

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

Position Details

Announcement Number: SAD VA 2026-082
Opening Date: 3 September 2026
Closing Date: 13 September 2026
Position Title: FireGuard Analyst/Intel-Ops Integrator (SAD E-6)
Duty Location: J3 FireGuard, Mather, CA
Selecting Official: FireGuard Officer in Charge, J2/J3 FireGuard
Projected Employment Date: TBD

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 15 November 2024. 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 Employee Assistance Programs, Group Legal Services, Long-Term Disability Insurance, Long-Term Care Insurance, Retirement Annuity, Savings Plus, 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 militia affiliation per Para 5-2 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 knowledge of Microsoft Office Suite.
- Ability to work flexible hours and work assignments.
- Advanced verbal and written skills and can communicate effectively with individuals at all levels in both civilian and military organizations.
- Be a 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 inter-agency wildland firefighting construct within CA at the national, state, local, and tribal level.
- Understanding of IAA platforms, capabilities, and operations.
- Integrating IAA operations and collection plans with FireGuard assessments and products (e.g. tipping, cross-cueing, validation).
- Demonstrated advanced ability in critical thinking and creative problem solving in real world missions.
- Applicants must maintain good standing with militia component.
- Completion of militia and civilian education requirements commensurate with the grade of the applicant are required.
- Militia assignments appropriate to the grade of the applicant are required.
- Applicants must meet, and maintain, militia component medical and physical fitness standards.
- Appropriate militia uniform with federal or state recognized rank will be worn in accordance with militia regulation.
- Must be able to pass State and Federal background checks (Live Scan), and California Military Department status verification. Continuation of employment is contingent upon maintaining favorable background checks.
- Must possess a valid state driver's license.

Primary Duties and Responsibilities

The entire California FireGuard Team works under administrative control of the CMD J3, 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 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.
- Duties may take place in a classified environment.
- May deploy to the field ISO inter-agency WLFF incident management teams statewide.

- Potential need to endure austere living and working conditions in remote locations.
- Expect to work shifts of non-standard hours and days including holidays.
- Current project shifts during the peak 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.
- A solid understanding of computer functionality.
- Work will be in Joint Interagency Intelligence Operations and WLFF community.
- Firefighting certifications/qualifications are desirable.
- Knowledge of programming and coding is desirable.
- Specialized experience in GEOINT is desirable.
- Familiarity with all-source collection, analysis, production and dissemination is desirable.
- Experience innovating with technologies in joint and interagency environments is desirable.
- Proficiency with ArcGIS and geographic information systems is desirable.

Instructions for Submitting Applications

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/or required documents will not be considered.**

- **All Applicants:** State Active-Duty Appointment Application. To view the State Active-Duty Appointment Application, please click [State Active Duty Appointment Application \(.pdf\)](#).
- **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:** Authorization for Release of Information Form. To view Authorization for Release Form, please click [Authorization to Release Information Form \(.pdf\)](#).
- **All Applicants:** Are **required** to submit a Resume.
- **All Applicants:** Unit Verification Memorandum with Unit/BDE Legal clearance (not Security Clearance) letter or email. CAARNG/CAANG verification memos are valid for 6 months from the date of signature. To view Unit Verification Memorandum Template, please click [Unit Verification Memorandum Template \(.pdf\)](#).
- **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:** Are required to submit a Record Brief (ERB) or IPPS-A printout, 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 be e-mailed to the California Military Department as **One PDF file** to SP.SADApplication@cmd.ca.gov. Applications must be received by the State Personnel office no later than **midnight on Sunday, 13 September 2026**.