



Southwest Coordinating Group

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

To: Potential Team Members, Agency Administrators, Fire Management Officers, and Dispatch Offices
From: Southwest Coordinating Group (SWCG)
Subject: **2026 Southwest Complex Incident Management Teams (CIMT) Recruitment Notice**

**** The Deadline for SWA CIMT Membership Applications is November 30, 2025 ****

The Southwest Geographic Area (SWA) consists of Arizona, New Mexico, and lands administered by the Guadalupe National Parks Service and the Cibola National Forest in West Texas and Oklahoma. The SWA hosts four Interagency CIMTs. This recruitment is for the SWA CIMTs. The SWCG would like to thank Agency and Area Managers for your continued support and staff participation on all SWA CIMTs.

These teams respond 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 SWA 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 are typically up to 14 days, exclusive of travel. 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 a voluntary commitment, to be fully successful in 2026, **we need everyone to apply and participate.**

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 SWA CIMTs first before they are approved for an out-of-area CIMT.**

Individuals who would like to be considered as primary trainees or shared primary positions also need to apply. Trainees applying to CIMTs 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. IC Trainees do not need to apply and are mobilized via the Priority Trainee Program.

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 the 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. Agency employees (including Federal, State, permanent FD local agency, and tribal employees).
2. Federal/State Agency employees from outside of the SW Geographic Area (SWA).
3. Within SWA; Administratively Determined (AD) and State/Fire Department supplemental employees.
4. Out of SWA; 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:

Task	Timeframe/When	Who is Responsible/ Involvement
IC Recruitment Notice distributed	Middle of August	SWCG and SWCC
Applications for ICs due to SWCC	September 15th	IC Applicants, and SWCC
IC Selections	Beginning of October	SWCG
SW IC After Action Review	Middle of October	ICs, SWCG, and SW Operations Group
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, and SWCC
CIMT Members selection meeting	Middle of December	ICs, SW Operations Group, and SWCG
ICs notify CIMT members and rosters are posted on the SWCC website	Late December/early January	ICs and SWCC
Annual SW CIMT meeting	Middle of February	CIMT Members, ICs, SWCC, and SWCG

Southwest CIMTs:

Designation	Name of IC	Last Year of 3 Year Commitment
SW CIMT 1	Caleb Finch	2028
SW CIMT 2	John Truett	2026
SW CIMT 3	Matt Rau	2026
SW CIMT 4	Andy Mandell	2027

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, 2025**. If you have any questions, please call your agency SW Ops Group Representative, or Dominic Hammer at 505-218-2763 (SWCC).

Link to the Application:

[Southwest CIMT Application](#)

Chair, Southwest Coordinating Group