

Jett Payne

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SUMMARY

Wildland fire and training professional with 14 years of progressive experience across suppression operations, crew leadership, incident command, firefighter development, and formal instruction. Qualified Single Resource Boss with practical depth in fire behavior, firefighter safety, **suppression** tactics, **human factors**, **rural fire control**, and field based training. Delivered more than 40 hours of structured **fire service instruction** using NWCG aligned materials, practical evaluation, written assessment, observation, and documented feedback. Experienced with S 130 Firefighter Training, S 190 Introduction to Wildland Fire Behavior, I 100 Introduction to Incident Command System, and L 180 Human Factors in the Wildland Fire Service. Supports safe learning through clear preparation, patient coaching, reliable records, Microsoft Office, email, instructional technology, and close coordination with students, agencies, and operational partners.

EXPERIENCE

Wildland Fire Training Specialist

January 2024 - Present

Rocky Mountain Fire Training Collaborative

Missoula, MT

Lead wildland fire instruction and operational development across NWCG subjects, practical exercises, safety systems, evaluations, records, and agency coordination. Translate field experience into clear learning activities that support firefighter readiness and sound judgment.

- Built NWCG lessons around **fire behavior**, suppression tactics, and **firefighter safety** for varied learner needs.
- Led **practical exercises** with clear briefings, safety checks, observation, and timely coaching during field activities.
- Used **incident command** scenarios to connect classroom concepts with decisions made during active operational assignments.
- Maintained completion records, evaluation notes, grades, and feedback through **Microsoft Office**, email, and **instructional technology**.
- Reviewed after action findings with agency partners, then revised exercises and assessment materials for stronger learning outcomes.

Engine Boss, Training Coordinator

March 2021 - December 2023

Granite Basin Wildland Services

Helena, MT

Directed engine operations and coordinated firefighter training for field crews, combining **Single Resource Boss** responsibilities with structured instruction, readiness planning, risk controls, and performance review. Helped teams connect safe operational choices with dependable suppression results.

- Coordinated engine crew instruction using **NWCG** standards, operational briefings, and fire behavior case studies.
- Planned hands on suppression drills with resource checks, hazard controls, and clear **instructor assignments**.
- Applied incident command principles during exercises, helping trainees communicate roles, priorities, and changing conditions.
- Recorded observations and completion data, giving learners specific **feedback** after written and **practical evaluations**.
- Worked with fire service partners to align training objectives, field resources, and safe delivery requirements.

Crew Boss

April 2018 - February 2021

Clearwater Forestry Response

Kalispell, MT

Supervised **wildland** crews during suppression assignments while supporting firefighter development, practical mentoring, communications, human factors, and operational safety. Converted daily field observations into useful coaching and repeatable training practices for emerging leaders.

- Guided crew members through **fire behavior** discussions that supported safer tactical choices on changing terrain.
- Demonstrated **suppression** practices during field assignments, then discussed judgment points during crew debriefs.
- Used **human factors** lessons to improve communication, fatigue awareness, and shared responsibility across the crew.
- Supported skill observations and documented progress for firefighters preparing for expanded operational roles.
- Coordinated with supervisors and partner crews to maintain consistent briefings, standards, and resource readiness.

Wildland Firefighter, Squad Leader

May 2015 - March 2018

North Valley Fire District

Bozeman, MT

Supported wildland suppression and squad leadership across incident assignments, with growing responsibility for safety briefings, crew communication, practical coaching, and **incident command** awareness. Strengthened readiness through disciplined preparation and feedback in demanding field conditions.

- Led squad briefings that connected assignments, hazards, communications, and expected **suppression** outcomes.
- Practiced **fire behavior** interpretation with crew members before assignments, supporting informed movement and positioning.
- Reinforced safety procedures during practical work, then addressed concerns openly during post assignment reviews.
- Tracked training observations and completion details for supervisors using clear, timely documentation.
- Mentored newer firefighters through equipment checks, line construction practice, and calm field communication.

