

# MEMORANDUM



January 4, 2012

TO: National Burned Area Emergency Response Coordinators:  
Bureau of Indian Affairs  
Bureau of Land Management  
National Park Service  
US Fish and Wildlife Service  
US Forest Service

FROM: Team Leader, National Interagency Burned Area Emergency Response Team

SUBJECT: Vacancy Announcement for the National Interagency Burned Area Emergency Response (BAER) Teams

**REPLY DUE: February 14, 2012**

Bureaus within Interior are currently in the process of compiling its confirmed National Interagency BAER Team roster for the 2012 fire season. Attached please find the Vacancy Announcement for the coming fire season. A continuing vacancy this year is that of Documentation Specialist and Team Leader. This year the Vacancy Announcement is seeking to supplement the Alternate Team List primarily in the positions of Environmental Protection Specialist, Documentation Specialist, Wildlife Biologist, Hydrologist, Geologist, Soil Scientist, and Geographic Information Specialist. In addition to the usual team positions we are also looking at adding a position for Computer Technical Specialist. Vacant positions are open to all interested, permanent, qualified, full-time federal employees who meet the required training prerequisites and physical fitness standards (identified in the Vacancy Announcement). Nominations from outside the Department of the Interior are encouraged; however, the placement of DOI employee nominations will receive priority for the positions and there must be an agreement in place between the agencies for funding purposes.

There are two National Interagency BAER Teams. The minimum period of commitment to either team is for a period of not less than two full fire seasons. Team members must also commit to the potential for **two assignments each year**. Team members are expected to attend the annual preseason team meeting, funded by the individual's agency. Interested individuals must be professionally qualified for the position of interest at the GS-09 level minimally (for example, only employees capable of qualifying as a GS-460-09 Forester would be considered for a Forester vacancy on the team).

Nominations for either of the National BAER Teams **must** be made in the form of a memorandum from the employee's supervisor, and emailed to the Team Leader no later than February 14, 2012. Nomination memorandums should specify the position of interest and must address the nominee's professional, technical, and physical (red-card) qualifications for the position. Be sure to include **all** contact information for the nominee (name, business address, phones-work-cell-fax-home, and email address). Nominations for the Team Leader position will be forwarded to the DOI National BAER Coordinators for selection. Specific questions related to this program should be brought to the attention of the Team Leader or the agency BAER Coordinators. Existing vacancies will be filled by the Team Leader and all nominees notified of selection results no later than February 28, 2012; this will ensure the involvement of selected individuals in the pre-season team meeting scheduled to be held in April, 2012.

We want to reemphasize the potential obligation associated with individual nominations to a team as well as the importance of team member availability and mobility (potentially for two call-outs per fire season, additional availability may be at the discretion of the team member and his/her supervisor) once the selection process is complete.

We would also like to take this opportunity to thank the supervisors who support this valuable interagency program with the commitment of their employee's time and talents.

Erv Gasser  
DOI National Interagency BAER Team Leader  
National Park Service  
909 First Avenue  
Seattle, Washington 98104  
206-220-4263  
206-220-4160 (fax)  
[erv\\_gasser@nps.gov](mailto:erv_gasser@nps.gov)

**Department of the Interior  
National Interagency  
BURNED AREA EMERGENCY RESPONSE TEAM**

**Vacancy Announcement**

The National Interagency Burned Area Emergency Response (BAER) Teams are an interagency, interdisciplinary team composed of discipline specialists who determine the need for, prescribe, and sometimes implement emergency stabilization treatments to minimize threats to life and/or property and/or to stabilize and prevent further unacceptable degradation to natural and cultural resources resulting from the effects of wildland fire. There are two primary objectives related to the emergency stabilization of wildland fire impacts: 1) human life and safety and 2) property and significant biological/cultural resources.

Based on the assessments written by Team Specialists, recommendations are made to affected agencies, specific to the emergency stabilization treatments on burned lands for the protection of human life, health and safety, and critical cultural and natural resources and infrastructure. While these teams may prescribe treatments on USDA or private/state lands, dispatch constraints stipulate that Interior lands must be present within the burned area perimeter.

There are currently two National Interagency BAER Teams. The BAER Teams respond to fires anywhere in the country including Alaska, Hawaii, and Federal Lands located in the South Pacific. There are potentially 13 disciplines on each team with a potential of 28 team members per team. Team members and their supervisors commit to up to two fires per season for two years plus an annual preseason team meeting (funded by the individual's agency). Nominations will be accepted for all positions, however, the positions currently needed on the teams include: Documentation Specialist, Geographic Information Specialist, Computer Specialist, Wildlife Biologist, Soil Scientist, Hydrologist, and Geologist. Also, the announcement is looking to supplement the Alternate Team List primarily in the positions of Environmental Protection Specialist, Documentation Specialist, Geologist, Soil Scientist, and Geographic Information Specialist. Team member positions include (the number in parenthesis is the series for which the applicant must be able to qualify, **other series may also qualify, contact the Team Leader**):

Team Leader (401, 025, any specialist series)	Soil Scientist (457 or 470)
Deputy Team Leader (401, 025, any spec. series)	Wildlife Biologist (486)
Archeologist/Cultural Resource Specialist (0193)	Forester (460)
Environmental Protection Specialist (0028)	Documentation Specialist (any spec.)
Hydrologist/Geologist (1301 or 1315)	Vegetation Specialist (454 or 430)
Information Technology Management (2210)	
Geographic Information Specialist (150, 1370, or 401)	

**POSITION RESPONSIBILITIES:**

**Team Leader:** Coordinates the operation of a BAER Team; accepts/declines assignments according to call-out criteria; interacts with Agency Administrator and Incident Command Staff to facilitate resource assessment by team members; coordinates activities with the agencies

involved and the public; and coordinates the development of a BAER Plan within 7 days of fire containment (depending on agency specific requirements).

