MINIMUM QUALIFICATION STANDARDS

HELICOPTER MANAGER

1. **Basic OPM Requirements for this Position**

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

2. **Specialized Experience**

   In addition to a minimum of one year of creditable specialized wildland fire management experience equivalent to the next lower grade level applicants must meet the requirements identified in the current [Interagency Standards for Fire and Fire Aviation Operations](#) .

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

Primary Core Requirement	Secondary Core Requirement
HEBM	ICT4

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

- HEBM and ICT4 are national standards for this position contained in the [Interagency Standards for Fire and Fire Aviation Operations](#) for an exclusive-use helicopter module.
- The HEBM qualification provides the knowledge and experience needed in the planning and coordination of complex air operations.
- ICT4 is the command qualification for the second lowest complexity incident. The Helicopter Manager needs to have this qualification as they are typically the initial attack responder for many Type 4 incidents.

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

- S-200 "Initial Attack Incident Commander Type 4"
- S-260 "Incident Business Management Principles"

- 40-Hour Supervisory Training
- Aerial Ignition Equipment Techniques appropriate to area
- M-581, Fire Program Management- An Overview
- Contracting Officers (Authorized) Representative (COR) training
- Federal Aviation Regulations 133, 135, 137
- Interagency Helicopter Manager's Workshop
- Leadership and organizational skills training
- