



Bureau of Indian Affairs
Fort Belknap Agency
Wildland Fire Management
158 Tribal Way, Suite B
Harlem, MT 59526



HIRING FOR 2026 FIRE SEASON

The Bureau of Indian Affairs, Fort Belknap Agency will conduct an AD firefighter hiring clinic at the Ft. Belknap Agency Fire building (165 Agency 3rd Street) on **Tuesday, April 21 and Wednesday, April 22, 2026, from 9am – 2pm each day.** Previous wildland fire experience is not required.

- In compliance with the Federal Drug-Free Workplace Program, Executive Order 12564 (September 15, 1986), **individuals must submit to a drug test at the hiring clinic.**
- Individuals who successfully complete the drug screening will be required to complete the Department of the Interior (DOI) Medical Standards process to ensure they are physically able to carry out the duties required of a wildland firefighter. Individuals will be required to complete a comprehensive baseline medical qualification exam, a periodic exam, or a self-certification dependent upon their medical standards history. Applicants **must have a valid phone number and email address** to set up their firefighter physical. *Firefighter physicals must be set up during the hiring clinic; no other physicals will be accepted.*
- Work capacity tests (WCTs) will be administered at a date to be determined for individuals who clear the medical standards process. WCTs are job-related based on the minimum physical standards by position qualification.
 - Arduous Duty WCT (Pack Test): Complete a 3-mile walk over level terrain in 45 minutes or less while carrying a 45-pound pack.
 - Moderate Duty WCT (Field Test): Complete a 2-mile walk over level terrain in 30 minutes or less while carrying a 25-pound pack.
 - Light Duty WCT (Walk Test): Complete a 1-mile walk over level terrain in 16 minutes or less. (no pack carrying requirement)
- Information on required Wildland Fire Safety Training and Annual Refresher (WFSTAR), RT-130, training and/or required rookie training courses will be provided to individuals who pass the initial drug screen.
 - Note: Required training will be provided by the BIA in conjunction with the US Wildland Fire Service (USWFS). Outside training certificates will not be accepted.

WHAT TO BRING:

- Current driver's license to complete driving paperwork. *Required for Engine Boss (ENGB) and Engine Operator (ENOP) positions, encouraged for all other positions.
- 2 valid forms of identification. **Copies and/or expired forms of ID will not be accepted.** Any combination of 1 ID from List B, below, **and** 1 ID from List C, below, will be acceptable.

LIST B Documents that Establish Identity	AND	LIST C Documents that Establish Employment Authorization
1. Driver's license or ID card issued by a State or outlying possession of the United States provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address		1. A Social Security Account Number card, unless the card includes one of the following restrictions: (1) NOT VALID FOR EMPLOYMENT (2) VALID FOR WORK ONLY WITH INS AUTHORIZATION (3) VALID FOR WORK ONLY WITH DHS AUTHORIZATION
2. ID card issued by federal, state or local government agencies or entities, provided it contains a photograph or information such as name, date of birth, sex, height, eye color, and address		2. Certification of report of birth issued by the Department of State (Forms DS-1350, FS-545, FS-240)
3. School ID card with a photograph		3. Original or certified copy of birth certificate issued by a State, county, municipal authority, or territory of the United States bearing an official seal
4. Voter's registration card		4. Native American tribal document
5. U.S. Military card or draft record		5. U.S. Citizen ID Card (Form I-197)
6. Military dependent's ID card		6. Identification Card for Use of Resident Citizen in the United States (Form I-179)
7. U.S. Coast Guard Merchant Mariner Card		7. Employment authorization document issued by the Department of Homeland Security
8. Native American tribal document		For examples, see Section 7 and Section 13 of the M-274 on uscis.gov/i-9-central .
9. Driver's license issued by a Canadian government authority		The Form I-766, Employment Authorization Document, is a List A, Item Number 4. document, not a List C document.
For persons under age 18 who are unable to present a document listed above:		
10. School record or report card		
11. Clinic, doctor, or hospital record		
12. Day-care or nursery school record		

- Banking information to establish direct deposit. Individuals without banking information will be able to submit a direct deposit waiver to receive a paper check, which will delay pay.
- Be prepared to complete IRS W-4 for tax withholding purposes. Information on the IRS tax withholding estimator can be viewed on the IRS website in advance at <https://www.irs.gov/individuals/tax-withholding-estimator> and Frequently Asked Questions (FAQs) are available on the IRS website at [FAQs on the 2020 Form W-4 | Internal Revenue Service](#). Hiring officials cannot help on tax forms during the hiring clinic.

Questions on wildland firefighter hiring can be directed to the BIA Fort Belknap Agency Superintendent at 406-353-2901 or IA_FortBelknap_Agency@bia.gov.