



United States
Department of
Agriculture

Forest
Service

Lewis and Clark
National Forest

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File Code: 5130/6130

Date: November 19, 2004

Route To:

Subject: Lewis and Clark NF Interagency Hotshot Crew Recruitment

To: Forest Supervisors, BIA, NPS, BLM, FWS

REPLY DUE JANUARY 31, 2005

The Lewis & Clark Hotshots is an established interagency hotshot crew located in Great Falls, Montana. The crew quarters are located in the Supervisor's Office in a newly-remodeled living and training facility. The primary mission of this crew is to provide a safe, organized, mobile, and highly skilled hand crew for all phases of wildland fire. A secondary mission of this National resource is to provide concentrated and focused fire management training opportunities for student trainees, Montana Indian Firefighters, new employees and recent appointees to the Forest Service and Department of Interior land management agencies. Eight to ten trainees are sought from the varied and diverse professions of our agencies. The main purpose for involving trainees on this hotshot crew is found in FSM 5130.3, which states, "Every Forest Service employee has a responsibility to support and participate in wildfire suppression activities as the situation demands." FSM 5130.42 (1) states further, "Line officers shall ensure that employees under their supervision are appropriately trained and made available as needed to support fire suppression." We believe this philosophy is also supported by the other fire management agencies. We want to inspire a passion for fire management with our non-fire personnel.

The detailers will be offered (**depending on the severity and opportunities the fire season presents**) on-the-job training experience on a highly organized suppression crew for wildland fire assignments. The detailers will also be involved in classroom instruction and fieldwork in fire suppression, prescribed fire management, and fire use. All members of the program will participate in an active physical fitness program including running, hiking, stretching, and weight training. The primary objective is to provide the trainees a wide exposure to the fire environment. Considerable experience with large fire operations is typical for an interagency hotshot crew. The mission of a hotshot crew ensures a diverse exposure to many fuel types, fire behavior conditions, organizational structures, job assignments, and functions. Interagency hotshot crews respond to fire and emergency assignments on a national basis. These assignments are normally performed under adverse environmental and/or very hazardous fire conditions.



Following are statistics for the Lewis & Clark Hotshots 2003-fire season:

Total number of wildfires-18 in 5 states: California, Idaho, Montana, Oregon,& Washington

Range of acreage on wildfires- 1/4 ac – 500,058ac	Fuel Types- 2,3,8,10,12
Days on wildfire assignment- 66 (Operational Periods)	Days on prescribed fires- 2
Days on project work- 18	Days in classroom training- 20
Regular hours worked- 600	Total overtime hrs worked- 700 +

Following are statistics for the Lewis & Clark Hotshots 2004-fire season:

Total number of wildfires-7 in 4 states: Arizona, Idaho, Montana, & Washington

Range of acreage on wildfires- 100 ac – 110,000 ac	Fuel Types- 2,4,6,8,10
Days on wildfire assignment- 40 (Operational Periods)	Days on prescribed fires-5
Days on project work- 39	Days in classroom training- 20
Regular hours worked- 500	Total overtime hrs worked- 500 +

Recruitment and Qualifications

Details occur from May through October each year, depending on the fire season. This training hotshot crew targets new employees in the land management agencies and offers an accelerated program of fire training and experience. Potential applicants must give serious consideration to working under adverse and hazardous conditions, **being away from home** for weeks at a time, the **physical fitness requirements for arduous fire line duty**, and overall duration of the detail assignment. In order to meet the programs requirements, it is recommended that detailers complete the **full** duration of the detail assignment.

Only two to four trainee positions are available for applicants with no fire experience and/or qualifications. The remaining four to six positions require at least one season of firefighting experience and a “Red Card” qualification of Firefighter II. Preference will be given to applicants from any series and grade currently in a trainee program within Region One of the Forest Service or Northern Rockies Coordinating Group.

How to apply

- Please indicate whether you have Student Career Employment Program status or Career or Career conditional employment status.
- Two to four positions – No Red Card qualification, 4-6 positions – Minimum Red Card qualification of Firefighter II.
- Pass the Work Capacity Test (Pack Test).

(Note): The Work Capacity Test is the standard test you must pass to fight fire at an arduous level. However, this is a minimum fitness requirement. Applicants must also arrive in the spring able to exceed the National Hotshot Fitness Guidelines.

