

Geographic Area Fire Program Manager 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	Performance Element Descriptions	Development Elements to Meet Competencies
Program Management	<ul style="list-style-type: none"> • Develop, implement and evaluate programs in support of mission accomplishment • Develop implement and evaluate fire management budgets. • Develop and maintain interagency partnerships. • Identify research needs and apply new technologies • Communicate program processes, goals, and implementation procedures to variety of audiences. 	<p>Building on the Competencies in program management obtained from previous positions, from the following examples and others as developed:</p> <ul style="list-style-type: none"> • Unit Fire Program Review, FPA development, implementation or review. • Interagency Coordination Group Development and/or participation. • Working with Joint Fire Science Project/Monitoring/Inventory Project development, implementation or review. • Communication of policy/program implementation • Policy development and oversight of Fire Monitoring program. • Suggested training contributing to competency: <ul style="list-style-type: none"> ○ I-300/400 ICS training. ○ M-580 Fire in Ecosystem Management

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		<ul style="list-style-type: none"> ○ RX-410 (RX-450) Smoke Management Techniques ○ S-491 NFDRS ○ S-580 Advanced Fire Use Applications/Nat. Park & Wilderness Fire Management ○ Supervisory and/or Leadership Training ○ Agency fire planning and budgeting process training ○ ACES aviation safety/operations & management training ○ Leadership and organizational skills training ○ Environmental Compliance Training/Experience ○ I-401 Multi-Agency Coordination ○ Overview/workshops on fire software use or development ○ Tribal Trust/Self-determination, Self-governance overview/workshop/training.
Program Planning	<ul style="list-style-type: none"> ● Coordinate and implement agency and interagency interdisciplinary planning processes. ● Ensure plans comply with environmental laws, regulations and policies. ● Ensure plans comply with agency enabling laws, regulations and policies. ● Review individual plans, and components, and coordinate integration into area agency and interagency plans 	<ul style="list-style-type: none"> ● Participation on Interdisciplinary Planning Team ● Writing Interdisciplinary or Agency Planning Documents ● Policy and review of agency specific environmental compliance HFRA, NFP Implementation Plan direction. ● Policy and oversight of fire management planning ● Policy, oversight, development of Cooperative Fire Protection Agreements and/or multi-agency Annual Operating Plan's ● Develop, review, edit prescribed fire burn plans. ● Develop, implement, review policy, regulations, manuals, handbooks and guides. ● Develop, review, oversight of Prevention program.

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		<ul style="list-style-type: none"> • Policy development, oversight of fuels program management. • Participation with state-wide or agency specific Smoke Implementation Plan (SIP) • Training in or overview of smoke modeling (NFS Puff, SASEM, FOFEM, and SIS) • Suggested Training: <ul style="list-style-type: none"> ○ S-490 Advanced Wildland Fire Behavior Calculations ○ Fire computer applications training ○ Rx-510 Applied Fire Effects ○ ACES: Aviation safety, operations, and management training.
Operations	<ul style="list-style-type: none"> • Provide oversight and monitor unit preparedness program to include: Detection, Preparedness, Agreements, Fire danger, behavior predictions, Severity requests, Mobilization • Provide oversight to wildland fire response programs to include, but not limited to: Strategy and tactics, Incident management, Emergency rehabilitation, Logistics/support, Priority setting and coordination, Reporting • Oversee and coordinate implementation of prevention programs. • Oversee fuels and prescribed fire programs to include, but not limited to: Fuels management, Prescribed fire activities, Priority setting coordination, Logistics / support, Reporting • Provide area oversight to smoke management planning and analysis. • Provide oversight to area and unit fire effects monitoring and analysis 	<ul style="list-style-type: none"> • Policy, direction, oversight, monitoring and program review of preparedness planning and activity at unit level Fire Programs at GA and unit levels including monitoring of long term fire effects. • Policy, direction, oversight, monitoring and program review of Initial Attack, extended attack, support, dispatch organization and operations at GA and unit levels. • Policy, direction, oversight, monitoring and program review of Prevention program at GA and unit levels. • Policy, direction, oversight, monitoring and program review Fuels Management program at GA and unit levels, including smoke management, burn plan development, implementation and long term monitoring. • Management, policy, direction, oversight, monitoring and program review of aviation management within at GA and unit levels. • Policy, direction, oversight, monitoring and review of

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	<ul style="list-style-type: none"> • Oversee fire aviation programs or operations as appropriate including but not limited to: Tactical application of aircraft, Aviation Safety Management, Administration 	<p>cache management and logistical support within at GA and unit levels.</p> <ul style="list-style-type: none"> • Policy, direction, oversight, monitoring and program review of BAER and Emergency Stabilization within at GA and unit levels. • Coordinate Fire Management policy, priority and operations (MAC group), including incident management teams within the GA in coordination with partners. • Suggested Training Contributing to Competencies: <ul style="list-style-type: none"> ○ L-380 Fireline Leadership ○ L-381 Incident Management ○ FI-220 Wildfire Origin and Cause Determination
Safety and Welfare	<ul style="list-style-type: none"> • Provide oversight related to safety laws, policies, and guidelines to include: Occupational safety and Health Act, Applicable state Safety Regulations, Department and agency policies and guidelines, NWCG guidelines. • Conduct safety related education programs focusing on: Training and Certification. • Prepare hazard, risk, and trend analyses for: Wildland fire environment hazards including, but not limited to: Fuels, Weather, Topography, Associated hazards including, but not limited to: Aviation, Mechanized equipment, Hazardous, materials. • Follow up identified hazards and risks with appropriate mitigation actions. • Ensure serious accident investigation policies and procedures are followed in the area. 	<ul style="list-style-type: none"> • Program Review and Evaluation of GA and unit fire programs for leadership, competency, training, qualifications, and experience of personnel to provide acceptable levels of management oversight during initial attack and extended attack on the unit. • Monitor initial attack fires that transition into extended attack. Support or coordinate WFSA development. • Communication of National and development of GA Safety and Welfare regulations, policy, manuals guides and or handbooks. • Readiness Policy, oversight, monitoring and program compliance review of unit Safety Program. • Develop and implement post review monitoring and maintenance of Safety and Welfare review action elements. • Communication of serious accident policies and procedures to units.

Element	Performance Element Descriptions	Development Elements to Meet Competencies
		<ul style="list-style-type: none"><li data-bbox="1171 235 1766 298">• Participation on National Teams for policy development.