



Southern Area Coordinating Group

Date: September 2, 2024

Memorandum

To: All Interested Applicants

From: Southern Area Coordinating Group

Subject: Southern Area Incident Management Team (SA-IMT) Membership Announcement

APPLICATION PERIOD: September 2, 2024 through September 30, 2024
REPLY DUE: September 30, 2024

The Southern Area Coordinating Group (SACG) is seeking interested, qualified, and highly motivated applicants from all agencies to fill positions for the CIMT - Red (Steve Parrish), CIMT – Blue (Charles Patterson), CIMT - Gold (Bart Kicklighter), and IMT3 Gray (Mitch Ketron) Incident Management Teams in the Southern Area. **All new applicants and current team members MUST apply via the electronic team application.** Reference the “Incident Management Team Application Instructions” enclosure for instructions.

As a member of a SAIMT, team members will find themselves in an environment characterized by complex wildfires and other all-hazard challenges. This provides opportunity and experience in unique team-oriented decision-making situations, as well as development of personal and professional achievement. Southern Area team members are expected to demonstrate the highest level of performance in their positions as well as personality traits. The achievement of duty, respect, and integrity are benchmarks expected of all team members.

SAIMT team members will be selected by the incident commanders and announced by the Southern Area Coordinating Group. Applicants are encouraged to apply for a specific team but may be asked to serve on another team based on need(s). Likewise, incident commanders may elect to place candidates in alternate slots if they are not selected for the primary position for which they applied. **It is expected that team members be available for their scheduled team rotations unless prior agreements are made to cover the position.**

The SAIMTs currently have areas of critical shortages. The SACG and the ICs strongly encourage interested individuals to apply for one of the shortage positions as either qualified or trainee. The shortage positions include:

Incident Commander	Air Operations Branch Director	Air Tactical Group Supervisor
Air Support Group Supervisor	Helibase Manager	Logistics Section Chief
Supply Unit Leader	Facilities Unit Leader	Ground Support Unit Leader
Finance Section Chief	Compensation/Claims Unit Leader	Time Unit Leader
Cost Unit Leader	Procurement Unit Leader	Planning Section Chief
Resource Unit Leader	Fire Behavior Analyst	Demobilization Unit Leader.

Additionally, the following positions are utilized on the teams: Liaison Officer, Public Information Officer, Safety Officer, Operations Section Chief, Division Supervisor, Structural Protection Specialist, Documentation Unit Leader, Demobilization Unit Leader, Incident Technology Support Specialist, Status Check-in, and GIS Specialist.

Trainees are normally selected in all positions to help in the development of skills and to address the successional staffing requirements for the future. It is required that those selected as trainees apply to the Southern Area Priority Trainee List as well. Although there is a continual need to increase capacity there is also a saturation point at which it is not feasible to carry more depth in some positions. With that in mind, all who apply may not be selected.

If you have questions, please direct them to SACC, Southern Area Coordination Center, gasac@firnet.gov or 678-320-3000.

A handwritten signature in blue ink, appearing to read "Reese Kerbow". The signature is stylized and somewhat scribbled.

Reese Kerbow
Chairperson, Southern Area Coordinating Group

Enclosure
Incident Management Team Application Instructions

**SOUTHERN AREA INCIDENT MANAGEMENT TEAM
ANNOUNCEMENT/APPLICATION WEBSITE**

ANNOUNCEMENT CLOSES: September 30, 2024

OBJECTIVES:

To build and maintain teams of highly qualified and motivated specialists who are able to manage complex emergency operations in a professional and cost-effective manner.

DATE AND LOCATION OF POSITIONS:

Individuals selected will be assigned to one of the Southern Area Incident Management Teams. Applicants may apply for multiple teams but should apply for no more than two different positions. Selections are effective **January 1, 2025**.

AREA AND LEVEL OF CONSIDERATION:

Employees from participating agencies, states, and cooperators in the Southern Area are encouraged to apply. **All applicants, including individuals currently serving on our Incident Management Teams in the Southern Area MUST reapply via the online application found at [2025 SA IMT Application](#).**

Duties:

Individuals selected will be expected to perform at a high level of expertise as a member of an incident management team. Interaction between team members is an absolute necessity when performing in an emergency and often critical incident environment. Specific duties vary with positions and are listed in the Wildland Fire Incident Management Field Guide and Position Taskbook. Individuals, when assigned as team members, will be expected to maintain availability for assignment when called and perform in a satisfactory manner in their assigned position.

