



U.S. Department of the Interior  
Bureau of Land Management

# BLM Fire Hiring Webinar

Questions and Answers

October 18, 2022



- 1. Where and how do I apply for a BLM Fire job?** All announcements are posted on [USAJOBS](#). To learn how to apply, check out the [BLM Fire Jobs Portal](#).
- 2. What types of appointments does BLM Fire offer?** Three main types of appointments: temporary seasonal, career seasonal and permanent. Descriptions of position types can be found here on the BLM Fire Jobs Portal at [nifc.gov/careers/blm-fire-job](https://nifc.gov/careers/blm-fire-job).
- 3. What is the starting pay? And are there any benefits?** Starting pay is a minimum of \$15 per hour base salary for all BLM Fire employees. Certain positions are eligible for a supplemental salary supplement that starts at \$7.80 per hour bring the base salary to \$22.80 per hour. Additional premium pay is available while assigned to fires with a 25% increase per hour for hazard pay and 50% increase per hour for overtime. Benefits can vary according to appointment. For entry level seasonal jobs, personnel have the option to opt into federal health insurance.
- 4. What is the most common entry level job with BLM Fire?** Engine crews hire fire year seasonal positions starting at a GS-3 or GS-4 level. There are a variety of entry level positions for folks interested in working in dispatch, a warehouse, incident business and other support positions. There is truly a job for everyone.
- 5. Does BLM Fire offer housing?** In some areas, yes, there is housing provided when employees are working, especially in some remote areas. This government-provided housing is rented to employees at a rate lower than comparable private sector rental housing.
- 6. When does BLM Fire start hiring and what is the process?** Generally, temporary seasonal positions for the following year are announced starting in the fall and open through January. Check open and closing dates, however, as some jobs close early with the first 50 applicants and some job announcements are reoccurring throughout the year.
- 7. What is the difference between a seasonal job and a career seasonal job?** Temporary seasonal positions are just that - temporary and seasonal. The work is full time (40 hours or more per week), but employees in these types of positions can only work 6 months in a row. Employees must reapply to these types of positions every year. Career seasonal positions are the same as permanent full-time jobs in the federal government and carry the same full benefits package, except employees may not work year-round depending on the needs of the agency.



- 8. What are the fitness requirements to be an entry level wildland firefighter?** Wildland firefighters must be prepared for rigorous job duties to keep themselves and others safe and to reduce injury or fatigue. A [work capacity test](#) is administered to determine if persons are physically capable of performing the duties of wildland firefighting. . The [Federal Interagency Wildland Firefighter Medical Standards](#) establish the minimum medical fitness for arduous duty. Light or moderate duty firefighters may be required to do a medical screening process. For more information regarding medical standards, visit [nifc.gov/medical\\_standards/index.html](http://nifc.gov/medical_standards/index.html).
- 9. What sort of degrees are important for those looking to join fire organizations? Do you look for undergrad/graduate degrees for certain positions?** At the entry level, no college degree is required. If you are interested in working in wildland fire, a natural science/science degree is very helpful, but there are other options as well. Visit the DOI Fires contact page at [firejobs.doi.gov/contacts](http://firejobs.doi.gov/contacts) to reach a human resources specialist near you.
- 10. What is the best way to get on a hand crew at 18?**  
Joining a hand crew as a rookie firefighter, or even with limited experience, is really no different than joining any other resource type. When it comes down to it, it's about understanding the job you're applying for, learning the intricacies of the application process in USAJOBS, dialing in your resume and prior work experience, and then doing your homework to know who to talk to and what to say. In any industry, if you want to make yourself marketable as an applicant, you need to research the company (in this case a crew), understand how they do business, their values as an organization, and what they're looking for in an employee. We're always looking for the best people, so train to be as physically fit as you can, practice interview skills, and show that you are knowledgeable about the basics of wildland firefighting.
- 11. What sorts of skills do you look for in the fire-aviation field?** The BLM fire and aviation field offers numerous entry level and career paths. Positions exist at airports that house firefighting retardant and water dropping airplanes single engine airtankers (SEAT) and large airtankers. Entry level positions at SEAT bases do not require previous experience with firefighting or with aircraft but applicants would benefit from having skills such managing spreadsheets, standing/walking on asphalt in warm/high temperatures, ability to work in noisy environments, and an understanding of safety principles to keep self and coworkers safe working around operating aircraft. Positions also are available on helitack firefighting crews. These crews utilize helicopters to respond to fires. Previous firefighting experience is generally required for these crews due to the hazards and requirements of helicopter crewmember operations. Helitack crews generally look towards applicants with 90 days of previous firefighting experience. Long term fire careers in the fire aviation field include helitack crew supervisors, aviation managers and pilots.



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- 12. What benefits are offered?** Career seasonal jobs offer health and retirement benefits. Most BLM Fire positions also offer fire retirement, only 20 years of service is required to qualify! Information about retirement benefits can be found at [doi.gov/flert/training/](https://doi.gov/flert/training/) or [doi.gov/sites/doi.gov/files/uploads/information\\_on\\_special\\_retirement\\_for\\_ffleo.pdf](https://doi.gov/sites/doi.gov/files/uploads/information_on_special_retirement_for_ffleo.pdf).
- 13. Do you have to have a COVID vaccination to get a job with BLM Fire?** To ensure compliance with an applicable preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the federal government will take no action to implement or enforce the COVID-19 vaccination requirement pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees. Therefore, to the extent a federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to Executive Order 14043, that requirement does not currently apply.

*Thank you for joining our first BLM Fire Hiring Webinar! We look forward to hearing from you.  
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