

MINIMUM QUALIFICATION STANDARDS

SUPERVISORY FIRE ENGINE OPERATOR (SUPERVISING THREE OR FEWER CREW MEMBERS)

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-5/6 *(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:

Senior Firefighter

NWCG Incident Management Qualifications - Currency Required

| Primary Core Requirement | Secondary Core Requirement |
|--------------------------|----------------------------|
| ENGB | ICT5 |

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

- S-211 "Portable Pumps and Water Use"

Selective Factor Justifications

- ENGB is the minimum qualification needed to supervise a wildland engine crew on an incident. Without the ENGB qualification, the engine does not meet national standards for engine staffing (Redbook).
- The qualification of ENGB allows the incumbent to tactically operate equipment and supervise engine personnel.
- ICT5 is the command qualification for the lowest complexity incident. Type 5 incidents typically require less than 6 fire fighters to control, and single engine crews are typically assigned to these types of incidents.
- S-211 is a prerequisite training course for ENGB in the PMS 310-1, and provides the basic understanding of hydraulics and hose-lay applications, critical knowledge to operate a wildland engine.
- The combination of ENGB, ICT5, and S-211 provides the incumbent with the knowledge of fire behavior, suppression, resources, equipment, tools, methods and techniques sufficient to safely, efficiently, and effectively direct the suppression of wildfires.

Employee Development Training

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

- I-200 “Basic ICS”
- S-215 (formerly S-205) “Fire Operations in the Urban Interface”
- S-212 “Wildfire Powersaws”
- S-234 “Ignition Operations”
- S-260 “Incident Business Management Principles”

MINIMUM QUALIFICATION STANDARDS

ENGINE MODULE SUPERVISOR (SUPERVISING FOUR OR MORE CREW MEMBERS)

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-7/8 *(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:

Commercial Driver's License Certification for over 26,000 GVW if appropriate.

AND

Assistant Engine Module Supervisor

OR

Supervisory Fire Engine Operator

NWCG Incident Management Qualifications - Currency Required

| Primary Core Requirement | Secondary Core Requirement |
|--------------------------|----------------------------|
| ENGB | ICT4 |

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

- None

Selective Factor Justifications

- ENGB is the minimum qualification needed to supervise a wildland engine crew on an incident. Without the ENGB qualification, the engine does not meet national standards for engine staffing (Redbook).
- ICT4 is the command qualification for the second lowest complexity incident. Type 4 incidents typically require up to a strike team or task force configuration of resources to control, and the engine supervisor needs to have this qualification as they are typically the initial attack responder for Type 4 incidents.
- The combination of ENGB and ICT4 provides the incumbent with the knowledge of fire behavior, suppression, resources, equipment, tools, methods and techniques sufficient to safely, efficiently, and effectively direct the suppression of wildfires.

Employee Development Training

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

- I-200 “Basic ICS”
- S-215 (formerly S-205) “Fire Operations in the Urban Interface”
- S-212 “Wildland Powersaws”
- S-216 “Driving for the Fire Service”
- S-234 “Firing Methods and Procedure”
- S-260 “Incident Business Management Principles”
- S-301 “Leadership and Organizational Development”

COMPETENCY DESCRIPTORS FOR SUPERVISORY FIRE ENGINE OPERATOR AND ENGINE MODULE SUPERVISOR

These positions serves as first line supervisors on Fire Engine Modules, and are responsible for day-to-day operation of fire engine modules, both during fire suppression and on prescribed burns.

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 element identifies the knowledge, skills and abilities required to develop and manage a suppression program.

Outline

A. Supervise operation of fire engine module in responding to wildland fires and on prescribed burn projects.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of program management, supervision, and personnel practices and regulations in order to carry out supervisory responsibilities. | J | J |
| Knowledge of land management objectives, protection standards and wildland fire management strategies and tactics sufficient to develop and select appropriate suppression response alternatives. | J | J |
| Knowledge of fire engine hydraulic systems, foam and chemical application systems, including effect of elevation, friction loss, pressure, etc., pumping mechanisms, hose thread and apparatus differences, and operating procedures to distribute hose lays and to operate equipment for peak utilization. | J | J |
| Knowledge of agency and interagency fire business management practice and procedures. | J | J |
| Knowledge of required reports and the ability to provide timely documentation of activities. | J | J |

B. Determine preparedness and suppression needs annually, and facilitate procurement to meet needs.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|--|--|---|
| Knowledge of agency specific policies sufficient to participate in the development of operational plans. | W | W |

| | | |
|---|----------|----------|
| Knowledge of components of required plans under area of responsibility. | J | J |
| Knowledge and ability to participate in the interdisciplinary planning process. | W | W |
| Ability to write operational plans. | W | W |

II. Operations

Description

This competency element identifies the knowledge, skills and abilities required to implement and evaluate a fire engine program in support of wildland fire suppression operations. Operational components include preparedness, suppression, project work and supervisory responsibilities.

