

MINIMUM QUALIFICATION STANDARDS

WILDLAND FIRE OPERATIONS SPECIALIST - LOW COMPLEXITY

OPM Standard Requirements - GS-455/462 Technician Series

One year of specialized experience equivalent to the next lower grade level. Graduate education may be substituted for specialized experience only when it is directly related to the work of the position. Further information can be obtained from OPM's Qualification Standards Operating Manual, specifically, OPM's Group Coverage Qualification Standard for Technical and Medical Support Positions and the Individual occupational requirements for either the 455 or 462 series. OPM's Qualification Standards Operating Manual is posted at <http://www.opm.gov/qualifications/>

Common grade level: GS-7 *(Note: Actual grade level will depend on the duties and responsibilities of the position.)*

Specialized Experience - Applicants must have a minimum of one year of creditable specialized wildland fire management experience equivalent to the next lower grade level. Specialized experience is that experience which has provided the applicant with the particular knowledge, skills, and abilities necessary to successfully function in the wildland fire management position applied for. Possession of the particular knowledge, skills, and abilities can be evidenced by:

- participating in implementing prescribed fire or fire use plans to ensure resource objectives can be met from a fire management standpoint.
- developing initial attack incident management strategies and tactics to meet the stated resource objectives.

NWCG Incident Management Qualifications - Currency Required

Primary Core Requirement	Secondary Core Requirement
ENGB or CRWB	ICT4

Additional required training as presented in the following courses, or agency equivalent:

- None

Selective Factor Justifications

- Attainment of either single resource boss qualification (ie CRWB or ENGB) provides the incumbent the competencies required to supervise and lead fire fighters on wildland fire incidents.
- The ICT4 qualification provides the incumbent with the knowledge of fire behavior, strategies and tactics, resources, equipment, and management objectives sufficient to safely, efficiently, and effectively direct the management of wildland fires.

Employee Development Training

Employee should receive the following developmental training, (or agency equivalent) to fully achieve competencies:

- I-200 “Basic ICS”
- FI-210 (formerly P-151) “Wildfire Origin and Cause Determination”
- RX-301 (formerly RX-300) “Prescribed Fire Implementation”
- RX-341 “Prescribed Fire Plan Preparation”
- RX-310 (formerly RX-340) “Introduction to Fire Effects”
- S-300 “Extended Attack Incident Commander”
- S-390 “Introduction to Wildland Fire Behavior Calculations”
- S-491 “National Fire Danger Rating System”
- 40-hour Supervisory Training
- BEHAVE
- National Environmental Policy Act (NEPA) training

MINIMUM QUALIFICATION STANDARDS

WILDLAND FIRE OPERATIONS SPECIALIST – MODERATE COMPLEXITY

This position can be established at either the professional or technical level, depending upon the competency of the position which in turn will determine whether professional or technical knowledge is required. This, in turn, depends upon the structure which the position is established. If the position is established at the technical level, any professional duties would be handled by a separate, usually higher graded, professional position.

OPM Standard Requirements - GS-455/462 Technician Series

One year of specialized experience equivalent to the next lower grade level. Graduate education may be substituted for specialized experience only when it is directly related to the work of the position. Further information can be obtained from OPM's Qualification Standards Operating Manual, specifically, OPM's Group Coverage Qualification Standard for Technical and Medical Support Positions and the Individual occupational requirements for either the 455 or 462 series. OPM's Qualification Standards Operating Manual is posted at <http://www.opm.gov/qualifications/>

OPM Standard Requirements - GS-401 Professional Series

Bachelor's degree in biological sciences, agriculture, natural resource management, or a related discipline appropriate to the position being filled; OR a combination of education and experience as defined in the Supplemental Qualification Standard for the GS-0401 Fire Management Specialist. Additional information can be obtained from OPM's Qualification Standards Operating Manual, Group Coverage Qualification Standard for Professional and Scientific Positions and the Individual occupational requirements for the 401 series. The Supplemental Qualification Standard for the GS-0401 Fire Management Specialist and assistance in interpreting the standard are posted at <http://www.ifpm.nifc.gov/>. OPM's Qualification Standards Operating Manual is posted at <http://www.opm.gov/qualifications/>

Common grade level: GS-9 *(Note: Actual grade level will depend on the duties and responsibilities of the position.)*

Specialized Experience - Applicants must have a minimum of one year of creditable specialized wildland fire management experience equivalent to the next lower grade level.

