

FLN Networker No. 325: December 1, 2021

The FLN Networker is a publication of the Fire Learning Network—a partnership of the USDA Forest Service, agencies of the Department of the Interior and The Nature Conservancy—intended to foster communication within the network and among its friends. Submit comments, information to share, and subscription requests to Liz Rank.

For more about the FLN, visit www.conservationgateway.org/fln.

News from the Field

Arizona: Journalism students from *NAZ Today* visited the fireline at the **Flagstaff TRES** last month, and produced the [story](#) “Flagstaff’s **Prescribed Burns to Lower Risk of Intense Wildfires.**” A longer KNAU [radio piece](#) has an interview with **Neil Chapman** (neil.chapman@flagstaffaz.gov) that nicely captures some of the **TRES objectives**.

Arkansas: **McRee Anderson** (wanderson@tnc.org) is quoted in a Public News Service [article](#) about the **Recovering America’s Wildlife Act of 2021**, now making its way through Congress

California: **Lenya Quinn-Davidson, Nick Goulette, Don Hankins** and **Michelle Medley-Daniel** were among the 20 or so scientists, fire experts, forest product executives and others convened by **former governor Jerry Brown** to explore the question, “**What more could be done to save California’s forests from wildfires?**” For more, see the [AP story](#) “Jerry Brown Focuses on Saving California Forests From Fires,” or the [Venado Declaration](#) put out by the group.

Idaho: **Matthew Ward** (mward@tnc.org) was interviewed for the Boise State Public Radio [story](#) “**NGOs Help Light Prescribed Fires** on Public Lands.”

Maryland: The PBS program “Outdoors Maryland” recently aired a 10-minute story about a **2019 controlled burn** conducted at **The Nature Conservancy’s Sideling Hill Creek Preserve** with partners from the **Maryland Department of Natural Resources** and the **Forest Service**. (“[Feel the Burn](#)” starts at the 14:45 mark.) For more about this partnership, contact **Deborah Landau** (dlandau@tnc.org) or **Gabe Cahalan** (gcahalan@tnc.org).

Minnesota: The 16-minute [documentary](#) “**Oshkigin Spirit of Fire**” shows the way traditional Anishinaabe (Ojibwe) fire use can reconnect us with the land and preserve the natural world. The film **features two Ojibwe fire specialists**—Damon Panek and tribal elder Vern Northrup—and historical fire ecologist Lane Johnson, with additional contributions from Melonee Montano, an enrollee of the Red Cliff Band of Lake Superior Chippewa. This collaborative project aims to **encourage a resurgence of cultural fire**, and prescribed fire more broadly, in the Great Lakes region.

IPBN: **John Waconda** and **Frank Lake** were interviewed for the Forest Service [blog post](#) “Tribal and Indigenous Fire Tradition.”

Southern Blue Ridge: An early November **burn at Table Rock State Park** in the **Southern Blue Ridge Escarpment landscape** was the first fall burn conducted by the South Carolina Forestry Commission on State Park lands in the mountains. It was a culmination of years of relationship-building and learning about fire in the mountains. Read about **plans for up to 90,000 acres** of burns across the **SBR FLN** region in the [2021-22 Burn Season Forecast](#). For more, contact **Adam Warwick** (awarwick@tnc.org).

Input Requested: Rx Costs

Rx Costs: **Omkar Joshi** and **John Weir** at Oklahoma State University are conducting a **survey** regarding the economics of prescribed burning ([read more](#)).

Funding: National Forest Foundation

National Forest Foundation: The NFF **Matching Awards Program** provides funding for results-oriented on-the-ground projects that **enhance forest health and outdoor experiences** on national forests and grasslands; nonprofits, universities and federally recognized tribes are eligible. Visit their [website](#) for more, including a link to a **December 3** informational webinar. Round 1 applications are due by **January 12**.

Resources: Smoke / FAC FAQ / Ready, Set, Go!

Smoke: The **Fire Adapted Communities Learning Network Smoke Learning Group** has collected some **highlights from its learning**, including a two-pager on [HEPA filter programs](#) and another summarizing a [conversation about smoke](#) with social scientist Sarah McCaffrey.

FAC FAQ: And **what is a fire adapted community?** This, along with several related questions, is answered in another FAC Net [fact sheet](#).

Ready, Set, Go! The IAFC has released the [10th edition](#) of “**My Personal Wildland Fire Action Guide**.” It contains advice for maintaining defensible space, preparing a home and making a wildfire action plan.

Articles & Reports: Inequality & Risk Response / Fuel & Fire / Rangeland Carbon / Mitigation Nudge

Inequality & Risk Response: The authors of the [article](#) “**Inequality Hinders Group Efforts** to Avoid Environmental Disasters” experimentally explored how people’s contributions to a common solution were affected by differences in (experimental) wealth and probability of risk. “As inequality increases, much depends on the rich, who do not necessarily cooperate.”