Outline

- A. Make on-site evaluations of conditions, make tactical decisions, and determine appropriate responses to wildland fire emergencies and to other wildland urban intermix situations.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of fire behavior, suppression, resources, equipment, tools, methods and techniques, sufficient to safely, efficiently, and effectively direct the suppression of wildfires. | J | J |
| Knowledge of logistical support organization, principles and practices, sufficient to support the management of incidents and other activities. | W | J |
| Knowledge of agency emergency rehabilitation policies, procedures, and techniques, sufficient to plan and implement appropriate rehabilitation of damages resulting from suppression actions. | W | J |
| Ability to perform duties under stressful and adverse operating conditions, such as long hours, heavy workloads, emergency situations, adverse working and environmental conditions. | J | J |

B. Serve as initial attack Incident Commander on wildland fires, and wildland urban interface situations occurring on the unit.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of the Incident Command System component of National Interagency Incident Management System. | J | J |
| Knowledge of other agencies' policies and procedures while cooperating with other agencies on wildland fires and other wildland urban interface situations. | W | J |
| Knowledge and ability to operate communication hardware such as multi-channel two-way radios with numerous programmable frequencies and computers for accessing fire weather and fire modeling programs, and Global Positioning System units. | J | J |
| Ability to evaluate and select the appropriate level of command required for the safe, efficient and effective management of an incident. | J | J |
| Ability to recognize changing environmental or situational conditions, to develop alternative courses of action. | J | J |

C. Provide for crew safety and welfare and implement a training program in compliance with applicable requirements.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of accepted safety practices in suppressing fires and various other incidents to prevent injury, property damage or loss of life. | J | J |

D. Develop and implement training programs (mandatory, formal and informal) to comply with policies and regulations.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of process and sources of training, agency/interagency qualifications and | W | J |

| | | |
|--|----------|----------|
| certification standards and procedures. | | |
| Ability to develop and implement training plans. | J | J |

- E. Develop and implement a comprehensive physical training program to enhance the ability of crew members to perform the required arduous firefighting duties.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|--|--|---|
| Ability to apply sound personnel management skills, to include supervision, coaching, training, motivation and evaluation. | J | J |

- F. Manage assigned property and serve as Station Manager by procuring, maintaining and inventorying tools and equipment to meet individual crew needs, to ensure that assigned personnel meet fire readiness standards on a daily basis.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of agency fire business management practices and procedures. | J | J |
| Ability to conduct readiness and safety inspections to assess unit's ability to provide efficient and effective fire suppression. | J | J |

- G. Plan and assign work to be accomplished by subordinates, set and adjust short term priorities, prepare schedules for completion of work, develop performance standards and evaluate work performance of subordinates.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of supervisory methods, personnel practices and procedures to carry out responsibilities and to plan/integrate work schedules to meet unit needs. | J | J |

| | | |
|---|----------|----------|
| Ability to supervise or direct a fire suppression module. | J | E |
|---|----------|----------|

H. Perform fire related assignments and project work at the unit in support of ecosystem management such as prescribed fire, development of burn plans, fuels inventory, pre-attack planning, brush disposal, back-logged fuels preparation and disposal.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of land use and resource management, and wilderness practices. | J | J |
| Knowledge of regulations and procedures at the incident or unit level to prepare incident reports regarding prescribed burns or other projects. | W | W |
| Knowledge of fuels management practices and policies to gather, analyze, and interpret data for development of fuels treatment and burn plans, and to execute prescribed burn projects. | W | W |

I. Supervise a crew in performing a variety of work in building and grounds maintenance.

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|--|--|---|
| Knowledge of carpentry, cement, plumbing, and painting trades. These skills are applied to maintain lookout towers, government residences, barracks, station buildings, warehouses, and other structures in functional and safe condition. | W | W |

III. Safety and Welfare

Description

This competency element identifies the knowledge, skills and abilities required to manage the environmental and workplace hazards of the wildland fire environment. The position provides leadership and direction to subordinates in the recognition and mitigation of these hazards using all applicable laws, policies and guidelines. Personal and subordinate accountability and zero tolerance for unsafe acts are paramount.

Outline

- A. Provide oversight related to safety laws, policies, and guidelines to include:
 - 1. Occupational Safety and Health Act
 - 2. Applicable state safety regulations
 - 3. Department and agency policies and guidelines
 - 4. NWCG guidelines

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| 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. | J | J |
| Knowledge of accepted safety practices and procedures in suppressing fires and various other incidents to prevent injury, property damage or loss of life. | J | J |

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

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Knowledge of basic first aid procedures. | J | J |
| Ability to impart a professional work ethic for safety through the effective use of educational and certification processes. | W | J |
| Ability to instruct training courses and to provide on-the-job training in proper and safe techniques, applications, methods, procedures and principles. This knowledge is used to effectively deal with the wide variety of conditions and situations encountered during wildfire suppression actions, prescribed burning, project work actions and wildland urban interface | J | J |

| | | |
|-------------|--|--|
| situations. | | |
|-------------|--|--|

- C. Prepare or oversee preparation of hazard and risk analyses for:
1. Wildland fire environment hazards
 - a. Fuels
 - b. Weather
 - c. Topography
 2. Associated hazards
 - a. Aviation
 - b. Mechanized equipment
 - c. Hazardous materials
 - d. Other

| <u>Competencies</u> | Supervisory Engine Operator | Engine Module Supervisor |
|---|--|---|
| Ability to conduct appropriate hazard and risk analysis in complex fire situations to develop strategy and tactics that mitigate hazards. | J | J |
| Ability to recognize and mitigate a variety of hazards encountered within the wildland fire environment and other work environments; e.g., aviation, mechanized equipment, and hazardous materials. | J | J |
| Ability to recognize and correct unsafe practices and conditions. | J | J |