Attached to this letter are the detail announcement, application forms, and information about the Lewis and Clark National Forest and the city of Great Falls. If your trainee meets these criteria and wants to be considered, please complete the enclosed forms (Attachments A, B, and C) and send to the address on the announcement. I would appreciate it if Forest Supervisors would contact District Rangers and Trainee Supervisors, in order to make them aware of these detail opportunities. I would also appreciate similar assistance from the Department of Interior supervisors. Please contact Mike Noel, Superintendent at (406) 791-7788 or e-mail

mikenoel@fs.fed.us or Lee Clark, Forest FMO at (406) 791-7718 or e-mail lwclark@fs.fed.us for further information on the Lewis & Clark Interagency Hotshot Program.

/s/ Lesley W. Thompson

Forest Supervisor

cc: Lee W Clark, Mike Noel

FIRE AND AVIATION MANAGEMENT
GREAT FALLS INTERAGENCY DISPATCH CENTER
LEWIS and CLARK INTERAGENCY HOTSHOT CREW TRAINING DETAIL
Opening Date: November 15, 2004
Closing Date: January 31, 2005

Selections for this opportunity will be made January 31, 2005 therefore; **applications received prior to January 31, 2005 will receive first consideration.**

U.S.D.A. Forest Service, Region 1, Lewis and Clark National Forest, Fire and Aviation Management, is advertising detail opportunities on the Lewis & Clark Hotshot Crew. The purpose of this program is to offer USFS and DOI employees with student career employment status and other career or career-conditional status an opportunity to train and work as a detailer on a Hotshot Crew for approximately five to six months during the 2005 fire season.

AREA AND LEVEL OF CONSIDERATION: USFS and DOI employees with student career employment status or other trainee status are first priority, and other career or career conditional employees are second priority. Applicants from within the Northern Rockies will be given first priority. Applicants from other geographic areas will also be considered.

POSITION: Hotshot Trainee. Eight to ten positions will be offered. Detailers will be accepted from individuals in any series and through the GS-9 grade.

LOCATION: Lewis & Clark Fire Center – Great Falls, Montana

DURATION: Beginning approximately 15 May 2005 and ending approximately 1 October 2005.

HOUSING: Remodeled living and training facility attached to the Supervisor's Office.

COST: Lewis & Clark IHC program will provide salary, and travel costs during detail, and cost for the medical exam. SELECTEE'S HOME UNIT must pay for travel to detail and travel home after detail has been completed, and per diem while at Great Falls.

DUTIES: Serves as a crewmember of a highly trained and specialized firefighting crew, and on a rotating basis as Squad Leader or Crew Boss. Crewmembers may assist with prescribed burning, wildland fire use, and wildland fire suppression in all types of topography and vegetation, throughout the United States and Alaska. Prior wildland firefighting experience is required for some positions, but not all positions. Extensive travel is expected.

OBJECTIVES: The objective of the Lewis and Clark Interagency Hotshot Crew Developmental Training Program is to develop highly qualified candidates for positions in fire management through a developmental training program. In addition, individuals targeted for line officer positions who desire a background in fire management are encouraged to apply. Participants will receive formal classroom instruction and on-the-ground experience provided by:

1. Academic program including part or all of the following subjects: fire, fuels, fire monitoring, crew management, prescribed burning, logistics, planning, accountability, opportunities for instruction, leadership, communication, and selected topics. The extent of training will depend on fire season duration and activity.
2. A concentrated exposure to fire suppression and prescribed fire coursework through selected 100, 200 and 300 level "S" and "T" fire management courses. Approximately 7-10 suppression and fire use assignments per season, serving as a member of an interagency hotshot crew. (69 days during the 2001 season, 103 days during the 2002 fire season, 66 days during the 2003 season, 44 days during the 2004 season).
3. An opportunity for growth through intra-crew leadership on a rotating basis and an evaluation of relative strengths and areas to build upon, overall performance and broad career counseling. Home units will be furnished the evaluation information.