**Deputy Team Leader:** Coordinates the air and ground resource assessments of the specialists, provides logistical support for the team and coordinates the team's day-to-day activities with the Incident Management Team (Operations and Plans) and coordinates the initial implementation of emergency stabilization treatments.

**Forester:** Assesses, inventories and maps tree hazards and tree mortality. Identifies regeneration and seeding areas. Coordinates contour felling operations. May identify potential salvage.

**Botanist (Vegetation Specialist):** Determines T&E species at risk; estimates vegetative recovery; develops seeding mixtures; assesses range and range improvement impacts, including loss of AUM's; develops weed control measures and monitoring guidelines. May initiate seeding operations for emergency stabilization.

**Hydrologist/Geologist and Soil Scientist:** Conducts burn severity inventory; assesses hydrologic conditions in response to a fire; identifies values at risk; projects potential threats to life, property and critical resources; develops watershed stabilization recommendations; develops structure protection treatments; and determines threats to water quality.

**Wildlife Biologist:** Assesses impacts of fire to threatened, endangered, and sensitive species; initiates Section 7 consultation; identifies monitoring protocols; and coordinates with seeding mixtures.

**Archeologist/Cultural Resource Specialist:** Surveys sites impacted by suppression and potential rehab activities; surveys documented sites within the fire perimeter; documents assessments; makes recommendations to protect sites; prepares compliance documentation for Section 106; and initiates consultation with the SHPO/THPO.

**Environmental Protection Specialist:** Reviews compliance documentation of the Agency; coordinates development, review, and timely submission of specifications and assessments for the BAER Plan; and develops NEPA documentation/recommendations for proposed treatments.

**Documentation Specialist:** Coordinates the digital entry of the various parts of the BAER Plan; develops and enters the necessary graphics and photo documentation for the plan; and assists the other team members with documentation issues; produces camera-ready copy of BAER Plan for production; provides BAER Plan digital disks to the Agency and Team Leader; prepares the format for the close-out presentation; and prepares the incident documentation files for transfer to the agency.

**Geographic Information Specialist:** Develops baseline map of fire area; gathers mapped data from team members or other sources; conducts GIS analysis of resources/impacts, etc. for team members, produces camera-ready maps for the BAER Plan; and produces treatment maps and maps for presentations.

**Information Technology Management Specialist:** Provides technical support for team member's computers; sets up the team's internal/external networking and servers; sets up and supports the team's Thin Clients and servers; assists with media development for transferring data to agencies and team members; and assists with any social networking during incidents.

#### **TEAM MEMBER QUALIFICATIONS:**

The following list of qualifications, skills, knowledge, and experience requirements are the **minimum** job qualifications for team member positions. NOTE: The Documentation, GIS, and IT Specialists need not be red-carded but it is recommended.

#### **Resource Management Knowledge:**

- Ability to acquire knowledge of local politics (local community, county, interagency) and land use plans (e.g., General/Resource Management Plans, Agency Fire Management Plans, etc.). Ability to acquire knowledge of the area (topographic features, vegetation types, etc.), critical resources, types of visitors/inhabitants, improvements and roads.
- Basic understanding of the potential effects of wildland fire on natural and cultural resources and infrastructure.
- Basic knowledge of fire suppression impacts on natural and cultural resources and infrastructure.

**Fire Management:** Acquisition of knowledge and skills provided in the following courses:

1. Basic Firefighter S-130\*
2. Introduction to Fire Behavior S-190\*
3. Basic Incident Command System I-200 or equivalent\*
4. Fire Operations in the Urban Interface S-205
5. Intermediate Wildland Fire Behavior S-290
6. Fire Business Management S-260
7. Advanced Fire Behavior S-390
8. Field Observer S-244
9. Introduction to Fire Effects RX-340
10. Fire in Ecosystem Management (NARTC) or equivalent
11. Burned Area Emergency Rehabilitation (BAER) Team Leader/Team Member

\* **Denotes required courses for obtaining a red-card. All other courses are recommended but not necessary.**

**Professional:** Must be able to satisfy the series qualifications of the team position sought at the GS-09 level. For example, the team forester position must be able to minimally qualify at the GS-460-09 level.

**Physical:** Meet minimum physical fitness requirements: Work Capacity Test score of light fitness (**Red Card Requirement**).

**Qualifying Experience:** Will consist of one satisfactory trainee assignment to qualify as a team member and a **minimum** of two successful trainee assignments for the Team Leader or Deputy Team Leader positions.

**General:**

- Knowledge and experience in Interagency BAER guidelines, natural and cultural resource management policies, including mitigation and protection measures.
- Oral and written communication skills, including proficiency in the use of personal PCs and Word, Excel, and Power Point for windows applications.

**APPLICATION PROCEDURE:**

Nominations **must** be made in the form of a memorandum from the employee's supervisor, emailed to the Team Leader no later than February 14, 2012. Nomination memoranda should specify the team position of interest and must address an incumbent's qualifications as outlined above (professional, fire management, physical, etc.). Nominations must contain **all** contact information (work address; work, home, cell phone numbers; work fax; work email) for the nominee and his/her supervisor (address, phone, fax, email). Nominations for the Team Leader position will be forwarded to the National DOI BAER Coordinators for selection. Nominations must be sent via email. Any questions can be directed to your agency National BAER Coordinator or to Erv Gasser.

All applications should be addressed to:

Erv Gasser  
DOI National Interagency BAER Team Leader  
National Park Service  
206-220-4263  
[erv\\_gasser@nps.gov](mailto:erv_gasser@nps.gov)