportunities or about living and working on the Rio Grande National Forest, please reach out to the people listed below, or the point of contacts listed below:

- Josh Erickson, Forest Fire Management Officer, Joshua.erickson@usda.gov
- Nick Ostrom, Forest Assistant Fire Management Officer, nicholas.ostrom@usda.gov
- Joshua Jordan, Zone Fire Management Officer, joshua.jordan@usda.gov

We encourage you to share this outreach widely with anyone who may be interested.

Remember to use this link for the outreach response and email the point of contact listed in the table:

[Rio Grande Phase 1 Outreach Response Form](#)