



Northern Rockies Coordinating Group

Federal, State, and Local Government Agencies Working Together in Emergency Response Management

Date: 10/10/2025

To: Northern Rockies Interagency Wildland Fire Community

From: Northern Rockies Coordinating Group

Subject: **2026 – 2028 Northern Rockies Incident Commander Application**

The Northern Rockies Geographic Area (NRGA) is recruiting primary, deputy, alternate, and trainee **Incident Commanders** for their **Complex** and **Type 3 Incident Management Teams** for a **three-year term (2026-2028)**. After reading the Northern Rockies Coordinating Group (NRCG) expectations and NRGA information, please follow the form link provided to fill out the questions to submit your application.

NRCG Incident Commander Expectations

NRCG maintains high expectations for its sponsored Incident Commanders, emphasizing professionalism, sound decision-making, and collaboration as the cornerstones of effective leadership. NRCG expects ICs to demonstrate technical competence and professionalism in leading complex, interagency operations—ensuring actions reflect operational excellence, accountability, and the credibility of the organization.

Incident Commanders are expected to display visionary and emotionally intelligent leadership, cultivating an environment of trust, calmness, and clear communication even under the most challenging conditions. Integrity, accountability, and honesty are considered non-negotiable qualities that define character and inspire confidence among agency administrators, cooperators, and incident personnel.

Equally important is an IC's ability to promote operational and interagency effectiveness—engaging local partners, integrating diverse perspectives, and aligning efforts to achieve shared objectives. NRCG further expects its Incident Commanders to demonstrate strong situational awareness and decisiveness under pressure, ensuring that complex incidents are managed with foresight, balance, and confidence in pursuit of safe and effective outcomes across the NRGA.

About NRGA

The NRGA includes the states of Montana, North Dakota, and northern Idaho, South Dakota (Harding County) and Wyoming (Yellowstone National Park). Since 2023, Northern Rockies has hosted five Complex Incident Management Teams (CIMTs) and two Type 3 Incident Management Teams (IMT3s). Northern Rockies IMTs are managed by NRCG through the Northern Rockies IMT Standard Operating Guide, as well as the National and Northern Rockies Interagency Standards for Resource Mobilization. Rotation and dispatching are coordinated by the Northern Rockies Coordination Center (NRCC).



Complex Incident Management Teams are required to maintain year-round availability via an established national rotation. These teams manage high-complexity incidents and consist of experienced incident management personnel. Type 3 Teams typically remain available from June through September and are dispatched by an established geographic-area rotation. Although their primary incident response is wildfire, CIMTs and IMT3s may respond to all-risk incidents such as hurricanes, floods, or other national emergencies.

Qualified and trainee ICs from all agencies are encouraged to apply if they can fulfill the three-year commitment. CIMT and IMT3 Incident Commanders, deputies, trainees and alternate ICs shall be filled by federal, state, tribal and local Government employees who are employed on a permanent basis (*per NMAC Memo. March 2016*).

The selection prioritization for all ICs will follow the priorities listed below:

1. Agency employees (*federal, state, permanent FD/local agency, tribal employees*) within NRGAs agencies/regions.
2. Federal or state agency employees from outside the NRGAs agencies/regions.

This recruitment is seeking experienced and motivated candidates interested in performing as primary, deputy, alternate or trainee Incident Commanders on Northern Rockies CIMTs and IMT3s. All previously selected Primary, Deputy, Alternate & Trainee ICs will need to reapply for this next 3-year commitment.

Deadline: This application period will be closed at midnight on November 2, 2025. Selections will be made by NRCG in the first week of November. Team member recruitment will begin in December, after Incident Commander selections are complete.

INSTRUCTIONS

Please apply using the following Microsoft Form: [2026 NRGAs IMT IC Application](#)

Date due: November 2, 2025.

After submitting your application, please follow-up with a phone call to the Northern Rockies Coordination Center at 406-329-4885 to ensure receipt. Incomplete or late applications will not be considered.

Methods of Evaluation and Selection. The IMT Coordinator, Beau Richardson, (beau.richardson@usda.gov) will forward applications to the NRCG Board of Directors for review and selection. The NRCG Chair is responsible for notification of selection and non-selections.

If Selected: The IC, Deputy IC, Alternate IC, or Trainee IC will be expected to attend the IMT Selection Meeting in February, the Spring IMT Meeting, and the Fall Incident Commander After Action Review. ICs will become members of the Northern Rockies Incident Commander Committee (NRICC).

Thank you for your interest in Northern Rockies Incident Management Teams!

