



Arizona Department of Forestry and Fire Management
Bureau of Indian Affairs: Southwest, Navajo, Western Regions
Bureau of Land Management: Arizona, New Mexico
National Park Service, Intermountain Region
New Mexico State Forestry Division
U. S. Fish and Wildlife Service, Region 2
U. S. Forest Service



2026 Southwest Area Incident Commander Recruitment Notice

Reply Due: SEPT. 15, 2025

To: Southwest Complex Incident Commanders

From: Southwest Coordinating Group

Each year, the Southwest Coordinating Group (SWCG) collects applications for leadership on 4 Complex Incident Management Teams (CIMTs). The SWCG and Incident Commander Committee (ICC) recognize successional planning for CIMT leadership begins with development of IC trainees and deputies into the role of the primary IC. Incident Commanders (ICs) are selected for 3-year tenures after they complete at least one year of performing as Deputy IC.

This application will be used for the following:

- **Deputy IC (DPIC>IC)** (when the primary IC is entering 3rd year of tenure)
 - The DPIC selected is expected to complete one year and upon successful performance, will move into the primary IC position for a 3-year tenure
 - In the event of a slow fire season and lack of assignment opportunities for the CIMT, the SWCG will coordinate with the ICC to ensure the DPIC has assignment opportunities with other CIMTs as needed to assist the selectee into the primary IC role the following year
- **Deputy IC** (DPICs selected for 1-year tenure)
 - The DPIC fills the role on CIMT(s) with no commitment to the primary IC role on a permanent basis
- **Primary IC**
 - Outgoing ICs who want to remain available to fill a vacant primary IC role
 - Unforeseen vacancies to finish out the current year
 - Alternate IC needed when no other ICs or Deputies are available and SWCG identifies a critical need exists to maintain CIMT availability
- **Trainee ICs**
 - Trainee ICs will be given ample opportunities to progress towards qualification with any Southwest CIMTs as applicable

All IC applicants must be current in their respective qualifications and certification system with the qualification applied for.

The IC and DPIC positions will be filled by Federal, State, or Local Government personnel who are employed on a permanent basis (per NMAC Memo March 2016). Administratively Determined (AD) and Local Government "Supplemental" personnel are not approved for IC or DPIC positions. Supplemental personnel are defined as overhead tied to a local fire department generally by agreement and are mobilized primarily for response to incidents/wildland fires outside of the district or mutual aid. They are not a permanent part of the local fire organization and are not required to attend scheduled training, meetings, etc. of the department staff.

Rotation and dispatching will be coordinated by the Southwest Coordination Center (SWCC). CIMTs are required to maintain year-round availability per a National rotation managed by the National Interagency

Coordination Center (NICC) and a Southwest internal rotation established by the SWCG.

The Southwest internal rotation will consist of a core fire season (mid-March through the end of September) and shoulder fire season (October through mid-March). Within the core fire season, all Southwest CIMTs will be available and represented on both the Southwest rotation and National rotation. For the shoulder fire season rotation, a pre-identified number of Southwest CIMTs will be on the National rotation and internally there will be identified time periods where CIMTs will be made unavailable, while ensuring at least 1 CIMT is available during the months of December and January.

The Southwest may be called upon to fill international CIMT requests (e.g. Canada). These requests will be coordinated with SWCG and the ICC. In general, these CIMT rosters will be considered ad hoc and not filled with a specific CIMT. SWCG and ICC will identify IC leadership and roster composition with the goal of maintaining all normal CIMT availability.

The link to the Southwest Area Complex Incident Commander Application can be found here:

[2026 Southwest Complex Incident Commander Application Form](#)