MINIMUM QUALIFICATION STANDARDS

UNIT FIRE PROGRAM MANAGER – LOW 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

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

Primary Core Requirement	Secondary Core Requirement
ENGB **or** CRWB **or** HMGB	ICT4 **or** RXB2

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.*)

Selective Factor Justifications:
- Attainment of either single resource boss qualification (CRWB, ENGB or HMGB) or Helicopter Manager (HMGB) provides the incumbent the competencies required to supervise and lead fire fighters on wildland fire incidents.
- The ICT4 or RXB2 qualifications 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:

- M-581 Fire Program Management- An Overview
- FI-210 (formerly P-151) "Wildfire Origin and Cause Determination"
- RX-310 (formerly RX-340) "Introduction to Fire Effects"
- S-491 "National Fire Danger Rating System"

- 40-hour Supervisory Training
- Aviation safety, operations, and management
- Fire computer applications
- Leadership and organizational skills training
- National Environmental Policy Act (NEPA) training

MINIMUM QUALIFICATIONS STANDARDS

UNIT FIRE PROGRAM MANAGER – MODERATE 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

3. NWCG Incident Management Qualifications - Currency Not Required*

	Primary Core Requirement	Secondary Core Requirement
Pathway #1	TFLD	ICT3 **or** RXB2
Pathway #2	HEBM	ICT3

4. Training required as condition of employment to be completed no later than 1 year after entry on duty:

- M-581, Fire Program Management – An Overview*

Note: Local Fire Management Leadership (LFML) and M-581, Fire Program Management courses have been combined and are delivered as M-581, Fire Program Management – An Overview. M-581, Fire Program Management and M-581, Fire Program Management – An Overview both meet the additional required training for this position.

*The DOI Bureaus will administer the M-581 training requirement for Unit Fire Program Managers as a condition of employment required to be completed within one year of entry on duty. The USDA Forest Service will administer M-581 as a condition of hire for all applicants.

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

Selective Factor Justifications:

Moderate Complexity Pathway #1 (TFLD + ICT3 or RXB2):

The combined qualifications of TFLD + ICT3 or RXB2 provides 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 moderate complexity unit. Without these qualifications, the incumbent would be unable to perform the major duties of their job.

- 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.
- ICT3 or RXB2 qualifications are commensurate skill levels for providing oversight and management of wildland incidents or prescribed fire projects that require a large workforce over multiple burn periods.
- The training course M-581 (Fire Program Management– An Overview) is designed to meet the needs of current and future unit-level Agency Administrators and Fire Program Managers. It is intended to aid in the application of fire management principles in sound decision-making, business management, human resource management, administrative functions, use of state-of-the-art tools and methods in fire management programs, and recognition of the necessity for personal accountability required in overseeing a fire program management.

Moderate Complexity Pathway #2 (HEBM + ICT3)

The combined qualifications of HEBM and ICT3 provide the incumbent with the skill and knowledge to organize and manage a fire organization to successfully develop strategies and tactics to meet land management objectives, commensurate with a moderate complexity unit. Without these qualifications, the incumbent would be unable to perform the major duties of their job.

- The HEBM qualification provides the incumbent with the knowledge of wildfire suppression operations, including resources, equipment, methods and techniques necessary to effectively manage moderately complex fire aviation operations.
- ICT3 qualifications are commensurate skill levels for providing oversight and management of wildland incidents that require a large workforce over multiple burn periods.
- The training course M-581 (Fire Program Management– An Overview) is designed to to meet the needs of current and future unit-level Agency Administrators and Fire Program Managers. It is intended to aid in the application of fire management principles in sound decision-making, business management, human resource management, administrative functions, use of state-of-the-art tools and methods in fire management programs, and recognition of the necessity for personal accountability required in overseeing a fire program management.

