



**Do you like to travel?
Do you like earning money?**

**Do you like the outdoors?
Do you like working hard?**

These are just a few things you will experience when you become a part of the Geronimo Hotshot program. We encourage you ALL to apply for the upcoming 2013 fire season.

- **Work in a professional atmosphere!**
- **Get the experience and training in wildland!**
- **Represent the San Carlos Apache Tribe!**

Announcement for Geronimo Hotshot Crewmember positions are now open. You can pick up applications at the personnel office or print it out online at:

forestry.scat-nsn.gov/publicweb/geronimo.html

Rates start at entry level **GS/3-1**, \$11.95/hr. Depending with level of experience and knowledge you may look at **GS/4-1**, \$13.42/hr. or **GS/5-1**, \$15.00/hr. We are looking for people with at least 6 months of experience in wildland firefighting. Please fill out applications thoroughly and provide any certificates, training, diplomas, degrees, etc. attached. The nature of the work is demanding. Only those of high strength, agility, coordination, and stamina can cope with the sustained work required of the average Hotshot. Safety is our number one priority! You will be required to not only produce physically, but to live together, eat together, sleep together in close, crowded conditions. Complete compatibility in itself is a difficult challenge. You must take orders, and carry those orders out at all times, day after day. The emotional strain is extreme, and the competitive pressure of your peer group is always present. When not on fire duty, you will be required to engage in daily, structured physical fitness training that consists of a 2 to 5 mile runs, weight training, aerobics, coordination exercises, push-ups, sit-ups, chin-ups, squat thrusts, abdominal stretching and hiking trails. The rest of your day will be like every other day: using hand tools (ax, Pulaski, rhino, mcleod, shovel, saw) and usually piling brush, digging holes, picking up garbage, cleaning toilets, sharpening tools, and take part in group discussions. You will be expected to be ready at all times for fire calls. This requires you to be on a 24 hour alert. On the fire line the Hotshot crews are singled out for the most hazardous, difficult assignments. It is normal for Hotshot crews to be on the first shift 32 hours before relief is available. Succeeding shifts of 14-18 hours are necessary. You will normally be "spiked" out away from the main fire camp. Sleeping on rocky ground often without sleeping bags. You'll hardly have the luxury of bed and shower facilities. You'll be filthy, exhausted, hungry, and sore. The name Hotshot crew or Type 1 crew is named because of the need for tough, knowledgeable, hard individuals who can be sent ahead of the main contingent of ordinary labor crews, and hold lines around critical segments of the fire. You will be required to pack heavy loads up and down extremely mountainous terrain (hose pack of 70 pounds): fell large trees with either power saws or cross-cut saws, buck trees into shorter lengths, haul blocks of logs, dead falls and brush out of the fire path. Dig (3 feet to 10 wide) fire lines to mineral soil, build retaining walls, haul hose, pack heavy portable pumps and tanks. Burn out your line before the fire gets there and then start extinguishing spot fires over your lines. That's not the end of it. The dirty work of mop-up begins. Digging and scraping out all hot spots and extinguishing the heat source. Other features of the job are living in and breathing smoke for days, contending with poison oak, poison ivy, poison sumac, cactus, thorns, ticks, gnats, flies, snakes, scorpions, spiders, rolling rocks, and falling debris. You are exposed to dirty, dusty, hot, dry, cold, freezing, and wet conditions at all times. This job defiantly has its challenges, but also has its rewards. We look to upcoming individuals to take part and succeed with the Geronimo Hotshot program. If you have any further questions please call: **Julius or Samuel @ (928)475-3696 Thank You!**

SAN CARLOS APACHE TRIBE

HUMAN RESOURCES DEPARTMENT

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Terry Rambler
Tribal Chairman



Dr. John Bush
Tribal Vice-Chairman

JOB VACANCY

VACANCY ANNOUNCEMENT NO.	OPENING DATE	CLOSING DATE
#13-078	January 17, 2013	Open Continuous
POSITION TITLE AND DEPARTMENT	SALARY	
Geronimo Hotshot Crewmember Forestry Program	Equivalent to GS-3/4/5	

APPLICATIONS ARE AVAILABLE AT THE TRIBAL HUMAN RESOURCES OFFICE
(Applications must be received in the Human Resources Office by close of business on the closing date)

CONDITIONS OF EMPLOYMENT:

- **NUMBER OF VACANCIES:** This is an open continuous vacancy announcement and applications will be referred when vacancies occur. The open continuous vacancy announcement allows this office to accept applications on a year round basis and eligible qualified applicants are placed in the Applicant Supply File (ASF). Applications that are complete in accordance with the outlined application procedures will be referred to fill any current and/or future vacancies.
- Temporary positions. (May be temporary full-time, temporary part-time, or intermittent).
- Position has promotional opportunity to equivalent level of GS-4/GS-5, if selected at the lower equivalent level of GS-3.
- Applicant will be subject to a local/Tribal and State background check.
- Applicant must have at least a valid state identification card and be able to obtain a valid driver's license within sixty (60) upon hire for driving personnel only.
- Applicant must successfully pass the Annual Firefighter Medical Examination and Geronimo Hotshots physical fitness test. **MOST APPLICANTS DO NOT PASS THESE PHYSICAL FITNESS STANDARDS. PLEASE PREPARE YOURSELF BOTH PHYSICALLY AND MENTALLY PRIOR TO EMPLOYMENT.**
- In accordance with the San Carlos Apache Tribe Drug and Alcohol Policy, all potential employees will be tested for the presence of controlled substances as part of the pre-employment selection process. Applicants who fail to pass the drug test will be ineligible for employment and may not reapply for twelve (12) months thereafter. This policy has been adopted to provide drug-free work sites and to prohibit working while under the influence of alcohol.

