



Arizona Department of Forestry and Fire Management
Bureau of Indian Affairs: Navajo, Southwest, Western Region
Bureau of Land Management: Arizona, New Mexico
National Park Service, Intermountain Region
New Mexico Forestry Division
U.S. Fish and Wildlife Service, Southwest Region
U.S. Forest Service, Southwestern Region



To: Potential Team Members, Agency Administrators, Fire Management Officers, and Dispatch Offices
From: Southwest Coordinating Group, (SWCG)
Subject: **2024 Southwest Complex Incident Management Teams Recruitment Notice**

**** The Deadline for SWA CIMT Membership Applications is November 30, 2023 ****

The Southwest Geographic Area consists of Arizona, New Mexico, Federal lands in West Texas, and panhandle areas of Oklahoma. The Southwest Area hosts five Interagency Complex Incident Management Teams (CIMTs). This recruitment is for the Southwest Area CIMTs. Agency Managers in the Southwest continue to support and appreciate staff participation on these teams.

These teams manage high complexity incidents; the teams usually consist of the most experienced incident management personnel. Although their primary responsibility is for responding to wildfire incidents, they may also respond to all-risk incidents such as hurricanes, floods, or other National emergencies.

All Southwest CIMTs will be on an annual rotation that includes a weekly rotation during the core fire season (March-October). Outside of core fire season, CIMTs will be on scheduled off-rotation periods. Team assignments may be up to 14 days, exclusive of travel, but are often shorter. Assignment extensions beyond 14 days may occur also. Dependent upon the complexity of each assignment, all members of a team may not be called upon for every assignment.

All team positions are filled on an annual basis, except Incident Commanders which are designated for 3-year tenures. No primary member of a Southwest Incident Management Team will be on more than one CIMT; (that includes Zone Type 3 Teams). **Individuals should apply to Southwest Area CIMTs first before they will be approved for an out of area CIMT.** CIMT Members seeking opportunities on different CIMTs must do so in accordance with the "Freelance Guidelines" outlined in the SW Mobilization Guide (Chapter 20).

Individuals who would like to be considered as primary trainees or shared primary positions also need to apply. Qualified individuals from all units and agencies are encouraged to apply provided they are able and willing to fulfill the commitment. Deputy ICs must be fully qualified and apply to this announcement. IC Trainees do not need to apply and are mobilized via the Priority Trainee Program. Alternate ICs shall be Agency or Full Time Cooperator with qualification currency and need not apply.

A "shared primary position" is the sharing of a primary position on an CIMT between two individuals. This is identified as a "Job Share" in the application. In the selection process, these individuals will be considered for the positions applied for. An example would be 2 individuals from different units agreeing to share/provide one DIVS for a CIMT. This ensures that a qualified individual will be available when the CIMT is assigned, yet one person may not be able to be committed for the entire season.

The following guidelines will be used by the SWCG and ICs when prioritizing selection of CIMT members:

1. Agency employees (includes Federal, State, permanent FD/local agency, tribal employees)
2. Federal/State Agency employees from outside of SW Geographic Area (SWGA).
3. Within SWGA ADs and State/Fire Department supplemental employees.
4. Out of SWGA ADs and other non-federal employees (case by case basis)
5. Members with late or no application (must get confirmation of supervisory approval).

Annual Southwest CIMT Schedule:

IC Recruitment Notice distributed	Middle of August	SWCG and SWCC
Applications for ICs due to SWCC	End of September	IC Applicants, SWCC
Selection of IC's	Beginning of October	SWCG
SW Incident Commanders After Action Review	Middle of October	ICs, SWCG, SW Operations Group Chairperson
Team Member application period opens for all SW CIMTs	Beginning of November	SW CIMT Applicants
Team Member Applications Due	End of November	SW CIMT Applicants, SWCC
CIMT Members selection meeting at SWCC	Middle to Late January	ICs and SW Operations Group/SWCG
ICs notify CIMT members and rosters posted on SWCC website	Beginning of February	ICs and SWCC
Annual SW CIMT meeting	Spring each year	CIMT Members, ICs, SWCC, SWCG

2024 Southwest CIMT Availability Periods:

Designation	Name of IC	Last Year of 3 Year Commitment
SW CIM Team 1	Carl Schwope	2024
SW CIM Team 2	John Truett	2026
SW CIM Team 3	Matt Rau	2026
SW CIM Team 4	Aaron Hulburd	2024
SW CIM Team 5	Mike Spilde	2025

Nominations are currently being accepted for the Southwest CIMTs; to receive the highest consideration, membership applications need to be entered via the Form Link below by close of business by November 30, 2023. If you have any questions, please call your agency Ops Group Representative, or Dominic Hammer at 505-218-2763 (SWCC).

Link to the Application:

[Southwest CIMT Application](#)

**Jacob Nuttall, Regional Fire Director (FS)
Chair, Southwest Coordinating Group**