



Audubon Canyon Ranch

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

egret.org

Job Title: Prescribed Fire Practitioner

Date: January 2025

Job Description

Audubon Canyon Ranch's Prescribed Fire Practitioner 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 module conducts ecological monitoring to inform adaptive management and participates in and supports training courses and workshops, with occasional assignments outside the area to support professional development.

Responsibilities

- Participates 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.
- Operates power tools such as chainsaws and brush cutters.
- Prioritizes and maintains positive, inclusive, and respectful interpersonal dynamics, even in challenging working conditions.
- Participates in fireline and associated courses.
- Attends training covering fire ecology, monitoring, prescribed burn planning, smoke management and permitting, CAL FIRE permit processes, burn unit map making, meteorology and fire.
- Assists in the instruction of basic fireline courses and workshops for the community and Apprentice Squad
- Supports pre- and post-burn ecological and fire effects monitoring.
- Supports stewardship activities including invasive species management, seed collection, vegetation plot monitoring, and botany surveys.
- Actively engages with and participates in After Action Reviews and sand table exercises.
- Drafts burn plans, produces burn unit maps, and obtains necessary permits and approvals related to prescribed burning.
- Maintains gear, equipment, and vehicles in a clean, functional, and orderly fashion.
- Participates in occasional fire assignments with partner organizations and agencies, including overnight and/or out of state travel.
- Actively participates in meetings, retreats, and events as requested; contributes to strategic outcomes and a collaborative dynamic.
- Maintains essential physical fitness requirements as described below and actively participates in regularly scheduled physical training (PT).
- Other duties as assigned.

Job Location	Based out of Audubon Canyon Ranch's Fire Forward office and warehouse in Petaluma, CA, the job includes field work in Sonoma and Marin counties and beyond, with occasional out-of-state assignments; overnight travel is required.	Supervisor	Prescribed Fire Squad Lead
Working Conditions	This position includes outdoor work in all weather conditions and terrain. Variable hours and high intensity work on/around wildland fire with potential for direct exposure to heat, smoke, high temperatures, rain, poison oak, and other hazards.	Other	Personal protective equipment (PPE) and stipend for fireline boots will be provided.
Required Courses/ Experience	<p>1 year of work experience in forestry, fuels, fire suppression, prescribed fire, conservation, or other similar fields.</p> <p>Proof of successful completion of:</p> <ul style="list-style-type: none"> • <i>IS-100.C Introduction to the Incident Command System, ICS 100</i> • <i>ICS-200 Basic Incident Command System</i> • <i>IS-700.b Introduction to National Incident Management System</i> • <i>L-180, Human Factors in the Wildland Fire Service</i> • <i>S-130 Firefighter Training</i> • <i>S-190 Introduction to Wildland Fire Behavior</i> • <i>S-290 Intermediate Fire Weather</i> • <i>Arduous Pack Test*</i> <p><i>All courses are offered free online at Wildland Fire Learning Portal & FEMA.gov</i></p>	Employment Status	Full-time, hourly, non-exempt position with required paid overtime.
		Work Schedule	Regular work schedule is four 10-hour days, Tuesday through Friday, 7 am to 5 pm. Hours will vary according to season, assignment, and workflow.

Required Skills and Qualifications

- Familiarity with basic concepts of fuels and fire use.
- Familiarity with basic forestry tools including chainsaws, brush cutters, pumps, hand tools.
- Competence with safe use and maintenance of chainsaws.

- Ability to maintain a positive attitude and professional, respectful, and inclusive disposition at all times.
- Experience with arduous outdoor physical labor.
- 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 trained and directed.
- Demonstrated commitment to values and mission of Audubon Canyon Ranch.
- Valid California driver's license and good driving record.
- Ability to pass California Department of Justice background check via Livescan fingerprinting.
- Familiarity with California ecosystems.

Essential Physical Requirements

Prescribed Fire Practitioner must be able to maintain a high level of physical fitness. Demonstrated and continuing passage of the Arduous Pack Test (3 mile walk in less than 45 minutes wearing a 45-pound pack or weight vest) is a **requirement** for all members of the Prescribed Fire Module. The Practitioner should strive for 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 operating vehicles and basic forestry tools and 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 for information.