



NORTH LAKE TAHOE FIRE PROTECTION DISTRICT

866 Oriole Way – Incline Village, NV 89451-9439
(775) 831-0351 Fax (775) 831-2072 www.nltfpd.org

Ryan Sommers – Fire Chief

JOB ANNOUNCEMENT – Seasonal Firefighter

Title: Seasonal Wildland Firefighter
Reports to: Squad Boss
FLSA Status: Non-Exempt
Safety Sensitive: Yes
Schedule: Seasonal Full-Time, 40 hours per week
Classification: Firefighter
Probation: N/A
Pay Range: \$18.02 – \$25.96

General summary of the role

The Seasonal Firefighter performs professional-level wildland fuels management projects for wildland fire safety and forest health. This role will participate in emergency incidents to the extent qualified per National Wildfire Coordinating Group (NWCG) Red Card 310-1 requirements.

Under the direction of the Squad Boss, employees of this class implement fuels management operations, including thinning, slash and wood management, prescribed burning, information collecting for forest stewardship plans, public speaking, and community education. The nature of this work is such that considerable initiative and independent judgment are exercised in the performance of duties. Heavy physical exertion is required on a daily basis.

Job Responsibilities:

The following duties are typical types of duties performed by the Seasonal Wildland Firefighter. These are intended as examples only and are not to be interpreted as exclusive or inclusive of the Seasonal Firefighter's duties.

- When directed or requested, responds to All Risk and Wildland Fire emergencies as part of a team and performs fire suppression, control, and containment of hazardous situations, and fire prevention activities under a variety of conditions and environments
- Evaluate fire and hazardous situations and determine appropriate equipment and techniques to combat and control the situation(s). Participates in EMS rescues and extrication activities. And under direction, may participate in fire prevention activities, public education activities, or other types of programs
- Implements fuels management projects with attention to accuracy, detail, and safety
- Participate in training in fuels management techniques, forest health, equipment use and safety, wildland firefighting techniques, and other All Risk areas
- Conducts the cleaning and maintenance of the workstation, and all apparatus, equipment, and supplies assigned, as well as personal safety equipment, and inventory of such equipment and supplies. Operates all assigned equipment in a safe and efficient manner
- Attends meetings and undertakes special projects as assigned. Prepares and presents oral and written reports when assigned
- Provides excellent customer service to both internal and external customers
- May perform duties of the Squad Boss in his/her absence
- Performs other duties as assigned

Desirable Minimum Qualifications:

- Minimum of 18 years of age
- High school diploma or equivalent education
- Knowledge of and demonstrated ability in wildland firefighting, especially as it relates to the wildland-urban interface
- Knowledge of and ability to implement forestry and fuels management practices, especially those related to hazard reduction efforts



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- The safety practices, uses, and operating methods of apparatus, equipment, and supplies used in fuels management treatments, wildland firefighting, and All Risk operations
- Ability to establish and maintain effective working relationships with fire district staff, other employees, the public, and outside agencies
- Knowledge of the safety practices, uses, and operating methods of apparatus, equipment, and supplies used in fuels management treatments and wildland firefighting operations
- Ability to learn in the field and a classroom setting
- Ability to adapt to and work in a variety of outdoor environmental conditions routinely faced in fuels management and wildland firefighting operations
- Ability to understand written and oral instructions
- Ability to read and interpret topographical maps
- Ability to work as part of a team
- Understanding of the Incident Command System

Licenses and Certifications:

- Possession of a valid Class C driver's license.

Working Hours:

The crews consist of hourly, at-will employees. Work hours will normally involve 40-hour work weeks, but are variable and may include weekends, evenings, and/or holidays. The length of employment is expected to last approximately 6 months but may vary and, ultimately, will be determined by the Fire Chief, considering workload, fire season status, and other factors.

Physical Requirements and Working Conditions:

- Maintain physical abilities and stamina to perform job tasks, including vision, hearing, body mobility, manual dexterity, and the ability to work in various conditions.
- Ability to pass the wildland fire physical fitness qualification test (pack test – arduous) during the candidate selection process and maintain fitness qualification on at least an annual basis to retain NWCG Red Card Qualifications per PMS 310-1.
- Must not pose a direct threat to themselves, others, or public safety.
- This role is a designated safety-sensitive position and, therefore, subject to the following drug and alcohol tests: (1) Pre-employment, (2) reasonable suspicion, (3) post-accident or incident, and (4) return-to-duty or follow-up.

Employment Contingent on:

- Reference Review
- Background Check
- Pre-employment Medical and Physical Assessments
- Drug and Alcohol Screening

CANDIDATES WHO ARE OFFERED EMPLOYMENT WITH THE NORTH LAKE TAHOE FIRE PROTECTION DISTRICT (NLTFPD, "the District") MUST BE ABLE TO PROVIDE PROOF OF THEIR LEGAL RIGHT TO WORK IN THE UNITED STATES.

SELECTION PROCESS:

All applicants must submit accurate, clear, concise, and complete information regarding their qualifications for these positions. Those candidates whose qualifications best meet the needs of the District will be selected to participate in the hiring process. Applications will be screened for desired qualifications and certifications. An oral interview and resume review will be administered. A physical abilities test (Pack Test) will be administered, and only the candidates with a passing score will be allowed to continue. Failure to pass any examination or evaluation will be cause for rejection.



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SUPPLEMENTAL INFORMATION:

Important Dates (subject to change)

- Apply by midnight January 28, 2026
- Interviews will begin early February 2026
- Positions will be offered within 1-3 weeks of selection, contingent on employment exams.
- Tentative start date is mid-May 2026

All applicants are required to submit an Employment Application (resume optional). Send completed NLTFPD applications along with any license/certificates to: employment@nltfpd.net, or hand deliver to 866 Oriole Way, Incline Village, NV.

NLTFPD Employment Application and Job Description can be found following the link below:

<http://www.nltfpd.org/employment>

Any misrepresentations or misstatements of facts on the application/attachments or incomplete applications will be grounds for disqualification or termination. Applicants are required to keep the District informed in writing regarding any change in mailing address during the entire examination and evaluation process. All information presented will be verified and supplemented by investigation, which may cover the employment record and character of the applicant.

BENEFITS (Follows current Personnel Policies, subject to change by the District, or legislation) to include but are not limited to:

- No Nevada State Income Tax, if residing in Nevada
- Sick time
- Additional pay may be awarded for education, overtime, etc.
- Uniform allowance upon completion of a 6-month commitment
- Workers' Compensation
- Employee Assistance Plan
- Accident Insurance coverage paid 100% by the District
- Additional voluntary supplemental insurance plans are available at the expense of the employee

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions.

Note: This job description is subject to change and may not encompass all duties related to the position.