QUICK GUIDE TO FIRE HIRING

1. **Basic Training**

   All wildland firefighters are required to complete basic wildland fire training. Usually 40 hours (1 week of training), basic training consists of 5 lessons; I-100 Introduction to ICS, S-110 Basic Wildland Fire Orientation, S-130 Firefighter Training, S-190 Introduction to Wildland Fire Behavior, and L-180 Human Factors in the Wildland Fire Service. Contact your local Forest Service office for more information.

2. **The "Pack Test"**

   All wildland firefighters are required to pass the Pack Test. The Pack Test refers to a work capacity test used to measure aerobic capacity, muscular strength, and muscular endurance. All firefighters are required to meet the "arduous" level performance testing, which includes carrying a 45 pound pack 3 miles in 45 minutes. For more information regarding the Work Capacity Test, go to: http://www.fs.fed.us/fire/safety/wct/2002/pack_test_info_sheet.pdf or call your local Forest Service office.

3. **Create a profile**

   The Forest Service hires employees through an online website called USAJOBS, www.usajobs.gov. You must create a USAJ OBS profile to apply for FS jobs. You will also be required to create a USAJOBS resume or attach your own. Keep your USAJ OBS profile current and you will always be ready to apply when a job opens up.

4. **Contact your local Forest Service office**

   The Forest Service has thousands of applicants a year! But each office only hires a handful of new employees. Call your local offices early (January) and ask to speak to a hiring supervisor. Tell them you are interested in work. Ask them what they are hiring for and WRITE DOWN THE ANNOUNCEMENT NUMBER.

5. **Apply!**

   On the USAJOBS main search page or in advanced search, type the announcement number into the search bar, run the search. Open the job announcement by clicking on the job title. On the top right hand side of the page, select "Apply Online." You will be prompted to log in if you're not already. Follow the prompts to apply.

QUICK GUIDE TO TEMP HIRING

1. **Do your homework**
   If you don't already know what type of work you would like to do, visit www.fs.fed.us/fsjobs to find job overviews for every thing from technicians to specialists.

2. **Create a profile**
   The Forest Service hires employees through an online website called USAJOBS (www.usajobs.gov). You must create a USAJOBS profile to apply for FS jobs. You will also be required to create a USAJOBS resume or attach your own. Include all work experiences you may have. That includes any non-paid work as well! Most entry level jobs only require that you have a HS diploma or GED, but even brief experiences can make you more qualified. Keep your USAJOBS profile current and you will always be ready to apply when a job opens up.

3. **Contact your local Forest Service office**
   The Forest Service has tens of thousands of applicants a year! But each office only hires a handful of new employees. Call your local offices early (Jan and February) and ask them who is hiring temporary employees for the summer. Write down the name and phone number of your potential supervisor and then call them! Tell them you are interested in work. Ask them what they are hiring for and WRITE DOWN THE ANNOUNCEMENT NUMBER.

4. **Apply Online**
   On the USAJOBS main search page or in advanced search, type the announcement number into the search bar, run the search. Open the job announcement by clicking on the job title. On the top right hand side of the page, select "Apply Online." You will be prompted to log in if you're not already. Follow the prompts to apply.

5. **Volunteer!**
   Nothing gives you more experience then volunteering for the Forest Service! It will give your potential supervisor the opportunity to see what a great employee you are, and it will show future supervisors that you are motivated to learn! Read more about volunteering and download a volunteer application at http://www.fs.fed.us/volunteer/volunteer-application.shtml. Bring your completed application to your local office.

"The Pack Test" Work Capacity Testing for Wildland Firefighters: Ensuring Wildland Firefighter Safety

What is the Pack Test?

The Pack Test refers to work capacity tests used to qualify individuals for the three levels of wildland firefighting duty:

- Arduous
- Moderate
- Light

The Pack Test measures:

- Aerobic capacity
- Muscular strength
- Muscular endurance

All wildland firefighters must meet minimum levels of fitness requirements for the type of duties they are assigned:

Arduous: involves field work calling for above-average endurance and superior conditioning. All firefighters are required to perform arduous duty.

