

## MINIMUM QUALIFICATION STANDARDS

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### GEOGRAPHIC AREA FIRE PROGRAM MANAGER

#### 1. Basic OPM requirements for this position

- Refer to the appropriate OPM Group Coverage Qualification Standard for this position and series

#### 2. Specialized Experience

- a) DOI Bureaus: Refer to PB#: 07-13, December 04, 2007, Qualification Requirements for GS-0401 Fire Program Management

#### 3. NWCG Incident Management Qualifications - Currency Not Required\*

Primary Core Requirement	Secondary Core Requirement
TFLD	ICT3 or T2 C&G or RXB2

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

- M-581, Fire Program Management – An Overview or M-582, Fire Program Management, Leading Complex Programs

Note: Local Fire Management Leadership (LFML) and M-581, Fire Program Management courses have been combined and will be delivered as M-581, Fire Program Management – An Overview. The National Fire Management Leadership (NFML) course will be assigned the M-582 course number and retitled: Fire Program Management – Leading Complex Programs.

Previous completion of Local Fire Management Leadership (LFML) or M-581, Fire Program Management or National Fire Management Leadership (NFML) meet the additional required training requirement for this position.

**Common grade level:** GS-13 (*Note: Actual grade level will depend on the duties and responsibilities of the position.*)

#### 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.
- Previous experience as an ICT3, RXB2 or T2 Command and General Staff position are foundational skills to provide the incumbent with the ability to oversee and manage multiple and complex wildland fire programs over a large geographical area.
- The training courses M-581 (Fire Program Management – An Overview) or M-582 (National Fire Management Leadership) is designed to provide the incumbent with the in-

depth knowledge of management and leadership 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 manage a Fire Management Program.

- The training courses M-582 (Fire Program Management, Leading Complex Fire Programs) is designed to be highly-engaging in dialogue, exercises, interactive scenarios, and simulations. The course is a comprehensive look at the Agency Administrator's leadership role in highly complex issues within fire management programs. Topics include Federal Wildland Fire Management Policy, Fuels and Prescribed Fire Policy, risk management and decision-making, critical relationships, development of adaptive and resilient programs, and hosting complex incidents. The complex fire situation is highlighted with the intent to provide a comprehensive understanding of the processes necessary to effectively manage the situation. Included are the Agency Administrator's briefing, developing and conveying clear intent and objectives, creating a healthy command climate and relationships within their teams and among partners and stakeholders, and other critical items.

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

- M-580 "Fire in Ecosystem Management"
- RX-410 (formerly RX-450) "Smoke Management Techniques"
- S-491 "National Fire Danger Rating System"
- S-580 "Advanced Fire Use Applications"/"National Park & Wilderness Fire Management"
- Agency fire planning and budgeting process training
- Aviation safety, operations, and management training
- Leadership and organizational skills training
- M-480 "Multi-Agency Coordination Group"
- National Environmental Policy Act (NEPA) training

## **5. Delegation of Geographic Fire Program Manager IFPM Responsibilities**

Geographic Area Fire Program Manager (GFPM) positions will be filled with qualified individuals from senior leadership positions at the respective Geographic levels. Due to organizational complexities, there may be instances in geographic organizations where the senior fire program manager delegates the IFPM requirements to a senior officer. The primary intent of this delegation is to place the appropriate individual who meets IFPM minimum qualification standards in the position of authority to support safe operations in the field.

### **\*Currency**

The Interagency Fire Program Management (IFPM) Standard identifies currency as a requirement for certain IFPM positions. The original intent of the Task Group that developed the IFPM Standard was to document that currency was defined as "current and qualified" (i.e. "red card" qualified). However, it has since been clarified per Office of Personnel Management (OPM) standards, that currency cannot be used as a selective factor because it does not meet the

OPM's definition of a selective factor

(<http://www.opm.gov/qualifications/policy/ApplicationOfStds-06.asp>).

The following points are intended to provide clarification for Human Resources (HR) and Fire Management regarding the term "currency":

1. "Currency" will now be defined pursuant to the Wildland Fire Qualification System Guide (PMS 310-1).
2. Federal bureaus cannot use "currency" to screen out applicants. As long as applicants can produce documentation that they have obtained the IFPM competencies at some point (as validated by the Incident Qualifications and Currency System (IQCS) Master Record or equivalent documentation), they will meet the IFPM Selective Factors.
3. The hiring official can use "currency" as justification for selection. However, for Delegated Examining advertisements, currency cannot be a reason to pass over a person who is a qualifying veteran.
4. As indicated in the IFPM Standard, certain positions still require the employee to remain current and qualified (i.e. "red card" qualified). If an applicant is selected less "currency", or an incumbent loses "currency", the employee and management must develop a plan for regaining currency.