

MINIMUM QUALIFICATION STANDARDS

UNIT FIRE PROGRAM MANAGER – LOW 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-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

The above specialized experiences may be evidenced by the following or similar positions:

Wildland and prescribed fire experience comparable to that gained in positions such as assistant Fire Program Manager

- OR**
Wildland Fire Operations Specialist
- OR**
Prescribed Fire and Fuels Specialist
- OR**
Initial Attack Lead Dispatcher/Asst. Center Manager
- OR**
Prevention & Education Specialist
- OR**
Incident experience in any ICS position on a Type I or II incident

NWCG Incident Management Qualifications - Currency Required

Primary Core Requirement	Secondary Core Requirement
ENGB or CRWB	ICT4 or RXB2

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 or RXB2 qualifications 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:

- M-581 “Fire Program Management”
- FI-210 (formerly P-151) “Wildfire Origin and Cause Determination”
- RX-310 (formerly RX-340) “Introduction to Fire Effects”
- S-491 “National Fire Danger Rating System”
- 40-hour Supervisory Training
- Aviation safety, operations, and management
- Fire computer applications
- Leadership and organizational skills training
- National Environmental Policy Act (NEPA) training

MINIMUM QUALIFICATIONS STANDARDS

UNIT FIRE PROGRAM MANAGER – MODERATE 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

The above specialized experiences may be evidenced by the following or similar positions:

- Unit Fire Program Manager
- OR**
- Wildland Fire Operations Specialist
- OR**
- Prescribed Fire and Fuels Specialist
- OR**
- Prevention & Education Specialist
- OR**
- Initial Attack Lead Dispatcher/Asst. Center Manager
- OR**
- Experience at the Unit Leader Level on a Type I or II incident

NWCG Incident Management Qualifications - Currency Not Required

Primary Core Requirement	Secondary Core Requirement
TFLD	ICT3 or RXB2

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

- M-581 “Fire Program Management”

Selective Factor Justifications

- 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 ICT3 or RXB2 qualifications are commensurate skill levels for providing oversight and management of wildland incidents or prescribed fire projects that require a large workforce over multiple burn periods.
- The training course M-581 (Fire Program Management) is designed to provide the incumbent with the in-depth knowledge of managing all aspects of a complex fire program, as well as reference material and tools to be successful. This course enables the incumbent to identify the principles, policies and procedures to effectively and safely lead, plan, and implement a Fire Management Program, all necessary prerequisite skills for this position.
- The combined qualifications of ICT3, TFLD, and RXB2 provide the incumbent with the skill and knowledge to organize, manage and develop fire behavior prescriptions or strategies and tactics to meet land management objectives, commensurate with a moderate complexity unit. Without these qualifications, the incumbent would be unable to perform the major duties of their job.

Employee Development Training

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

- I-300 “Intermediate ICS”
- M-580 “Fire in Ecosystem Management”
- FI-210 (formerly P-151) “Wildfire Origin and Cause Determination”
- RX-310 (formerly RX-340) “Introduction to Fire Effects”
- RX-410 (formerly RX-450) “Smoke Management Techniques”
- RX-510 (formerly RX-540) “Applied Fire Effects”
- S-490 “Advanced Wildland Fire Behavior Calculations”
- S-491 “National Fire Danger Rating System”
- S-580 “Advanced Fire Use Applications”/“National Park and Wilderness Fire Management”
- 40-hour Supervisory Training
- Aviation safety, operations, and management training
- Fire computer applications training
- Leadership and organizational skills training
- National Environmental Policy Act (NEPA) training

MINIMUM QUALIFICATION STANDARDS

UNIT FIRE PROGRAM MANAGER – 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-12 *(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

The above specialized experiences may be evidenced by the following or similar positions:

- Unit Fire Program Manager
- OR**
- Wildland Fire Operations Specialist
- OR**
- Prescribed Fire and Fuels Specialist
- OR**
- Center Manager
- OR**
- Prevention & Education Specialist
- OR**
- Served as member of Type 1 or Type 2 Incident Management Team at the Command and General Staff level, or as an Agency Administrator

NWCG Incident Management Qualifications - Currency Not Required

Primary Core Requirement	Secondary Core Requirement
DIVS	ICT3 or RXB2

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

- M-581 “Fire Program Management”

Selective Factor Justifications

- 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 ICT3 or RXB2 qualifications are commensurate skill levels for providing oversight and management of wildland incidents or prescribed fire projects that require a large workforce over multiple burn periods.
- The training course M-581 (Fire Program Management) is designed to provide the incumbent with the in-depth knowledge of managing all aspects of a complex fire program, as well as reference material and tools to be successful. This course enables the incumbent to identify the principles, policies and procedures to effectively and safely lead, plan, and implement a Fire Management Program, all necessary prerequisite skills for this position.
- The combined qualifications of ICT3, DIVS, and RXB2 provide the incumbent with the skill and knowledge to organize, manage and develop fire behavior prescriptions or strategies and tactics to meet land management objectives. Without these qualifications, the incumbent would be unable to perform the major duties of their job.