Fuel & Fire: The authors of the [article](#) “Projected Increases in Western U.S. Forest Fire Despite Growing Fuel Constraints” used **models** to explore whether removal of fuels by earlier fires will significantly reduce the climate-driven **increases in burned area** we can expect. The “results suggest **feedbacks between fire and fuel** alone will very likely be **insufficient to reverse** the rapid and ongoing increases in annual western US forest-fire area in the coming decades.”

Rangeland Carbon: The [latest issue](#) of *RMRS Science You Can Use* announces a new method for **estimating carbon storage** in rangeland, and management approaches to **increase or protect carbon** stores.

Mitigation Nudge: The [article](#) “Would You Like To Know More? The Effect of **Personalized Wildfire Risk Information and Social Comparisons** on Information-Seeking Behavior in the Wildland–Urban Interface” is based on a field experiment designed by the authors and implemented by **West Region Wildfire Council**. The authors found “that receiving personalized information about one’s parcel-level wildfire risk **affects information-seeking behavior differently** depending on what that **level of wildfire risk** is.”

In the News: Indigenous Voices / Megafires

Indigenous Voices: There were two **announcements from the federal government** on November 15: The White House Office of Science and Technology Policy and the White House Council on Environmental Quality jointly released a new [memorandum](#) that commits to **elevating Indigenous traditional ecological knowledge** in federal scientific and policy processes ([press release](#)). And the departments of Agriculture and the Interior issued a [joint Secretarial Order](#) to **strengthen tribal co-stewardship** of public lands and waters ([press release](#)).

Megafires: In Australia, *ABC News* [reports](#) “Megafires That Burn More Than a Million Hectares **Increasing Due to Climate Change**, CSIRO Finds.” The research is based on 90 years of ground-based observations and 32 years of satellite data.

Just For Fun: Pyrocognition

Pyrocognition: An [article](#) in *Aeon*, “Promethean Beasts,” ponders the **origin of human control of fire**, as illustrated by the relationships **several non-human animal species** have with fire.

Jobs: Fire Specialist / Network Coordinator / Programs Coordinator / Coop Extension / Forest Health / Program Manager / Rx Operations

Fire Specialist: The Pennsylvania/Delaware chapter of **The Nature Conservancy** is filling a **land steward/fire specialist** position. Details are on the Conservancy’s careers page ([job ID 50591](#)); applications are due by **December 17**. As always, current employees should apply through [PeopleSoft](#).

Network Coordinator: The **Hawaii Wildfire Management Organization** is seeking a **Western Pacific Wildfire Network coordinator** to support a sustained wildfire communication, learning, and action network among partners and practitioners dealing with wildfire throughout the Pacific. Details are in the attached flyer; applications are due by **December 21**.

Programs Coordinator: The **Hawaii Wildfire Management Organization** is seeking a **community wildfire programs coordinator** to oversee the planning, coordination and implementation of wildfire prevention and mitigation educational strategies. Details are in the attached flyer; applications are due by **December 21**.

Coop Extension: The **University of California**, Agriculture and Natural Resources is seeking a **fire advisor, applied research and extension** to be based in San Benito County. Details are on the department’s jobs site ([position #21-38](#)); applications are due by **January 10**.

Forest Health: The **Glenn County RCD** (California) is seeking a **forest health program specialist** to help expand its Forest Health and Wildfire Resiliency Program. See the [job opportunity flyer](#) for details.

Program Manager: The **Napa County RCD** is seeking a program manager to oversee **forestry, wildfire mitigation and related programming** in the county. For details see the [job description](#) at Cascade Careers.

Rx Operations: The **Watershed Research and Training Center** is seeking a **prescribed fire operations specialist** to continue the development and management of its innovative work in cooperative prescribed **fire planning, capacity building and implementation**. Responsibilities will include burn planning, risk management, coordinating training opportunities, working with WRTC’s fuels crew on burn unit preparations, leading cooperative burns, and fostering partnerships. See the [job outreach flyer](#) for details.

Webinars

**December 2
new listing**

Increasing Prescribed Burn Capacity in Wisconsin

8:00 Pacific / 9:00 Mountain / 10:00 Central / 11:00 Eastern (4 hr)

The first webinar offered by the Wisconsin Prescribed Fire Council will include presentations and a panel discussion.

