USDA Forest Service

Pacific Southwest Region

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**Outreach Notice**

**Modoc National Forest**

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**FY23 Fall Centralized Fire Hire**

**Permanent Full-Time & Permanent Season Fire Positions**

The Modoc National Forest will soon be fillingnumerous Fire Positions

(listed in the table below),with duty locations of **Alturas, Adin, Canby, Cedarville, Tulelake, and New Pine Creek, California.** This notification is being circulated to inform prospective and interested applicants of upcoming opportunities**.** Please see the following information on the positions and the Modoc National Forest.

**Announcements for these positions will open August 26th, 2022, and close September 16th, 2022.**

Candidates are encouraged to apply to any position/location on the Forest, **whether a vacancy exists or**

**not.** Positions that become vacant during this process may also be filled immediately through a “back filling” process.

The following positions are the known vacancies:

|  |  |  |
| --- | --- | --- |
| **Position Title/Series/Grade** | **Announcement Number** | **Locations** |
| Assistant District Fire Management Officer GS-0462-08/09 | 23-FIRE-R5P3C-DZAFMOH-89DH | Alturas |
| Assistant Dispatch Center Manager  GS-0462-08/09 | 23-FIRE-R5P3C-IADISP-89DH | Alturas |
| Initial Attack Dispatcher  GS-0462-05/06/07 | 23-FIRE-R5P3C-IADISP-567DH | Alturas |
| District Fuels Technician  GS-0462-06/07 | 23-FIRE-R5P3C-DFUEL-67DH | Adin |
| Engine Captain (SFEO)  GS-0462-07/08 | 23-FIRE-R5P3C-SFEOH-78DH | Alturas, Canby, Cedarville, Tulelake, New Pine Creek |
| Fire Engine Operator (FEO)  GS-0462-06/07 | 23-FIRE-R5P3C-FEOH-67DH | Adin, Cedarville, Tulelake,  New Pine Creek |
| Assistant Fire Engine Operator (AFEO)  GS-0462-05/06 | 23-FIRE-R5P3C-AFEO-56DH | Alturas, Adin, Cedarville, Tulelake, New Pine Creek |
| Forestry Technician (Engine Senior Firefighter) GS-0462-05 | 23-FIRE-R5P3C-ENGSRFF-5DH | Alturas, Adin, Canby, Cedarville, Tulelake, New Pine Creek |
| Hotshot Assistant Superintendent  GS-0462-07/08 | 23-FIRE-R5P3C-IHCASST-78DH | Tulelake |
| Hotshot Squad Leader  GS-0462-06/07 | 23-FIRE-R5P3C-IHCSQLDR-67DH | Tulelake |
| Hotshot Lead Firefighter  GS-0462-05/06 | 23-FIRE-R5P3C-HSHCREW-56DH | Tulelake |
| Forestry Technician (Hotshot/Handcrew Senior Firefighter) GS-0462-05 | 23-FIRE-R5P3C-HSHCSRFF-5DH | Tulelake |
| Prevention Technician  GS-0462-06/07 | 23-FIRE-R5P3C-PREV2-67DH | Alturas |
| Dozer Operator Assistant  WG-5716-08 | 23-FIRE-R5P3C-EQOPTR-8DH | Adin, Tulelake |
| Dozer Swamper, GS-0462-06 | 23-FIRE-R5P3C-DZASST-6DH | Adin, Tulelake |
| Forestry Aid/Technician (Apprentice)  GS-0462-03/04/05 | 23-FIRE-R5P3C-WFAP-345DH | Alturas, Adin, Canby, Cedarville, Tulelake, New Pine Creek |