Specialized experience is that experience which has provided the applicant with the particular knowledge, skills, and abilities

necessary to successfully function in the wildland fire management position applied for. Possession of the particular knowledge, skills, and abilities can be evidenced by:

1. Experience that demonstrated understanding of fire effects on cultural and natural resources. The assignments must have shown participation in activities such as:
 - developing fire management plans to ensure plan objectives can be met from a fire management standpoint.
 - conducting field inspections before and/or after prescribed fires or wildland fires to determine if objectives have been met.

2. Prescribed fire/fuels management - experience in activities such as:
 - inventory methods and procedures
 - fuel treatment methods and programming
 - evaluating prescribed fire plans or fire management plans to ensure containment is possible and identify contingencies if containment is not obtained.

3. Fire management operations - analyzing and applying fire management strategies, plus experience in at least four of the following activities:
 - mobilization and dispatch coordination
 - fire prevention
 - training
 - logistics
 - equipment development and deployment
 - fire communication systems
 - suppression and preparedness

NWCG Incident Management Qualifications - Currency Required

Primary Core Requirement	Secondary Core Requirement
TFLD	ICT3 or RXB2

Additional required training as presented in the following courses, or agency equivalent:

- None

Selective Factor Justifications

- The ICT3 or RXB2 qualifications are commensurate skill levels for managing incidents or prescribed fire projects that require a large workforce over multiple burn periods.
- The TFLD qualification provides the incumbent with the knowledge of fire behavior, suppression, resources, equipment, tools, methods and techniques sufficient to safely, efficiently, and effectively manage moderately complex fire situations.
- The combined qualifications of TFLD, ICT3 and RXB2 provide the incumbent with the skill and knowledge to organize, manage, develop fire behavior prescriptions or strategies and tactics to meet land management objectives.

Employee Development Training

Employee should receive the following developmental training, (or agency equivalent) to fully achieve competencies:

- I-200 “Basic ICS”
- I-300 “Intermediate ICS”
- FI-210 (formerly P-151) “Wildfire Origin and Cause Determination
- RX-301 (formerly RX-300) “Prescribed Fire Implementation”
- RX-341 “Prescribed Fire Plan Preparation”
- RX-310 (formerly RX-340) “Introduction to Fire Effects”
- RX-410 (formerly RX-450) “Smoke Management Techniques”
- S-491 “National Fire Danger Rating System”
- 40-Hour Supervisory Training
- Aviation safety, operations, and management training
- BEHAVE
- National Environmental Policy Act (NEPA) training

MINIMUM QUALIFICATION STANDARDS

WILDLAND FIRE OPERATIONS SPECIALIST – HIGH COMPLEXITY

OPM Standard Requirements - GS-401

Bachelor's degree in biological sciences, agriculture, natural resource management, or a related discipline appropriate to the position being filled; OR a combination of education and experience as defined in the Supplemental Qualification Standard for the GS-0401 Fire Management Specialist. Additional information can be obtained from OPM's Qualification Standards Operating Manual, Group Coverage Qualification Standard for Professional and Scientific Positions and the Individual occupational requirements for the 401 series. The Supplemental Qualification Standard for the GS-0401 Fire Management Specialist and assistance in interpreting the standard are posted at <http://www.ifpm.nifc.gov/>. OPM's Qualification Standards Operating Manual is posted at <http://www.opm.gov/qualifications/>

Common grade level: GS-11 *(Note: Actual grade level will depend on the duties and responsibilities of the position.)*

Specialized Experience -

Applicants must have a minimum of one year of creditable specialized wildland fire management experience equivalent to the next lower grade level.

Specialized experience is that experience which has provided the applicant with the particular knowledge, skills, and abilities necessary to successfully function in the wildland fire management position applied for. Possession of the particular knowledge, skills, and abilities can be evidenced by:

- reviewing and evaluating fire management plans for ecological soundness and technical adequacy.
- conducting field inspections before and after prescribed or wildland fires to determine if objectives were achieved and/or evaluate the effectiveness of actions taken.
- developing analyses on the ecological role of fire and its use and/or exclusion, and smoke management.