Details: <https://prescribedfire.org/event/wpfc-webinar-increasing-prescribed-burn-capacity-in-wisconsin/>

- December 6** **EarthTalks Series: Fire Policy and Policy Conundrums in Fire-Prone Mediterranean Climate Forests and Shrublands**
 1:00 Pacific / 2:00 Mountain / 3:00 Central / 4:00 Eastern
 Scott Stephens will speak at the last in a series of weekly seminars from the Earth and Environmental Systems Institute at Penn State.
 Details: <https://www.eesi.psu.edu/seminars-conferences/seminars-conferences-earthtalks-objective-archive/seminars-conferences-fall-8>
- December 6-10** **SCIENCE x Socioeconomic Dimensions of Land Management**
 Daily: 11:00 Pacific / noon Mountain / 1:00 Central / 2:00 Eastern
 This webinar series from the Forest Service addresses topics including livelihoods, protecting ecosystem services, and urban interfaces. There are three presentations each day. Details: <https://www.fs.fed.us/research/sciencex-webinars/>
- December 7 new listing** **Full-Cost Accounting Remeasurement of the 2010 Schultz Fire: Understanding the Long-term Socio-Economic Implications of High-Severity Wildfire and Post-Wildfire Flooding**
 11:00 Pacific / noon Mountain / 1:00 Central / 2:00 Eastern
 Dr. Melanie Colavito will be the presenter on this Southwest Fire Science Consortium webinar. Register: https://us02web.zoom.us/meeting/register/tZMrdeigrDoiH9O_-BEjKY_OTsDSpmwGxcw2
- December 7 new listing** **Pinyon-Juniper Woodlands in a Changing Climate: Recent Pinyon-Juniper Responses to Climate Change**
 11:00 Pacific / noon Mountain / 1:00 Central / 2:00 Eastern
 Peter Weisberg and Ian Barrett will be the presenters in the first of two webinars in a series hosted by the Great Basin Fire Science Exchange.
 Register: https://us02web.zoom.us/webinar/register/WN_Nq80e46eSj-qL0FOkFyNbA
- December 7 new listing** **Salvage Science Summit 2: Technology and Ecology—Day 1**
 noon Pacific / 1:00 Mountain / 2:00 Central / 3:00 Eastern (1.5 hrs)
 Mike Battaglia, Chuck Rhoades, Pete Robichaud and Alex Rozin will be the panelists for the first day of this two-day event hosted by several JFSP consortia. Presentations are available to view before the panel discussion.
 Details and registration: <https://www.eventbrite.com/e/salvage-science-summit-2-technology-and-ecology-tickets-212719057427>
- December 8 new listing** **Pinyon-Juniper Woodlands in a Changing Climate: Understory Response and Management Implications**
 11:00 Pacific / noon Mountain / 1:00 Central / 2:00 Eastern
 Ali Urza and Bob Shriver will be the presenters in the second of two webinars in a series hosted by the Great Basin Fire Science Exchange.
 Register: https://us02web.zoom.us/webinar/register/WN_ghyUqXJMRvKelsr_gTb6lq
- December 8 new listing** **Salvage Science Summit 2: Technology and Ecology—Day 2**
 noon Pacific / 1:00 Mountain / 2:00 Central / 3:00 Eastern (1.5 hrs)
 Lisa Ball, Loren Kellogg, Darren McAvoy and Phil Monsanto will be the panelists for the second day of this event hosted by several JFSP consortia.
 Details and registration: <https://www.eventbrite.com/e/salvage-science-summit-2-technology-and-ecology-tickets-212762567567>

- December 16** **Fueling Collaboration: Fire and Timber Management in Mixed Woods**
 9:00 Pacific / 10:00 Mountain / 11:00 Central / noon Eastern (1.5 hrs)
 This series of interactive panel discussions, hosted by six JFSP consortia and the Northern and Southern Research Stations, is designed to connect fire managers and researchers. Each discussion will be built on questions from the registered attendees. Details & registration: <https://www.fuelingcollab.com/>
- January 20, 2022** **Fueling Collaboration: Smoke Is not Just Smoke**
 9:00 Pacific / 10:00 Mountain / 11:00 Central / noon Eastern (1.5 hrs)
 This series of interactive panel discussions, hosted by six JFSP consortia and the Northern and Southern Research Stations, is designed to connect fire managers and researchers. Each discussion will be built on questions from the registered attendees. Details & registration: <https://www.fuelingcollab.com/>
- February 17** **Fueling Collaboration: Fire & the Wildland Urban Interface in the Eastern U.S.**
 9:00 Pacific / 10:00 Mountain / 11:00 Central / noon Eastern (1.5 hrs)
 This series of interactive panel discussions, hosted by six JFSP consortia and the Northern and Southern Research Stations, is designed to connect fire managers and researchers. Each discussion will be built on questions from the registered attendees. Details & registration: <https://www.fuelingcollab.com/>
- March 17** **Fueling Collaboration: Thinking Beyond Fuel Reduction**
 9:00 Pacific / 10:00 Mountain / 11:00 Central / noon Eastern (1.5 hrs)
 This series of interactive panel discussions, hosted by six JFSP consortia and the Northern and Southern Research Stations, is designed to connect fire managers and researchers. Each discussion will be built on questions from the registered attendees. Details & registration: <https://www.fuelingcollab.com/>
- Prescribed Fire Training Exchanges (TREX) & Cooperative Burning**
- September 20 on** **Cascadia TREX / Roslyn, WA**
 This TREX is in progress. You can [sign up for updates](#) from the Washington Prescribed Fire Council.
- Oct. 22–February** **Butte County Cal-TREX / Chico, CA**
 The deadline for this TREX has passed. After two training weekends, this TREX will act as an on-call prescribed fire crew.

Trainings, Conferences, Workshops, Etc.

- Nov. 30-Dec. 3** **9th International Fire Ecology and Management Congress / online**
updated
 This virtual congress is in progress. The FLN is marking its 20th anniversary with a two-hour [special session](#) beginning at 1:00 Eastern on December 2.
 Information: <http://afefirecongress.org/>
- December 2** **LANDFIRE Informal Office Hours / online**
 Join the LANDFIRE team at 1:00 pm Eastern as they talk about how they're leveraging LANDFIRE data, the roadblocks overcome this past year and what they are excited for in 2022—and get all your LANDFIRE questions answered.
 Register: <https://tnc.zoom.us/meeting/register/tJEtFuCuqjSpHd3pQiLhcBd5292-mHV9cbA9>

- December 6-17** **RX310—Introduction to Fire Effects / online**
This self-paced course is being offered through the University of Idaho. See the [flyer attached to Networker No. 322](#) for details.
- March 7-10, 2022** **Cross-Boundary Landscape Restoration Workshop / Ft. Collins, CO**
Information: <https://sweri.eri.nau.edu/cross-boundary-landscape-restoration-workshop/>

Send News, Links & Comments

- Emily Hohman** – emily.hohman@tnc.org – Emily is in workshops December 1-3 and December 8; out December 20-31.
- Heather Montanye** – hmontanye@tnc.org – Heather is in the office.
- Jeremy Bailey** – jeremy_bailey@tnc.org – Jeremy is in a workshop December 8.
- Marek Smith** – marek_smith@tnc.org – Marek is out December 9-10; in a workshop December 13.
- Mary Huffman** – mhuffman@tnc.org – Mary is in a workshop December 1-3.
- Miranda Flora** – miranda.flora@tnc.org – Miranda is out December 3.
- Wendy Fulks** – wfulks@tnc.org – Wendy is in a workshop November 30-December 3.
- Liz Rank** (editor) – lrnk@tnc.org – Liz is out December 1, 9 and 16.

Full Links

- News from the Field—AZ—NAZ Today: https://www.naztoday.com/news/flagstaffs-prescribed-burns-to-lower-risk-of-intense-wildfires/video_5d067ca0-e9ad-53d0-a6ea-4e52678f87fc.html
KNAU interview: <https://www.kнау.org/kнау-and-arizona-news/2021-11-12/flagstaff-prescribed-fire-training-exchange-aims-to-proliferate-proactive-forest-management>
- News from the Field—AR: <https://publicnewsservice.org/2021-11-30/public-lands-wilderness/wildlife-act-could-boost-ar-conservation-advocates-say/a76733-1>
- News from the Field—CA—AP story: <https://apnews.com/article/climate-wildfires-business-forests-fires-295c1d3a1993b8580b395cca2fff270d>
Venado Declaration: <https://www.documentcloud.org/documents/21100767-venado-declaration>
- News from the Field—ID: <https://www.boisestatepublicradio.org/environment/2021-11-11/ngos-prescribed-fires-nature-conservancy>
- News from the Field—MD: <https://video.mpt.tv/video/episode-3301-dqdh8q/>
- News from the Field—MN—Video: <https://www.youtube.com/watch?v=8uBuxbdr5Qs>
Arrowhead FAC: <https://minnesotafac.org/>
- News from the Field—IPBN: <https://www.fs.usda.gov/features/tribal-and-indigenous-heritage>
- News from the Field—SBR: <http://www.conservationgateway.org/ConservationPractices/FireLandscapes/FireLearningNetwork/RegionalNetworks/Documents/SBRFLN-Season-Forecast-2021-2022-Warwick.pdf>
- Input Requested—Rx costs: <https://mailchi.mp/62941d162252/oklahoma-state-university-survey-on-the-costs-associated-with-prescribed-burning>
- Funding—National Forest Foundation: <https://www.nationalforests.org/grant-programs/map>
- Resources—Smoke—HEPA filters: <https://fireadaptednetwork.org/wp-content/uploads/2021/10/HEPA-Filter-Resources-Sheet.pdf>
Sarah McCaffrey: <https://fireadaptednetwork.org/wp-content/uploads/2021/10/Smoke-Group-Sarah-McCaffrey.pdf>
- Resources—FAC FAQ: https://fireadaptednetwork.org/wp-content/uploads/2016/03/FAQs_2021.pdf
- Resources—Ready, Set, Go!: <https://www.iafc.org/docs/default-source/pdf/rsg-eag.pdf>

