



United States Department of the Interior
BUREAU OF LAND MANAGEMENT
Fire and Aviation
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In Reply Refer To:
9400 (FA500) P

JAN 22 2020

Memorandum

To: State Directors

From: Grant Beebe
Acting Assistant Director, Fire and Aviation

Subject: Aviation Leadership Development Initiative

The Bureau of Land Management (BLM) National Aviation Office (NAO) is offering a leadership development opportunity for BLM aircraft and unit aviation managers. This opportunity is available to GS-7 thru GS-9 employees who currently have aviation management responsibilities and an interest in a career in aviation management.

Program Goal and Objectives: The objective is to develop well-qualified candidates with the necessary skills to compete for various aviation positions from the unit to the state level. The training will develop individual aviation management skills through planned training and work experience. The training offered will give employees increased knowledge to help manage the BLM's increasingly complex mix of aviation resources and missions. Since 2009 the NAO has offered four of these leadership development opportunities, each lasting 24 months. Graduates have gone on to attain positions as Unit Aviation Manager/Officer, National SEAT Coordinator, Air Operations Branch Manager, Air Support Group Supervisor and various aviation cadre member and committee chair positions.

Commitments: The NAO will coordinate and manage this initiative, and will provide funding for tuition, travel and per diem for each participant. Participation will require a commitment by the candidate and support from their supervisor to attend agency and professional training, incident assignments, and other opportunities to develop and enhance their aviation expertise. Travel and time commitments (2-3 weeks/year) will be required of the candidate; the specifics will be determined through the completion of the candidate's Individual Development Plan (IDP). Progress in meeting IDP goals may be dependent on available funding. The expected dates of commitment are from late spring 2020 to fall 2022.

APPLICANTS AND SUPERVISORS

National Office Program Coordinator: The NAO will provide overall program direction and development to ensure that a candidate's development is a mix of quality training and an experience.

Selection Criteria: Successful candidates will be identified based on their existing and potential skill level, current position, and depth of experience in aviation. Below are examples of criteria that will be evaluated:

Skill Level: Current Incident Qualification and Certification System (IQCS) qualifications, demonstrated leadership skills, and aviation wildland fire training records.

Current Position: Aviation background and identified career goals in aviation management.

Depth of Experience: Aviation contract administration, aviation trainer or course instructor, involvement in resource aviation programs, and scope of experience in wildland fire aviation.

Individual Development Plan: For those candidates who are selected an IDP will be developed to meet their specific needs. Each candidate will identify a list of possible positions and locations that are of interest and identify the opportunities that may enable the trainee to attain their goals. The plan should provide an individual assessment of skills and deficiencies so that the NAO and the candidate can design a comprehensive training plan.

Number of Positions: Based on anticipated funding, a total of two candidates will be selected in FY 2020.

How to Apply: Applicants should submit the following:

1. Cover letter indicating your interest in this program along with a short description of your career goals.
2. Resume, including training records, college transcripts and a copy of your Incident Qualification and Certification System (IQCS) master file.
3. Letter of support from your supervisor.
4. Letter of recommendation from the State Aviation Manager for your state.

Applicant packet shall be submitted electronically no later than COB on March 31, 2020 to:

Bureau of Land Management
National Aviation Office FA-500
Email: mrothwell@blm.gov

Subject line: 2020 ALDI Application

Questions contact Kirk Rothwell @ 208-387-5879.

cc: State Aviation Managers