TRAINEE/APPRENTICE POSITIONS:

Trainees and apprentices are selected for Southern Incident Management Teams to develop individuals to become future team members in positions that have an existing or predicted shortage of qualified personnel. Apprentices should have the potential to become qualified for the target position in three to six years. Trainees will generally be assigned for one (1) year and will be assigned to train in the position for which they apply. Upon the recommendation of the Incident Commander, the Southern Area Coordinating Group may elect to retain selected trainees for more than a one-year period, dependent upon the achievement of training objectives.

QUALIFICATIONS:

Applicants applying for positions must meet Incident Command System qualification standards as published in the 310-1 Wildland Fire Qualification Guide or the Forest Service Fire and Aviation Qualifications Guide (FSFAOG). Individuals must be functionally qualified for the positions they apply for and/or fill or indicate on their application that they are applying as an apprentice or trainee. Only material submitted with the formal application will be considered in assessing qualifications. It is the responsibility of the applicant to ensure their qualifications are current and maintained with their dispatch center.

SELECTION PROCESS:

Some of the selection criteria are listed as follows:

- ✓ **EXPERIENCE** – This is both experience in the position the individual is applying for and experience with teams (Southern or others).
- ✓ **OTHER QUALIFICATIONS** - the broader the qualifications – the better.
- ✓ **AVAILABILITY** – Past availability history.
- ✓ **APPLICATION** - Completed applications and possible interviews with the selecting official or their designate.

We will continue to strive to improve ethnic, gender, and agency diversity.

The Southern Area Coordinating Group along with the Incident Commanders will meet to review the applications and select the teams. Individuals selected in primary roles will not be eligible for selection on out of GACC IMTs.

NOTIFICATIONS:

The Southern Area Incident Management Teams use One-Call Now as an automated notification system. The contact information (email and phone number) gathered in the online application system will be used for that purpose.

WHERE TO APPLY:

The on-line application can be found at the following link [2025 SA IMT Application](#). If you have questions about the on-line application process, please contact the Southern Area Coordination Center, at 678-320-3000 or gasac@firenet.gov.

For 2025 the following positions will be rostered on the Southern Area Incident Management Teams:

COMMAND AND GENERAL

Incident Commander Type Complex (ICCI) and Incident Commander Type 3 (ICT3)
Liaison Officer (LOFR)
Public Information Officer Complex (PIOC) and Public Information Officer (PIOF)
Safety Officer Complex (SOFC) and Safety Officer Line (SOFR)

OPERATIONS

Operations Section Chief Complex (OSCC) and Operation Section Chief Type 3 (OPS3)
Operations Branch Director (OPBD)
Division Supervisor (DIVS)
Task Force Leader (TFLD)
Structure Protection Specialist (STPS)
Air Operations Branch Director (AOBD)
Air Tactical Group Supervisor (ATGS)
Air Support Group Supervisor (ASGS)
Helibase Manager (HEBM)

LOGISTICS

Logistics Section Chief Complex (LSCC) and Logistics Section Chief Type 3 (LSC3)
Communications Unit Leader (COML)
Incident Communications Technician (COMT)
Supply Unit Leader (SPUL)
Ordering Manager (ORDM)
Receiving/Distributions Manager (RCDM)
Facilities Unit Leader (FACL)
Food Unit Leader (FDUL)
Ground Support Unit Leader (GSUL)
Medical Unit Leader (MEDL)
Security Manager (SECM)

FINANCE

Finance Section Chief Complex (FSCC) and Finance Section Chief Type 3 (FSC3)
Procurement Unit Leader (PROC)
Compensation/Claims Unit Leader (COMP)
Time Unit Leader (TIME)
Cost Unit Leader (COST)

PLANNING

Planning Section Chief Complex (PSCC) and Planning Section Chief Type 3(PSC3)
Resource Unit Leader (RESL)
Situation Unit Leader (SITL)
Fire Behavior Analyst (FBAN)
Human Resource Specialist (HRSP)
Training Specialist (TNSP)
Demobilization Unit Leader (DMOB)
Documentation Unit Leader (DOCL)
Incident Technology Support Specialist (ITSS)
Status Check-in Recorder (SCKN)
GIS Specialist (GISS)