



## Audubon Canyon Ranch

Connecting nature, people, and science for a more resilient world.

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**Job Title:** Prescribed Fire Practitioner

**Date:** October 2024

### Job Description

Audubon Canyon Ranch's Prescribed Fire Apprentice is an integral part of a team of highly motivated and committed employees who work closely together and with private landowners, government agencies, other organizations, and the community to bring “good fire” to the landscape in service of ecological health and community safety. The Prescribed Fire Practitioner will operate as a member of a 12-person Prescribed Fire Module working under the supervision and leadership of a Squad Lead and a Crew Lead within the Fire Forward Program. The Practitioner position is a full-time, hourly, non-exempt position.

Prescribed Fire Practitioners will prepare and implement prescribed burn projects throughout the greater North Bay Area and beyond. The crew will conduct ecological monitoring to inform adaptive management and participate in or support professional development courses and workshops as appropriate, with occasional assignments outside the area to support growth as a student of fire.

### Responsibilities

- Participate in prescribed fire operations, including the preparation, implementation, holding, and monitoring of prescribed burns. This includes pre-burn monitoring, understory thinning and fireline preparation work, ignitions and holding of prescribed fire, mop-up, and patrol of prescribed burns, and burn reporting.
- Operate power tools with training on proper and safe use.
- Prioritize and maintain positive, inclusive, and respectful interpersonal dynamics, even in challenging working conditions.
- Participate in fireline and associated courses as needed to support professional development.
- Attend, as appropriate, training covering fire ecology, monitoring, prescribed burn planning, smoke management and permitting, CAL FIRE permit processes, burn unit map making, meteorology and fire, etc.
- Support pre- and post-burn ecological and fire effects monitoring.
- Actively engage in and participate in After Action Reviews and sand table exercises.
- Train and build ability to draft burn plans, produce burn unit maps, and obtain necessary permits and approvals related to prescribed burning.
- Maintain gear, equipment, and vehicles in a clean, functional, and orderly fashion.
- Opportunities may arise that require travel within the U.S. to assist with prescribed fire operations with partner agencies.
- Participates in team meetings, retreats, initiatives, committees, and events as appropriate, contributing to meeting strategic outcomes and a collaborative team dynamic.
- Maintain minimum physical fitness requirements (below) and actively participate in regularly scheduled crew physical training activities.
- Other duties as assigned

<b>Job Location</b>	Headquarters based in Petaluma, CA with regular work sites throughout the North Bay. Additional travel throughout San Francisco Bay Area and beyond.	<b>Supervisor</b>	Prescribed Fire Squad Lead
<b>Working Conditions</b>	This position includes outdoor and indoor work in all weather conditions and many types of terrain. Variable hours and high-intensity work on/around wildland fire and direct exposure to heat, smoke, and high temperatures.	<b>Other</b>	Variable hours worked across seasons; optional participation in partner wildfire/TREX training assignments.  Personal protective equipment, gear, and stipend for boots will be provided.
<b>Degree/Years of Experience</b>	<p>1 year of work experience in forestry, fuels, fire suppression, prescribed fire, conservation, or other similar fields.</p> <p>And/Or</p> <p>Bachelor's degree in forestry, Natural Resources or another related field.</p> <p>Proof of successful completion of:</p> <ul style="list-style-type: none"> <li>• <a href="#"><u>IS-100.C Introduction to the Incident Command System, ICS 100</u></a></li> <li>• <a href="#"><u>ICS-200 Basic Incident Command System</u></a></li> <li>• <a href="#"><u>IS-700.b Introduction to National Incident Management System</u></a></li> <li>• <a href="#"><u>L-180, Human Factors in the Wildland Fire Service</u></a></li> <li>• <a href="#"><u>S-130 Firefighter Training</u></a></li> <li>• <a href="#"><u>S-190 Introduction to Wildland Fire Behavior</u></a></li> <li>• <a href="#"><u>S-212 Wildland Fire Chainsaws</u></a></li> <li>• <a href="#"><u>S-290 Intermediate Fire Weather</u></a></li> <li>• <a href="#"><u>Arduous Pack Test*</u></a></li> </ul>	<b>Employment Status</b>	Full-time, hourly, non-exempt position with compulsory paid overtime
<b>Skills and Qualifications</b> <ul style="list-style-type: none"> <li>• Familiarity with basic concepts of fuels and fire use</li> <li>• Familiarity with common forestry tools such as chainsaws, brush cutters, pumps, hand tools.</li> </ul>			

- Ability to maintain positive attitude and respectful, inclusive disposition with diverse colleagues and partners even in challenging working conditions
- Ability to exercise sound judgment, employ proper safety measures, and show appropriate levels of problem-solving
- Superior and consistent attention to detail with commitment to continuous improvement
- Ability to learn new skills as directed
- Demonstrated commitment to values and mission of Fire Forward and Audubon Canyon Ranch
- Valid California driver's license and good driving record
- Experience with arduous physical labor
- Familiarity with California ecosystems (desired)
- Bilingual Spanish and English (desired)

**Essential Physical Requirements:**

Prescribed Fire Practitioner must be able to maintain a high level of physical fitness. Demonstrated ability to consistently and successfully pass the arduous pack test (3 mile walk in less than 45 minutes wearing a 45-pound pack or weight vest) is a requirement of the Practitioner position. The Practitioner should strive for, meet, or exceed the additional fitness standards expected of Wildland Fire Module personnel (1.5 mile run in a time of 11:00 min or less; 45 sit-ups in 60 seconds; 25 pushups in 60 seconds; 7 pull-ups in 60 seconds). Practitioners must be capable of frequent and repetitive use of hands, in addition to vision, hearing, speech/language processes.

\*If you do not have a current or have never passed the Arduous Pack Test, please contact [claire.mcmurtry@egret.org](mailto:claire.mcmurtry@egret.org) for information.