The following are possible back fill positions:

|  |  |  |
| --- | --- | --- |
| **Position Title/Series/Grade** | **Announcement Number** | **Duty Location** |
| Assistant District Fire Management Officer, GS-0462-08/09 | 23-FIRE-R5P3C-DZAFMOH-89DH | Adin, Tulelake |
| District Fuels Specialist  GS-0462-08/09 | 23-FIRE-R5P3C-DFUEL-89DH | Alturas, Adin, Tulelake |
| District Fuels Technician  GS-0462-06/07 | 23-FIRE-R5P3C-DFUEL-67DH | Alturas, Tulelake |
| Engine Captain (SFEO)  GS-0462-07/08 | 23-FIRE-R5P3C-SFEOH-78DH | Adin |
| Fire Engine Operator (FEO)  GS-0462-06/07 | 23-FIRE-R5P3C-FEOH-67DH | Alturas, Canby |
| Assistant Fire Engine Operator (AFEO)  GS-0462-05/06 | 23-FIRE-R5P3C-AFEO-56DH | Canby |
| Hotshot Superintendent  GS-0462-09 | 23-FIRE-R5P3C-IHCSUPT-9DH | Tulelake |
| Prevention Technician  GS-0462-06/07 | 23-FIRE-R5P3C-PREV2-67DH | Alturas, Adin, Tulelake |
| Fire Dozer Operator  WG-5716-10 | 23-FIRE-R5P3C-EQOPTR-10DH | Adin, Tulelake |

**For position information applicants can contact:**

**Assistant District Fire Management Officer, Engines, and Prevention:**

Mike Crites, 530-233-8852, [michael.crites@usda.gov](mailto:michael.crites@usda.gov) (Alturas, Canby, Cedarville)

Phil Heitzke, 530-667-8641, [phillip.heitzke@usda.gov](mailto:phillip.heitzke@usda.gov) (Adin, Tulelake)

**Dispatch:**

Mark Main, 530-233-4581, [mark.main@usda.gov](mailto:mark.main@usda.gov) (Alturas)

**Dozer:**

Phil Heitzke, 530-667-8641, [phillip.heitzke@usda.gov](mailto:phillip.heitzke@usda.gov) (Tulelake)

**Fuels:**

Amanda Shoaf, 530-299-8429, [amanda.shoaf@usda.gov](mailto:amanda.shoaf@usda.gov) (Adin, Tulelake)

Jason Bunker, 530-233-8820, [jason.bunker@usda.gov](mailto:jason.bunker@usda.gov) (Alturas, Cedarville)

**Hotshots:**

Willie Almand, 530-233-7953, [william.almand@usda.gov](mailto:william.almand@usda.gov) (Tulelake)

**About the Modoc National Forest**

The Modoc National Forest, situated in extreme northeastern California, boasts an ecologically diverse landscape. It is a land of contrasts, with ecosystems ranging from pine and fir dominated mountains to high desert plateaus covered with sage brush and juniper. It is one of the largest national forests in California is just over 2 million acres. Administratively it is managed from the Forest Supervisor’s Office in Alturas and two zones encompassing four ranger districts with offices in Adin, Tulelake, Alturas and Cedarville. The climate also exhibits contrasts, with average high temperatures in July being 88 degrees and average lows in January in the teens. With the average annual precipitation being about 12 inches there is an abundance of days with clear blue skies. Elevations range from 9,892 feet at Eagle Peak atop the Warner Mountains to 4,000 feet in the valleys.

The Fire program on the Modoc consists of ten type III engines, one type II water tender, one type I Hotshot crew and one fire dozer. Fire occurrence on the forest on a ten-year average is 77 fires with 29,262 acres burned. The forest and other Federal agencies in the area have an active prescribed fire program with the forest averaging 2,500 acres of prescribed fire a year.

The Forest manages a variety of programs, including wildlife, vegetation, range, recreation, minerals, wilderness, special uses, heritage, watershed, fuels and fire suppression. Specialists working here include botanists, foresters, wildlife and fishery biologists, archaeologists, range conservationists, engineers, fire and fuels managers, business management and public relations professionals. These specialists work on a variety of challenging issues including: sage steppe restoration, Wildhorse territory management, the largest rangeland management program in Region 5, managing fire across the landscape, and landscape scale restoration.