Employee Development Training

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

- I-300 “Intermediate ICS”
- I-400 “Advanced ICS”
- M-580 “Fire in Ecosystem Management”
- FI-210 (formerly P-151) “Wildfire Origin and Cause Determination”
- RX-310 (formerly RX-340) “Introduction to Fire Effects”
- RX-410 (formerly RX-450) “Smoke Management Techniques”
- RX-510 (formerly RX-540) “Applied Fire Effects”
- S-490 “Advanced Wildland Fire Behavior Calculations”
- S-491 “National Fire Danger Rating System”
- S-580 “Advanced Fire Use Applications”/“National Park and Wilderness Fire Management”
- 40-hour Supervisory Training
- Aviation safety, operations, and management training
- Fire computer applications training
- Leadership and organizational skills training
- National Environmental Policy Act (NEPA) training

Competency Descriptors for Unit Fire Program Managers

Unit Fire Program Manager Position Descriptor

A Unit Fire Program Manager is one who applies fire management unit principles and practices for the protection and enhancement of the wildland environment. A unit fire program manager integrates fire-related environmental, social, political, economic and technological information into land management activities to meet desired unit objectives. The manager initiates most actions based upon his/her experience in and knowledge of the functional responsibilities. The supervisor provides direction for individual and unit assignments in terms of broad mission objectives concerning major policies and administrative matters.

Guiding principles: Competency Descriptors addressed in this document will be the standard for all fire management functions at this level. Any assigned subordinate staff positions having similar duties as herein described, would utilize elements within this document. Competency descriptions for such assigned subordinate staff will not be separately identified.

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 element identifies the knowledge, skills and abilities required for providing leadership and coordination in all facets of the fire management program, including policy compliance, budget oversight and development, personnel management, interagency relations, and monitoring and evaluation of mission accomplishments.

Outline

A. Develop, implement and evaluate programs in support of mission accomplishments, and implement corrective actions.

<u>Competencies</u>	Low	Moderate	High
Knowledge of the Office of Personnel Management’s Executive Core Qualifications (ECQ 1-5) and associated Leadership Competencies, including “Leading Change,” “Leading People,” Results Driven,” Business Acumen,” and “Building Coalitions/Communications.”	W	W	W
Knowledge of natural resource management concepts, principles, and practices applicable to the full range of duties associated with fire management.	J	J	E
Knowledge of the integration of related fields, such as: forestry, range, recreation, wildlife, soil, air and water.	J	J	J
Knowledge of smoke management regulations, including EPA, state, tribal, local, and agency specific.	J	J	J
Knowledge of fire protection, fuels management and fire use techniques, methods and procedures.	J	J	E
Knowledge of fire-related computer application programs, existing fire research information databases, and applications.	J	J	J
Knowledge of program monitoring and evaluation processes and procedures.	J	J	E
Knowledge of reporting requirements and procedures.	J	J	J
Knowledge of fire effects as they relate to fuel modifications and prescribed fire.	J	J	J

Unit Fire Program Manager

<u>Competencies</u>	Low	Moderate	High
Ability to identify and define fire-related management issues, resolve these issues with available research and make recommendations.	W	J	E
Ability to predict and interpret ecological effects of fire or its absence on a landscape basis and anticipate social and political responses.	J	J	J
Ability to apply sound fire management principles and practices.	J	J	E
Ability to apply corrective actions to increase efficiencies and effectiveness.	W	J	E
Ability to monitor and evaluate prescribed fire/fuels management program elements and determine their effectiveness in meeting program goals and objectives.	J	J	J

B. Develop, implement and evaluate fire management budgets.

<u>Competencies</u>	Low	Moderate	High
Knowledge of agency financial management system, contracting, procurement and payroll.	J	J	J
Skill in developing, implementing and monitoring unit fire management budget.	W	J	E
Ability to develop severity requests.	W	J	E

C. Supervise and develop employees.

<u>Competencies</u>	Low	Moderate	High
Knowledge of processes and sources of training.	J	J	J
Knowledge of agency and interagency qualifications and certification standards and procedures adopted by the National Wildfire Coordinating Group (NWCG).	J	J	E

