

POSITION DESCRIPTION

POSITION:	RTRL TSI/Fire Crew	LICENSED: No
DEPARTMENT:	Bay Mills RTRL/Fire Crew	Grade: 8, 9, 10, 11
REPORTS TO:	Crew Boss/Assistant Crew Boss	STATUS: Non-Exempt

POSITION SUMMARY:

New crew member (entry-level):

Must pass basic wildland fire training and work capacity test. No previous experience required.

All employees will be subject to random drug testing as it is required for fire fighters and by contracts with USDA Forest Service.

Promotions through Grade 11 (21.84/hour) will occur once specified conditions are achieved.

ESSENTIAL FUNCTIONS – Grade 8 - \$16.45/hour

TSI crew

1. Implements timber stand improvement prescriptions using various vegetation management technics such as pruning, release and regeneration using a variety of hand tools and mechanical equipment

Fire crew

2. Searches out and extinguishes burning materials by moving dirt, applying water by hose or backpack pump, etc.
3. Chops brush, fells small trees, and moves dirt to construct fireline using various hand tools such as axes, shovels, Pulaski's, McLeods and others. May use power tools including chainsaws and portable pumps once properly trained and certified.
4. May assist trained personnel with more specialized equipment to support firing operations and suppression activities.

TSI and Fire crew

5. Serves as a crew member on a timber stand improvement/fuels reduction crew and may serve on a wildland fire hand crew or engine when needed for wildland or prescribed fire. Performs assignments as a crew member in developing a working knowledge of timber stand improvement, fire suppression, prescribed burning and fuels management techniques, practices and terminology.
6. May operates a variety of motor vehicles to transport equipment, supplies, crew members, etc.
7. Other duties as assigned within the scope and complexity of this position's essential functions.
8. Must attend all mandatory training designated by the Human Resources Department and/or Department Director.
9. A valid driver's license is required.

ESSENTIAL FUNCTIONS – Grade 9 - \$18.10/hr

Meets all requirements of Grade 8 plus

TSI

1. As a TSI crew member, develops skills to interpret TSI prescriptions to be aware of the tools needed and the desired results of crew activities.
2. Acquires plant identifications skills to identify species of concern in timber stand improvement projects – for example, red pine, white pine, jack pine, Juneberry, various cherry species, red oak, etc.

FIRE

3. Works as an assistant on a wildland fire engine, a trainee engine operator driving the engine, operating the pump and making hose lays under the direction of the engine foreman.

TSI and FIRE crew

4. Operates a variety of motor vehicles to transport equipment, supplies, and crew members.
5. Cleans, maintains, reconditions, and stores TSI/firefighting tools and equipment.
6. Inventories supplies and equipment.
7. Participates in TSI, fire and safety training in the techniques, practices and methods of assigned activities and in the safe, efficient operation and use of tools and equipment and vehicles used in project assignments, with emphasis on those used in the particular function to which assigned.
8. A valid driver's license is strongly recommended. Individual exceptions may occur based on factors.

ESSENTIAL FUNCTIONS – Grade 10 - \$19.90/hr

Meets all requirements of Grade 9 plus

TSI

1. Knowledge of ecosystem functions and the ability to apply silvicultural prescriptions in the field to achieve desired treatment and spacing.

FIRE

2. Performs all aspects of wildland and prescribed fire operations including preparation, ignition, monitoring, holding, and mop up.
3. Collects fire weather data, fuel and/or soil moisture samples, maps projects, and maintains records.

TSI and FIRE crew

4. Responsible for operation and maintenance of specialized equipment (chainsaws, water pumps and others) used to respond to wildland and prescribed fire situations. Accomplishes emergency repairs as necessary to permit continued use of equipment.
5. A valid driver's license is required. If an individual has their suspended/revoked, incumbent will be reduced to Grade 9.
6. Ability to plan and prepare for crew project activities including access to the site, tools needed to complete project and methods to accomplish specified goals of the assignment.

ESSENTIAL FUNCTIONS – Grade 11 - \$21.84/hr

Meets all requirements of Grade 10 plus

TSI

1. Responsible for filling in on supervising 3 or more crew members, implementing TSI prescriptions, including locating work area, directing/participating in project implementation.

FIRE

2. Performs all aspects of wildland and prescribed fire operations including locating fire lines and directing/participating in line construction, preparation, ignition, monitoring, holding, and mop up.

TSI and FIRE

3. Responsible for operation and maintenance of specialized equipment used to for TSI projects and to respond to wildland and prescribed fire situations.
4. Accomplishes emergency repairs as necessary to permit continued use of equipment.
5. Lead 3 to 6 crew members on assigned activities (both fire and TSI) in efficient, effective and safe accomplishments of desired conditions.

PHYSICAL REQUIREMENTS:

Duties involve rigorous fieldwork requiring above-average physical performance, endurance and superior conditioning. Work requires prolonged standing, walking over uneven ground, recurring bending, reaching, lifting and carrying of items weighing over 50 pounds, and similar strenuous activities requiring at least average agility and dexterity.

Duties and demands for strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Operation of some specialized fire equipment can place extended physical stress on the incumbent during fire activities.