The Forest is primarily situated in beautiful Modoc County. With a population of about 10,000 the County is among the most rural in California. It borders Oregon to the north and Nevada to the east. Alturas is the County Seat and location of the Forest Supervisor’s Office and is about 3 ¼ hours (170 miles) from Reno, NV; 2 ¾ hours (145 miles) from Redding, CA; and 1 ¾ hours (98) miles from Klamath Falls, OR. All these cities offer major shopping opportunities and Reno and Redding offer airport services. There is a medical clinic in Alturas with major medical services available in Reno and Redding.

While the key to real estate is location, location, location; for many who come and stay on the Modoc the key is lifestyle, lifestyle, lifestyle. The Modoc lifestyle has much to offer, being more rural and remote. A slower pace offers a welcome relief from the “hustle and bustle” of urban life. The nights are quiet and peaceful, and with minimal light pollution the sky is full of stars. There are ample recreational opportunities, including fishing and hunting, that are uncrowded. There is strong community support and the local community is interested and involved in Forest programs. If you are looking for a place that offers a low stress lifestyle and safe community, the Modoc is for you.

Information on the Modoc National Forest and community is available on these sites:

* Modoc National Forest website: <http://fs.usda.gov/modoc/>
* Modoc Record (newspaper): <http://www.modocrecord.com/>
* Modoc National Forest Facebook: <https://www.facebook.com/pages/The-Forest-Service-Modoc-National-Forest/624840120965582>
* Modoc schools: <http://www.modoccoe.k12.ca.us/>
* Alturas, CA information: <http://www.city-data.com/city/Alturas-California.html>
* Alturas Chamber of Commerce, 522 S. Main Street, Alturas, CA 96101. Telephone is 530-222-4433; and, FAX 530-222-4434, or visit their website at [www.alturaschamber.org](http://www.alturaschamber.org)

**About the Local Communities**

**Alturas:** The Supervisor’s office is in Alturas, California, which has a population of 3000, and is the county

seat of Modoc County. Alturas is a full-service community with a hospital, doctors, public schools,

businesses, and recreation facilities. The cost of living is reasonable. Home costs range from $100,000 to

$250,000. Rentals for 2-3 bedrooms are approximately $500-$1200. The public-school system provides

instruction for grades k-12 and offers numerous extra-curricular activities. Alturas also has various

churches representing many denominations

**Adin:**Adin is a rural northeast California community of about 550 people and is in the heart of beautiful Big Valley. Big Valley consists of four small towns Nubieber, Bieber, Lookout and Adin. Surrounded by picturesque mountain peaks, there are many captivating views of Mt. Shasta and Mount Lassen that can be seen from the area. Modoc and Lassen Counties boast a distinctively rural atmosphere that includes forested plateaus, green mountains, snow-capped peaks, and vast open agricultural valleys. With two major state highways running through, Hwy 299 and Hwy 139, it’s easy to get to major cities such as Portland 475, San Francisco 307, Redding 94, Reno 160, and Klamath Falls 97. The climate in Big Valley is characterized by four distinct seasons, with an average summer high of 93 and an average low in the winter of 28. Snowfall averaging ten inches per year is normal for the valley areas with more abundant amounts falling in the higher regions.

**Canby:** Canby California is a small ranching community nestled in the Northeastern portion of the state. It is approximately 20 miles west of Alturas, CA and 80 miles south of Klamath Falls, Oregon. Larger population centers include Redding, CA (126 miles), and Reno NV (176 miles).