QUALIFICATIONS: One season* of wildland fire management work for 4-6 positions on the crew. Wildland fire suppression experience is work as a member of an organized fire suppression crew or comparable unit, in forest and range fire suppression work under mountainous terrain and fuel conditions such as those found in the western United States. This work must have included training in forest or range fire suppression methods and techniques, and in safety and first aid practices common to firefighting work. 2-4 positions will not require this one season of fire suppression experience.

* A season is a period of time of no less than three months of continuous employment on a seasonal basis.

TIME COMMITMENT: By submitting an application, applicants agree to **commit themselves** to the training program from May to October (dependent on the length of the 2005 fire season) and agree to travel for extended periods of time for assignments. Not being able to meet these time requirements will most likely exclude the applicant for consideration.

PHYSICAL REQUIREMENTS: Crewmembers will participate in all physical training activities including running, hiking, stretching, weight training, line cutting, and other strenuous activities. Applicant **must meet minimum** physical requirements of the position to be considered. Applicant will be required to pass the Work Capacity Test (Pack Test) within three days of arrival and will meet the Hotshot Physical Fitness Goals specified in the National Operations Guide. It is recommended that selected candidates begin a physical training program as soon as possible to prepare for the upcoming season.

The Work Capacity Test must be successfully completed at the arduous level (45 lbs pack over 3 miles in less than 45 minutes). **(Note): The Work Capacity Test is the standard test you must pass to fight fire at an arduous level. However, this is a minimum fitness requirement. Applicants are highly encouraged to arrive in the spring being able to exceed the National Hotshot fitness Guidelines.**

The Hotshot Physical Fitness Standards are:

- 1.5 mile run in a time of 10:35 or less
- 40 crunches in 60 seconds
- 25 pushups in 60 seconds
- 7 Pull-ups

Any applicant unable to pass the work capacity test will be dropped from the program. Any applicant unable to meet the physical fitness goals by the time of the first crew dispatch will remain at the station until a satisfactory fitness level is attained or satisfactory fitness level is approved by crew overhead.

MEDICAL REQUIREMENTS: The duties of this position require sustained, arduous physical exertion under rigorous and unusual conditions. The applicant will be potentially subject to extreme physical danger and to irregular and protracted hours of work. The health of applicant must be such that he/she has the capacity to meet demands for performance in the position and for human reliability. The applicant may have to undergo a medical examination based on the Health Screening Questionnaire. The medical examination must indicate no history of serious ailments that may recur under continuous arduous duty conditions.

The Lewis and Clark Interagency Hotshot Crew will pay the cost of the medical examination.

FIRE QUALIFICATION: Must be qualified as a Firefighter II and in possession of a current incident qualification card issued by home unit for 4-6 slots and no fire qualifications required for 2-4 slots.

HOW TO APPLY: Applicants must complete and submit the following:

1. Biographical Profile - Attachment A.
2. *****Written narrative response to the response statements below.*****
 - A. ABILITY TO COMMUNICATE WITH SUPERVISORS AND FELLOW EMPLOYEES.**
 - B. Ability to learn and apply new concepts, ideas, and procedures.**
 - C. Ability to implement and maintain a personal physical fitness program**
3. "Hotshot Training Opportunity Approval Form" - Attachment B.
4. "Hotshot Training Opportunity Fire Experience & Training Form" - Attachment C, ONLY if applying for one of the experienced-required slots.
5. Statement of your current Incident Qualifications **signed by your supervisor**, OR a photocopy of both sides of your current Incident Qualifications Card, if applying for one of the experienced-required slots.

WHERE TO SEND APPLICATIONS:

USDA, Forest Service
 Lewis and Clark National Forest
 1101 15th Street North
 Great Falls, MT 59403
 ATTN: Mike Noel

Applications may be mailed to the above address or sent via agency IBM to:
mikenoel@fs.fed.us or lwclark@fs.fed.us.