POSITION REQUIREMENTS – Grade 8; Rookie

Fire

1. Must have current Incident Qualifications Card (Red Card).

TSI and FIRE

2. Must be 18 years of age
3. Must be capable of fully meeting all NWCG standards for Faller 2 within 2 years.
4. Valid Driver's License is required.
5. Subject to mandatory drug screens, medical screenings, and physical fitness testing.
6. Must possess the ability to verbally communicate sufficiently to work as a member of the team.
7. Ability to perform duties under stressful and adverse operating conditions, such as long work hours, heavy workloads, emergency situations, adverse working and environmental conditions.
8. To perform this position successfully, an individual must be able to satisfactorily perform each function listed under the essential functions and physical demands categories of this position description.

For promotion to Grade 9

9. One-year experience at Grade 8.
10. Meets or exceeds all performance standards of Grade 8.

POSITION REQUIREMENTS – Grade 9; Crew Member

In addition to the above position requirements, must meet the following:

TSI

1. Sufficient plant identification skills to identify species of concern during timber stand improvement projects.

FIRE

2. Prior firefighting experience, as gained by substantial service in a primary firefighting position or equivalent experience outside the Federal government is a mandatory prerequisite for incumbents of this position.
3. Must be capable of fully meeting all NWCG standards for the following wildland fire positions within 2 years:
 - Squad Boss/Firefighter Type 1 (FFT1)
 - Incident Commander Type 5 (ICT5)

TSI and FIRE

4. Must be capable of fully meeting all National Wildfire Coordinating Group (NWCG) standards for Faller Type 2 within 1 year.
5. Oral and written communication skills sufficient to receive instructions, and ask questions and effectively interact with people internal and external to the organization, including the public.

For promotion to Grade 10

6. Meets all requirements of chainsaw operator (FAL2).
7. Meets all requirements for Squad Boss (FFT1) and Incident Commander Type 5 (ICT5).
8. Have a valid driver's license without restrictions and meets BMIC requirements for insurance.
9. Meets or exceeds all performance standards of Grade 9.

POSITION REQUIREMENTS – 10; Assistant Work Leader

In addition to the above Position Requirements, must meet the following:

TSI

1. Demonstrates the ability to apply timber stand improvement prescriptions on the ground to achieve the desired treatment and spacing specified for the project.
2. Demonstrates a basic knowledge of the science behind the timber stand improvement prescriptions.

FIRE

3. Must have knowledge and experience applying Bureau of Indian Affairs Wildland Fire and Aviation Program Management Operations Guides to wildland fire situations.
4. Meets all NWCG requirements to be Red Carded as FAL2; FFT1; ICT5
5. Displays leadership qualities and fire knowledge sufficient to open task books for any 3 of the following positions:
 - Engine Operator (ENOP)
 - Crew Boss (CRWB)
 - Engine Boss (ENGB)
 - Incident Commander Type 4 (ICT4)
 - Fire Effects Monitor (FEMO)

6. Demonstrates sufficient knowledge to install hose lays, operate water pumps and Type 6 fire engine water system to supply water to an incident including routine maintenance and the ability to troubleshoot and repair common malfunctions.

TSI and FIRE

7. Required to have a Valid Driver's License and be insurable to drive without restrictions. May be required to obtain and maintain a Commercial Driver's License (CDL) to operate motor vehicles. Loss of license will result in individual's downgrade to Grade 9.
8. Ability to perform basic computer technology skills such as word processing, electronic mail, internet use, and specialized information databases and programs.
9. Oral and written communication skills sufficient to effectively interact with people at various levels, internal and external to the organization, including the public.
10. To perform this position successfully, an individual must be able to satisfactorily perform each function listed under the essential functions and physical demands categories of this position description.

For promotion to Grade 11

11. Minimum formal education of High School diploma or equivalent.
12. Demonstrated ability to lead up to 10 people on work assignments including the possibility of extended travel.
13. Completes two of the task books opened in item 5 above. One of those completed must be either Engine Boss (ENGB) or Crew Boss (CRWB).
14. Demonstrated knowledge of scientific principles included in assigned tasks (natural resources and/or fire management).
15. Meets or exceeds all performance standards of Grade 10.

POSITION REQUIREMENTS – Grade 11; Work Leader

In addition to above position requirements, must meet the following:

TSI

1. Understands the natural resource principles incorporated in the prescribed treatments and applies them on the ground to accomplish the desired results.

FIRE

2. Through training and experience complete task books opened as Grade 10.
3. Continue to open new task books from Grade 10 list as others are completed.

TSI and FIRE

1. Lead up to 10 individuals in work assignments to accomplish the desired results of the project. Assignments may include extended travel to remote work sites.
2. To perform this position successfully, an individual must be able to satisfactorily perform each function listed under the essential functions and physical demands categories of this position description.

PREFERENCE: Preference will be given to those of Native American descent.

CLOSING DATE: March 21, 2023 @ 4:30 PM

APPLY TO: Send Resume and Application to:

Anna Carrick or Renae Wiczorek
Human Resources Generalists
Bay Mills Human Resources Department
12124 W. Lakeshore Drive
Brimley, MI 49715
(906) 248-8523 or (906)-248-8528

recruitment@baymills.org

Subject: RTRL TSI/Fire Crew

**Applications can be found on the Bay Mills website at
www.baymills.org under the employment section**