



## **Wildland Engine Captain**

The Oak Creek Fire Protection District is hiring a Wildland Captain for the next fire season (2026).

There is (1) position available. The start date will be determined based on the candidate's availability and the district's needs.

**Job Title:** Wildland Engine Captain (Engine Boss)

**Reports to:** District Chief/Wildland Division Captain

**Application Closing Date:** OPEN UNTIL FILLED

**NOTE:** THIS IS A PERMANENT POSITION (winter furlough period to be determined based on experience and qualifications)

### **ABOUT THE DEPARTMENT:**

The Oak Creek Fire Protection District is in the Northern Rockies just South of Steamboat Springs, Co. Including the communities of Oak Creek and the neighboring community of Stagecoach. The district of Oak Creek covers approximately 278 sq. miles. The wildland fire crew is responsible for responding to wildland fires within the district, as well as providing mutual aid support to Routt County, the State of Colorado, and to National level incidents.

### **WHY JOIN US:**

Do you want to be part of a progressive wildland program that believes its employees are its most valuable resource?

The Oak Creek Wildland Division is seeking hardworking leaders who want to be part of shaping the future of wildland firefighting. We believe in a holistic approach to wildland firefighting that focuses on education, mitigation, response, and recovery as equally valuable components to the wildland fire threat. As part of a small but growing all-hazard 911 organization, you can expect to always be busy and challenged with solving problems and supporting the communities we serve. We believe in a "life-work" balance, our firefighters are our most valuable resource, and supporting employee growth and ambitions both personally and within the fire service is a top priority.

### **Salary Range:**

\$30.00 - \$49.00 Hourly

\$2,400 - \$3,920 Bi-weekly

\$52,800 - \$82,320 Yearly

30% differential pay when out on a qualified fire assignment.

**Position Duties:**

The Wildland Captain is the work leader of a firefighting resource – typically a fire engine, but can be assigned to a squad, or hand crew – to provide a range of firefighting and related services. The primary purpose of this position is to serve as an Oak Creek Single Resource Wildland Captain - Engine in support of wildfire fire suppression and mitigation projects (i.e. prescribed fire and hazardous fuel reduction). The position leads training classes and basic qualifications. As needed and qualified, this position provides all-hazard incident response and assists with other WFMS or DFPC programs. The Engine Captain must have previous wildland firefighting experience and prior supervisory experience is highly preferred.

**Examples of Duties:**

- Supervision of assigned staff including professional development, coaching and mentorship, work assignments and follow-up reviews to ensure completion
- Administration of performance evaluations and discipline actions
- Functional supervision for the District including training in proper work methods and techniques, coordination of leave requests, and scheduling to include communication with the Chief and staff.
- Supervises and participates in daily physical training and ensures the physical readiness of subordinates.
- Participates, supervises, and oversees activities during natural resource management projects and wildland fire operations.
- Oversees and manages the use of equipment ensuring proper technique, use, and maintenance.
- Supervises wildland firefighters in developing a working knowledge of fire suppression and fuels management techniques, practices, and terminology.
- Oversee operations and personnel on projects pertaining to fire suppression fuels management, varying wildland fire situations.
- Creation of training plans and matrices are developed, appropriate, and followed in wildland fire and natural resources.
- Gathers data and records information on fuel types, weather conditions, fire behavior, and status of work accomplished.
- Assists with burn and project prescription development and oversees implementation.
- Responsible for observing the principles of risk management during emergency operations, project implementation, and day-to-day functions.
- Supervise and direct hand crews, engine crews, and heavy equipment in searching out and extinguishing burning materials using various hand tools and power tools, patrolling wirelines to locate and extinguish embers, flareups, and spot fires that may threaten developed control lines, and in cleaning, reconditioning, and storing fire and project tools and equipment.
- Supervise and lead trained personnel in more specialized assignments, such as backfire/burnout operations, mobile/stationary engine attacks, construction of helispots, and aviation operations.

### Experience & Training Requirements

- High school diploma or General Education Diploma (GED).
- Five (5) years of professional wildland firefighting experience or fuels management
- three (3) years of experience in a lead or supervisory role in any environment; OR an equivalent combination of education and experience.

### **License or Certificate:**

Required at time of application:

- Possession of a valid CPR certification.
- FEMA ICS100 Introduction to ICS
- FEMA ICS200 Basic Incident Command System for Initial Response
- FEMA IS700 An Intro to the Incident Management System
- FEMA IS800 National Response Framework
- NWCG L-180 Human Factors
- NWCG L-280 Followership to Leadership
- NWCG S-211 Portable Pumps and Water Use
- NWCG S-212 Power Saws
- NWCG S-230 Single Resource Leader
- NWCG S-290 Intermediate Wildland Fire Behavior
- Red card qualification as an: Engine Boss.
- Red card qualification as a NWCG Faller III

### **Desired:**

- Red card qualification as the following: NWCG Crew Boss, Heavy Equipment Boss, Feller Boss, or Helicopter Manager; NWCG Incident Commander Type IV; NWCG S-219 Firing Operations or NWCG S-234 may substitute for S-219 requirement
- NWCG S-260 Incident Business Management
- NWCG S-270 Basic Air Operations
- NWCG M-410 Facilitative Instructor or equivalent
- RXB3 or RXB2
- Task Force Leader
- NREMT or Colorado State EMT Licensure

Required at time of appointment:

- A valid Colorado driver's license

Required at the times specified below

- Red card qualification as a NWCG Prescribed Fire Burn Boss III is required within one year of appointment.
- Red card qualification in any second NWCG Single Resource Leader (Crew Boss, Heavy Equipment Boss, Helicopter Manager, Feller Boss), is required within two years of appointment.
- Red card qualification as an NWCG Faller II is required within one year of appointment.

