

Fire Equipment Operator

Southern Idaho Timber Protective Association

McCall, Idaho

Salary Range: \$25.00 - \$35.00 per hour DOE
Open Period: February 9, 2026 – February 27, 2026
Position Information: Full-time Regular Employee with Benefits (seasonal work, 8-12 months)
Duty Location: McCall and Cascade, Idaho

Job Summary

The Southern Idaho Timber Protective Association, Inc. (SITPA) is actively seeking an individual with excellent mechanical skill to operate our heavy equipment. Established in 1904, SITPA is a private, non-profit corporation, formed by private forest landowners for the purpose of furnishing, operating, and maintaining, a protective system for the detection, prevention and suppression of forest and range fires in west-central Idaho. SITPA is reviewed and approved by the state of Idaho annually, and manages wildfires on over 500,000 acres of private, state, and federal lands within the state's designated Southern Idaho Forest Protective District.

The Fire Equipment Operator is responsible for the safe operation, preventive maintenance, basic repair, and transportation of trucks (i.e. tractor and lowboy or water tender) and heavy excavation equipment (i.e. dozers, front-end loaders, and excavators). This position works in a forest environment on hazard management reduction projects, wildland fires, prescribed fire operations, and driving or operating various types of equipment individually and as a member of a crew. This position is under the supervision of the Fire Equipment Manager.

The work is performed in all types of weather in the wildland fire environment, on hills, slopes, grades, rolling surfaces and forests. The operator is exposed to the potential for injury and to the possibility of the equipment overturning, severe vibration, and pounding. The operator is exposed to smoke, heat, noise, dust, dirt, falling trees, and exhaust fumes. The hazardous nature of the work requires personal protective equipment. The incumbent is exposed to these environmental conditions for extended periods.

Principle Duties

Safety: Works in a safe manner at all times. Participates actively in the Southern Idaho Timber Protective Association (SITPA) safety program to meet or exceed established safety goals.

Wildland Fire: Operates commercial vehicles/heavy equipment after receiving proper training and participates in wildland fire suppression operations as assigned. Routinely uses map, compass, and global positioning system (GPS) to locate fires. Routinely participate in wildland fire suppression, pre-suppression, prevention, and safety activities. When fire conditions warrant, constructs fire line, assists with firing and holding operations, and mop-up duties as directed.

Hazard Management: Employee operates a tractor and lowboy, water tender, dozer, excavator, or chainsaw to treat residual slash resulting from forest management projects. This may include constructing fire line for prescribed burning, excavator or dozer piling of slash for burning, scalping

competing vegetation for site preparation or other resource management heavy equipment and hand work. Conducts and directs thinning, piling, and prescribed burning of slash. Completes basic repairs and performs preventative maintenance of heavy equipment and fleet vehicles. Keeps records of preventive maintenance work accomplished and secures acquisition of replacement parts and materials for servicing equipment.

Miscellaneous Duties: Attends and successfully completes wildland fire training. Regularly assists SITPA's Fire Equipment Manger with routine vehicle inspections, maintenance and repairs. Completes all required reports as directed.

Responsibilities

- The primary purpose of this position is the operation /maintenance of a variety of heavy equipment and vehicle fleet for fire suppression activities.
- Incumbent must gain knowledge and ability to understand fire behavior, fuels, weather, and topography to safely and effectively perform initial attack on wildland fires.
- Suppression activities may be under immediate supervision; however, incumbent may be required to conduct suppression activities independently.
- Operates one or more types of heavy equipment to push, pull, pile or load materials. Clears brush, tree stumps and rocks while constructing fire lines for suppression and prescribed fire activities. Adjusts the attachments for proper level, angle, or depth, according to the work to be done and the type of equipment used.
- Work is generally done on steep or rolling terrain with simple to complex terrain problems.
- May serve in positions as qualified on wildland and prescribed fire.
- May perform a full range of duties for fire, roads, timber, silviculture, recreation, or wilderness. Is required to have a good degree of mechanical ability and basic skill to perform preventive maintenance and repair of equipment.
- Transports heavy equipment to job site. Completes all agency required administrative duties. May provide direction and instruction to personnel assigned to assist.
- Performs wildfire suppression support as directed within training and physical and other duties as assigned.
- Position is required to drive vehicles that require a Class A or Class B Commercial Driver's License with Tanker endorsement (no restrictions), based on type or kind of equipment being operated. Incumbent ensures appropriate permits are obtained for transporting and operating assigned equipment.

This description reflects the general details necessary to describe the principal functions of the position and shall not be construed as a detailed statement of all work requirements that may be inherent in this position.