**Cedarville:** Cedarville is home to 800 residents and is located 24 miles east of Alturas. The amenities include grocery stores, post office, gasoline station, restaurant, library, gift shop and other small businesses. Housing is relatively inexpensive. Home prices range from $50,000 to $250,000, while rentals for 2-3 bedrooms are $500-$1200 monthly. Recreational activities include hiking, fishing, hunting, camping, rock collecting, snowmobiles, snow and water skiing, and bird watching. For more information, contact: <http://surprisevalleychamber.com/> Greater Surprise Valley Chamber of Commerce, P.O. Box 518, Cedarville, CA 96104-0518; 530-279-2001; FAX 530-279-2012

**Tulelake:** The Doublehead Ranger District Office is in Tulelake, CA. Tulelake is a farming community with a population of 1000, which is situated at an elevation of 4,034 feet. The climate is mild with rainfall averaging 11 inches per year. The town has a post office, grocery store, which also serves as a gasoline station, hardware store, bank, automobile parts stores, a satellite Department of Motor Vehicles office, restaurant, fast food stand, a small medical clinic, and county library office. The public schools provide instruction from kindergarten through high school. Tulelake is also located six miles from Merrill, Oregon, which is a small community with amenities, while Klamath Falls, Oregon is the nearest big city 25 miles north of Tulelake, CA. In Klamath Falls there are the large shopping opportunities at Bi-Mart, Wal-Mart, Fred Meyer, malls, banks, law offices, medical centers, hospital, community and technical colleges, public schools, restaurants, art galleries, museums, marina, Movie Theater, train station, bus terminal, and other businesses. <http://visittulelakecalifornia.com>

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**The Process and Timeline**

**August 8, 2022** ─ Outreach begins.

**August 30, 2022** ─ Vacancy announcements will be activated in [USAJobs.](http://www.usajobs.gov)

**September 18, 2022** ─ Application deadline, 11:59 Eastern standard time. Apply through www.usajobs.gov. Applicants are encouraged to apply for multiple locations (only where they would accept a position if offered), even if positions for certain locations in which you are interested are not listed as vacant. Vacancies may occur during the hiring process and could be filled during Selection Week.

**October 24 – November 14, 202****2** ─ Supervisory Reference Checks will occur these weeks. Please ensure your references are notified of this and they are available at the email address (preferred), or phone number provided on your application.

**November 7 – 11, 2022** ─ Interviews for Supervisory positions will begin

**November 14 – December 9, 2022** ─ Selections. Representatives from each forest will make recommendations for hiring. Candidates selected will be notified by a Forest Service representative by phone. Those not selected should check your USAJobs account for status updates. During the selection week candidates will be given 4 hours to respond to voicemails or emails from the recommending officials. It is highly encouraged to be available via phone during this time.

**Mid-March 2023** ─ First possible effective date.

**Note**: Interagency Fire Program Management (IFPM) and Forest Service – Fire Program Management (FS-FPM) qualifications must be met at the time of selection. If you are selected, you may be required to submit an updated IQCS record or signed certified task book as proof of attainment of IFPM requirements prior to final verbal offer.

**A current copy of your IQCS Master Record will be required for most positions in this outreach because of these qualification requirements.**

**Direct Hire Authority:**

These positions will be filled utilizing a Direct-Hire Authority. All applicants who meet the minimum qualifications, to include any selective placement factor(s), if applicable, will be referred to the selecting official. Before a certificate is issued to the selecting official, the resume is reviewed to ensure you meet the basic qualification requirements. A rating will not be used; veteran's preference does not apply due to the existence of the Direct Hire authority for this position.

**Who May Apply:**

Applications will be accepted from any U.S. citizen.

**How to Apply**

Please print and read the entire announcement and all the instructions in USAJOBS before you begin. Ensure you completely read and address specialized experience in your resume as denoted in “how you will be evaluated”.

You must complete the application process and submit all required documents electronically by 11:59 p.m. Eastern Time (ET) on the cut-off date or closing date of the announcement. Assistance is available during business hours (normally 8:00 a.m. - 4:00 p.m., Monday - Friday). Applying online is highly encouraged. If applying online poses a hardship, please contact FS HRM Contact Center Phone: 877-372-7248 Option 2 well before the closing date for an alternate method. All hardship application packages with supporting documents must be received no later than noon on the closing date of the announcement in order to be entered into the system prior to its closing. This agency provides reasonable accommodation to applicants with disabilities on a case-by-case basis. Please contact FS HRM Contact Center if you require this for any part of the application and hiring process.

