



Columbia Land Trust

Job Title: Fire and Fuels Technician
Location: White Salmon, Washington
Starting Salary: \$26.46 - \$28.45 per hour or \$55,043 - \$59,172 annually
Reports To: East Cascades Natural Area Manager
Duration: Full-Time, 40 hours per week
FLSA Status: Non-Exempt
Application Deadline: February 13th, 2026

Columbia Land Trust is seeking a **Fire and Fuels Technician** to join its team!

About Us

Columbia Land Trust is dedicated to conserving and caring for the vital lands, waters, and wildlife of the Columbia River region through sound science and strong relationships. In our first 30 years, Columbia Land Trust has permanently conserved more than 60,000 acres and restored thousands of acres across our ecologically diverse region, for the benefit of both wildlife and communities. Today, the Land Trust is nationally recognized as a leader in conservation and locally appreciated as part of the communities where we live and work.

At Columbia Land Trust, we often talk about our impact in terms of a science forward-approach to lands, waters, and wildlife. However, just as important is how we work, through building and maintaining strong relationships. We set ambitious long-term goals that we know are only achievable by living up to our commitments to support more equitable conservation through diverse collaborations and thoughtful land management practices. We strive to ensure that all our employees, colleagues and partners feel a sense of belonging, and that their contributions to achieving our mission are valued. Columbia Land Trust is an equal opportunity employer and committed to building a workforce that fosters this sense of community, appreciates and includes more voices and cultures, inspires conservation achievement, and gives space for personal growth.

Columbia Land Trust's headquarters are located on the historic Fort Vancouver campus near downtown Vancouver, Washington. Additional Land Trust offices are located in Astoria, Oregon, and White Salmon, Washington. This position will be primarily a field-oriented position based out of our White Salmon, Washington office. For more information, please visit www.columbialandtrust.org.

Summary

The **Fire and Fuels Technician** will support forest health and community resilience through prescribed fire, fuels reduction, and mechanical treatments across conserved lands. This position works as part of a collaborative stewardship team managing fire-adapted forests. The role combines physically demanding fieldwork with adaptive management, cross-boundary partnerships, and stewardship support in a fast-paced, mission-driven environment.

Essential Duties:

- Support planning, permitting, and implementation of prescribed fire, fuels reduction, and ecological restoration projects in collaboration with Natural Area Managers.
- Prepare treatment areas by laying out mechanical units and prescribed fire control lines.
- Conduct mechanical thinning, slash piling, pile burning, and broadcast prescribed burning using hand tools, chainsaws, pumps, hoses, and other fire equipment.
- Assist with organizing and leading prescribed fire operations, including equipment staging, crew

coordination, and on-site decision-making.

- Provide field oversight and direction for contractors, stewardship staff, volunteers, and project partners.
- Implement post-treatment and post-burn rehabilitation activities, including erosion control, invasive species management, native seeding, and maintenance of fences, signs, and small structures.
- Coordinate field logistics, equipment, materials, and follow-up tasks to ensure safe and efficient project delivery.
- Document field work, treatment outcomes, and site observations using databases and Geographic Information Systems (GIS).
- Maintain fire and stewardship tools, equipment, and vehicles in safe, organized, and fire-ready condition.
- Participate in cooperative prescribed fire efforts and partnerships, including the Mt. Adams Prescribed Burn Association.
- Support stewardship program planning, grant development, reporting, and administrative tasks.
- Engage professionally with neighbors and community members and work safely in remote environments.

Qualifications

Columbia Land Trust seeks applicants with skills and experience in some of the listed tasks or similar work. Training will be provided to ensure qualified candidates can safely and effectively perform the job. Accommodation may be available for individuals with disabilities to enable them to fulfill essential job functions.

Required Skills & Experience

The following are representative of the knowledge, skill, and/or ability needed to perform the duties of the job. Some experience with one or more of the following is preferred, with some training available to help build existing skills to reach the skill level needed. Both professional and personal life experience will be considered.

- High school diploma and four years of experience working on prescribed fire or wildland fire suppression assignments; OR Bachelor's degree in related field such as forestry, fire, natural resource management, etc., and two years of experience working on prescribed fire or wildland fire suppression assignments.
- Experience using fire suppression equipment and tools, including engines, pumps, hoses, backpack sprayers, weather monitoring instruments, and hand tools.
- Ability to learn how to safely operate a UTV on the fire line.
- Ability to work at times alone under physically or mentally demanding conditions such as steep terrain, remote locations, challenging weather, fire, heavy smoke, and natural hazards.
- Occasional travel overnight in remote settings independently.
- Ability to carry and operate a chainsaw safely for more than four hours a day, multiple days a week.
- Competency with common computer programs including Microsoft Office applications, and aptitude for learning new technological devices and programs.
- Ability to keep organized records and write clearly and effectively for record keeping, permit and grant applications or reporting, and operational communications.
- A genuine enthusiasm for conservation and management of fire-adapted forests, and particularly for the mission, goals, and values of Columbia Land Trust.
- Ability and willingness to safely apply herbicides.
- An ability to work productively with people from cultural, economic, and socially diverse backgrounds.

Preferred Skills and Experience

- FFT2 or higher National Wildfire Coordinating Group (NWCG) certifications.
- Familiarity with Type 6 fire engines. Ability to troubleshoot and make basic repairs of mechanical equipment including sprayers, pumps, and saws.
- S212 or equivalent chainsaw training certification.
- Knowledge of ecological forestry concepts, particularly dry, fire-adapted forest systems, silvicultural systems, and plant identification.
- Wilderness First Responder or other field medical training.
- Ability to create basic maps and edit attribute tables in ArcGIS online or ArcPro.

Salary and Benefits

Columbia Land Trust offers a competitive salary, a comprehensive benefits package, and a supportive and positive work environment. The full salary range for this position is \$55,043-\$71,557 annually. Based on our internal equity review and candidate's qualifications, the estimated starting salary will be \$55,043 - \$59,172 annually, depending on qualifications and experience.

The Land Trust benefits package includes:

- Paid vacation.
- Holidays.
- Sick leave.
- Health and dental insurance premiums for three-quarter to full-time employees.
- Voluntary benefits include Section 125 - FSA and long-term disability.
- A match (up to 5% of annual salary) to our 401(K)-retirement plan.
- Cell Phone Reimbursement.

Application Instructions

To be considered for the **Fire and Fuels Technician** position, please email your resume, a cover letter highlighting relevant experience and how you would contribute to our team and mission, and a list of three references to **jobs@columbialandtrust.org**.

We will not contact your references without notifying you first.

Mailed applications can be submitted to:
Columbia Land Trust
850 Officers Row
Vancouver, WA 98661

Columbia Land Trust is an equal opportunity employer and does not discriminate in its selection of candidates for employment on the basis of race, color, national origin, religion, sex or sexual orientation, marital status, disability, age, military service, family medical history, legal source of income, gender identity, political affiliation, or family leave obligations.