



LOMAKATSI

RESTORATION PROJECT

LOMAKATSI.ORG P.O. BOX 3084 ASHLAND, OR 97520 541 488 0208

Job Announcement – Fire Operations Manager

Lomakatsi Restoration Project, a non-profit organization based in Ashland, OR, seeks a full-time, highly-experienced wildland and prescribed fire professional to join our leadership team in the newly-created position of Fire Operations Manager (FOM). The FOM will play a key role in operations, including programmatic and administrative aspects. Individuals with extensive career experience in the fields of wildland fire, prescribed fire, forestry, and fuels management are strongly encouraged to apply.

Candidates must have National Wildfire Coordinating Group (NWCG) prescribed and wildland fire qualifications to apply for this position. Preference will be given to applicants that hold *Incident Commander Type 4 (ICT4)* and *Prescribed Fire Burn Boss Type 2 (RXB2)*. At a minimum, applications should have *Incident Commander Type 5 (ICT5)* and *Prescribed Fire Burn Boss Type 3 (RXB3)*—including *Single Resource Boss (SRB) - Firing Boss (FIRB)*, *Crew Boss (CRWB)*, or *Engine Boss (ENGB)*. Further preference will be given to applicants who are also qualified as a *Lead Instructor* to train and certify personnel for NWCG standards, and who are proficient to advance Performance Task Book (PTB) qualifications for experienced Lomakatsi fire resource staff.

The successful candidate will further develop and implement Lomakatsi's Wildland Fire and Prescribed Fire programs, serving in a management role within the organization. The FOM will directly manage up to four operations management staff and will report to the Restoration Operations Director. Duties will be performed under the prioritization of Lomakatsi's leadership team. Lomakatsi implements large-scale forest restoration and fuel hazard reduction initiatives, working across public, private and tribal lands throughout Oregon and Northern California. Work is based at our central office location in Ashland, OR.

Job Description Overview

The Fire Operations Manager is a full-time position that works within Lomakatsi's restoration operations team to oversee all wildland and prescribed fire operations, including in-house and contracted service providers. This position includes both field and office time for project, personnel, and resource management.

During prescribed burn season, the FOM oversees contracted prescribed fire projects, working with an established team of workforce supervisors and crew managers for hand pile and understory burn planning, firing operations, mop up, inspections and engagement with project ownership representatives (landowners, agencies, etc). Additionally, the FOM will work in the field in a supervisory capacity to conduct pile and understory burning with ignition specialists and burn crews. The FOM's role includes advancing prescribed fire qualifications of key Lomakatsi staff, contract procurement, management and burn plan development and execution. Lomakatsi will also seek to maintain and advance the qualifications of the FOM through training opportunities.

During wildland fire season, the FOM manages Lomakatsi's wildland fire contracts, fire hand crews and engines, with support from experienced staff. The FOM is responsible for keeping resources in good working order during incidents, and for meeting all requirements during active operations—including

recruiting, training (advancement of qualifications), transportation, licensing, and dispatching.

In addition to their integral role in prescribed and wildland fire, the FOM will be part of Lomakatsi's forestry operations leadership team responsible for procuring and sustaining fuels and forest restoration project work. This year-round position will include technical forestry duties of project inspection, layout, design and oversight of forest restoration work between active fire projects. The FOM will also serve on the safety operations committee, and will be responsible for other duties as assigned.

Program Areas

- Wildland fire hand and engine crews
- Prescribed burning (hand pile and understory)
- Fire qualification training
- Burn plan preparation
- Fuels project management
- Operations and logistics
- Program and project budget management

Duties and Responsibilities

Program Administration

- Lead, plan and administer all organizational prescribed fire activities and wildland fire operations, in coordination with Lomakatsi's restoration operations team. Supervise up to four operations management employees.
- Develop Lomakatsi's expanding fire program, working closely with the restoration operations team and executive leadership to set and achieve strategic goals.
- Assist with hiring and training crew members, and organizing/coordinating crew work schedules.

Wildland and Prescribed Fire Management

- Manage crews and equipment resources, with duties including mobilization and dispatch coordination; training and qualifications advancement; equipment development and deployment; fire communication systems; suppression; preparedness; and logistical support for personnel assigned to fires.
- Support the development, review, and preparation of prescribed fire burn plans for private, state, city and federal lands. Provide input and recommend strategies for fuels and fire management in restoration planning.
- During operations, monitor fire behavior, evaluate fire effects, and problem solve to ensure multiple resource objectives are met from a fire management standpoint.
- Participate in preparedness reviews, proficiency checks and drills, safety sessions, and after action reviews.
- Supervise fire operation specialists, crew managers and contractors when assigned to fireline tasks.

Technical Forestry

- Serve as a project inspector for forest restoration and fuels management contracts, and assist with preparation of contract specifications, performance measures and inspection reports.
- Serve in a technical capacity on the forestry and fuels management technician team.