ADDITIONAL INFORMATION: Questions or clarification of the Work Capacity Test, Hotshot Physical Fitness Goals or other requirements should be directed to Mike Noel, at (406) 791-7788 or E-mail to mikenoel@fs.fed.us / Lee Clark, at (406) 791-7718 or E-mail to: lwclark@fs.fed.us

**ATTACHMENT "A"
 BIOGRAPHICAL PROFILE**

<p>AGENCY</p> <p>FOREST/UNIT: _____</p> <p>DISTRICT/SUB-UNIT: _____</p> <p>OFFICE ADDRESS</p> <p>STREET: _____</p> <p>CITY: _____ STATE _____</p> <p>ZIP _____</p> <p>IBM ADDRESS: _____</p> <p>SUPV. NAME/TITLE _____</p> <p>PHONE NUMBER _____ (_____)</p> <p>DFMO NAME _____</p> <p>PHONE NUMBER _____ (_____)</p>	<p>NAME</p> <p>LAST: _____</p> <p>FIRST _____</p> <p>MI: _____</p> <p>PHONE NUMBERS</p> <p>WORK: _____</p> <p>HOME: _____</p> <p>FAX: _____</p>								
<p>CHAINSAW QUALS</p> <p>_____ A FALLER</p> <p>_____ B FALLER</p> <p>_____ C FALLER</p> <p>_____ YRS EXP.</p>	<p>FIRST AID QUALS</p> <p>___ 1ST RESPONDER</p> <p>___ EMT 1</p> <p>___ EMT 2</p>	<p>DRIVERS LICENSE</p> <p>STATE/CLASS: _____</p> <p>ENDORSEMENTS: _____</p> <p>GOV.QUALS: _____</p>	<p>LIST RED CARD QUALS</p> <p>*WEIGHT: _____</p> <p>*HEIGHT: _____</p>						
<p>EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)</p> <table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:33%;">DATES (MONTH/YEAR)</th> <th style="width:33%;">POSITION</th> <th style="width:34%;">ORGANIZATION/LOCATION</th> </tr> </thead> <tbody> <tr> <td style="height: 100px;"> </td> <td> </td> <td> </td> </tr> </tbody> </table>				DATES (MONTH/YEAR)	POSITION	ORGANIZATION/LOCATION			
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LAST OFFICIAL PERFORMANCE SUMMARY RATING: (CHECK APPROPRIATE LEVEL)

<input type="checkbox"/>	SUCCESSFUL	MAY WE CONTACT YOUR SUPERVISOR WITHOUT FIRST NOTIFYING YOU?	<input type="checkbox"/>	YES
<input type="checkbox"/>	MARGINAL		<input type="checkbox"/>	NO
<input type="checkbox"/>	UNACCEPTABLE			

LIST, BY DATE, ANY SIGNIFICANT AWARDS, CITATION, AND SPECIAL ASSIGNMENTS

SIGNATURE	Date
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* PUBLIC LAW 93-579 (PRIVACY ACT OF 1974) PERMITS SOLICITATION OF PERSONAL INFORMATION. INDIVIDUAL RESPONSES WILL BE KEPT CONFIDENTIAL. SUBMISSION OF THE INFORMATION IS VOLUNTARY. YOUR FAILURE TO DO SO WILL NOT AFFECT THE PROCESSING OF YOUR APPLICATION FOR FEDERAL EMPLOYMENT. YOUR COOPERATION IS APPRECIATED.

**FIRE AND AVIATION MANAGEMENT
LEWIS & CLARK INTERAGENCY HOTSHOT CREW**

**ATTACHMENT "B"
HOTSHOT TRAINING OPPORTUNITY - APPROVAL FORM**

APPLICANT NAME: _____

SUPERVISOR QUESTIONNAIRE

The following factors should be used to evaluate the applicant's potential success in benefiting from the accelerated training program on the Lewis and Clark Interagency Hotshot Crew. Supervisors need to complete this questionnaire.

FACTOR 1:

Applicant possesses the ability to perform arduous duties, (which include extensive hiking with 25 to 50 pound packs, running, saw and hand tool use, upper body exercise) by successful completion of the work capacity fitness test (pack test) upon arrival at Great Falls. In addition timed safety hikes, and adherence to the National Hotshot Fitness Guidelines will be used to determine a safe fitness level before applicant is cleared to go on fire assignment. Physical fitness is **extremely** important in order for this applicant, as well as other crewmembers to get the most benefit from the 2005 season.

Rationale:

FACTOR 2:

Applicant demonstrates desire, motivation and potential for a long range career goal in Aviation and Fire Management and/or active participation in Aviation and Fire Management while pursuing other resource disciplines.

Rationale:

FACTOR 3:

Applicant demonstrates desire and potential to fully perform as a team member of a Type I National Interagency Hotshot Crew.

