

# Riva Duncan



## **Summary of Experience**

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Retired wildland fire professional with 33+ years of experience, including Fire and Fuels program management on the Umpqua National Forest (OR), National Forests in North Carolina (NFsNC), and the Klamath National Forest (CA). Extensive experience and skills in wildland fire operations and fuels management including risk management/mitigation. Highly experienced instructor for a variety of wildland fire and all-risk courses. Able to efficiently work under pressure while maintaining a level head, calm demeanor, and strong situational awareness. Goal-focused and willing to take on challenges and responsibility. Skilled at providing technical, administrative, and organizational leadership to multiple employees, including planning and directing work projects and goals. Proven ability to learn quickly and adapt to new positions.

## **Overview**

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**Experience** 33+ years of fire experience in five USFS regions

## **Special Skills, Experience and Qualifications**

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- Extensive experience with Risk Management Assistance program and products
- Depth of knowledge and experience with risk management
- Highly experienced small group Facilitator in various settings
- Team Leader/team member for Facilitated Learning Analyses (accident/mishap investigations)
- International experience (official) in Georgia, Ukraine, Belize and Ethiopia
- Personal international travel experience: SE Asia, Europe, Mexico, Belize
- Extensive experience and expertise with High Reliability Organizing
- Excellent collaboration skills with interagency partners and cooperators
- Superior writing and verbal communication skills
- Extensive instructor experience from basic to advanced courses
- Strong integrated resource background
- Peer Supporter for Critical Incident Stress Management

## **Employment Experience**

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**Firebrand Solutions, LLC, Asheville, NC** 01/2021 to present

*Strategic Advisor/Emergency Management Specialist*

- Develop virtual wildland fire training for firefighters in the Ukraine
- Served as principal US advisor for Fire Management Plan for the Chernobyl Exclusion Zone (Ukraine)
- Advising/assisting Republic of Georgia's National Park Service in capacity building and training for wildfire management program
- Advise potential investors on wildland fire products/software

### **Grassroots Wildland Firefighters**

2/2021 to present

Registered non-profit organization advocating for reforms for federal wildland firefighters

*Secretary Treasurer (2/2021 to 12/2022), Vice President (12/2022 to present)*

- Prioritize tasks with executive board
- Write briefing papers for a variety of issues facing federal wildland firefighters
- Regularly meet with USDA-FS and DOI agency heads to bring issues forward from the field
- Facilitate Board and Stakeholder meetings
- Approve social media posts on a several platforms
- Meet with key partners such as union and other non-profits
- Provide critical information to various wildland firefighter groups

### **West Central Oregon Interagency Fire Zone, Roseburg, OR**

1/2017 to 12/2020

*Interagency Fire Staff Officer GS-301-13, 40 hrs/week*

*Supervisor: Alice Carlto*

- Forest Fire Chief for Umpqua NF and Roseburg and Coos Bay BLM Districts
- Implemented newly formed interagency fire organization
- Successfully managed a complex fire and fuels program for both agencies in an extremely challenging political and social environment
- Mentored district rangers and provide them opportunities to gain fire experience as Agency Administrators
- Advised Agency Administrators on incident operations including Initial Attack and large, long duration highly complexity fires
- Facilitated transition from Westside Suppression Contract to Agreement with ODF on BLM lands and providing guidance to Agency Administrators
- Utilized risk management assistance tools and support for large fire management
- Fostered a positive work environment and actively promoted FS codes and commitments
- Served as FS SME representative to the State Contract Crew Agreement Committee
- Maintained and build key cooperater relationships through on-going meetings and phone calls (State, local, and tribal)
- Developed fuels management organization to respond to climate change and hazardous fuels reduction needs

### **National Forests in North Carolina, Asheville, NC**

11/2009 to 1/2017

*Forest Fire Management Officer GS-301-12, 40 hrs/week*

*Supervisor: Lee Thornhill,*

- Managed a complex fire and fuels program on four national forests (eight ranger districts) totaling over 1.2 million acres with a nearly \$4 million budget (balanced every year).
- Motivated and supported employees in increasing fuels accomplishments in the mountains
- Modernized the interagency coordination center
- Responsible for rebuilding relationships with state cooperators and work closely to share messages and manage incidents
- Served as reviewer/advisor for Community Wildland Protection Plans (CWPPs)
- Served as Principal Advisor to FEMA for Fire Management Assistance Grants (FMAGs)
- In-briefed IMTs (T1 and T2) for large fires on operations and risk management
- Made operational decisions (Forest Duty Officer) on allocation of resources on incidents on home unit and as name-requested to support other national forests
- Developed AOPs for local and state cooperators

**Klamath National Forest**, Yreka, CA

9/2006 to 11/2009

*Deputy Forest Fire Chief GS-401-12, 40 hrs/week*

*Supervisor: Jay Perkins, Forest FMO* [REDACTED]