Key Requirements

This position requires:

- Must be eighteen (18) years of age or older at the time of hire.
- Prior experience operating, maintenance and repair of heavy equipment and fleet vehicles.
- Must possess (or obtain) and maintain a valid Class A Commercial Driver's License (CDL) with a Tank "N" Endorsement. An acceptable driving record, including a determination of insurability by SITPA's motor vehicle insurer is a condition of employment. CDL drivers must also obtain and carry a current medical examiners certificate.
- SITPA is a Drug & Alcohol-Free Workplace. Adherence to SITPA's policy on drugs and alcohol is a condition of employment. Pursuant to the Omnibus Transportation Testing Act of 1991 and regulations established by the Federal Highway Administration, passing a controlled substance test is required for CDL drivers. In addition, random, reasonable suspicion, post-accident, return-to-duty, and follow-up testing for alcohol/controlled substances will also apply.
- Work Capacity (WCT) is required. Based upon the type and level of work to be performed, successful completion the WCT at the ARDUOUS level is a condition of employment. The Arduous fitness test (Pack Test) consists of completion of a three-mile walk, carrying a forty-five-pound pack, within forty-five minutes.
- Occasional overnight travel away from duty station is required.
- Required to work long shifts or multi-day assignments under stressful conditions during emergencies and fire season.
- Must be able to read, write, and verbally communicate effectively.
- Must possess 8-inch high, lace-type leather work boots with non-slip, Vibram-type, melt-resistant soles. The 8-inch height requirement is measured from the bottom of the heel to the top of the boot.
- Must be capable of successfully completing required training to qualify as a wildland Firefighter Type 2 (FFT2).
- Must be able to learn how to use tools and equipment used in wildland firefighting including: mobile and hand-held radios, GPS, chainsaws, portable pumps, hand tools, etc.

Qualifying Knowledge and Abilities

Demonstrated knowledge and abilities obtained through work experience and training in the following areas is required:

- Knowledge of equipment and machinery basic repair and preventive maintenance.
- Knowledge of state laws pertaining to the operation of motor vehicles and heavy equipment.
- Ability to operate motor vehicles and heavy equipment in a safe and responsible manner.
- Ability to load and secure tractor and lowboy combination cargo to minimize damage.
- Ability to work collaboratively as a member of a team.
- Ability to work independently under general supervision.
- Ability to follow directions in high stress fast paced emergency situations.
- Ability to work in a safe and efficient manner, including reporting to work for scheduled shift with all required PPE.

Working Conditions

Work is performed almost exclusively outdoors under adverse environmental conditions. Work involves routine exposure to noise, steep uneven and rocky terrain. Temperatures are frequently extreme, both from weather and fire conditions where the presence of smoke and dust conditions are frequently severe. Exposure to heavy equipment operations, hazards of burning including smoke, flames, and extreme heat, and/or falling material are present.

Benefits

This position is eligible for comprehensive range of employee benefits including: paid sick leave, vacation pay, and holiday pay, medical benefits, life insurance, and retirement benefits through the Public Employees Retirement System of Idaho (<https://www.persi.idaho.gov/>)

How to Apply

Interested applicants are required to submit an application including a resume, and a response to the attached Key Requirements and Qualifying Specialized Experience Questionnaire by close of business Friday, February 27, 2026. The resume must include as a minimum: 1) sufficient information to verify qualifications; 2) supervisors phone number/email address for each work period and whether SITPA may contact them for reference checks.

Send applicant information package to:

Southern Idaho Timber Protective Association
Attn: Fire Equipment Operator Vacancy
555 Deinhard Lane
McCall, ID 83638
Email: jswenson@sitpa.idaho.gov

How Applicants Will Be Evaluated

Applicants must meet all Key Requirements to be considered for this position. Key Requirements will be evaluated on a pass/fail basis. Qualifying Specialized Experience will be evaluated based upon the candidate's resume and field test. Applicants may meet the Qualifying Specialized Experience requirements through a combination of education, training and work experience. To be creditable, Key Requirements and Qualifying Specialized Experience directly related to this position should be clearly documented in the applicant's resume. Interviews may be conducted. Interviews, if conducted, may be pass/fail or scored, and will include job specific questions related to the knowledge, skills, and abilities required to do the work of this position.

Additional Information Contact

Jaymes Swenson, Fire Equipment Manager

Phone: (208)634-2268

Email: jswenson@sitpa.idaho.gov

Hiring is done without regard to unlawful considerations of race, color, sex (including pregnancy), sexual orientation, gender (including gender identity and expression), marital status, national origin, religion, age, equal pay, protected veteran status, disability or genetic information, or any other category protected by law.

Southern Idaho Timber Protective Association, Inc. is a Drug & Alcohol-Free Workplace.

More information can be found at: sitpa.org