

Senior Firefighter 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 Position Competency
Operations	<ul style="list-style-type: none"> • Perform Suppression operations to include: <ol style="list-style-type: none"> 1. Senior Firefighter on a hand crew 2. Senior firefighter on a fire engine 3. Senior firefighter on a helitack crew 	<ul style="list-style-type: none"> • Job experience in a variety of fuel types on incidents of varying complexity (ie Type 1-5 fires). • Lead 1-20 firefighters in suppression operations • Job experience using fire related technology (ie, GPS, multi-channel radios, fire related computer programs) • Perform as an instructor for annual refresher or appropriate level training course. • Suggested training: <ul style="list-style-type: none"> ○ I-200, Basic ICS ○ S-211, Portable pumps and water use ○ S-212 Wildfire powersaws ○ S-215, Fire Operations In the Urban Interface ○ S-216 Driving for the fire service ○ S-234, Firing Methods and Procedures ○ S-260 Incident Business Management ○ S-270 Basic Air Operations ○ S-230/231 ○ S-330 ○ Basic first aid/CPR ○ Commercial Drivers License Certification ○ Helicopter Longline Training ○ Leadership/Supervisory training (e.g. L-280/L-380, OPM 1st 40 hour) ○ Fire behavior course (S-290/390)
Safety and Welfare	<ul style="list-style-type: none"> • Provide oversight related to safety laws, policies, and guidelines to include: <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 • Prepare or oversee preparation of hazard and risk 	<ul style="list-style-type: none"> • Working knowledge of agency specific health and safety code handbook. • Ensure or assist supervisor in ensuring all subordinates are trained, certified, and prepared for wildland fire operations or prescribed fire implementation. • Participate in inspections of equipment and facilities

Element	Performance Element Descriptions	Development Elements to Meet Position Competency
	analyses for: <ol style="list-style-type: none"> 1. Wildland fire environment hazards <ol style="list-style-type: none"> A. Fuels B. Weather C. Topography 2. Associated hazards <ol style="list-style-type: none"> A. Aviation B. Mechanized equipment C. Hazardous materials D. Other 	for hazards and unsafe working conditions. <ul style="list-style-type: none"> • Ensure maintenance is conducted for all equipment and facilities. • Ensure, or assist in assessing hazards and risks for projects, and ensure risk mitigation in place prior to engagement or implementation (IRPG Risk Mitigation, Complexity Analysis, Aviation Risk Assessment...) • Ensure or assist in ensuring all JHA's are updated each season. Give tailgate safety sessions or 6-minutes for Safety sessions. • Interact with unit, incident, regional and national safety officers to ensure incident investigations are complete.