



Northern Rockies Coordinating Group

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

Date: December 8, 2025

To: Northern Rockies Interagency Wildland Fire Community

From: Northern Rockies Coordinating Group

Subject: 2026 Northern Rockies Incident Management Team Recruitment Application

Northern Rockies IMT's recruit on a three-year interval and the beginning of the 2026 season marks the start of a new three-year phase. **As a result, all candidates at all positions must apply for each of the Northern Rockies Incident Management Teams.** For this upcoming season, the Northern Rockies Coordinating Group will sponsor and provide oversight of four Complex Incident Management Teams and two Type 3 Incident Management Teams. These teams are managed at the geographic area level.

All interested applicants and previously selected team members in all positions need to apply for the 2026 season.

*Please note that Northern Rockies CIM Team 5 will not be recruiting/rostered for the 2026 season. NRCG is working with the NR Incident Commander Committee and NR Operations Committee to implement a strategy to stand up an additional NRCG-sponsored IMT3, as well as a long-term approach to ensure the viability of our incident management teams in the future. More information will become available once these details are confirmed.

****Please apply to one IMT in one position only. If applicants would like to be considered for additional IMT's or positions, please apply to the respective pool (CIMT or IMT3)****

TIMELINE

- **December 8, 2025:** Nominations for open positions will be submitted through Microsoft Forms at the following link: [2026 NR IMT Recruitment Application](#)
- **January 16, 2026:** Close NR IMT nominations
- **February 2026:** Team members selected (IC's and Team Coordinator) and NRCG approval.
- **April 2026:** CIMT / IMT3 Workshops



GENERAL INFORMATION

- All individuals selected for Command and General Staff positions on IMT's, including trainees, are expected to attend their team workshop, if budgets allow.
- Incident management teams are utilized on complex incidents and face great challenges in directing interagency resources towards a common goal. When a team is on call, it is expected that team members will be available. Granted, events can occur that make individuals unavailable for assignment, but these events should be few and on a short-term basis. Please give serious consideration to the availability commitment when applying for a position on a team.
- "Free-lancing" by team members is allowed on a case-by-case basis as agreed to by the IC.
- We realize that people have personal commitments during fire season, which might affect their availability (vacations, planned leave, business meetings etc.). We will do everything possible to accommodate those needs.
- It is the responsibility of the team-members to notify their unit / section chief and their dispatch center of any change in their availability. It is the team member's responsibility to locate an available and qualified replacement, utilizing the team alternate list, if they are unavailable for an assignment.

CIMT TEAM INFORMATION

- **Team 1** | Primary IC: Brent Olson - Current team members will need to reapply if they remain in their current position. Applicants interested in changing positions on the team, filling vacant positions on the team, or desiring to be alternates or trainees will need to apply.
- **Team 2** | Primary IC: Aaron Thompson - Current team members will need to reapply if they remain in their current position. Applicants interested in changing positions on the team, filling vacant positions on the team, or desiring to be alternates or trainees will need to apply.
- **Team 3** | Primary IC: Mike Behrens - Current team members will need to reapply if they remain in their current position. Applicants interested in changing positions on the team, filling vacant positions on the team, or desiring to be alternates or trainees will need to apply.
- **Team 6** | Primary IC: Rich Cowger - Current team members will need to reapply if they remain in their current position. Applicants interested in changing positions on the team, filling vacant positions on the team, or desiring to be alternates or trainees will need to apply.

TYPE 3 TEAM INFORMATION:

- **Team 8** | Primary IC: Brad Bergman - Current team members will need to reapply if they remain in their current position. Applicants interested in changing positions on the team, filling vacant positions on the team, or desiring to be alternates or trainees will need to apply.
- **Team 9** | Primary IC: Shane Martin - Current team members will need to reapply if they remain in their current position. Applicants interested in changing positions on the team, filling vacant positions on the team, or desiring to be alternates or trainees will need to apply.



HOW TO APPLY

All applications will be submitted using **Microsoft Forms** at [2026 NR IMT Application Form](#)

Applications will only be taken for positions that are open on the website.

- Those individuals not selected for positions, but otherwise qualified, will be placed in the Northern Rockies applicant pool and available for all teams. **This list will be considered first for filling unforeseen vacancies.**
- If you **ONLY** wish to be considered for the alternate list or would like to be considered on multiple IMT's or positions, please apply to the CIMT or IMT3 pool options.
- All applicants must have supervisor's approval to apply for the team and position.

Please direct any question via phone or email to:

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