- Responsible for fire operations on a highly complex forest with a large fire and aviation program
- Supervised Center Manager for interagency coordination center (co-located and managed with CalFire) and Forest Aviation Officer, indirectly supervised additional six employees.
- Operationally managed (Forest Duty Officer) two IHCs, one T2 crew, one wildland fire module, two fuels modules, 12 T4 engines, two helicopter rappel crews, one air attack platform and various prevention, suppression, and fuels positions.
- Developed SOPs, conducted preparedness reviews
- Developed annual operating plans for cooperative agreements
- Worked closely with state cooperator (CALFire) and attended interagency meetings

**Klamath National Forest**, Yreka, CA

2/2008 to 9/2008

*Acting Forest Fire Chief GS-401-13, 40 hrs/week*

*Supervisor: Patty Grantham* [REDACTED]

- Was in the position under a temporary promotion (GS-13), NTE 120 day, from February - May, but then stayed in the Acting position as GS-12 until September, through the biggest fire season in Northern California history
- In-briefed 14 Incident Management Teams (IMT1, IMT2, NIMO, and Area Command) for several large, complex, long-term fires, many of them shared with neighboring forests
- Advised teams on various local issues and assisted Agency Administrators in representing forest interests and values
- Participated in team evaluation and closeouts
- The KNF was a pilot forest for the proposed federal fire policy changes and was one of the first forests to utilize the WFDSS process -- provided feedback to WO and RO groups on experiences with proposed policy and processes.
- Experience with SAIT and OSHA
- Managed \$9 million dollar suppression budget and successfully balanced it by end of FY

**Uinta and Wasatch-Cache National Forests**, Provo, UT

5/2003 to 9/2006

*Forest Fuels Specialist GS-401-11 40 hrs/week*

*Supervisor: Jim Thomas (retired)*

- First Forest Fuels Specialist hired by the forests
- Instrumental in developing prescribed fire and fire use programs on both national forests
- Developed key partnerships and positive working relationships with Northern Utah Fuels Committee members (BLM, BIA, State)
- Served as reviewer/advisor for Community Wildland Protection Plans (CWPPs)
- Wrote all South Zone burn plans
- Managed two separate fuels budgets (forests were separate at the time)
- Coordinated project implementation with districts and Regional Office
- Fuels Specialist for regional Appeal Review Team
- Utilized the HFRA/HFI authority for projects on the forests

**Apalachicola National Forest**, Bristol, FL

6/2001 to 10/01/2001

*Zone District FMO – NTE 120 day Detail GS-460-11, 40 hrs/week*

*Supervisor: James Hart (retired)*

- Zone FMO for two districts
- Managed extensive prescribed fire program on two districts accomplishing several thousands of acres of prescribed burns during detail
- Supervised large suppression and fuels organizations (engines, tractor plows)
- Attending cooperative meeting with interagency partners (FWS, FL DOF)
- Provided oversight on AD program to admin staff
- District Duty Officer
- Prepared end of FY reports for fire, budget, etc.

**Apalachicola National Forest**, Bristol, FL

1/1998 to 5/2003

*Timber Management Assistant GS-460-11, 40 hrs/week*

*Supervisor: Andy Colaninno (retired)*

- Managed a timber program (75%) which offered approximately 10 to 15 MCF per year with a budget in excess of \$300,000 per year.
- Supervised sale administrator, two pre-sale foresters. Indirectly supervised four employees.
- Developed timelines for current and outyear timber targets and scheduled NEPA projects to cover the timber sales.
- Wrote NEPA documents for vegetation management projects and special use permits.
- Worked closely with Biologist and FMO to implement restoration projects (thinning, fire) for several T&E plants and animals
- Developed sale packages which included timber appraisals, KV plans, sale prospectus, and applicable contract clauses.
- In addition to my duties as TMA, I also assisted with the intensive prescribed burn program (100,000+ acres annually) and wildfire program (25%) as initial attack incident commander, Burn Boss, ignition specialist, task force leader and strike team leader (crews and engines).
- Acting ZFMO, NTE 120 day detail, 2001

**Allegheny National Forest**, Bradford, PA

11/1990 to 1/1998

*Planning Forester GS-460-9 40 hrs/week*

*Supervisor: Arnie Irvine (retired)*

- Major duty was as interdisciplinary team (IDT) for timber sale, wildlife, and recreation environmental assessments (EAs), or NEPA projects. As IDT leader I coordinated and directed the team in NEPA compliance and documentation. I developed public involvement plans for EAs and met with interested individuals/groups in the office or field. I worked closely with specialists and other staff members in writing EAs.
- I developed appeal response packages for the Appeal Reviewing Officers. In the case of lawsuits, I assisted in assembling litigation packages for FS attorneys.
- The Forest had a large and active oil and gas program. I worked with operators to locate wells, roads, and power lines. I developed the NEPA packages for oil and gas projects. I also analyzed special use permit applications which included site inspections, fee determinations, and FLURS updates.
- Performed on-forest initial attack fire suppression as engine operator, firefighter, and squad boss.

