



The Three Affiliated Tribes **Job Description**

Wildland Firefighter

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

REPORTS TO: Fire Management Officer
DEPARTMENT: Fire Management
SALARY: \$21.00/Hr.
CLASSIFICATION: Non-Exempt

FLSA STATUS: *FT - Seasonal*
LOCATION: Reservation Wide
OPENING DATE:
CLOSING DATE:

POSITION SUMMARY: The incumbent serves as a Wildland Firefighter assigned to a wildland fire suppression and fuels management organization. The position performs a variety of recurring and standardized assignments in support of wildland fire suppression, prescribed fire, hazardous fuels reduction, preparedness, and related fire management activities. The incumbent participates in the suppression of wildland fires through the construction of fire line using hand and power tools; operation of pumps, engines, hose lays, and associated firefighting equipment; and application of water and additives utilizing appropriate nozzles and techniques. Performs mop-up, patrol, containment, and control operations under a variety of fuel, weather, and terrain conditions. The position participates in prescribed fire and hazardous fuels reduction activities, including project preparation, holding, ignition support, patrol, mop-up, and monitoring operations. Assists with engine and equipment inspections, routine maintenance, station readiness, physical fitness activities, and fire prevention assignments.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. Performs wildland fire suppression and fuels management assignments in accordance with established policies, procedures, and safety standards. Utilizes guidelines including standing operating procedures, operational maps, equipment manuals, fireline handbooks, Incident Response Pocket Guides (IRPG), field operation guides, and oral instructions. The incumbent independently performs routine and recurring assignments within established guidelines and refers deviations, unusual situations, or technical questions to higher-qualified personnel.
2. Participates in the suppression of wildland fires by locating, attacking, and extinguishing burning materials using hand tools, hose lays, portable pumps, engines, water handling equipment, dirt application, and other suppression methods. Patrols firelines to detect and extinguish spot fires, flare-ups, hotspots, and smoldering materials threatening containment lines.
3. Constructs, improves, and secures fireline through the use of hand and power tools including axes, shovels, Pulaskis, McLeods, chainsaws, firing devices, and portable pumps. Cuts brush and small trees, removes vegetation, and prepares control lines for suppression and prescribed fire operations.
4. Performs routine inspection, cleaning, maintenance, servicing, reconditioning, and storage of firefighting tools, equipment, vehicles, pumps, hose, and associated apparatus to ensure operational readiness.
5. Assists with specialized fire suppression and fuels management operations including mobile and stationary engine attack, prescribed fire implementation, burnout and firing operations,



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helispot construction, helicopter operations, cargo handling, and hover hookup activities when qualified and assigned.

6. Participates in fire, aviation, and safety training related to wildland fire suppression, prescribed fire, hazardous fuels reduction, fire behavior, equipment operation, and Incident Command System (ICS) procedures. Participates in physical fitness activities, crew proficiency drills, readiness inspections, safety briefings, and after-action reviews. Maintains situational awareness and ensures compliance with established safety standards and risk management practices.
7. Supports preparedness, prevention, and all-hazard response activities as assigned, including station maintenance, project work, public education activities, and emergency incident response.
8. Performs other duties as assigned in support of the fire management program.

NOTE: The duties listed are not intended to be all-inclusive. Duties assigned to any individual employee are at the discretion of the appointing authority.

SUPERVISORY REQUIREMENTS:

Supervision Exercised

- This position does not have formal supervisory responsibilities. The incumbent may assist in directing and mentoring less experienced firefighters on routine assignments and during fire suppression, preparedness, and fuels management activities as assigned.

Supervision Received

- The incumbent works under the general supervision of the Fire Management Officer, Engine Captain, or other qualified supervisory personnel. Assignments are performed independently within established guidelines and reviewed for safety, effectiveness, and compliance with operational standards.

COMPETENCIES:

- **Fire Suppression Operations** - Knowledge of wildland fire suppression tactics, fireline construction, mop-up, patrol, containment, and control operations used during wildland fire incidents.
- **Wildland Fire Safety** - Knowledge of wildland fire safety standards, risk management principles, LCES, the Incident Response Pocket Guide (IRPG), and safe operational procedures used during fireline activities.
- **Fire Behavior** - Basic knowledge of wildland fire behavior including the effects of fuels, weather, and topography on fire spread and intensity.
- **Equipment Operation and Maintenance** - Ability to safely operate, inspect, maintain, and utilize wildland firefighting tools, equipment, pumps, hose lays, engines, chainsaws, and associated apparatus.
- **Fuels Management and Prescribed Fire** - Knowledge of hazardous fuels reduction and prescribed fire operations including holding, patrol, ignition support, and mop-up activities.