Step 1 – Create a Login.gov account

If you already have an account, skip to Step 2). You must create a login.gov account to sign in to USAJOBS. The service login.gov offers secure and private online access to government programs. To create a login.gov account, visit <https://www.login.gov/help/>

### Step2 – Create a USAJOBS account

(If you do not already have one) at www.usajobs.gov. It is recommended that as part of your profile you set up automatic email notification to be informed when the status of your application changes. If you choose not to set up this automatic notification, then you will have to log into your USAJOBS account to check on the status of your application.

### Step 3 - Create a Resume with USAJOBS or upload a Resume into your USAJOBS account.

You may want to customize your resume to ensure it documents duties and accomplishments you have gained that are directly related to this position in order to verify that qualifications are met. In addition, your resume must support your responses to the online questionnaire (you may preview the online questionnaire by clicking on the link at the end of the How You Will Be Evaluated section of the job announcement).

### Step 4 - Click "Apply Online"

Follow the prompts to complete the Occupational Questionnaire and attach any additional documents that may be required. You can update your application or documents anytime while the announcement is open. Simply log into your USAJOBS account and click on "Application Status." Click on the position title, and then select "Update Application” to continue.  
The following documents must be submitted to constitute a complete application package. It is your responsibility to ensure that all required documents are received within the required timeframes. Our office cannot be responsible for incompatible software, delays in the mail service etc. Failure to submit required, legible documents will result in elimination from consideration.

* **Resume** that includes the following information: 1) job information for which you are applying; 2) personal information; 3) education; 4) work experience with dates worked in following format MM/DD/YEAR; and, 5) other qualifications (including IQCS Master Record).
* **College Transcripts** if education is required for meeting basic qualifications and/or you are substituting education for specialized experience. An unofficial copy is sufficient with the application, however, if selected, an official college transcript will be required.
* **CTAP/ICTAP documentation** if separated from Federal service or pending separation based on a reduction in force (RIF) or other management workforce reduction action. Proof of eligibility must include a separation notice or Certificate of Expected Separation, SF-50 that documents the RIF separation action or most recent SF-50 (that is not an award), and latest performance appraisal (dated within the last 18 months) or a statement advising why one is unavailable.
* **IQCS Master Record** showing your training and qualifications for the position. If an IQCS Master Record in not available, some form of documented proof of training and qualifications will be needed for most positions.

*NOTE: If a document is resubmitted, it replaces the previous submission, which means the previous document is no longer available to the Human Resources Office. If you are adding to, rather than replacing a previous submission, you must upload both the old document and the new document.*

**Agency Contact Information**

***HRM Contact Center***

*Phone: 877-372-7248, Option 2*

*TDD: 800-877-8339*

*Email: [HRM\_Contact\_Center@usda.gov](mailto:HRM_Contact_Center@usda.gov) Agency Information: USDA Forest Service*

*Do not mail in applications. See instructions on How to Apply.*

**Things to keep in mind when applying:**

Vacancy Announcements on USAJobs will give examples of the specialized experience for each position advertised. Ensure your resume matches the listed specialized experience requirement in plain language. This should be listed under a work experience that shows title, series, grade, and time period performed so that HR can properly credit.

* Ensure all required documents listed in the vacancy announcement are attached to your application.
* Allow yourself plenty of time to apply for positions. The USAStaffing system closes all announcements at midnight Eastern on closing date.
* Print and read the entire vacancy announcement to ensure you have included all required information and documents.
* Ensure you have a current IQCS Master Record (For Fire Positions Only)

**Other resources for further information:**

* FS Videos: [Welcome to the Forest Service: Applying for a Job](https://vimeopro.com/forestservice/welcome-to-the-forest-service/video/244062015)
* USA Jobs YouTube Videos: [How to Apply for Federal Jobs](https://www.youtube.com/watch?v=Gih8-cwTCQU)