

Wildland Fire Operations Specialist Planning Tool:

This tool has been developed as a means to identify developmental criteria which will help to meet Position Competencies identified, and further outlined through the Competency Descriptors, for each position in the *IFPM Qualifications Standards and Guide*.

Introduction:

The purpose of this planning tool is to provide the current employee or an aspiring employee with **suggested** developmental activities to achieve the required competencies for this position. Individual agency requirements, employee's background and personal initiative may dictate alternate developmental activities to achieve these competencies. The suggested developmental activities can be used (a) by the employee and supervisor to customize an Individual Development Plan towards meeting position competency as described in the *IFPM Qualifications Standards and Guide*; and/or (b) to identify the employee's future training and development towards this position as a short or long term goal.

For complete competency details, refer to the Competency Descriptors for each key position in the *IFPM Qualifications Standards and Guide*.

Element	Element Descriptions	Development Elements
Program Management	<ul style="list-style-type: none"> • Develop, implement and evaluate programs in support of mission accomplishments. Implement corrective actions. • Develop, implement and evaluate fire management budgets. • Supervise and develop employees. • Develop and maintain agency and interagency partnerships. • Identify research needs and apply new technologies. 	<ul style="list-style-type: none"> • Competency in program management at next lower Fire Program Management level (ie Fuels technician, Engine or Crew supervisor...). • Knowledge of agency financial management systems, project work plans, expenditure/cost tracking, and working knowledge of FPA. • Proficiency with PC and Windows-based software, and working knowledge of fire-related computer applications. • Suggested Training for future development: <ul style="list-style-type: none"> ○ M-581 Fire Program Management ○ M-580 Ecosystem Management ○ Supervisory curriculum offered by OPM (1st 40 hr, 2nd 40 hr, and 3rd 40 hr). ○ Technical Fire Management or Continuing Education Ecosystem Management

Element	Element Descriptions	Development Elements
		curriculum. –or- <ul style="list-style-type: none"> ○ Natural Resource Degree (Bachelors of Science)
Program Planning	<ul style="list-style-type: none"> • Develop plans compliant with environmental laws, regulations and policies. • Participate in agency interagency planning processes. • Prepare and review plans, and/or plan components, including: <ol style="list-style-type: none"> 1. Annual Operating Plans 2. Training plans 3. Fire suppression plans 4. Safety plans 5. Individual project plans 	<ul style="list-style-type: none"> • Involvement with inter-disciplinary NEPA process to provide fire/fuels input. • Working knowledge of agency specific NEPA, HFRA, NFP Implementation Plan direction. • Working knowledge of unit Fire Management Plan • Experience with developing or implementing Cooperative Fire Protection Agreements and AOP's (State-wide or local) with other federal agencies, state, and county (including VFD, RFD, and Municipal FD). • Job experience in writing prescribed fire burn plans (RXBP), and working knowledge of agency specific manual or handbook direction. • Knowledge and experience of unit Prevention RAM program. • Job experience as fuels technician or implementation of fuels management projects. • Working knowledge of agency specific Smoke Implementation Plan (SIP) or monitoring plan. • Knowledge of smoke modeling (NFS Puff, SASSEM, FOFEM, and SIS) • Suggested Training: <ul style="list-style-type: none"> ○ RX-410 Smoke Management Techniques ○ NEPA Training (1900-1) ○ S-490 Advanced Wildland Fire Behavior Calculations ○ Fire computer applications training ○ Rx-510 Applied Fire Effects ○ Aviation safety, operations, and management

