**Cultural Fire Management Council**

**POSITION DESCRIPTION:**

**Firing Boss/Crew Leader**

Position: Firing Boss/Crew Leader

Reports To: Burn Boss/Fire Manager

Salary/Wages: $29.50 - $32.24/hr Plus $4.98/hr Health and Welfare Benefits for regular work hours

Classification: Full Time Regular, Ten Months/year

**Summary:**

The Firing Boss (FIRB) leads ground and/or aerial ignition operations and coordinates with holding resources on cultural/prescribed fire. The FIRB is responsible for the day-to-day supervision and leadership of a 4-8 person Land Stewards Fire Crew (LSFC). He/she is responsible for ensuring the safety, welfare, and accountability of the LSFC members, modeling leadership values and principles. The FIRB is responsible for maintaining clear lines of communication with the LSFC, Burn Boss/Fire Manager, FEMO, and others. Duties are directly connected with the implementation of cultural burning aimed at achieving culturally appropriate land management objectives such as habitat restoration, enhancing biodiversity, reducing wildfire risk, restoring and maintaining ecological conditions and processes, and removing invasive and unwanted species

**Responsibilities:**

**Lead Ignition operations on cultural/prescribed burns**

* + Review prescribed Fire Plans prior to implementation.
	+ Understand current fire environment conditions, such as fuel condition and type, weather, and soil moisture.
	+ Scout burn units and assess feasibility of achieving assigned objectives.
	+ Ensure readiness of crew, equipment, and vehicles
	+ Establish and communicate chain of command, reporting procedures, risk management processes, and radio frequency management
	+ Participate and conduct operational briefings
	+ Make on-site evaluations of conditions, making tactical decisions, and determining appropriate firing methods for fuel conditions, aspect, weather, soil moisture and other factors.
	+ Recognize, respond to, and communicate changes in predicted weather and fire behavior, topography and fuel types, and adapt planned strategies and tactics
	+ Communicate and coordinate with holding resources and supervision as firing operations progress.
	+ Calculate or estimate ability to achieve overall objectives of project or treatment and desired fire effects.
	+ Utilize appropriate combinations of resources to conduct firing operations.
	+ Ensure assigned firing resources are equipped and capable of carrying out the ignition plan safely.
	+ Coordinate ignition operations with holding forces and maintain communication
	+ Serve as a mentor during firing operations

**Supervise and Direct LSFC Work Assignments**

* + Model leadership values and principles, integrity, accountability, empathy, and adaptability.
	+ Establish and communicate performance expectations
	+ Monitor personnel's daily performance and provide feedback.
	+ Ensure adherence to Daily Operating Procedures as developed by CFMC
	+ Monitor and ensure adherence to all safety protocols and guidelines while on the job
	+ Provide positive influence. Emphasize teamwork
	+ Ensure objectives are met
	+ Inspect personnel and equipment for job readiness
* Supervise and perform pre and post burn work such as line construction, selectively thinning the understory vegetation, chipping, and/or piling, lop and scatter using hand tools and power equipment.
* Provide instruction for line construction, chainsaw operations, fire line leadership, monitoring protocols, firing operations, fuels treatment prescriptions, and day to day operations.
	+ Ensure all tools, equipment and vehicles are maintained regularly and are returned to appropriate storage area
	+ Establish a common operating picture with supervisors and subordinates
	+ Track progress of project implementation
	+ Provide supervisor with status updates on conditions affecting operations.

**QUALIFICATIONS:**

* Demonstrates the ability to work effectively with Indigenous communities, establish and maintain harmonious working relationships with other employees, agency personnel, and the public.
* Exhibits the ability to manage time well and work under stressful conditions with an even temperament.
* Must have the ability to track progress of project implementation to ensure goals and objectives are accomplished and deadlines are met in a timely manner.
* Must have wildland fire experience and an understanding of fire behavior relative to fuels, weather, and topography and how fire affects plant communities.
* Has knowledge of the Incident Command System component of National Incident Management System.
* Demonstrates the ability to plan, direct, and supervise firing operations performed by assigned crew.
* Has working knowledge of ESRI mapping software
* Has experience implementing prescribed burns
* **REQUIRED**
* Possess current FIRB qualification under the NWCG system
* Must pass the annual Work Capacity Test at the arduous level (Pack Test)
* Must possess CA valid driver’s license, good driving record, and be insurable by the CFMC’s insurance carrier.
* Must have experience implementing prescribed fire in heavily fuel laden landscapes.
* Must have experience leading and supervising others.
* Experience managing fire resources assigned during prescribed fire implementation.
* Knowledge of and ability to adjust firing techniques to meet objectives, as well as mitigate smoke exposure to personnel, roadways, smoke sensitive populations.
* Plan, direct, and supervise firing operations performed by assigned crew.
* **Physical and Environmental Requirements:**

Duties involve rigorous fieldwork requiring above average physical performance, endurance and superior conditioning. The fieldwork may often be conducted during extreme heat (above 100 degrees F), extreme wet and cold (under 32 degrees F) and smoky conditions. Work requires prolonged standing, walking over uneven ground, and recurring bending, reaching, lifting and carrying of items weighing over 50 pounds and shared lifting and carrying of heavier items, and similar strenuous activities requiring at least average agility and dexterity. Duties also include 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 during fire activities.