



**The Klamath Tribes**  
501 Chiloquin Blvd/P.O. Box 436  
Chiloquin, Oregon 97624

Phone: (541) 783-2219  
HR Fax: (541) 783-2836

OPEN: 03/02/26  
CLOSE: 03/16/26

EXEMPT \_\_\_\_\_  
NON-EXEMPT  X

**POSITION DESCRIPTION**

**POSITION:** EQUIPMENT OPERATOR (WFM)

**RESPONSIBLE TO:** Deputy Wildland Fire Program Manager

**SALARY:** Step Range: 35-45; Annual/Full Benefits  
Salary Range: \$79,837 - \$107,295  
Hourly Range: \$38.38 - \$51.58  
Hazard Pay: additional 25% of base pay when applicable

**CLASSIFICATION:** Non-Management, Regular, Full-Time

**LOCATION:** The Klamath Tribes  
Natural Resources Department  
501 Chiloquin Blvd.  
Chiloquin, OR 97624

**BACKGROUND:** N/A

**POSITION OBJECTIVES**

This position is established within the Klamath Tribes Wildland Fire Program to serve primarily as an operator of heavy equipment on prescribed fire, cultural burning, initial attack, fire, and fuels management activities. The incumbent also operates this equipment in support of other natural resource projects.

The primary purpose of this position is the operation of a variety of heavy equipment for cultural burning, hazardous fuel treatments and fire suppression activities. The incumbent must have an understanding of fire behavior, fuels, weather and topography to safely and effectively perform initial attack on wildland fires. Work is generally performed in steep, hilly, rocky, and other types of adverse terrain. Suppression activities may be under immediate supervision; however, the incumbent may be required to conduct suppression activities independently. Must be able to conduct hazardous fuel treatments without close supervision.

The incumbent is required to have a good degree of mechanical ability and skill to perform preventive maintenance and minor repair of equipment.

### **MAJOR DUTIES AND RESPONSIBILITIES**

1. Operates forestry, engineering and construction equipment, such as feller/bunchers, graders, tractors with bulldozer or angledozer blades, front-end loaders, backhoes, trench diggers, and large industrial tractors, on all types of terrains, close to buildings, trees, drop offs, rocks, or other obstructions and obstacles.
2. Cuts individual or dense stands of trees, excavates, backfills, grades, or levels earth to rough specifications on all types of terrain.
3. Moves earth on mountains and steep slopes, graded curves and shoulders, rocky or soft ground, hilly forests, and other similar rough features to grade the earth to the general contour desired on trails, roads, canals, tunnels, or construction sites.
4. Performs rough grading as well as fine surfacing on flat or rolling terrain.
5. Moves thinned trees to piles for sale as chip material or for burning. Ensures piles to be burned are sufficiently far from leave trees to avoid damage to leave trees when burned.
6. Adjusts equipment attachments for proper positioning and working order, making adjustments without stopping the power unit or the equipment. Steers and operates by using clutches, levers, brakes, and valves according to the slope or tilt. Is skilled in turning equipment to minimize soil displacement and compaction.
7. May serve in positions as qualified on wildland and prescribed fire. May perform a full range of duties for fire, roads, timber, silviculture, recreation, wilderness, or research activities.
8. Perform preventive maintenance and minor repair of equipment; responsible for safe operation of the equipment and for ensuring the equipment is not damaged.
9. Transports heavy equipment to job site.
10. Completes all agency required administrative duties.
11. May provide direction and instruction to personnel assigned to assist.
12. Performs wildfire suppression support as directed within training and physical capabilities.

13. Like all employees of the Klamath Tribes, the incumbent will be called upon to accomplish other tasks that may not be directly related to this position, but are integral to the Klamath Tribes' broader functions, including but not limited to, assisting during Tribal sponsored cultural, traditional, or community events that enable the successful operation of programs and practices of The Klamath Tribes as aligned with The Klamath Tribes' Mission Statement. Some of these tasks may be scheduled outside of regular work hours, if necessary.

### **SUPERVISORY CONTROLS**

The supervisor provides instructions for new assignments. The incumbent uses initiative in carrying out standard assignments and independently works out solutions to complex problems related to specific skills. Tactical problems or unfamiliar situations that would require modifying established strategies are referred to supervisor for guidance.

The work involves the execution of specific rules, regulations, or procedures and typically comprises a complete segment of an assignment or project of broader scope. Work involves the execution of specific procedures, techniques, which differ with each fire's fuel type, weather conditions, and topography.

Work is reviewed on the basis of overall effectiveness. New assignments are checked in more detail to insure accuracy and to make sure that instructions were followed.

Most guidelines are in the form of oral instructions and training prior to actual wildland fire suppression activities. General guidelines can be found in agency and bureau published directives such as: wildland fire operations manuals, handbooks, and guides.

Some guidelines are also contained in the prescribed burning and hazard fuel reduction plan, emergency medical services plan, safety plan, and other specific local guides pertinent to the local unit or specific to the type of work being performed.

Since every possible situation cannot be anticipated and covered in training, the employee must use judgment in applying knowledge, especially in situations where the supervisor is not available for consultation.

Guides such as safety regulations must be applied.

### **KNOWLEDGE, SKILLS, ABILITIES**

Ability to read, understand and follow oral instructions and/or written work orders.