Articles & Reports—Inequality & risk response: https://www.fs.fed.us/rm/pubs_journals/2021/rmrs_2021_brown_t001.pdf

Articles & Reports—Fuel & fire: <https://www.nature.com/articles/s43247-021-00299-0>

Articles & Reports—Rangeland carbon:

https://www.fs.usda.gov/rmrs/sites/default/files/documents/SYCU_in5_DoYouKnowWhereYourRangelandCarbonIs_RangelandCarbonStocks.pdf

Articles & Reports—Mitigation nudge: https://www.fs.fed.us/rm/pubs_journals/2021/rmrs_2021_meldrum_j001.pdf

In the News—Indigenous voices—White House press release: <https://www.whitehouse.gov/ostp/news-updates/2021/11/15/white-house-commits-to-elevating-indigenous-knowledge-in-federal-policy-decisions/>

Agriculture and Interior: <https://www.usda.gov/media/press-releases/2021/11/15/agriculture-and-interior-departments-take-action-strengthen-tribal>

In the News—Megafires: <https://www.abc.net.au/news/2021-11-26/climate-change-increases-risk-of-megafires-csiro/100653146>

Just for Fun—Pyrocognition: <https://aeon.co/essays/how-animal-uses-of-fire-help-to-illuminate-human-pyrocognition>

FLN Webinars—Information about upcoming FLN webinars and recordings of previous ones is at:

<http://conservationgateway.org/ConservationPractices/FireLandscapes/FireLearningNetwork/NetworkProducts/Pages/webinars.aspx>

TREX—The latest application information for upcoming TREX is always listed at:

<http://www.conservationgateway.org/ConservationPractices/FireLandscapes/HabitatProtectionandRestoration/Training/TrainingExchanges/Pages/Upcoming-Training-Exchanges.aspx>

The Fire Learning Network is supported by *Promoting Ecosystem Resilience and Fire Adapted Communities Together: Collaborative Engagement, Collective Action and Co-ownership of Fire*, a cooperative agreement between The Nature Conservancy, USDA Forest Service and agencies of the Department of the Interior.

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Hawaii Wildfire Management Organization

Protecting Hawaii's Communities and Natural Resources from Wildfire

POSITION DESCRIPTION

Position Title	Western Pacific Wildfire Network Coordinator
Location	Remote, strong preference for Hawaii-based employee
Hours	19.5 hours per week
Pay rate	Hourly, \$25-\$30/hour based on experience/education
Anticipated job term	12 months (with an extension dependent on additional funding)
Preferred Start Date	January 17, 2022
Reports to	Co-Executive Directors

About the Organization

The Hawaii Wildfire Management Organization (www.hawaiiwildfire.org) is a 501(c)(3) nonprofit organization based in Kamuela, HI on Hawaii Island. The organization works to protect communities and natural resources from wildfire through outreach, education, hazard reduction and land-use planning projects. We serve as the state's primary hub of collaborative wildfire activities in the region (Hawaii and the Pacific). We work proactively with partners and stakeholders to achieve our mission through a strong emphasis on collaboration, partner-building, and multi-partner solutions.

Job Purpose Summary

Overall, to support a sustained wildfire communication, learning, and action network among partners and practitioners dealing with wildfire throughout the Pacific.

Specifically, to oversee the co-planning, coordination, and implementation of: a comprehensive wildfire needs assessment; the co-development (and possible implementation) of wildfire-related action and implementation plans; and the building of social and technical infrastructure for long-term communication and network-building for the U.S.-Affiliated Western Pacific islands of Guam, Yap, and Palau, CNMI, FSM, and American Samoa.

As a key point of contact and liaison between HWMO and its U.S. Affiliated Western Pacific partners, the purpose of this position is to identify, share, and connect regionally-relevant resources and people for the purpose of strong collaborative action towards wildfire awareness, preparedness, and resilience across the Western Pacific region.

The person best suited for this position will have both strong interpersonal and project management skills, to include an ability to make initial contact with individual partners, grow relationships and the network through strong, informative, positive communications, and track and assist with next-level planning and technical support.



