

MINIMUM QUALIFICATION STANDARDS

INTERAGENCY HOTSHOT CREW SUPERINTENDENT

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*

Primary Core Requirements
TFLD and ICT4 and FIRB

3. 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.)

Selective Factor Justifications:

- TFLD, ICT4, and FIRB are the minimum qualifications required in the National Interagency Hotshot Crew Operations Guide ([NIHCOG](#)).
- The combination of these qualifications provides the incumbent with the knowledge, skills and abilities to adequately provide the technical leadership for a Type 1 hand crew (20 person) on wildland incidents.
- Without these qualifications, the incumbent would not have the knowledge of wildland fire suppression tactics and procedures, fuel types and fire behavior, fire management objectives and policies, and firefighting strategies and tactics pertinent to initial attack and large fire suppression actions.

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

- M-581, "Fire Program Management, an Overview"
- 40-Hour Supervisory Training
- Leadership and organizational skills 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.