- Red card qualification as a NWCG Strike Team Leader or Task Force Leader is required within five years of appointment.

## **Job Related and Essential Qualifications**

### **Knowledge of:**

- Policies and procedures of the Oak Creek Fire Protection District.
- Geography of the district, including major streets and landmarks.
- Basic tree, brush, and vegetation identification.
- Fuels reduction and wildland firefighting methods, tools, and equipment.
- Pesticide application
- Prescribed fire operations
- Arboriculture and plant science
- Supervisory principles and practices as they relate to establishing goals, objectives, and work standards.
- Basic mathematics.
- Principles and practices of basic budget development and implementation
- Principles and practices of fire behavior, fire control techniques and fuels reduction.
- Fire line terminology.
- Natural resource management fundamentals.
- Fuels management prescription development and implementation.
- Incident Qualification Systems.
- ROSS/IROC processes.
- NWCG training requirements.
- Dispatch procedures.
- Incident Management Team operations/procedures.
- ICS/NIMS
- Geographic Information Systems.
- Equipment inspection and maintenance.

### **Ability to:**

- Perform a variety of fuels and natural resource management projects.
- Perform wildland firefighting assignments.
- Provide supervisory direction
- Plan, organize, and prioritize daily activities
- Maintain records and prepare reports
- Recognize and train staff in work methods and procedures that promote a safe working environment for employees and others.
- Plan, organize, direct and coordinate the work of others, directly or through subordinate supervisors.
- Utilize basic computer programs.
- Perform basic administrative functions.
- Construct fire line.

- Use and field program VHF radio (both handheld and mobile) equipment during project and emergency response.
- Learn a variety of fuels reduction and firefighting duties, methods, tools, and equipment.
- Analyze situations quickly and reach logical conclusions in emergencies.
- Plan, organize, and prioritize daily activities.
- Read and comprehend laws, regulations, policies, and procedures.
- Read and follow street maps.
- Understand and follow oral and written directions.
- Maintain records and prepare reports.
- Understand basic arithmetic elements using whole numbers, decimals, percentages, and fractions.
- Exercise good judgement and safe work practices.
- Exercise emotional control and work under stressful situations.
- Communicate effectively, both orally and in writing.
- Establish and maintain effective working relationships with departmental personnel, other agencies, the public, and others contacted in the course of work.

**Skills in:**

- Firefighting tools and equipment.
- Power and hand tools.
- Two-way radio communication.
- Use of equipment (including chainsaws, chippers, masticators, and yarders) for maintenance and problem identification/mitigation in the field.

**Special Requirements:**

- Work crews consist of hourly employees.
- Work hours will normally involve 40-hour work weeks, but are variable and may include weekends, evenings, and/or holidays. Incumbents may work irregular hours, weekends, holidays, or evenings.
- Duties involve hiking, lifting, bending, and carrying heavy loads in mountainous terrain on steep slopes varying between 30 to 90%. Must be able to regularly lift 65 lbs or 1/3 of their total weight unassisted. Ability to frequently stoop, bend, kneel, and climb. Corrected hearing and vision to normal range. Ability to work at considerable heights. May work in extreme weather conditions, from the low teens of winter to summer high desert temperature's over 100 degrees. Must display the ability to show good judgment and safe work practices during shift lengths of 16 to 24 hrs. for a 16-day period. Ability to participate and lead in a daily physical training program consisting of 30 to 45 min. of cardiovascular challenge and 15 to 20 min. of strength training exercises. Ability to tolerate exposure to extreme weather conditions, heat, fumes, smoke, pressurized water, and chemicals.
- All licenses and certifications are required to be kept current and maintained

for continued employment.

- Applicants will be required to undergo a background investigation prior to being considered for employment.
- Applicants will be required to pass a thorough medical examination which may include, but not be limited to, a physical agility test prior to appointment and for continuing employment.
- May work in and around aircraft such as helicopters.

**Paid Time Off, Longevity, Holiday and Sick Leave (amount negotiable DOQ):**

- 6 hours per month of Sick Leave.
- Longevity pay after 3 years (.05%) per year for a total of 10 years or \$10,000).
- 10 holiday days paid per year.

**Insurance (funding negotiable DOQ):**

Oak Creek Fire Protection has medical, dental, vision, long-term disability, and life insurance. Wildland Firefighter families/dependents can be added to the policy. The cost will be deducted from the employee's payroll (pre-tax). Insurance coverage does not start until 30 days after the hiring date. Details of insurance coverage are available upon request

**Employment At-Will:**

It is Oak Creek Fire Protection District's policy that employees are employed at the will of OCFPD and the employee ("at-will" employment). Thus, either employees or OCFPD may terminate the employment relationship at any time, for any reason not prohibited by law, with or without cause or notice.

**Selection Process:**

All candidates will be scored on their minimum qualification, desired qualifications, additional qualifications and skills. Additional points will be given to veterans. All candidates will also be interviewed and scored. Candidates will be ranked according to their scores. The district will use this ranking to help in the hiring process.

The Oak Creek Fire Protection District does not discriminate in employment based on race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

**Send a cover letter and resume to: [join@oakcreekfire.org](mailto:join@oakcreekfire.org)**

If you are interested in any of these positions please feel free to call (970) 736-7549 or email your resume and cover letter to [join@oakcreekfire.org](mailto:join@oakcreekfire.org)