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- **Teamwork and Crew Cohesion** - Ability to work effectively as a member of a wildland fire module or crew under stressful and hazardous conditions while maintaining positive working relationships.
- **Oral Communication** - Ability to follow oral and written instructions and communicate effectively with supervisors, crew members, dispatch personnel, and cooperating agencies.
- **Situational Awareness and Decision Making** - Ability to maintain awareness of changing fireline conditions, identify hazards, and apply sound judgment within established operational and safety guidelines.
- **Physical Fitness and Endurance** - Ability to perform arduous physical duties in adverse environmental conditions including steep terrain, smoke, heat, and extended operational periods.
- **Accountability and Dependability** - Ability to demonstrate responsibility, reliability, professionalism, and adherence to established policies, procedures, and safety requirements.
- **Adaptability and Stress Tolerance** - Ability to adapt to changing operational priorities, emergency conditions, and extended assignments while maintaining effective performance under pressure.
- **Incident Command System (ICS)** - Basic knowledge of the Incident Command System structure, terminology, and operational procedures used during emergency incidents and fire management activities.

KNOWLEDGE AND ABILITIES:

Knowledge

- Working knowledge of wildland fire management program requirements, fire suppression tactics, methods, and procedures, and skill in the use of wildland firefighting tools and equipment including hand tools, pumps, hose lays, chainsaws, and engines sufficient to perform recurring fire suppression, prescribed fire, and fuels management assignments and to maintain firefighting vehicles, tools, and equipment.
- Working knowledge of wildland fire behavior, fireline hazards, and accepted safety practices and procedures sufficient to recognize hazardous situations and minimize risk of injury, entrapment, and loss of life during fire management operations.
- Knowledge of agency and interagency qualification systems, position task book requirements, training standards, and certification procedures established by the National Wildfire Coordinating Group (NWCG).

Abilities

- Ability to perform wildland fire suppression duties including fireline construction, mop-up, patrol, containment, and control operations using hand and power tools under adverse environmental conditions.
- Ability to safely operate, inspect, maintain, and utilize wildland firefighting equipment including pumps, hose lays, chainsaws, engines, and portable water handling equipment. Ability to recognize hazards and apply established safety procedures, risk management



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principles, and operational guidelines during fire suppression and fuels management activities.

- Ability to work effectively as a member of a wildland fire module or crew while following instructions, maintaining crew cohesion, and supporting operational objectives under stressful conditions.
- Ability to perform prolonged arduous physical activity in steep terrain, adverse weather, smoke, heat, and other hazardous environmental conditions while carrying firefighting tools and equipment.

MINIMUM QUALIFICATIONS AND EDUCATION:

- High school diploma or GED **REQUIRED.**
- Must possess and maintain a valid state driver's license. **REQUIRED.**
- Must meet the requirements of the NWCG Work Capacity Test (Arduous Level). **REQUIRED.**
- Must successfully pass required drug screening and medical evaluation requirements. **REQUIRED.**
- Must successfully complete required NWCG training including S-130, S-190, L-180, ICS-100, ICS-700, and annual RT-130 refresher training. **REQUIRED.**
- Current qualification as Firefighter Type 2 (FFT2) under National Wildfire Coordinating Group (NWCG) standards is preferred or must be obtained within an established timeframe determined by the Fire Management Program. **PREFERRED.**

WORKING CONDITIONS:

Physical Demand:

- Arduous exertion for protracted periods of time such as, but not limited to, extensive running, walking, climbing, kneeling, stooping, pulling hoses, jumping and twisting, 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 activities requiring at least average agility and dexterity.

Work Environment:

- Forest, range, and desert environments in steep terrain where surfaces may be extremely uneven, rocky, covered with thick tangled vegetation, smoky conditions, etc. Temperatures commonly exceed 100 degrees F and may fall below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material.

Note: The statements herein are intended to describe the general nature and level of work being performed by employees and are not to be construed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

Preference will be given to bona fide American Indian applicants in accordance with TAT policies and Federal Indian regulations for such preference.



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THE MANDAN, HIDATSA, ARIKARA TRIBES DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, SEX, RELIGIOUS PREFERENCE, AGE, HANDICAP, MARITAL STATUS, POLITICAL PREFERENCE, GENETICS, OR MEMBERSHIP OR NON-MEMBERSHIP IN AN EMPLOYEE ORGANIZATION, EXCEPT AS ALLOWED BY THE INDIAN PREFERENCE PROVISION OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED AND NORTH DAKOTA HUMAN RIGHTS ACT.

PERSONS OF INDIAN ANCESTRY WHO WISH TO CLAIM INDIAN PREFERENCE SHOULD SUBMIT A COPY OF THEIR TRIBAL ENROLLMENT CERTIFICATE INDICATING THE AGENCY ENROLLED.

All interested individuals must submit the following information:

1. Job Application
2. Diplomas/Certificates and Transcripts
3. 2 Forms of Identification: Driver License and/or State Issued ID and 1 Other
4. Indian or Veteran Preference documents (If applicable)

Submit all necessary information to Recruitment@mhanation.com

Supervisor Signature: _____ Date: _____

Employee Signature: _____ Date: _____