D. Develop and maintain agency and interagency partnerships.

<u>Competencies</u>	Low	Moderate	High
Knowledge of cooperating agencies' missions, organizations and operating procedures.	W	J	J
Knowledge of national cooperative programs such as Cooperative Forest Fire Protection and Federal Excess Property Procurement.	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, and state, tribal, and local groups.	W	J	J
Knowledge of tribal self-determination (contracts) and self-governance (compacts).	W	W	W
Skill in developing Cooperative Agreements, Memoranda of Understanding and Memoranda of Agreement.	J	J	E
Ability to interact as a member of external and internal teams.	J	J	E

E. Identify research needs and apply new technologies.

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

F. Communicate program processes, goals, and implementation procedures to a variety of audiences.

<u>Competencies</u>	Low	Moderate	High
Knowledge of media needs and procedures as related to fire program management.	W	J	J
Ability to effectively interact with the public and media.	W	J	J
Ability to articulate programs in understandable terms.	W	J	J

II. Program Planning

Description

This element identifies the knowledge, skills and abilities required for overall land and fire management planning processes and leading or participating as an interdisciplinary team member in the development of:

- Unit-level land management plan
- Unit-level fire management plan
- Annual Operating Plan - these plans could include prevention, public and media contacts, preparedness, emergency equipment rental agreements, mobilization, Memoranda of Understanding and Cooperative Agreements, etc.
- Project plans - these plans could include prescribed fire and appropriate management response fire plans, other fuels modification plans, project level aviation plans, etc.

Outline

A. Initiate and participate in agency and interagency interdisciplinary planning processes.

<u>Competencies</u>	Low	Moderate	High
Ability to participate at the appropriate level in the interdisciplinary planning processes.	W	J	E

B. 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

C. Develop plans compliant with agency enabling legislation, regulations and policies.

<u>Competencies</u>	Low	Moderate	High
Knowledge of agency policies sufficient to participate in the development of land use plans and operational plans.	J	J	E

D. Prepare and review plans, and/or plan components, and integrate into overall unit and interagency plans including, but not limited to:

1. Fire management plans
2. Annual Operating Plans
3. Preparedness fire plans
4. Prescribed fire plans
5. Aviation plans
6. Training plans
7. Safety plans
8. Prevention plans
9. Pre-attack plans
10. Individual project plans
11. Burned Area Emergency Rehabilitation (BAER) plans
12. Mobilization plans

<u>Competencies</u>	Low	Moderate	High
Knowledge of components of required plans under area of responsibility.	J	J	E
Skill in developing the full range of appropriate management response strategies based on prescription criteria.	J	J	E
Skill in developing fire behavior prescriptions to meet objectives established in prescribed fire plans.	J	J	J
Ability to prepare operational plans.	J	J	E

E. Conduct fuels and prescribed fire planning and analysis.

<u>Competencies</u>	Low	Moderate	High
Knowledge of fuels management and prescribed fire policies, practices and procedures.	J	J	J
Knowledge of fire weather, fire behavior and fire danger.	J	J	J
Knowledge of fire suppression/prescribed fire tools and equipment.	J	J	J
Skill in developing and analyzing fuels and prescribed fire plans.	J	J	E
Ability to ensure that all reports and records are properly completed and maintained.	J	J	E

F. Conduct smoke management planning and analysis.

<u>Competencies</u>	Low	Moderate	High
Knowledge of particulate samplers.	W	W	W
Knowledge of various smoke management regulations including federal, state, tribal,	J	J	J

<u>Competencies</u>	Low	Moderate	High
local, and agency specific.			
Skill in using smoke emission models.	W	J	J
Ability to relate weather and fire behavior to expected smoke conditions.	J	J	J

III. Operations

Description

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

Outline

- A. Implement unit preparedness programs to include, but not limited to:
 - 1. Detection
 - 2. Readiness
 - 3. Agreements
 - 4. Fire danger/behavior predictions
 - 5. Severity requests
 - 6. Mobilization

<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	J
Knowledge of current fire weather, fire danger and fire behavior prediction systems.	J	J	J

<u>Competencies</u>	Low	Moderate	High
Knowledge of pre-season agreements necessary to ensure adequate resources are available during periods of potential use.	J	J	J
Knowledge of local, regional and national dispatch and coordination systems and procedures, including preparedness levels.	J	J	J
Knowledge of local cache management and accountability procedures.	J	J	J
Knowledge of agency and interagency mobilization policies, procedures and guidelines.	J	J	J
Knowledge of the severity request requirements process.	J	J	J
Ability to analyze fire occurrence.	J	J	J
Ability to interpret and implement pre-season preparedness plans based on prediction outputs.	W	J	J
Ability to manage local dispatch operations in compliance with established procedures.	J	J	J
Ability to interpret and implement staffing and preparedness plans, based on prediction outputs on a unit and interagency basis.	W	J	J
Ability to implement pre-season preparedness activities as identified in annual operating plans.	J	J	E
Ability to conduct readiness and safety inspections to assess unit's ability to conduct wildland fire management and prescribed fire activities, and initiate corrective actions.	W	J	J
Ability to analyze critical factors and initiate timely severity requests.	W	J	E