Moderate: involves field work requiring complete control of physical faculties and may include considerable walking, standing and lifting 25-50 lbs. Safety officers and fire behavior analysts are examples of moderate duty positions.

Light: involves mainly office-type work with occasional field activity. Examples include: staging area and helibase managers.

Testing wildland firefighters for work capacity is important for several reasons:

- Personal safety and health
- Coworker safety
- Improved operations

About Arduous Work

Wildland firefighting demands a high level of fitness to safely perform physically demanding work in difficult environments.

Firefighters, strike team leaders, line scouts, and others assigned arduous duty must be prepared to work in steep terrain; and in extreme temperatures, altitude, and smoke-while maintaining reserve work capacity to meet unforeseen emergencies.

Prior to reporting for work, applicants are **strongly encouraged** to train for arduous-level work capacity.

"Pack Test" Training

Training for the Pack-Field-Walk test is important. Start training at least 4-6 weeks before you are scheduled to take the test. To be in shape for work duty, you may want to train in the footwear or boots you will wear on the job. Footwear should be ankle high and protect the ankles.

Begin training before you report for work. Start by walking. Train for the test level you will need to pass for the duties you will be required to perform.

Start training for arduous and moderate duty without a pack. Gradually increase distance and begin carrying appropriate weight. Increase the weight until you can meet the requirement for arduous or moderate duty.

The chart below provides test criteria for arduous, moderate, and light duty performance:

Fitness Requirement	Test	Description
Arduous	Pack Test	3-mile hike with 45-pound pack in 45 min.
Moderate	Field Test	2-mile hike with 25-pound pack in 30 min.
Light	Walk Test	1-mile hike in 16 min.

More on Training

Before you begin to train for testing or substantially increase your level of activity, consult your physician. This is especially important if you are over 40 and have been inactive; have a history of a heart condition, chest pain, loss of balance; or have a joint or bone problem that could be made worse by a change in physical activity.

Once you are cleared to begin training, here's what you'll need:

- Adequate footwear that will cover and protect feet and ankles while testing.
- Comfortable clothing.
- A pack. The type of pack is personal choice, but it must weigh either 45 or 25 lbs, depending on whether you are testing for arduous or moderate duty.
- An accurately measured, safe, and level course.

Taking the Test

- Testing will be monitored and any problems should be brought to the attention of the test monitors.
- No jogging or running is permitted.
- The test is Pass/Fail only.
- Choose your own pack or a standard firefighter backpack pump will be provided.
- Packs will be weighed before and after testing.

For More Information:

Personal health, physical fitness, and work capacity all work towards making conditions safer for firefighters and the people they protect. Ask your local fire management office for more information.

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To file a complaint, write the Secretary of Agriculture, U.S. Department of Agriculture, Washington, D.C. 20250, or call (800) 245-6340 (voice) or (202 720-1127 (TDD). USDA is an equal employment opportunity employer.

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WILDLAND FIREFIGHTING TRAINING PROVIDERS

TRAINING PROVIDER	SERVICES OFFERED
Blackbull Wildfire Services LLC Dick Mangan (406) 543-0013 11400 Kona Ranch Road, Missoula, MT 59804 Web site: www.blackbull-wildfire.com E-mail: blackbull@bigsky.net	➢ Training ➢ Position Task Books ➢ Work Capacity Testing ➢ Red Card Certification
Rocky Mountain Fire Company Troy Kurth (406) 239-2484 3011 American Way, Missoula, MT 59808 E-mail: info@rmfc-usa.com	➢ Training ➢ Position Task Books ➢ Work Capacity Testing ➢ Red Card Certification ➢ Nomex clothing exchange/fire packs
White Horse Forestry Ron White (406) 360-2336 998 Market St., Corvallis, MT 59828 Web site: www.whitehorseforestry.com E-Mail: rwhite@mail.corvallisfire.com	➢ Training ➢ Position Task Books ➢ Work Capacity Testing ➢ Red Card Certification