

NORTHTREE FIRE INTERNATIONAL

JOB DESCRIPTION

JOB TITLE / CLASSIFICATION: (ENGINE CAPTAIN) Captain 1 & 2 SRB

JOB SUMMARY: Serve as first line supervisor on a Fire Engine Module with primary responsibility for wildland fire suppression. The position is located in areas with the added complexities of wildland urban interface, including proximity of high-value improvements, and regular and recurring all-hazard incidents. The incumbent is responsible for providing leadership of the module crew, both during fire suppression and on prescribed burns.

LOCATION: Variable as assigned.

WORK HOURS: Typically 12-16 hour operational periods not to exceed 14-21 consecutive days or for duration of assignment.

DESIGNATION: Call When Needed; Non-exempt.

DESCRIPTION OF WORK ENVIRONMENT: The work is primarily performed in forest or desert environments in steep terrain where surfaces may be extremely uneven, rocky, covered with vegetation, and in smoky conditions, etc. Temperatures vary from above 100 degrees to below freezing. The work environment involves high risks with regular and recurring exposure to potentially dangerous situations, such as fires that are out of control or unusual environmental stress where high risk factors exist which cannot be reasonably controlled.

PHYSICAL REQUIREMENTS: The work requires arduous physical exertion, such as regular and recurring running, walking, hiking bending shoveling, chopping, throwing, lifting; walking or climbing over rocky areas or other uneven surfaces, cutting own path through dense vegetation, and in mountainous terrain while operating hand and power tools for long durations and while carrying over 50 pounds of gear. The work frequently involves long shifts, complex decision making, and extended periods of time away from home. In many situations, the duration of the activity contributes to the arduous nature and physical and mental demands of the job. Daily physical fitness conditional workouts may be required when not assigned to a fire, project work, or attending training classes.

ESSENTIAL FUNCTIONS:

- **Suppression Work** - Responsible for day-to-day operation of the fire engine module, prepares schedules and work plans, and sets work priorities. Supervises operation of fire engine module in responding to wildland fires. Directs the engine to fire locations and positions engine in appropriate locations in consideration of safety of crew and equipment. Evaluates onsite conditions, makes tactical decisions, and determines appropriate responses. Makes initial size up of fire situations, determines suppression method to use including hose lays, deployment of crew, point of initial attack, type of tools to use, and application of water, and hand line location and standards. Keeps dispatcher or superior informed and requests additional assistance as necessary. Maintains records and prepares reports on crew hours and movement and history of action taken on fires. Responsible for adhering to agency requirements including the Incident Command

System, fire suppression principles and procedures, fire line construction, hose lay evolutions, maintenance and training in the use of appropriate personal protection equipment, and local and state laws.

- **Nonsuppression Work** - Responds to a wide variety of incidents in addition to fire suppression and prescribed burn responsibilities, these positions respond to search and rescue incidents, victim recoveries, and automobile accidents. If first on scene, may be responsible for providing medical assistance to victims. Ensures the maintenance of crew fleet equipment by coordinating repairs and scheduling maintenance with approved facilities. Maintains vehicles to a specified degree of fire readiness and appearance.
- **Supervisory Responsibilities**- Provides administrative and technical supervision necessary for accomplishing the work of the unit. Establishes guidelines and performance expectations for crew members, which are clearly communicated. Observes workers performance; demonstrates and conducts work performance critiques. Provides informal feedback and periodically evaluates employee performance. Resolves informal complaints and grievances. Provides advice and counsel to workers related to work and administrative matters. Effects disciplinary measures as appropriate to the authority delegated in this area.
- **Other Duties as Assigned.**
- **REPORTING RELATIONSHIP:**
 - **General** – This employee is managed by the Fire & Rescue Manager between deployments.
 - **Mobilization** – Once deployed to an incident, this employee reports to the ranking NTI employee on site and/ or Incident Commander.
 - **Technical** – This employee will report with technical issues and seek technical input during a deployment to the Fire & Rescue Manager.
 - **Subordinates** -

EDUCATION AND/OR EXPERIENCE:

Required Qualifications:

- A High School Diploma or GED.
- Crew Boss (S-230).
- Intermediate Fire Behavior (S-290).
- Read, speak and write fluent English.
- Valid Drivers License-Excellent Transcript required for insurance company approval.
- Must be able to mobilize away from home for period of 14-21 days.
- Must pass RT-130 annually.
- Must pass Work Capacity Test for Wildland Firefighters at the Arduous level.
- Satisfactory position performance as a Single Resource Engine Boss on a wildland or prescribed fire incident.
- First Aid/ CPR.

Preferred Qualifications:

- Fire Operations in the Urban Interface (S-215).
- Basic ICS (I-200).
- Ignition Operations (S-234).
- Basic Air Operations (S-270).
- Followership to Leadership (L-280).

- Portable Pumps and Water Use (S-211).
- State Fire Marshall F/F I.
- State Fire Marshall F/F II.
- Class B Faller.
- First Responder/EMT.

About NorthTree Fire International

NorthTree Fire International (NTFI) is a company that provides a variety of services and resources to emergency incidents, resource managers and the fire community. NTFI has been a legal and recognized fire company in the State of California since 1997. (CFIRS number: 58013, FireScope three letter designator: NTI). For more information, please visit NTFI's website at www.northtreefire.com

NorthTree Fire International is an Equal Opportunity Employer and a Drug-Free Workplace.