Key Responsibilities

Coordinate Western Pacific Network-Building and Needs Assessment (95%)

- ***Serve as primary liaison for the Western Pacific needs assessment.*** This entails identifying and building relationships with key local and regional partners; communicating regularly with them to achieve program and project goals; and developing mechanisms/channels to assist in growing connectivity among them.
- ***Assist with planning and implementation of a Pacific-wide needs assessment process.*** This includes initiating a core group of fire/resource managers to serve as the cross-region team; co-planning and implementing methods (surveys, interviews, workshops) for understanding information and technical assistance needs of the region; summarizing the results; and, guiding the process for developing region-specific action/implementation plans to meet needs.
- ***Facilitate learning, discussion, and planning among partners.*** This includes carrying out planning, scheduling, and hosting of virtual gatherings for purposes of maintaining connection and ongoing learning and sharing for key people in the region; following through on next steps and needs identified by partners and HWMO supervisors; and identifying and enabling opportunities for group learning, collaboration, and action.
- ***Coordinate and host regional and local educational and/or networking events.***
- ***Play a range of roles as a key point of contact and facilitator*** for the project, from coordinating and hosting in-person and virtual gatherings to developing and sharing information and building relationships and rapport through active and passive approaches.

General HWMO Project Assistance (5%)

HWMO is a small nonprofit, with a team culture and environment that focuses on working as a team to achieve organization-level goals and projects.

All employees:

- Assist with HWMO efforts and projects as needed, to include fundraisers, conferences, full-team projects and events, and Board and partner meetings
- Assist with administrative tasks as needed, such as record keeping, reporting, and project planning
- Participate in regular staff meetings and office upkeep
- Assist as needed with organizational documents such as strategic plan, Board of Directors and Board Committees (such as Technical Advisory Committee) reports, and other communications products

Minimum Qualifications

- Bachelor's Degree and 4 years of professional experience **or** equivalent combination of education and experience in a related field
- Experience managing complex projects independently
- Experience working with individuals from diverse cultures, backgrounds and perspectives
- Ability to effectively prioritize and execute a large number of activities with minimal supervision
- Experience with designing, coordinating, and facilitating in-person and/or virtual events (meetings, workshops, conferences)
- Ability to use web- and cloud-based workspaces such as Google Suite and Zoom



- Ability to work in a team environment (team player, excellent interpersonal skills, flexible, reliable, and positive)
- Ability and willingness to travel to neighboring islands and nationally, as needed
- Understanding of local communities in the Western Pacific as demonstrated through time spent working and/or living in the western pacific
- Understanding of Hawaiian and/or other pacific islands' culture, ecosystems, and ecology as demonstrated through time spent living, working, and/or studying there
- Have a high attention to detail

Desired Qualifications

Preference will be given to applicants with some or many of the following qualifications:

- Experience developing relationships and maintaining a high level of communication with remote team members that are geographically dispersed
- Strong experience building connections within and across diverse groups of people via community organizing, partner-building, or something similar (networking and network weaving)
- Strong experience facilitating and/or moderating discussions in real time among people with diverse perspectives and styles, to make progress toward a common goal (training in facilitation techniques desired)
- Strong interpersonal skills that support working independently as well as with small and large teams and with an array of team styles and modes (flexible and adaptive)
- Familiarity with wildfire education, management, and/or mitigation
- Open to experimentation, learning, growing, and envisioning creative next steps, both as a professional and as part of an organization that needs to stay at the leading edge of our field for the benefit of partners and stakeholders (and environments and communities) across Hawaii and the Pacific.

Other Details

The organization currently has a work-from-home policy in place. Therefore, this is designed as a remote position. While performing the duties of this job, the employee is regularly required to use a computer (provided) and phone (personal). A high-speed internet connection, maintained by the employee, is required. Furthermore, the person selected for the job will need to secure a workspace conducive to their workstyle and duties. There are remote office and cell phone stipends available to offset costs (see benefits section below). If the selected candidate is located near Kamuela, Hawaii there can be physical office space available at the HWMO office in Kamuela. However, the team within which this position will work may be a partially-fully remote team with members on several islands.

This position is eligible for flexible work arrangements in consultation with their supervisor. Availability (up to 19.5 hours per week) during typical business hours for the western pacific (12:00 - 8:00 pm HST, Sunday - Thursday), with occasional evenings and weekends, is strongly preferred as the job is focused on providing interactive support for people across the western pacific. One suggested work schedule to accommodate both Western Pacific and Hawaii constituents could be 12:00 to 5:00 pm HST, Monday to Thursday.



Special Requirements:

All HWMO staff are required to be fully vaccinated against COVID-19. Proof of receiving one of the vaccines approved in the U.S. (Pfizer, Moderna, or Johnson & Johnson) shall be condition of employment and must be provided prior to starting work.