**Asheville Interagency Hotshot Crew, Asheville, NC**

1/1996 to 6/1996

*Firefighter (detail) GS-460-09 40 hrs/week*

*Supervisor: Steve Little, [REDACTED]*

- Crew member detail on the Asheville Interagency Hotshot Crew, which is one of three USFS leadership development crews.
- Performed Type I fire suppression activities on 26 wildfires. Duties included initial and extended attack, direct and indirect line construction, mop-up, and assisting on prescribed burns.
- Assisted on prescribed burns on over 17,000 acres in three states.

**Allegheny National Forest, Sheffield, PA**

11/1989 to 11/1990

*Reforestation Forester (Forester Trainee) GS-460-5/7 40 hrs/week*

*Supervisor: Andy Colaninno (retired)*

- Wrote service contracts for area fence enclosures and stocking surveys.
- Administered several contracts for herbicide application, gypsy moth spraying, aerial fertilization, area fences, and stocking surveys.
- Selected treatment areas and layed out units as needed. I met with contractors and inspected work ensuring contract compliance.
- Assisted silviculturists in gathering data by taking understory and overstory plots.

**Education**

**Purdue University** West Lafayette, IN

BS Forest Management

1987

**Previous International Assignments US Forest Service**

2011 Ethiopia -- Provided prescribed fire and rangeland ecosystem expertise to pastoralists in southern Ethiopia. Worked with Government of Ethiopia, USAID, CARE, Ethiopia Universities and other organizations to restore fire to southern Ethiopia rangelands to increase forage for sustainable livestock grazing.

2003 Belize – Provided prescribed fire planning and implementation expertise to Caribbean and Central American land managers in order to restore fire-dependent ecosystems. Worked with The Nature Conservancy and International Forestry.

**Special Assignments**

- Team Leader, Lily Fire Accident, Facilitated Learning Analysis 08/2020 to 11/2020
- Casualty Assistance Program Manager, Umpqua NR 12/2019 to 12/2020
- Team Member, Dignified Transportation of Remains Work Group 2018
- Keynote Speaker, IAWF Fire Behavior Fuels Conference May 2018
- Instructor Cadre, R6/R10 You Will Not Stand Alone (YWNSA) 03/2017 to Present
- Instructor Cadre, R6/R10 M-581 03/2018 to Present
- R8 representative and Chair, National FMO Committee 1/2010 to 12/2016
- Regional CISM Coordinator, R8 2013 to 12/2016
- Forest Fire Management Officer rep, R8 Fire/Line Leadership Team 11/2012 to 12/2016
- Disaster Assistance Support Program completion 07/2016
- R8 representative, YWNSA Steering Committee 11/2015 to 12/2017
- Peer Supporter, CISM/CIPS 03/2015 to Present
- PNW MAC support, Operations 8/2015
- Cadre, R3 YWNSA Course (Investigations Unit) 03/2015 to Present

- Steering Committee, RX-510 Advanced Fire Effects 10/2004 to 2016
- Coach, L-480 Organizational Leadership in Wildland Fire January 2013
- Instructor Cadre, R8 Regional Burn Boss Refresher 9/2012 to 12/2012
- R8 Workforce Development/Succession Planning Team 1/2012 to 6/2012
- Steering Committee, Big Hole Staff Ride Development 6/2012 to 5/2014
- Small Group Facilitator, High Reliability Organizing Workshops 2005, 2006
- Facilitator, National Fire Plan Meeting for Regional Foresters June 2005
- Chairperson, Northern Utah Fuels Committee 2/2004 to 2/2005

## **Awards**

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- Superior Performance Award, FY 2016, FY 2017, FY 2018, FY 2019, FY 2020
- Outstanding Performance Award, FY 2015, FY 2016
- Superior Performance Award, FY 2013, 2014
- Certificate of Appreciation and Cash Award from R8 Fire Director for participation on workforce development team in 2012
- Certificate of Appreciation and Cash Award from R8 Fire Director for assistance to FEMA during 2011 fire season
- Certificate of Merit for Outstanding Performance as Deputy FFMO in FY 07
- Certificate of Merit from supervisor for providing leadership to the hazardous fuels programs on both the Uinta and Wasatch-Cache National Forests in FY 2004
- Certificate of Appreciation Cash Award from Regional Forester for work on Regional Fire Regime and Condition Class (FRCC) cadre. Cadre held 6 FRCC classes throughout the region in FY 2004.
- Regional Forester's Award (R8) for Collaborative Stewardship (shared with one other person). IDT leader and liaison for special use permit to build county fire stations on FS property