Other duties as assigned.

Qualifications, Experience and Skills

- Minimum NWCG qualifications are *Incident Commander Type 5 (ICT5)* and *Prescribed Fire Burn Boss Type 3 (RXB3)*—including *Single Resource Boss (SRB)* - *Firing Boss (FIRB)*, *Crew Boss (CRWB)*, and/or *Engine Boss*.
- *Incident Commander Type 4 (ICT4)* and *Prescribed Fire Burn Boss Type 2 (RXB2)* qualifications are preferred.
- 8-10 years of fireline experience in prescribed and wildland fire operations, and at least 5 years of field work experience in applied forestry. Restoration-based forestry experience is preferred.
- 5 or more years of experience in the administrative and planning side of operations management for fire and fuels projects, including management of personnel and resources.
- Experience preparing burn plans and signing off as a technical reviewer.
- Bachelor's degree in Forestry is preferred, however on-the-ground and hands-on career experience is valued in selection.
- Competent in the use of technical forestry equipment including GPS, ArcGIS, navigation, data gathering/processing, Relaskop, compass, increment borer, densitometer, and clinometer.
- Experience with Microsoft Office—including Outlook, Word, Excel, Access, and PowerPoint—and general proficiency with internet and communication technology.
- Excellent communication skills
- Ability to work independently and as a member of a team
- Possession of a valid driver's license
- Ability to orient, navigate and hike in rough terrain using map, compass and GPS
- Ability to identify native trees and shrubs
- Flexibility to work variable hours depending on project needs
- Detail-oriented, well organized, and able to juggle multiple priorities
- Ability to self-direct and take initiative
- Leadership skills along with a collaborative and collegial work style
- Ability to interact with diverse staff, community members and partners with kindness and integrity—must be culturally agile
- Ability to think strategically about planning and management
- Spanish literacy a plus
- Experience working with Native American Tribes, traditional indigenous leaders and tribal communities a plus

Benefits Package

Lomakatsi strives to provide competitive salaries and benefits within the nonprofit community.

- Salary is commensurate with experience, ranging from \$65,000 to \$75,000 per year with opportunity for bonus pay
- Paid medical, and dental plan
- Paid vacation
- 401K retirement plan

To Apply

Please provide:

- Cover Letter and Resume
- Proof of current Wildland and Prescribed Fire Certifications
- Three current professional references

Send to jobs@lomakatsi.org with subject "Fire Operations Manager." No phonecalls please. Due to the high number of applicants, only considered applicants will be contacted for an interview opportunity. Position open until filled, with applications reviewed on a rolling basis. Candidates are encouraged to apply ASAP.

About Us

Lomakatsi is a non-profit organization that develops and implements forest and watershed restoration initiatives, programs and projects in Oregon and Northern California. For over 25 years, we have implemented ecosystem restoration projects across thousands of acres of forests and miles of streams. Lomakatsi works across federal, private and tribal trust lands, and is currently managing eight landscape-scale terrestrial and aquatic restoration agreements with projects in various stages of development within a 6-million-acre planning area. Restoring ecosystems requires a collaborative community-based approach, and Lomakatsi builds initiatives with a diverse range of partners.

Lomakatsi employs or contracts up to 200 forest and watershed restoration personnel from the communities where we work. This includes 24 full-time programmatic, managerial and administrative staff, an in-house 50-person on-the-ground forestry and wildland fire workforce, and a cadre of seasonal personnel and contractors. Lomakatsi has worked closely with agency, tribal and community-based partners across multiple states to implement successful community wildfire protection, hazardous fuels management, ecological forestry and habitat restoration programs. We have served as a lead partner and sponsor on several nationally recognized projects and initiatives.

Lomakatsi works with partners to provide mentoring, technical assistance and capacity in project development, planning, management, fine-scale ecological treatment design, monitoring, and implementation for ecosystem restoration projects. We integrate restoration practice with science delivery, education and workforce training. Lomakatsi coordinates closely with multiple funding partners and manages a diverse workforce in complex social settings supported by critical community engagement and outreach.

Lomakatsi has an established history of working cooperatively within communities facilitating all-lands restoration partnerships with federal and state agencies for the implementation of wildlife habitat improvements, forest restoration, and watershed management. Lomakatsi also brings added capacity to address socio-economic challenges for rural forest and rangeland-based communities, by layering our existing education, and workforce development programs into initiatives and projects, including our Ecological Workforce Training and Employment Program, Tribal Ecosystem Restoration Partnership Program and Youth Ecological Training and Employment Program. Through the operation of 10 programs, our staff of restoration practitioners, foresters, ecologists, workforce trainers and educators work to increase community understanding and involvement in forest and watershed restoration.

Learn more at www.lomakatsi.org.