In addition to fire program management, appropriate experience must have included either prescribed fire/fuels

management - OR - fire management operations as described below:

Prescribed fire/fuels management - experience in a broad range of activities such as:

- inventory methods and procedures
- fuel treatment methods and programming
- land use planning and environmental coordination
- evaluating prescribed burn plans or fire management plans to ensure containment is possible and identify contingencies if containment is not obtained.

Fire management operations - analyzing and applying fire management strategies, plus experience in at least five of the following activities:

- mobilization and dispatch coordination
- fire prevention and education
- training
- logistics
- equipment development and deployment
- fire communication systems
- suppression and preparedness
- aviation

NWCG Incident Management Qualifications - Currency Required

Primary Core Requirement	Secondary Core Requirement
DIVS	ICT3 or RXB2

Additional required training as presented in the following courses, or agency equivalent:

- None

Selective Factor Justifications

- The ICT3 or RXB2 qualifications are commensurate skill levels for managing incidents or prescribed fire projects that require a large workforce over multiple burn periods.
- The DIVS qualification provides the incumbent with the knowledge of fire behavior, suppression, resources, equipment, tools, methods and techniques sufficient to safely, efficiently, and effectively manage highly complex fire situations.
- The combined qualifications of ICT3, DIVS, and RXB2 provide the incumbent with the skill and knowledge to organize, manage, develop fire behavior prescriptions or strategies and tactics to meet land management objectives.

Employee Development Training

Employee should receive the following developmental training, (or agency equivalent) to fully achieve competencies:

- I-200 “Basic ICS”
- I-300 “Intermediate ICS”
- FI-210 (formerly P-151) “Wildfire Origin and Cause Determination”
- RX-301 (formerly RX-300) “Prescribed Fire Implementation”
- RX-341 “Prescribed Fire Plan Preparation”
- RX-310 (formerly RX-340) “Introduction to Fire Effects”
- RX-410 (formerly RX-450) “Smoke Management Techniques”
- S-491 “National Fire Danger Rating System”
- 40-Hour Supervisory Training
- Aviation safety, operations, and management training
- BEHAVE
- Leadership and organizational skills training
- National Environmental Policy Act (NEPA) training

Competency Descriptors for Wildland Fire Operations Specialists

Wildland Fire Operations Specialist Position Descriptor

A Wildland Fire Operations Specialist is one who applies fire management principles and practices for the protection and enhancement of the wildland environment through the implementation of operational plans.

EXPERTISE LEVELS DEFINITIONS

WORKING – W

Definition: The minimum level of experience and/or training that it takes to produce work of acceptable quality.

JOURNEY – J

Definition: Has sufficient experience to be considered a seasoned employee. Is skilled in performing the more difficult tasks related to the function. Has received advanced training in the function.

EXPERT – E

Definition: Reflects the quality of experience and/or training needed to perform the most challenging aspects of the position.

"Program Complexity Levels" refers to those determined from the complexity analysis process. Some positions do not vary in the expertise levels of competencies, regardless of the complexity of the program to which they are assigned. Others have only a minimum level of competency expertise defined, recognizing that there is too wide a variety of programs within and between agencies to define all situations. The remainder have either two or three levels of competency expertise, based on their unit's program complexity.

Example of Expertise and Complexity Levels

<u>Competencies</u>	Low	Moderate	High
Knowledge of processes and sources of training.	W	J	J

In this example, a “W” Working level of expertise is required in a Low complexity fire program; a “J” Journey level of expertise is required in both Moderate and High complexity fire programs.

I. Program Management

Description

This competency identifies the knowledge, skills and abilities required to develop and manage a wildland fire management program.

Outline

- A. Develop, implement and evaluate program goals and objectives in support of mission accomplishment. Implement corrective actions.