Employment with NorthTree Fire International (NTFI) is at-will and therefore either NTFI or Employee may terminate Employee's employment at any time, with or without cause for any reason whatsoever.

Explanations and Definitions of Terms for Job Analysis Outline

Except for the category of "Not Significant", all other definitions are from the "Handbook for Analyzing Jobs," U.S. Department of Labor, Manpower Administration, 1972.

NP:	Not Present	
NS:	Not Significant	(1% - 5% of the time)
O:	Occasionally	(6% - 33% of the time)
F:	Frequently	(34% - 66% of the time)
C:	Continuously	(67% - 100% of the time)

Standing:

Remaining on one's feet in an upright position at work station without moving about.

Walking:

Moving about on foot.

Sitting:

Remaining in the normal seated position.

Lifting:

Raising or lowering an object from one level to another includes upward pulling).

Carrying:

Transporting an object, usually holding it in the hands or arms, or on the shoulder.

Pushing:

Exerting force upon an object so that the object moves away from the force (includes slapping, striking, kicking, and treadle actions).

Pulling:

Exerting force upon an object so that the object moves toward the force (includes jerking).

Balancing:

Maintaining body equilibrium to prevent falling when walking, standing, crouching, or running on narrow, slippery or erratically moving surfaces; or maintaining body equilibrium when performing gymnastic feats.

Crawling:

Moving about on hands and knees or hands and feet.

Sedentary Work:

Lifting 10 lbs. maximum and occasionally lifting and/or carrying such articles as docket, ledgers, and small tools. Although a sedentary job is defined as one that involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

Light Work:

Lifting 20 lbs. maximum with frequent lifting and/or carrying objects weighing up to 10 lbs. Even though the weight lifted may be only a negligible amount, a job will be in this category (1) when it requires walking or standing to a significant degree; or (2) when it requires sitting most of the time but entails pushing and pulling of arm and/or leg controls.

Medium Work:

Lifting 50 lbs. maximum with frequent lifting and/or carrying of objects weighing up to 25 lbs.

Heavy Work:

Lifting 100 lbs. maximum with frequent lifting and/or carrying of objects weighing up to 50 lbs.

Very Heavy Work:

Lifting objects in excess of 100 lbs. With frequent lifting and/or carrying of objects weighing 50 lbs. or more.

JOB ANALYSIS OUTLINE

JOB TITLE: (ENGINE CAPTAIN) Captain 1 / 2 SRB

Work Is Performed: [Check appropriate category]

Inside
 Outside
 Both

[Mark or circle appropriate category]

Stands	0-1	>1-2	2-3	3-4	4-5	5-6	6-7	7-8	9-10	Hours
Walks	0-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	>9-10	Hours
Sits	0-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	>9-10	Hours

[Insert item descriptions and check appropriate category]

Employee Lifts	ITEM(S)	NP	NS	O	F	C
0 - 10 lbs.					X	
11 - 20 lbs.					X	
21 - 50 lbs.					X	
51 - 100 lbs.			X			
100 plus lbs.			X			
Employee Carries	ITEM(S)	NP	NS	O	F	C
0 - 10 lbs.					X	
11 - 20 lbs.					X	
21 - 50 lbs.					X	
51 - 100 lbs.			X			
100 plus lbs.			X			
Employee Pushes	ITEM(S)	NP	NS	O	F	C
0 - 10 lbs.			X			
11 - 20 lbs.			X			
21 - 50 lbs.			X			

51 – 100 lbs.			X			
100 plus lbs.			X			
Employee Pulls	ITEM(S)	NP	NS	O	F	C
0 - 10 lbs.			X			
11 - 20 lbs.			X			
21 - 50 lbs.			X			
51 - 100 lbs.			X			
100 plus lbs.		X				

[Check appropriate category]

Physical Activity	NP	NS	O	F	C
Climbs ramps		X			
Climbs stairs		X			
Climbs scaffolding		X			
Climbs ladders		X			
Balances			X		
Stoops (bends forward at waist)			X		
Kneels (works on knee or knees)		X			
Crouches (bends at waist and knees)			X		
Crawls	X				
Reaches above shoulder level		X			
Reaches below shoulder level			X		
Handles (seizes, holds, grasps)			X		
Fingers (picks, pinches)		X			
Feels (perceives size, shape, temperature and texture)			X		

[Check appropriate category]

Worker Is Exposed To	NP	NS	O	F	C
Extreme cold			X		
Extreme heat				X	
Temperature changes				X	
Rain			X		
Snow			X		
Humidity		X			
Noise				X	
Vibrations				X	
Fumes			X		
Dust				X	
Mist		X			
Gases		X			
Poor Ventilation			X		

[Check appropriate category]

	This Job Would Be Classified As
	Sedentary - lifting 10 lbs. Maximum. Walking and standing are done only occasionally.
	Light - lifting 20 lbs. Maximum. Frequent lifting of 10 lbs.
	Medium - lifting 50 lbs. Maximum. Frequent lifting of 25 lbs.
X	Heavy - lifting 100 lbs. Maximum. Frequent lifting of 50 lbs.
	Very Heavy - lifting in excess of 100 lbs. Frequent lifting of 50 lbs.

GENERAL COMMENTS: [Insert comments or explanations, if applicable.]