Element	Element Descriptions	Development Elements
Operations	<ul style="list-style-type: none"> • Implement unit preparedness programs to include: <ol style="list-style-type: none"> 1. Detection 2. Readiness 3. Agreements 4. Fire danger / behavior predictions 5. Severity requests 6. Dispatching • Manage wildland fire response program components to include: <ol style="list-style-type: none"> 1. Strategy and tactics 2. Incident management 3. Emergency rehabilitation 4. Logistics / support 5. Priority setting and coordination 6. Reporting • Manage prevention programs • Manage fuels and prescribed fire programs. • Manage unit fire aviation programs or operations as appropriate including, but not limited to: <ol style="list-style-type: none"> 1. Tactical application of aircraft 2. Aviation safety management 3. Administration 	<p style="text-align: center;">training</p> <ul style="list-style-type: none"> o S-580 Advanced Fire Use Applications <ul style="list-style-type: none"> • Job experience in suppression preparedness planning at next lower Fire Program Manager (ie Engine or Crew supervisor). • Manage and supervise initial attack modules such as engines, crews, helitack, prevention, and lookouts. • Seek opportunities to develop subordinates to further their qualifications and experience. • Knowledge of WIMS, FireFamily Plus, and NFDRS. • Job experience in developing out-year budgets, project work plans, tracking expenditures and cost. • WFSA knowledge and experience to be able to develop and analyze range of appropriate management response. • Knowledge of unit specific standards and guidelines for fire suppression / management direction. • Working knowledge of agency specific manual and handbooks relating to fire suppression and preparedness. • Job experience in fire reports and agency specific reporting process. • Develop ICS qualifications to manage varying complexity of incidents. • IMT experience as Unit Leader / DIVS. • Job experience in implementing unit's prevention RAMS program. • Knowledge and experience in providing fire and fuels input to vegetation management projects. • Job experience in directing fire use implementation as burn boss, ignition specialist, or FEMO.

Element	Element Descriptions	Development Elements
		<ul style="list-style-type: none"> • Job experience in developing specifications for mechanical fuels treatments, including layout and contract inspection. • Job experience in fuels implementation expenditure tracking and agency specific accomplishment reporting process (ie MAR targets and/or NFPORS). • Knowledge of fire behavior, effects, and smoke modeling (Fire Management Analyst Plus, FOFEM, FVS...) • Knowledge of monitoring and post-treatment evaluation. • Suggested training: <ul style="list-style-type: none"> ○ L-380 Fireline Leadership ○ L-381 Incident Management ○ S-491 National Fire Danger Rating System ○ I-400 Advanced ICS ○ FI-220 Wildfire Origin and Cause Determination
Safety and Welfare	<ul style="list-style-type: none"> • Use applicable laws, policies, and guidelines to provide safety leadership and direction. <ol style="list-style-type: none"> 1. Occupational Safety and Health Act 2. Applicable state safety regulations 3. Department and agency policies and guidelines 4. NWCG guidelines • Conduct safety related education programs focusing on: <ol style="list-style-type: none"> 1. Training 2. Certification • Prepare hazard, risk, and trend analyses for: <ol style="list-style-type: none"> 1. Hazards including, but not limited to: <ol style="list-style-type: none"> a. Fuels 	<ul style="list-style-type: none"> • Evaluate initial attack and extended attack personnel for leadership, competency, qualifications, and experience to provide safe and efficient initial attack and extended attack on the unit. • Monitor all initial attack fires that transition into extended attack. • Working knowledge of agency specific health and safety code handbook. • Ensure all fire personnel are trained, certified, and prepared for wildland fire operations or prescribed fire implementation. • Inspect equipment and facilities for hazards and unsafe working conditions.

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	<ul style="list-style-type: none"> b. Weather c. Topography <p>2. Associated hazards including, but not limited to:</p> <ul style="list-style-type: none"> a. Aviation b. Mechanized equipment c. Hazardous materials <ul style="list-style-type: none"> • Follow up hazards and risks with appropriate mitigation actions. 	<ul style="list-style-type: none"> • Ensure maintenance is conducted for all equipment and facilities. • Experience in assessing hazards and risks for all projects, and ensuring risk mitigation in place prior to engagement or implementation (IRPG Risk Mitigation, Complexity Analysis, Aviation Risk Assessment...). • Adhere to qualification standards in NWCG 310-1 or FSH 5109.17 for all ICS positions. Participation on unit Redcard Review Committee. • Conduct pre-season critical preparedness training, including Annual Fire Fighter Refresher, workshops for Incident Commanders, helicopter managers, prescribed fire, HazMat awareness, defensive driving, Work Capacity Testing, fire shelter training, First Aid / CPR... etc. • Involvement with instructor cadre for local and geographic level training. • Involvement with pre-season EERA contracts and inspections. • Pre-season preparedness planning, including preparedness inspections. • Coordinate with local safety coordinators on accident reviews and prevention. • Ensure all JHA's are updated each season, and reviewed by personnel. Ensure tailgate safety sessions or 6-minutes for Safety sessions are being conducted. • Ensure Physical Training programs are implemented for all fire personnel, and monitored for health and safety.