DUTIES AND RESPONSIBILITIES:

As a Geronimo Hotshot Crew Member under the supervision of the Geronimo Hotshot Squad Leader and Senior Crew Member who provide priorities and objectives, the Geronimo Hotshot Crew Member provides a full range of technical firefighter duties associated with the work performed by an Interagency Hotshot Crew (IHC). The incumbent ensures that actions taken comply with applicable guidelines. The work of incumbent contributes to the protection of life, private and public property as well as natural and cultural resources threatened by wild land fire or other natural disasters. The work also contributes to the long-range productivity of the San Carlos Apache Tribal Lands. Contact with co-workers are made to plan and coordinate emergency work efforts, to explain the need to adhere to standard firefighting orders and watch out situations, to solve operational problems, to resolve conflicts, to implement organizational procedures and to conduct training. The Geronimo Hotshot Crew Member will use knowledge of the processes, methods and procedures to resolve the full range of irregular or problem situations associated with a wide range of firefighting duties. Typical assignments of the crew member include: immediate response to a resource order for IHC services from a

regional or zone dispatch coordination center and initial attack fire suppression activities. Participate in prescribe burn projects and project work, monitoring fire behavior, fire effects and fire weather on wildfires, management ignited prescribe fires and natural prescribe fires. Taking fire weather, determining fuel moisture content, provide basic first aid and operate a variety of motor vehicles to transport equipment, supplies, crewmembers, etc. The Geronimo Hotshot Crew Member will perform other duties as assigned.

QUALIFICATION REQUIREMENTS:

BASIC REQUIREMENTS FOR ALL LEVELS:

High School Graduation or Equivalent. High school graduation or equivalent means the applicant has received a high school diploma, General education Development (GED) equivalency certificate or proficiency certificate from a State or territorial-level Board of Department of Education.

In addition to meeting the basic entry qualification requirements above, applicants must have had either the specialized experience and/or directly related education in the amounts shown below:

Level equivalent to GS-3: 6 months of general experience; OR 2 seasons of specialized experience; OR at least one (1) year of education above the high school level, which included at least 6 semester hours in any combination of the following courses: forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine biology and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 3 semester hours of mathematics is creditable toward this requirement. **NOTE: Applicant must submit a copy of all college transcripts to meet positive education requirements.**

Level equivalent to GS-4: Candidates must have had one (1) season (90) days of wildland fire experience AND one of the following:

- (1) 6 months of general experience and 6 months of specialized experience; OR
- (2) 4 seasons of specialized experience; OR
- (3) two (2) years of education above the high school level which included at least 12 semester hours in any combination of the following courses: forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine biology and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 3 semester hours of mathematics is creditable. **NOTE: Applicant must submit a copy of all college transcripts to meet positive education requirements.**

Level equivalent to GS-5: Candidates must be Firefighter Type I (FFT1) qualified or have two (2) seasons (180) days of wildland fire experience AND one of the following:

- (1) 1 year of specialized experience; OR
- (2) a 4-year course of study above high school leading to a bachelor's degree with either a major in forestry, range management or agriculture; or a major in a subject-matter field directly related to the position; OR at least 24 semester hours in any combination of the following courses: forestry, agriculture, crop or plant science, range management or conservation, wildlife management, watershed management, soil science, natural resources (except marine biology and oceanography), outdoor recreation management, civil or forest engineering, or wildland fire science. No more than 6 semester hours of mathematics is creditable. **NOTE: Applicant must submit a copy of all college transcripts to meet positive education requirements.**

General experience is 1) any type of work which demonstrates your ability to perform range aid or technician work; 2) experience which provide you with a familiarity with the subject matter or processes of the broad range aid/technician area.

Specialized experience is experience which included forest or range fire control, prevention or suppression work. Work in conservation, regulation, and use of public or federally controlled lands for grazing. **Examples of the type of experience that will be credited are shown above under "Duties and Responsibilities".**

Season of Specialized Experience: One (1) season of firefighting experience is considered to be a period of no less than 3 months of continuous employment on a seasonal basis. This experience may include:

- (1) forest or range fire control
- (2) prevention or suppression work
- (3) forestry aid or technician work
- (4) engineering, range, or soil conservation technician work which involved application of cultural, resource conservation, or land management practices on non-forest or ranch lands which, when combined with the required knowledge of forestry operations and equipment.
- (5) Farming or ranching work which involved application of cultural and soil and water conservation practices, including safety and use of equipment and which provided a basic understanding of land use.

Wildland fire experience is on-the-line wildland firefighting experience gained through containment, control, suppression, or use of wildland fire. This experience is met by serving in a temporary, seasonal, or equivalent private sector fire position. Periods of wildland firefighting experience gained through militia and rural fire departments can also be credited. Wildland fire is defined as any non-structure fire that occurs in the wildland.

EVALUATION METHOD AND RANKING FACTORS: Evaluation will be made of the extent to which experience, education, training, self-

