



Southern Area Coordinating Group

Date: September 1, 2025

Memorandum

To: All Interested Applicants

From: Southern Area Coordinating Group

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

APPLICATION PERIOD: September 1, 2025 through September 30, 2025
REPLY DUE: September 30, 2025

The Southern Area Coordinating Group (SACG) is seeking interested, qualified, and highly motivated applicants from all agencies to fill positions for the CIMT - 1 (Pat Pearson), CIMT – 2 (Charles Patterson), CIMT - 3 (Bart Kicklighter), and IMT3 1 (Mitch Ketron) and IMT3 2 (Fulton Jeansonne) 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.

We want to recognize and thank those who are or have been committed to SA IMT’s. We are excited and looking for additional interested applicants who want to be part of a SA IMT. As a member of a SA IMT, 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.

SA IMT team members will be selected by the incident commanders, with involvement from SACG and announced by the Team IC’s. Applicants are encouraged to apply for **all** teams that they are willing to support and be part of. In some cases, for critical needs, an applicant may be selected to serve on a different team than applied for, for the greater good of the entire SA IMT program. This commitment will help fill the critical need in a required team position and to develop/mentor trainees to qualify to fill that void. 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 primary team members are available for their scheduled team rotations unless prior agreements are made to cover the position.**

Advancements for 2026

Based on the evolving needs and demands for IMT support, the following changes will be implemented for 2026:

- The SA will be expanding its capacity at the Type 3 level and will have **(2)** – Type 3 Incident Management Teams in 2026
- IC’s (as noted above) SA T3 IMT Team 1 (Mitch Ketron) and SA T3 IMT Team 2 (Fulton Jeansonne)
- All applicants willing to support the T3 IMT program will apply for the T3 IMT program with the intent that when ‘requested to roster’, the team mobilization roster will be based on availability

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 must apply to the Southern Area Priority Trainee List as well. For all trainees, it is encouraged to take advantage of training opportunities, regardless of which IMT is offering the opportunity. The successional plan for the future of the SA IMT's is dependent on trainees getting qualified to fill and take over primary positions, and to develop their replacements. 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@firenet.gov or 678-320-3000.

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Jason Demas
Chairperson, Southern Area Coordinating Group

Enclosure
Incident Management Team Application Instructions

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

ANNOUNCEMENT CLOSES: **September 30, 2025**

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, 2026**.

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 a Southern Area Incident Management Teams MUST reapply via the online application found at [2026 Southern Area IMT Application](#)**

Expectations:

All applicants must have supervisor approval and understanding of required commitment before completing the application process. Those 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 POSITIONS:

Trainees are selected for Southern Incident Management Teams to develop individuals to become future team members in positions as qualified personnel. Trainees are required to apply and take part in the Priority Trainee Program. Trainees are encouraged to take every opportunity (regardless of team) to achieve qualifications.

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 (FSFAQG). Individuals must be functionally qualified for the positions they apply for and/or fill or indicate on their application that they are applying as a 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.

The Southern Area Coordinating Group (SACG) 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. In some cases, applicants may be assigned to a different team that they applied for, based on the greater need for the Southern Area, centered around critical shortages and successional mentoring.

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 [2026 Southern Area 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 2026 the following positions will be rostered on Southern Area Incident Management Teams:

Please note -

** Denotes CIMT only*

**** Denotes T3 Only*

COMMAND AND GENERAL

Incident Commander Type Complex (ICCI) and Incident Commander Type 3 (ICT3)

Liaison Officer (LOFR)

Public Information Officer Complex (PIOC), Type 3 (PIO3) and Technician (PIOT)

Safety Officer Complex (SOFC), Type 3 (SOF3) and Field (SOFF)

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)

Base Camp Manager (BCMG)

*Food Unit Leader (FDUL)

Ground Support Unit Leader (GSUL)

Equipment Manager (EQPM)

Medical Unit Leader (MEDL)

Security Manager (SECM)

FINANCE

Finance Section Chief Complex (FSCC) and Finance Section Chief Type 3 (FSC3)

*Compensation/Claims Unit Leader (COMP)

Time Unit Leader (TIME)

Personal Time Recorder (PTRC)

Equipment Time Recorder (EQTR)

*Procurement Unit Leader (PROC)

*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)

*Demobilization Unit Leader (DMOB)

*Training Specialist (TNSP)

*Human Resource Specialist (HRSP)

*Documentation Unit Leader (DOCL)

Incident Technology Support Specialist (ITSS)

Status Check-in Recorder (SCKN)

GIS Specialist (GISS)