Ability to operate engineering and construction equipment to excavate, grade, or level earth to rough specifications on trails, roads, canals, tunnels or construction sites.

Ability to move earth on mountains, steep slopes, graded curves and shoulders, rocky or soft ground, and hilly forests; grade surfaces; compact soils; and operate equipment close to buildings, trees, drop-offs, and rocks.

Knowledge of fire behavior, fuels, soil features and topography to ensure the safe and effective use of various types of heavy equipment.

General knowledge of best management practices of forest resource activities utilizing heavy equipment.

### **PHYSICAL DEMANDS**

Heavy physical effort is required to stand, reach, bend, lift, turn and move hands, arms and legs. Considerable strain is caused by the constant vibration of the equipment and the constant jerking and jolting over rough surfaces. The operator is frequently required to work in awkward or strained positions due of the location of some of the controls and attachments.

### **WORK ENVIRONMENT**

The work is performed in all types of weather in the wildland fire environment. Adverse soil and/or steep topography conditions lead to increased operator exposure to injury, equipment over-turning, severe vibration, and pounding. The operator is exposed to smoke, heat, noise, dust, dirt, falling trees, and exhaust fumes. The hazardous nature of the work requires personal protective equipment. The incumbent is exposed to these environmental conditions for extended periods.

The hazardous nature of the work requires that Personal Protective Equipment (PPE) be worn.

### **QUALIFICATIONS, EXPERIENCE, EDUCATION**

**Minimum Qualifications:** *Failure to comply with minimum position requirements may result in termination of employment.*

- **REQUIRED** to have experience operating and transporting forestry engineering and construction equipment, such as feller/bunchers, graders, tractors with bulldozer or angledozer blades, front-end loaders, backhoes, trench diggers, and large industrial tractors, on all types of terrains.
- **REQUIRED** to possess and maintain a valid Oregon Driver's License, (out of state applicants must receive ODL within 90 days of hire), have good driving record and be insurable by The Klamath Tribes' vehicle insurance policy. *(Must submit copy of driver license with application.)*

- **REQUIRED** to have a good degree of mechanical ability and skill to perform preventive maintenance and minor repair of equipment.
- **REQUIRED** to have knowledge of fire behavior, fuel, soil features and topography.
- **REQUIRED** to have general knowledge of best management practices of forest resource activities utilizing heavy equipment.
- **REQUIRED** to be at least 18 years of age before date of hire.
- **REQUIRED** to submit to pre-employment and random alcohol/drug test (including marijuana) and adhere to The Klamath Tribes Alcohol and Drug Free Workplace policy.
- **REQUIRED** to meet physical fitness requirements annually as measured by the Work Capacity Test (aka 'pack test') at the arduous level. The arduous level Work Capacity Test ("Work Capacity Test" or "WCT") requires an employee to hike three miles over level ground with a 45-pound pack in 45 minutes 30 seconds or less.
  - The Work Capacity Test must be successfully completed within two weeks of medical clearance. Employees will be allowed up to three attempts to successfully complete the WCT.
  - If an employee is unsuccessful after three attempts within the two week period employment the individual will no longer qualify for the position and employment in the position will be terminated. Termination for failing to meet this requirement will not prevent future employment opportunities in other tribal positions.
- **REQUIRED** to accept responsibility of a mandatory reporter in accordance with the Klamath Tribes Juvenile Ordinance Title 2, Chapter 15.64 and General Council Resolution #2005 003, all Tribal staff are considered mandatory reporters.

**Preferred Qualifications:**

- Previous experience operating equipment.

**INDIAN PREFERENCE**

- Indian and Tribal Preference will apply, as per policy. *(Must submit tribal documentation with application to qualify for Indian Preference).*

**ACKNOWLEDGEMENT**

This position description is intended to provide an overview of the requirements of the position. It is not necessarily inclusive and the job may require other essential and/or non-essential functions, tasks, duties, or responsibilities not listed herein. Management reserves the sole right to add, modify, or exclude any essential or non-essential requirement at any time with or without notice. Nothing in this job description, or by the completion of any requirement of the job by the employee, is intended to create a contract of employment of any type.

**APPLICATION PROCEDURE**

Submit The Klamath Tribes *Application for Employment* with all requirements and supporting documentation to:

**The Klamath Tribes  
ATTN: Human Resource  
P.O. Box 436  
Chiloquin, OR 97624**

IT IS THE RESPONSIBILITY OF THE APPLICANT TO PROVIDE SUFFICIENT INFORMATION TO PROVE QUALIFICATIONS FOR TRIBAL POSITIONS.

Please Note: If requirements are not met, i.e., submission of a resume in lieu of a tribal application or not including a required certification, your application will not be reviewed and will be disqualified.

Indian Preference will apply. In accordance with Klamath Tribal policy, priority in selection will be given to qualified applicants who present proof of eligibility for "Indian Preference".

Applications will not be returned.

<b>EMPLOYEE ACKNOWLEDGEMENT:</b>	
I have reviewed this position description and have been provided a copy. I understand that The Klamath Tribes reserves the sole right to modify this position description at any time, with or without notice.	
<b>Employee (printed name)</b>	<b>Employee (signature)</b>