<u>Competencies</u>	Low	Moderate	High
Knowledge of natural resource management concepts, principles, and practices applicable to the full range of duties associated with fire management.	W	J	J
Knowledge of the integration of related fields such as forestry, range, recreation, wildlife, soil, air and water.	W	J	J
Knowledge of the ecological response to the presence or absence of fire.	W	J	J
Knowledge of fire protection and fire use techniques, methods and procedures.	J	J	E
Knowledge of program monitoring and evaluation process and procedures.	J	J	J
Knowledge of reporting requirements and procedures.	J	J	J
Ability to monitor and evaluate program elements and determine their effectiveness in meeting management goals and objectives.	W	J	J
Ability to apply corrective actions to increase efficiencies and effectiveness.	W	J	J
Ability to identify and define fire-related management issues, resolve the issues with available research, and make recommendations.	W	J	J

B. Develop, implement and evaluate fire management budgets.

<u>Competencies</u>	Low	Moderate	High
Skill in developing, implementing, and monitoring a wildland fire operations budget.	W	J	J

C. Supervise and develop employees.

<u>Competencies</u>	Low	Moderate	High
Knowledge of processes and sources of training.	W	J	J
Knowledge of agency and interagency qualification and certification standards.	J	J	J
Ability to implement development/training plans.	W	J	J

D. Develop and maintain agency and interagency partnerships.

<u>Competencies</u>	Low	Moderate	High
Knowledge of cooperating agencies' missions, organization and operating procedures.	W	J	J
Knowledge of organization and function of interagency fire organizations, such as the National Wildfire Coordinating Group, National Multi-agency Coordinating Group, geographic area coordinating groups, state, tribal, and local groups.	W	J	J
Knowledge of development of Cooperative Agreements, Memoranda of Understanding, and Memoranda of Agreement.	W	J	J

E. Identify research needs and apply new technologies.

<u>Competencies</u>	Low	Moderate	High
Ability to identify and define fire management issues, and develop research recommendations if necessary.	W	J	J
Ability to apply technology in fire management activities.	W	J	J

II. Planning

Description

This element identifies the knowledge, skills and abilities required for participation in the planning processes involved in wildland fire management programs. These levels must be sufficient to allow for participation on interdisciplinary teams in the development of:

- Unit Level Fire Management Plan- these plans could include pre-attack plans and other suppression-related plans.
- Annual Operating Plan- these plans could include Memoranda of Understanding and Cooperative Agreements, mobilization plans, step-up staffing plans, etc.

Outline

A. Develop plans compliant with environmental laws, regulations and policies.

<u>Competencies</u>	Low	Moderate	High
Knowledge of environmental laws, regulations, and policies including the National Environmental Policy Act.	W	J	J

B. Participate in agency interdisciplinary planning processes.

<u>Competencies</u>	Low	Moderate	High
Ability to participate in interdisciplinary planning.	W	J	J

C. Prepare and review plans and/or plan components, which may include the following:

1. Annual Operating Plans
2. Training plans
3. Fire suppression plans
4. Safety plans
5. Individual project plans

<u>Competencies</u>	Low	Moderate	High
Knowledge of components of required plans under area of responsibility.	J	J	E
Ability to write operational plans.	J	J	E

III. Operations

Description

This element identifies the knowledge, skills and abilities required to manage operational program components to achieve land management objectives established for the unit. Operational components include preparedness, wildland fire operations, prevention, fuels and prescribed fire, and aviation.

Outline

- A. Implement unit preparedness programs to include:
 1. Detection

- 2. Readiness
- 3. Agreements
- 4. Fire danger/behavior predictions
- 5. Severity requests
- 6. Dispatching

<u>Competencies</u>	Low	Moderate	High
Knowledge of aerial and land-based detection systems and technologies sufficient to implement a unit level detection program.	W	J	E
Knowledge of agency and interagency mobilization policies, procedures, and guidelines.	W	J	E
Knowledge of the cache management system sufficient to manage a unit fire cache.	W	J	E
Knowledge of fire business management principles and practices.	J	J	J
Knowledge of WIMS, NFDRS, etc., sufficient to develop, implement and adjust preparedness, staffing and dispatch plans.	W	J	E
Knowledge of the severity request requirements process.	W	J	J
Skill in applying current fire weather, fire behavior and fire danger prediction systems.	J	J	E
Ability to conduct readiness and safety inspections to assess a unit's ability to conduct wildland fire management activities.	J	J	E
Ability to analyze fire occurrence.	W	J	E
Ability to analyze critical factors and initiate timely severity requests.	W	J	E
Ability to implement and evaluate dispatch plans (e.g., pre-attack, pre-planned dispatch, mobilization guides, etc.).	J	J	E

- B. Manage wildland fire program components to include but not limited to:
- 1. Strategy and tactics
 - 2. Incident management
 - 3. Emergency rehabilitation

