State of California, Military Department
State Active Duty (SAD)
Vacancy Announcement
1 Position Available

Position Details

Announcement Number: SAD VA 2024-007
Opening Date: 25 January 2024
Closing Date: 23 February 2024
Position Title: FireGuard Analyst/Intel-Ops Integrator (SAD E-6)
Duty Location: FireGuard Mather, CA
Selecting Official: J3, Sergeant Major
Projected Employment Date: 15 March 2024

Vacancy Announcement Details

The California Military Department is accepting applications for the State Active-Duty position indicated above. An appointment to this position provides full benefit status for the appointee and their beneficiaries. The incumbent will be appointed on annually renewable State Active-Duty orders through year six, at which time the incumbent may be eligible for career status IAW CMD Reg 600-1, dated 21 April 2020. Continuation and subsequent extensions of service will be determined by the individual's performance of duty and continuation of funding. **The Service Member selected for this position will be paid at their federal pay grade, not to exceed E-6.** This announcement has minimum requirements. Failure to meet these requirements will cause your application to be rejected from consideration. While it is important for you to read the entire announcement closely, please pay particular attention to the instructions at the end of this announcement for documents required to submit a complete application. **Applications missing signatures and required documents will not be considered.** The Service Member selected for this position may be eligible for health, dental, vision and life insurance benefits. Other benefits may also be available to those who qualify such as Service Member Assistance Programs, Group Legal Services, Long-Term Disability Insurance, Long-Term Care Insurance, Retirement Annuity, Supplemental Investment, and the Military Service Buy Back Program. **Reimbursement for moving and relocation expenses will not be paid.**

Eligibility Requirements

- Active members of the California Military Department (Army, Air) in the grades **E-5 through E-7** may apply. Applicants must have a military affiliation per Para 3-2 of CMD Reg. 600-1.
- Active TS-SCI security clearance required.
- Qualified as an Army 35x MOS or Air 1Nx AFSC.
- General computer skills and basic knowledge of Microsoft Office Suite.
- Ability to work flexible hours and work assignments.
- Must have advanced verbal and written skills and have the ability to communicate effectively with individuals at all levels in both civilian and military organizations.

Preferred Qualifications:

- Qualified FireGuard analyst per FireGuard CONOP, and have at least one season of experience working in an analyst role, with positive reviews.

- Operational understanding of the National Interagency Fire Center (NIFC), Geographic Area Coordination Centers (GACCs) and the complex interagency wildland firefighting cons.
- Experience with and understanding of full spectrum Incident Awareness and Assessment (IAA) platforms, capabilities and operations.
- Experience integrating IAA operations and collection plans with FireGuard assessments and products (e.g. tipping, cross-cueing, validation).
- Experience working in Joint Interagency Intelligence Operations.
- Experience working in WLFF community.
- Firefighting certifications/qualifications.
- Specialized experience in all source/GEOINT.
- Experience with programming and coding.
- Experience with all-source collection, analysis, production and dissemination.
- Experience innovating with technologies in joint and interagency environments.
- Experience working in a secure environment.
- Experience with geospatial systems (ArcGIS, Google Earth, etc).
- Examples of real word experience producing clear, concise and compelling predictive analytical executive level briefing products with limited time and resources.
- Demonstrated advanced ability in critical thinking and creative problem solving in real world missions.
- Completion of military and civilian education requirements commensurate with the grade of the applicant are required. **Attach documentation of your highest level of civilian education.**
- Military assignments appropriate to the grade of the applicant are required.
- Required to meet height/weight and physical fitness standards prescribed by their military branch of membership.
- Applicant must meet, and maintain, federally recognized medical fitness standards. **Attach a current copy, within the past twelve months of your military component's verification of these requirements. (See instructions at the end of this announcement for required component-specific documents).**
- Appropriate military uniform with federally recognized rank will be worn in accordance with military regulation.
- Must be able to pass both State and Federal background checks (Live Scan). Continuation of employment is contingent upon maintaining favorable State and Federal background checks.
- Must possess a valid state driver's license. **Attach a current copy, within the past six months of your Department of Motor Vehicle's printout.**

