

# NORTHTREE FIRE INTERNATIONAL

## JOB DESCRIPTION

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**JOB TITLE / CLASSIFICATION:** (MT CREW LEADER) Captain 1 SRB

**JOB SUMMARY:** Serve as mechanical treatment and vegetation management crew leader.

**LOCATION:** Variable as assigned.

**WORK HOURS:** Variable not to exceed 12 hours.

**DESIGNATION:** Call-When-Needed; Non-exempt.

**DESCRIPTION OF WORK ENVIRONMENT:** The work is primarily performed in a forest environment in flat to steep terrain where surfaces may be extremely uneven, rocky, and covered with vegetation. Work is performed in all types of weather.

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:** Duties involve rigorous fieldwork requiring above average physical performance, endurance and superior conditioning.

### **ESSENTIAL FUNCTIONS:**

- Supervises from one to ten subordinates in the day-to-day performance of a variety of work in such areas as hazard tree removal fuel reduction, and vehicle and equipment maintenance and upkeep.
- Possesses oral and written communication skills that are sufficient to effectively interact with people at all levels.
- Prepares schedules and work plans, and sets work priorities.
- Maintains reports and records.
- Provides for crew safety and welfare.
- Other duties as assigned.

### **REPORTING RELATIONSHIP:**

- **General** – Reports to MT Manager, or as needed to F&R Manager and F&R/MT Division chief.
- **Mobilization** -
- **Technical** -
- **Subordinates** – Reports directly to the MT Manager.

## **EDUCATION AND/OR EXPERIENCE:**

### **Required Qualifications:**

- Must be skilled using hand tools such as Pulaskies, shovel, McCleod, and power tools including chainsaws, limbering saws, weed eater, and portable pumps.
- Must possess a valid Class C driver license and have the ability to drive light vehicles and 4X4s.

### **Preferred Qualifications:**

- Red Carded Firefighter or higher.

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### **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](http://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.**

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# 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.*

<b>NP:</b>	Not Present	
<b>NS:</b>	Not Significant	(1% - 5% of the time)
<b>O:</b>	Occasionally	(6% - 33% of the time)
<b>F:</b>	Frequently	(34% - 66% of the time)
<b>C:</b>	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: (MT CREW LEADER) Captain 1 SRB**

**Work Is Performed: [Check appropriate category]**

**Inside**                     
  **Outside**                     
  **Both**

**[Circle appropriate category]**

<b>Stands</b>	0-1	1-2	2-3	3-4	4-5	5-6	6-7	>7-8	9-10	Hours
<b>Walks</b>	0-1	1-2	2-3	3-4	4-5	5-6	6-7	>7-8	9-10	Hours
<b>Sits</b>	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.	TOOLS AND EQUIPMENT X				X	
11 - 20 lbs.	TOOLS AND EQUIPMENT PX				X	
21 - 50 lbs.	EQUIPMENT X			X		
51 - 100 lbs.	EQUIPMENT X			X		
100 plus lbs.	EQUIPMENT X		X			
Employee Carries	ITEM(S)	NP	NS	O	F	C
0 - 10 lbs.	TOOLS AND EQUIPMENT				X	
11 - 20 lbs.	TOOLS AND EQUIPMENT				X	
21 - 50 lbs.	EQUIPMENT			X		
51 - 100 lbs.	NA		X			
100 plus lbs.	NA		X			
Employee Pushes	ITEM(S)	NP	NS	O	F	C
0 - 10 lbs.	<b>TOOLS AND EQUIPMENT</b>				X	
11 - 20 lbs.	TOOLS AND EQUIPMENT			X		
21 - 50 lbs.	EQUIPMENT			X		

51 – 100 lbs.	EQUIPMENT			X		
100 plus lbs.	NA					
<b>Employee Pulls</b>	<b>ITEM(S)</b>	<b>NP</b>	<b>NS</b>	<b>O</b>	<b>F</b>	<b>C</b>
0 - 10 lbs.	TOOLS AND EQUIPMENT				X	
11 - 20 lbs.	TOOLS AND EQUIPMENT			X		
21 - 50 lbs.	EQUIPMENT			X		
51 - 100 lbs.	EQUIPMENT		X			
100 plus lbs.	NA	X				

**[Check appropriate category]**

<b>Physical Activity</b>	<b>NP</b>	<b>NS</b>	<b>O</b>	<b>F</b>	<b>C</b>
Climbs UNEVEN GRUOND				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]**

<b>Worker Is Exposed To</b>	<b>NP</b>	<b>NS</b>	<b>O</b>	<b>F</b>	<b>C</b>
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]**

	<b>This Job Would Be Classified As</b>
	Sedentary - lifting 10 lbs. Maximum. Walking and standing are done only occasionally.
	Light - lifting 20 lbs. Maximum. Frequent lifting of 10 lbs.
X	Medium - lifting 50 lbs. Maximum. Frequent lifting of 25 lbs.
	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:**