Wildland Firefighter

June 2012 - April 2015

Gallatin Regional Fire Authority

Bozeman, MT

Performed **wildland fire suppression** while building early leadership capability through crew training, safety practices, fire behavior study, incident command exposure, and field mentoring. Developed a strong operational foundation that later supported formal instruction and **Single Resource Boss** duties.

- Supported **suppression** assignments with disciplined tool use, crew communication, and attention to changing **fire behavior**.
- Completed practical training activities that strengthened line construction, firing operations, and **firefighter safety** awareness.
- Participated in **incident command** briefings, learning how assignments, resources, and priorities moved through operations.
- Shared field observations with supervisors, helping newer crew members approach unfamiliar tasks with confidence.
- Maintained reliable training documentation and followed established standards during daily readiness activities.

PROJECTS

Wildland Fire Course Readiness Program 📅 2026

Created a reusable course readiness model linking NWCG lesson objectives, practical exercises, safety checks, learner assessments, and completion records. Materials support consistent delivery across classroom and field settings.

Fire Behavior and Suppression Exercise Library 📅 2025

Built scenario based exercises connecting fire behavior, suppression decisions, incident command, and human factors. Each activity includes briefing points, observation criteria, safety controls, and feedback prompts.

LEADERSHIP & AWARDS

- NWCG M 410 Facilitative Instructor preparation recognized in 2023 for advanced fire service instruction.
- Selected as a trusted training coordinator for combining field leadership, learner coaching, and reliable completion records.
- Entrusted with Single Resource Boss responsibilities across engine and crew operations through consistent safety judgment.

EDUCATION

Bachelor's Degree in Fire and Emergency Services

Montana State University GPA: 3.5

2012

Bozeman, MT

Coursework: Fire behavior, incident command, emergency operations, fire prevention

CERTIFICATIONS

- NWCG M 410 Facilitative Instructor 📅 2023
- NWCG Engine Boss, Single Resource Boss 📅 Current
- NWCG Crew Boss, Single Resource Boss 📅 Current
- NWCG S 130 Firefighter Training 📅 2012
- NWCG S 190 Introduction to Wildland Fire Behavior 📅 2012
- NWCG I 100 Introduction to Incident Command System 📅 2012
- NWCG L 180 Human Factors in the Wildland Fire Service 📅 2012

TECHNICAL SKILLS

- **NWCG Courses:** S 130 Firefighter Training, S 190 Introduction to Wildland Fire Behavior, I 100 Incident Command System
- **Human Factors:** L 180 Human Factors, crew communication, fatigue awareness
- **Fire Operations:** wildland suppression, rural fire control, fire prevention
- **Fire Behavior:** fire behavior analysis, fuel awareness, weather interpretation
- **Incident Command:** incident command, operational briefings, assignment planning
- **Instruction Methods:** facilitative instruction, practical exercises, field mentoring
- **Assessment Tools:** written examinations, practical evaluations, performance observation
- **Training Records:** completion records, competency notes, grade submission
- **Office Applications:** Microsoft Word, Microsoft Excel, Microsoft PowerPoint
- **Communication Tools:** email, internet use, instructional technology
- **Safety Practices:** risk management, safety briefings, hazard controls
- **Agency Coordination:** fire service partners, outside agencies, college personnel

SKILLS

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|----------------------|-----------------------|--------------------|----------------------|
| • Fire behavior | • Practical training | • Training records | • Human factors |
| • Firefighter safety | • NWCG instruction | • Microsoft Office | • Rural fire control |
| • Suppression | • Curriculum planning | • Email | • Course evaluation |

- Incident command
- Assessment
- Instructional technology

PROFESSIONAL AFFILIATIONS

- Wildland fire service training and operational learning community participant.
- Fire service agency partner supporting shared standards, practical readiness, and safe instruction.

LANGUAGES

- English (Native)
- Spanish (Beginner)

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST