

## **MINIMUM QUALIFICATION STANDARDS**

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### **PRESCRIBED FIRE AND FUELS SPECIALIST – LOW COMPLEXITY**

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

- Refer to the OPM Group Coverage Qualification Standard for Technical and Medical Support positions

**2. NWCG Incident Management Qualifications - Currency Required\***

<b>Primary Core Requirement</b>	<b>Secondary Core Requirement</b>
ENGB or CRWB or FIRB or HMGB	ICT4

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

- None

**Common grade level: GS-7** (Note: Actual grade level will depend on the duties and responsibilities of the position.)

**Selective Factor Justifications**

- Attainment of either single resource boss qualification (CRWB, ENGB, FIRB or HMGB) provides the incumbent the competencies required to supervise and lead fire fighters on wildland fire incidents.
- The ICT4 qualification provides the incumbent with the knowledge of fire behavior, strategies and tactics, resources, equipment, and management objectives sufficient to safely, efficiently, and effectively direct the management of wildland fires.

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

- RX-301 (formerly RX-300) “Prescribed Fire Implementation”
- RX-310 (formerly RX-340) “Introduction to Fire Effects”
- RX-341 “Prescribed Fire Plan Preparation”
- RX-410 (formerly RX-450) “Smoke Management Techniques”
- L-380 (formerly S-301) “Fireline Leadership”
- S-390 “Introduction to Wildland Fire Behavior Calculations”
- S-491 “National Fire Danger Rating System”
- M-581, “Fire Program Management, An Overview”
- BEHAVE

Prescribed Fire and Fuels Specialist

- National Environmental Policy Act (NEPA) training

## **MINIMUM QUALIFICATION STANDARDS**

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### **PREScribed FIRE AND FUELS SPECIALIST – MODERATE COMPLEXITY**

This position can be established at either the professional or technical level, depending upon the competency of the position which in turn will determine whether professional or technical knowledge is required. This, in turn, depends upon the structure which the position is established. If the position is established at the technical level, any professional duties would be handled by a separate, usually higher graded, professional position.

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

- Refer to the OPM Group Coverage Qualification Standard for Technical and Medical Support positions, OR
- 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, OR
- b) FS: Refer to the Supplemental Qualification Standards for the GS-0401 Fire Management Specialist

#### **3. NWCG Incident Management Qualifications - Currency Required \***

<b>Primary Core Requirement</b>	<b>Secondary Core Requirement</b>
RXB2	ENGB or CRWB or HMGB

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

- None

**Common grade level: GS-9** (Note: Actual grade level will depend on the duties and responsibilities of the position.)

PFFS positions are required to have skill in planning and implementing wildland fire and fuel treatment plans.

- Moderate complexity programs typically involve projects that require numerous personnel and resources to achieve. The CRWB, ENGB or HMGB qualifications are commensurate skill levels for implementing projects.

- RXB2 provides the incumbent with the skill and knowledge to develop fire behavior prescriptions to meet ecologically based objectives established in land management plans.
- Attainment of either single resource boss qualification (ie CRWB or ENGB or HMGB) provides the incumbent the competencies required to supervise and lead fire fighters on wildland fire incidents.

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

- M-580 “Fire and Ecosystem Management” (national or geographic level)
- RX-310 (formerly RX-340) “Introduction to Fire Effects”
- RX-341 “Prescribed Fire Plan Preparation”
- RX-410 (formerly RX-450) “Smoke Management Techniques”
- S-490 “Advanced Wildland Fire Behavior Calculations”
- S-491 “National Fire Danger Rating System”
- M-581, “Fire Program Management, an Overview”
- 40-hour Supervisory Training
- Aviation safety, operations, and management training
- BEHAVE
- Contracting Officer’s (Authorized) Representative (COR) training
- National Environmental Policy Act (NEPA) training

## MINIMUM QUALIFICATION STANDARDS

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### PRESCRIBED FIRE AND FUELS SPECIALIST – HIGH COMPLEXITY

#### 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, OR
- b) FS: Refer to the Supplemental Qualification Standards for the GS-0401 Fire Management Specialist

#### 3. NWCG Incident Management Qualifications - Currency Required\*

Primary Core Requirement	Secondary Core Requirement
RXB2	ICT3 or TFLD or HEBM

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

- None

**Common grade level: GS-11** (Note: Actual grade level will depend on the duties and responsibilities of the position.)

#### Selective Factor Justifications:

PFFS positions are required to have skill in planning and implementing wildland fire and fuel treatment plans.

- RXB2 provides the incumbent with the skill and knowledge to develop fire behavior prescriptions to meet ecologically based objectives established in land management plans.
- Higher complexity programs typically involve projects of higher difficulty to achieve. The ICT3, TFLD or HEB1 qualifications are commensurate skill levels for implementation of plans that require a larger workforce over multiple burn periods.
- The combined qualifications of RXB2 and ICT3 or TFLD or HEBM provide the incumbent with the skill and knowledge to organize, manage and develop fire behavior prescriptions or strategies and tactics to meet land management objectives, commensurate

with a high complexity unit. Without these qualifications, the incumbent would be unable to perform the major duties of their job.

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

- M-580 “Fire in Ecosystem Management” (national or geographic level)
- RX-410 (formerly RX-450) “Smoke Management Techniques”
- RX-510 (formerly RX-540) “Applied Fire Effects”
- RX-580 “Advanced Fire Use Applications”/“National Park & Wilderness Fire Management”
- S-490 “Advanced Wildland Fire Behavior Calculations”
- S-491 “National Fire Danger Rating System”
- M-581, “Fire Program Management, an Overview”
- Aviation safety, operations, and management training
- Contracting Officer’s (Authorized) Representative (COR) training
- Leadership and organizational skills training
- National Environmental Policy Act (NEPA) training

**\*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.