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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



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## Southwest Area Complex Incident Management Teams Recruitment Notice for 2025

REPLY DUE COB, November 30, 2024

To: Candidates for Southwest Complex Incident Management Teams  
From: Southwest Coordinating Group

The Southwest Geographic Area consists of Arizona, New Mexico, and lands administered by the Guadalupe NPS and the Cibola NF in West Texas and Oklahoma. The Southwest Area hosts four 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 respond to and manage the most complex incidents in the nation. The overall intent is to ensure the SWA CIMTs are highly competent, well-qualified, and equipped with depth in all sections to be successful in all conditions and circumstances. Although their primary responsibility is to respond 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. Depending upon the complexity of each assignment, all members of a team may not be called upon for every assignment.

Although this is purely a sacrificial and voluntary commitment, to be fully successful in 2025, **we need everyone to apply and participate**. The SWCG has requested that SWA CIMT Incident Commanders make every effort and take into consideration applicants who have been displaced by the reduction of one CIMT within the geographic area.

All team positions are filled on an annual basis, except Incident Commanders (ICs) who are designated for 3-year tenures. No primary member of a Southwest Incident Management Team will be on more than one CIMT; (including 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 Interagency Standards for Resource Mobilization \(Chapter 20\)](#).

Individuals who would like to be considered as primary trainees or shared primary positions also need to apply. Trainees applying to CIMT are strongly encouraged to also apply to the Priority Trainee Program. 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.

Shared position: A shared position is a single roster position that is filled by multiple personnel to provide continued coverage throughout the season. To be considered for a shared position, the personnel assigned to the single roster position must work among themselves to provide continued coverage. If personnel already know their shared partner, it should be indicated on the application. If a partner is not indicated, the individual will be matched with a partner. However, if those personnel are not able to provide continued coverage, then the shared position may not be filled.

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

1. SW Geographic Area Agency employees (includes Federal, State, permanent FD/local agency, and tribal employees)
2. Federal/State Agency employees from outside of the SW Geographic Area.
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).

### **2025 Southwest Area Complex Incident Management Team Incident Commanders**

<b>Team Designation</b>	<b>Incident Commander</b>	<b>Commitment Tenure (Last Year)</b>
SWA CIM Team 1	Carl Schwope	2025
SWA CIM Team 2	John Truett	2026
SWA CIM Team 3	Matt Rau	2026
SWA CIM Team 4	Andy Mandell	2027

**Nominations are currently being accepted for the Southwest Area Complex Incident Management Teams; to receive the highest consideration, membership applications need to be entered via the Form Link below by the close of business by November 30, 2024.**

Use the [Southwest CIMT Application](#) link to apply.

If you have any questions, please call your agency Ops Group Representative, or Dominic Hammer at 505-218-2763 (SWCC).

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**Chair, Southwest Coordinating Group**