Wages and Benefits

- The starting wage will be \$25-\$30/hour, commensurate with experience
- The position is eligible for the following benefits:
 - Employer-sponsored health coverage for employees (medical, dental and vision). (Employees may elect to add dependent coverage paid for by the employee.)
 - Work-from-home stipends (\$25/month)
 - Computer provided
 - 5 paid holidays per year
 - Additional days of paid time off based on actual hours worked and employment longevity

TO APPLY

Interested applicants should send a cover letter and resume with at least 3 references via email to directors@hawaiiwildfire.org by 5:00 pm HST on **December 21, 2021**. Interviews will take place approximately the first week of January. The ideal candidate will start mid- to late- January, 2022. For questions about this job description, you may email us by Noon HST on December 4, 2021. *No phone calls please.*

Hawaii Wildfire Management Organization (HWMO) is an Equal Opportunity Employer. It is HWMO's policy to recruit, hire, and provide opportunities for advancement in all job classifications without regard to race, color, religion, sex, national origin, age, citizenship, marital status, sexual preference, parental status, or disability.



Hawaii Wildfire Management Organization

Protecting Hawaii's Communities and Natural Resources from Wildfire

POSITION DESCRIPTION

Position Title	Community Wildfire Programs Coordinator
Location	Remote, strong preference for Hawaii-based employee
Hours	40 hours per week
Pay rate	Hourly, \$25-\$30/hour based on experience/education
Anticipated job term	This position is based on available funding
Preferred Start Date	January 17, 2022
Reports to	Co-Executive Directors

About the Organization

The Hawaii Wildfire Management Organization (www.hawaiiwildfire.org) is a 501(c)(3) nonprofit organization based in Kamuela, HI on Hawaii Island. The organization works statewide to protect communities and natural resources from wildfire through outreach, education, hazard reduction and land-use planning projects. We serve as the state's primary hub of collaborative wildfire activities in the region (Hawaii and the Pacific) and work proactively with partners and stakeholders to achieve our mission. We work proactively with partners and stakeholders to achieve our mission through a strong emphasis on collaboration, partner-building, and multi-partner solutions.

Job Purpose Summary

To oversee the planning, coordination, and implementation of HWMO's wildfire prevention and mitigation educational strategies, with a particular focus on facilitating our statewide Firewise Communities Program, topical and regional learning pods, and other community-focused activities.

As a key point of contact and liaison between HWMO, its partners, and the communities we serve, the purpose of this position is to bridge people dealing with wildfire to each other and to the best available science and technical information in order to facilitate sustained and effective collaborative action.

The person best suited for this position is someone who thrives while interacting with people, has experience facilitating the exchange of knowledge through a variety of modalities, and is passionate and knowledgeable about protecting Hawaii's communities and natural resources from the impacts of wildfire.

Key Responsibilities

Community Programs (80%)

- ***Serve as primary liaison for the statewide Firewise Communities Program.*** This entails communicating regularly with community, state, and national partners to achieve program and project goals; leading the development of a newsletter and other digital resources (such as an online community) to assist in growing connectivity among Firewise residential leaders in Hawaii; and assisting with community and individual wildfire hazard assessments.



- ***Facilitate learning, discussion, and planning among participants of topical learning groups and regional wildfire coordinating pods.*** This includes carrying out planning, scheduling, and hosting of workshops and meetings; following through on next steps and needs identified by participants and HWMO supervisors; and identifying and enabling opportunities for group learning, collaboration, and action.
- ***Coordinate and host statewide educational and/or networking events.***
- ***Play a range of roles as a key community point of contact and facilitator*** for HWMO, from coordinating and hosting in-person and virtual gatherings to developing and sharing information and building relationships and rapport through active and passive approaches.

Public Outreach and Community Engagement (15%)

- Assist with developing and disseminating wildfire education information via fact sheets, presentations, web-based information, newsletters, and media releases
- Maintain the HWMO website and social media accounts
- Coordinate and present at educational workshops, community event booths, student programs, partner meetings, school assemblies, classroom visits, and conferences
- Lead logistical planning for field trips, meetings, and webinars as needed
- Stay informed and apprised of wildfire-related information, issues, events, news articles, opportunities, etc. in order to keep staff, Board, and partners up-to-date through verbal and digital communications

General HWMO Project Assistance (5%)

HWMO is a small nonprofit, with a team culture and environment that focuses on working as a team to achieve organization-level goals and projects.

All employees:

- Assist with HWMO efforts and projects as needed, to include fundraisers, conferences, full-team projects and events, and Board and partner meetings
- Assist with administrative tasks as needed, such as record keeping, reporting, and project planning
- Participate in regular staff meetings and office upkeep
- Assist as needed with organizational documents such as strategic plan, Board of Directors and Board Committees (such as Technical Advisory Committee) reports, and other communications products

Minimum Qualifications

- Bachelor's Degree and 4 years of professional experience **or** equivalent combination of education and experience in a related field
- Personal connection to, and knowledge of, the people and places of Hawaii
- Experience managing complex projects independently
- Ability to effectively prioritize and execute a large number of activities with minimal supervision
- Experience with designing, coordinating, and facilitating in-person and/or virtual events (meetings, workshops, conferences)
- Experience facilitating and/or moderating groups