4. Logistics/support
5. Priority setting and coordination
6. Reporting

<u>Competencies</u>	Low	Moderate	High
Knowledge of the Incident Command System component of National Interagency Incident Management System.	W	J	E
Knowledge of wildland and urban interface fire suppression strategies and tactics.	W	J	E
Knowledge of the full range of wildland fire appropriate management responses sufficient to implement an effective program.	W	J	E
Knowledge of fire suppression/prescribed fire tools and equipment.	J	J	E
Knowledge of fire behavior, strategy and tactics, resources, equipment, and tools sufficient to safely, efficiently, and effectively direct the management of wildland fires.	J	J	E
Knowledge of agency/bureau emergency rehabilitation policies, procedures, and techniques.	W	J	E
Ability to recognize changing conditions, develop alternative strategies and take appropriate action.	J	J	E
Ability to coordinate with cooperators in providing fire suppression.	W	J	J
Ability to ensure that all reports and records are properly completed.	J	J	J
Ability to set priorities and allocate resources between multiple incidents.	W	J	E
Ability to support the selected management response of one or more incidents.	W	J	E

C. Manage prevention programs.

<u>Competencies</u>	Low	Moderate	High
Knowledge of fire prevention processes, practices and techniques.	W	J	J
Ability to conduct hazard risk analysis, and apply appropriate prevention techniques.	W	J	J

D. Manage fuels and prescribed fire programs.

<u>Competencies</u>	Low	Moderate	High
Knowledge of fuels management principles, practices, and techniques.	W	J	J
Knowledge of prescribed fire organization, principles, practices, and techniques.	W	J	J

E. Manage unit fire aviation programs or operations as appropriate, including, but not limited to:

1. Tactical application of aircraft
2. Aviation safety management
3. Administration

<u>Competencies</u>	Low	Moderate	High
Knowledge of capabilities, limitations and approved safety standards and operating procedures of commonly used fixed and rotary-wing aircraft.	W	J	E
Knowledge of aviation administration requirements and procedures, such as contract solicitation, awarding and administration, fiscal accounting, etc.	W	J	J
Ability to ensure management of aircraft utilized in unit's fire operations is conducted in a safe and efficient manner, following established standards.	J	E	E
Ability to obtain compliance with established personnel safety requirements, such as training, personal protective equipment, determination of payloads, manifesting, flight	J	J	J

<u>Competencies</u>	Low	Moderate	High
following, crash/rescue response, etc.			

IV. Safety and Welfare

Description

This element describes the knowledge, skills and abilities required to manage the environmental and workplace hazards of the wildland fire environment. It focuses on the Wildland Fire Operations Specialist's ability to provide leadership and direction to subordinates in the recognition and mitigation of these hazards using all applicable laws, policies and guidelines. Personal accountability and zero tolerance for unsafe acts are paramount.

Outline

- A. Use applicable laws, policies, and guidelines to provide safety leadership and direction.
 - 1. Occupational Safety and Health Act
 - 2. Applicable state safety regulations
 - 3. Department and agency policies and guidelines
 - 4. NWCG guidelines

<u>Competencies</u>	Low	Moderate	High
Knowledge of the laws, policies and guidelines pertaining to safety such as the Code of Federal Regulations, national and agency policies and guidelines, Standard Firefighting Orders, Watch Out Situations, and other related fire safety guidelines, including OSHA and NWCG guidelines.	J	J	E

- B. Conduct safety related education programs focusing on:
 - 1. Training

2. Certification

<u>Competencies</u>	Low	Moderate	High
Skill in the effective use of education and certification processes to achieve safety management objectives and ensure compliance.	W	J	E

- C. Prepare hazard, risk, and trend analyses for:
1. Hazards including, but not limited to:
 - a. Fuels
 - b. Weather
 - c. Topography
 2. Associated hazards including, but not limited to:
 - a. Aviation
 - b. Mechanized equipment
 - c. Hazardous materials

<u>Competencies</u>	Low	Moderate	High
Skill in conducting hazard, risk, and trend analyses.	W	J	J

- D. Follow up hazards and risks with appropriate mitigation actions.

<u>Competencies</u>	Low	Moderate	High
Skill in recognizing and mitigating of a variety of hazards encountered within the wildland fire environment and other work environments; e.g., aviation, mechanized equipment, and hazardous materials.	W	J	J