Primary Duties and Responsibilities

The entire CA FireGuard Team works under administrative control of the CMD J2, while in a direct operational and tactical support of multiple state interagency partners thru the Wildfire Forecast Intelligence Integration Center (WFTIIC) which is led by the Governor's Office of Emergency Services (Cal OES) and the California Department of Forestry and Fire Protection (CALFIRE) (per SB 209).

FireGuard Analyst Primary Duties:
- Monitor multiple systems and sources to detect wildfire hazards.
- Create and disseminate intelligence products to interagency partners and analysts.
- Research, analyze, and interpret all-source information.
- Update intelligence databases, systems, and mechanisms for sharing relevant intelligence information.

Intel-Ops Integrator Duties:
- Maintain a detailed understanding of the full spectrum of Incident Awareness Assessment (IAA) platforms, their capabilities, and key operational considerations and constraints.
- Maintain situational awareness of all Incident IAA assets involved in priority incidents.
- Maintain a network of professional contacts within the interagency WLFF community to ensure the distribution and flow of near real-time actionable information.
- Rapidly recognize opportunities to capitalize on assets available to maximize benefit to interagency WLFF partners.

Additional information and considerations:
- Will abide by all joint and branch-specific regulations, and security classification guides.
- Majority of duties will take place in a secure environment.
- Prepared to deploy to the field ISO interagency WLFF incident management teams statewide.
- Expected to endure austere living and working conditions in remote locations.
- Expected to work shifts of non-standard hours and days including holidays.
- Current projected shifts during the fire season are a 'panama' schedule of 12 hours on 12 hours off (4 days on, 3 days off, 3 days on, 4 days off).
- May be expected to be on call during off days for unforeseen incidents.
- Leave will be approved based on operational tempo. (Opportunity to use leave during the off season (~Jan-May).
- A basic understanding of computer functionality or an ability to demonstrate aptitude in that field will be expected.

Instructions for Submitting Applications

To view the State Active Duty Appointment Application, please click State Active Duty Appointment Application (.pdf). Interested applicants must submit a completed and signed State Active-Duty Appointment Application and all required supporting documentation (listed below), to the Director of State Personnel Programs.
Applications missing signatures and required documents will not be considered.
- **All Applicants:** Documentation of your highest level of civilian education listed on your application. (Legible copy of either diploma, degree, transcripts, record brief, RIP, etc.).
- **All Applicants:** Are **required** to submit a Resume.
- **All Applicants:** Include any documentation for current flagging actions. SM must include a memo signed by commander indicating circumstances and disposition mitigation.
- **All Applicants:** DMV Printout current within the past six months. California residents may obtain, at cost, a copy of their DMV printout. Unit DMV reports are not accepted.
- **CA Army National Guard (CAARNG) Applicants:** Attach most recent APFT/ACFT (DA Form 705) and MEDPROS IMR**.**
- **CAARNG Applicants:** Are required to submit a Record Brief (ERB), current within the past six months.
- **CA Air National Guard (CAANG) Applicants:** Are required to submit Report on Individual Person (RIP), and ARCNet Individual Readiness Detail, current within the past six months.
- **Deployed Service Members:** Title 10 OCONUS Orders - Currently deployed service members only.

Complete applications and all supporting documents may either be mailed to California Military Department , Director of State Personnel Programs, Attn: NGCA-JSD-SP (Box #27), 10601 Bear Hollow Drive, Rancho Cordova, CA 95670, **Or** e-mailed as **One PDF file** to SP.SADApplication@cmd.ca.gov. Applications mailed, or e-mailed, must be received by the State Personnel office no later than **midnight on Friday, 23 February 2024.**