- Experience developing, scheduling, and posting social media and website content
- Ability to use web- and cloud-based workspaces such as Google Suite and Zoom
- Ability to develop spreadsheets, presentations, narrative documents, and outreach materials (examples may be requested)
- Strong oral and written communication skills
- Ability to work in a team environment (team player, excellent interpersonal skills, flexible, reliable, and positive)
- Ability and willingness to travel to neighboring islands and nationally, as needed
- Experience developing relationships and maintaining a high level of communication with remote team members that are geographically dispersed
- Have a high attention to detail

Desired Qualifications

Preference will be given to applicants with some or many of the following qualifications:

- Strong experience building connections within and across diverse groups of people via community organizing, partner-building, or similar (networking and network weaving)
- Strong experience facilitating and/or moderating discussions in real time among people with diverse perspectives and styles, to make progress toward a common goal (training in facilitation techniques desired)
- Strong interpersonal skills that support working independently as well as with small and large teams and with an array of team styles and modes (flexible and adaptive)
- Strong understanding of local communities in Hawaii as demonstrated through time spent working and/or living in Hawaii
- Strong understanding of Hawaiian culture, ecosystems, and ecology as demonstrated through time spent living, working, and/or studying in Hawaii
- Familiarity with wildfire education, management, and/or mitigation
- Open to experimentation, learning, growing, and envisioning creative next steps, both as a professional and as part of an organization that needs to stay at the leading edge of our field for the benefit of partners and stakeholders (and environments and communities) across Hawaii and the Pacific.

Other Details

The organization currently has a work-from-home policy in place. Therefore, this is designed as a remote position. While performing the duties of this job, the employee is regularly required to use a computer (provided) and phone (personal). A high-speed internet connection, maintained by the employee, is required. Furthermore, the person selected for the job will need to secure a workspace conducive to their workstyle and duties. There are remote office and cell phone stipends available to offset costs (see benefits section below). If the selected candidate is located near Kamuela, Hawaii there can be physical office space available at the HWMO office in Kamuela. However, the team within which this position will work may be a partially-fully remote team with members on several islands.

This position is eligible for flexible work arrangements. Availability during typical business hours of 9-5:00 pm HST with occasional evenings and weekends is strongly preferred, as the job is focused on



providing interactive support for people in Hawaii and across the Pacific, and the employee must be available at the times that work for our constituents.

The typical work week includes meetings, events, and other activities that take place during standard Hawaii business hours of 9a-5p HST. There are occasional community and other events that take place during evenings and on weekends. Attendance at all pre-scheduled meetings and events, as well as occasional travel and work efforts to meet project deadlines, are all mandatory. Outside of those, the person in this position can set and modify their hours in consultation with their supervisor.

Special Requirements:

- This position requires working occasional evenings and weekends as needed to execute outreach, education, and community activities.
- The position requires a large amount of hours a week at a computer. The employee must be able to tolerate the physical stress of completing computer work for many hours each week.
- This position may require lifting and carrying outreach materials, boxes, projector and screens, and other equipment needed to conduct activities of the job. The employee must be able to lift 25 lbs and have a high tolerance for non-office, non-sterile, and/or outdoor environments.
- This position may involve being present for community-based hazard assessments or risk reduction activities. The employee must be able to tolerate the physical stress of walking, driving, and/or standing for several hours at a time, sometimes in inclement weather.
- The employee must have reliable transportation and a cell phone to be used to communicate for work purposes. Mileage for special events and/or non-commute travel will be provided.

All HWMO staff are required to be fully vaccinated against COVID-19. Proof of receiving one of the vaccines approved in the U.S. (Pfizer, Moderna, or Johnson & Johnson) shall be condition of employment and must be provided prior to starting work.

Wages and Benefits

- The starting wage will be \$25-\$30/hour, commensurate with experience
- The position is eligible for the following benefits:
 - Employer-sponsored health coverage for employee (medical, dental and vision). Employee may elect to add dependent coverage (costs covered by employee).
 - Work-from-home stipends (\$50/month)
 - Computer provided
 - 5 paid holidays per year
 - Additional days of paid time off based on actual hours worked and employment longevity

TO APPLY

Interested applicants should send a cover letter and resume with at least 3 references via email to directors@hawaiiwildfire.org by 5:00 pm HST on **December 21, 2021**. Interviews will take place approximately the first week of January. The ideal candidate will start mid- to late- January, 2022. For questions about this job description, you may email us by Noon HST on December 4, 2021. *No phone calls please.*



Hawaii Wildfire Management Organization (HWMO) is an Equal Opportunity Employer. It is HWMO's policy to recruit, hire, and provide opportunities for advancement in all job classifications without regard to race, color, religion, sex, national origin, age, citizenship, marital status, sexual preference, parental status, or disability.