- B. Manage wildland fire response 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 the National Interagency Incident Management System.	J	J	J
Knowledge of wildland/urban interface fire suppression strategies and tactics.	W	J	J
Knowledge of the full range of wildland fire appropriate management responses.	W	J	E
Knowledge of fire suppression/prescribed fire tools and equipment.	J	J	J
Knowledge of procedures used in providing direction to Incident Commanders including, but not limited to, development of incident objectives, Delegation of Authority, interaction, evaluation, and close-out/critique.	W	J	E
Knowledge of agency emergency rehabilitation policies, procedures and techniques.	W	J	J
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	J
Knowledge of agency and interagency mobilization and logistical support policies and procedures.	J	J	J
Skill in developing Wildland Fire Situation Analyses (WFSAs).	W	J	E
Ability to ensure that all reports and records are properly completed and maintained.	J	J	J
Ability to recognize changing conditions, develop alternative strategies and take appropriate action.	J	J	E
Ability to implement the full range of appropriate management responses.	W	J	E
Ability to set priorities between multiple incidents and allocate resources.	J	J	E
Ability to ensure implementation of emergency rehabilitation measures, as appropriate.	W	J	J
Ability to support the selected strategy of one or more incidents through transitions to higher or lower levels of management.	W	J	E

C. Manage prevention programs.

<u>Competencies</u>	Low	Moderate	High
Knowledge of appropriate prevention program processes and procedures.	W	J	J
Ability to implement mitigation measures to reduce risks identified in an approved fire prevention plan.	W	J	E

D. Manage fuels and prescribed fire programs including, but not limited to:

1. Fuels Management Projects
2. Prescribed Fire Activities
3. Priority Setting/Coordination
4. Logistics/Support
5. Reporting

<u>Competencies</u>	Low	Moderate	High
Knowledge of the full range of mechanical fuel treatment.	W	J	J
Knowledge of methods for the collection, storage, retrieval, and analysis of results from fire effects monitoring activities.	W	J	J
Knowledge of fire behavior monitoring and documentation techniques.	W	W	W
Knowledge of fire weather, fire behavior and fire danger.	J	J	J
Knowledge of aerial and ground-based ignition methods and techniques.	J	J	J
Knowledge of prescribed fire computer programs including Geographic Information Systems, Global Positioning Systems, PCFiredat, PCSeason, Firefamily, RERAP, BEHAVE, smoke modeling systems, etc.	J	J	J
Knowledge of service contracts.	W	J	J

<u>Competencies</u>	Low	Moderate	High
Skill in implementing fuels modification and prescribed fire plans.	W	J	J
Skill in setting priorities and allocating resources involving multiple projects.	W	J	E
Skill in performing as Prescribed Fire Burn Boss as defined by NWCG.	J	J	J
Skill in preparing and administering service contracts, for instance, mechanical hazard fuel reduction or other methods of fuel reduction other than mechanical.	W	J	J
Skill in coordinating required logistical support to one or more concurrent projects.	J	J	J

E. Monitor and analyze fuels, smoke and fire effects data and effectiveness of projects.

<u>Competencies</u>	Low	Moderate	High
Knowledge of fire effects as related to fuel manipulation and prescribed fire.	W	J	J
Skill in analyzing data to ensure that prescribed fire and fuels manipulation projects meet unit management objectives.	J	J	J
Skill in implementing a smoke management program that complies with federal, state, tribal, local and agency laws, regulations and policies.	W	J	J

F. 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	J	J	J

<u>Competencies</u>	Low	Moderate	High
procedures of commonly used fixed and rotary-wing aircraft.			
Knowledge of aviation administration requirements and procedures.	W	J	J
Knowledge of aircraft and pilot certification standards.	W	J	J
Skill in obtaining compliance with established personnel safety requirements, such as training, personal protective equipment, determination of payloads, manifesting, flight following, crash/rescue response.	J	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	J	E

IV. Safety and Welfare

Description

This competency identifies the knowledge, skills and abilities required to manage the environmental and workplace hazards of the wildland fire environment, and 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. Conduct wildland and prescribed fire operations in accordance with safety-related laws, policies and guidelines, including:
 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 and comprehension 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 Occupational Safety and Health Act and NWCG guidelines.	J	J	J

- 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.	J	J	J

- C. Prepare or oversee preparation of hazard, risk, and trend analyses for:
1. Wildland fire environment 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 on identified hazards and risks with appropriate mitigation actions.

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