Rationale:

FACTOR 4:

Applicant demonstrates desire and potential to participate in the accelerated employee development program. This includes academic skills.

Rationale:

LEWIS AND CLARK TRAINING HOTSHOT CREW

SUPERVISOR QUESTIONNAIRE (continued)

Supervisory analysis of potential success in the program:

Applicant must pass a job related physical fitness test. This will be measured by successfully passing, prior to arrival, the standard of sending agency for arduous firefighting duty. Selected individuals will be tested again upon arrival at the Fire Center. Other strength and endurance testing will be conducted the first week of training. One minute testing for sit-ups 40, and push-ups 25, and testing for pull-ups, 4-7 depending on body weight. Endurance will be measured through organized crew hikes where applicant must travel at a Type I hand crew pace to reach pre-determined areas at an allotted time. The strength and endurance testing is used as a barometer of overall fitness and possible program participation.

Work capacity Test Score	Test Administered	Date	Certified By
L &C IHC Standards:			
Sit-ups (1 min)	Push-ups (1 min)	Pull-ups	1.5 Mile Run (10:35 or less)

SUPERVISORY APPROVAL

I approve the participation of

(Name of Applicant)

in the Lewis and Clark Interagency Hotshot Crew Developmental Detail.

I concur with this training detail.

District Ranger/Unit Manager signature

Supervisor Signature Date Phone Number

DISTRICT RANGER/UNIT MANAGER

I concur with this training detail.

District Ranger/Unit Manager signature

FIRE AND AVIATION MANAGEMENT
LEWIS & CLARK INTERAGENCY HOTSHOT CREW

ATTACHMENT "C"
HOTSHOT TRAINING OPPORTUNITY - FIRE EXPERIENCE & TRAINING FORM

FIRE EXPERIENCE (ENTER YOUR TOTAL AMOUNT OF FIRES PER SIZE CLASS)

SIZE CLASS	A	B	C	D	E	F	G
AMOUNT							

FIRELINE POSITIONS (LIST THE NUMBER OF TIMES YOU HAVE FILLED EACH OF THE POSITIONS BELOW IN THE LAST 5-YEARS)

POSITION TITLE:	SIZE CLASS						
	A	B	C	D	E	F	G
FIREFIGHTER							
SQUAD BOSS							
SINGLE RESOURCE BOSS (CREW)							
SINGLE RESOURCE BOSS (ENGINE)							
SINGLE RESOURCE BOSS (DOZER)							
STRIKE TEAM LEADER (CREW)							
STRIKE TEAM LEADER (ENGINE)							
STRIKE TEAM LEADER (DOZER)							
TASK FORCE LEADER (ALL)							
DIVISION/GROUP SUPERVISOR							
HELISPOT MANAGER							

FORMAL TRAINING COMPLETED (ENTER YEAR ATTENDED)

COURSE TITLE	YEAR ATTENDED
S-130 BASIC FIREFIGHTER *	
STANDARDS, FIRE SHELTER *	
S-131 ADVANCED FIREFIGHTER/SQUAD BOSS	
S-190 INTRODUCTION TO WILDLAND FIRE BEHAVIOR *	
S-211 PORTABLE PUMPS AND WATER USE	
S-212 WILDFIRE POWERSAWS	
S-215 FIRE OPERATIONS IN THE WILDLAND/URBAN INTERFACE	
S-231 ENGINE BOSS	
S-232 DOZER BOSS	
S-234 IGNITION OPERATIONS	
S-230 CREW BOSS	
S-244 FIELD OBSERVER	
S-260 FIRE BUSINESS MANAGEMENT PRINCIPLES	
S-270 BASIC AIR OPERATIONS	
S-290 INTERMEDIATE FIRE BEHAVIOR	
I-100 INTRODUCTION TO ICS*	
I-200 BASIC ICS	
J-236 STAGING AREA MANAGER	
S-330 TASK FORCE/STRIKE TEAM LEADER	
S-336 TACTICAL DECISION MAKING IN WILDLAND FIRE	
S-339 DIVISION/GROUP SUPERVISOR	

* = REQUIRED TRAINING FOR EXPERIENCE –NECESSARY SLOTS