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

- M-580 "Fire in Ecosystem Management"

- FI-210 (formerly P-151) "Wildfire Origin and Cause Determination"
- RX-310 (formerly RX-340) "Introduction to Fire Effects"
- RX-410 (formerly RX-450) "Smoke Management Techniques"
- RX-510 (formerly RX-540) "Applied Fire Effects"
- S-490 "Advanced Wildland Fire Behavior Calculations"
- S-491 "National Fire Danger Rating System"
- S-580 "Advanced Fire Use Applications"/"National Park and Wilderness Fire Management"
- 40-hour Supervisory Training
- Aviation safety, operations, and management training
- Fire computer applications training
- Leadership and organizational skills training
- National Environmental Policy Act (NEPA) training

<u>MINIMUM QUALIFICATION STANDARDS</u>

UNIT FIRE PROGRAM MANAGER – <u>HIGH COMPLEXITY</u>

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**
Pathway #1	DIVS	ICT3 **or** RXB2
Pathway #2	ASGS	ICT3

4. Training required as condition of employment to be completed no later than 1 year after entry on duty:

- M-581, Fire Program Management – An Overview

<u>Note:</u> Local Fire Management Leadership (LFML) and M-581, Fire Program Management courses have been combined and are delivered as M-581, Fire Program Management – An Overview. M-581, Fire Program Management and M-581, Fire Program Management – An Overview both meet the additional required training for this position.

*The DOI Bureaus will administer the M-581 training requirement for Unit Fire Program Managers as a condition of employment required to be completed within one year of entry on duty. The USDA Forest Service will administer M-581 as a condition of hire for all applicants.

Common grade level: <u>GS-12</u> (*Note: Actual grade level will depend on the duties and responsibilities of the position.*)

Selective Factor Justifications:

<u>High Complexity Pathway #1 (DIVS + ICT3 or RXB2):</u>

The combined qualifications of DIVS + ICT3 or RXB2 provides the incumbent with the skill and knowledge to organize, manage and develop fire behavior prescriptions or strategies and tactics to meet land management objectives. Without these qualifications, the incumbent would be unable to perform the major duties of their job.

- DIVS qualification provides the incumbent with the knowledge of fire behavior, suppression, resources, equipment, tools, methods and techniques sufficient to safely, efficiently, and effectively manage highly complex fire situations.
- ICT3 or RXB2 qualifications are commensurate skill levels for providing oversight and management of wildland incidents or prescribed fire projects that require a large workforce over multiple burn periods.
- The training course M-581 (Fire Program Management– An Overview) is designed to meet the needs of current and future unit-level Agency Administrators and Fire Program Managers. It is intended to aid in the application of fire management principles in sound decision-making, business management, human resource management, administrative functions, use of state-of-the-art tools and methods in fire management programs, and recognition of the necessity for personal accountability required in overseeing a fire program management.

High Complexity Pathway #2 (ASGS + ICT3)

The combined qualifications of ASGS and ICT3 provide the incumbent with the skill and knowledge to organize and manage a fire organization to successfully develop strategies and tactics to meet land management objectives. Without these qualifications, the incumbent would be unable to perform the major duties of their job.

- ASGS qualification provides the incumbent with the knowledge of wildfire suppression operations, including resources, equipment, methods and techniques necessary to effectively manage highly complex fire aviation operations.
- ICT3 qualification is commensurate skill levels for providing oversight and management of wildland incidents that require a large workforce over multiple burn periods.
- The training course M-581 (Fire Program Management– An Overview) is designed to provide the incumbent with an overview of managing all aspects of a 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 implement a Fire Management Program, all necessary prerequisite skills for this position.

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

- M-580 "Fire in Ecosystem Management"
- FI-210 (formerly P-151) "Wildfire Origin and Cause Determination"
- RX-310 (formerly RX-340) "Introduction to Fire Effects"
- RX-410 (formerly RX-450) "Smoke Management Techniques"
- RX-510 (formerly RX-540) "Applied Fire Effects"

- S-490 "Advanced Wildland Fire Behavior Calculations"
- S-491 "National Fire Danger Rating System"
- S-580 "Advanced Fire Use Applications"/"National Park and Wilderness Fire Management"
- 40-hour Supervisory Training
- Aviation safety, operations, and management training
- Fire computer applications 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.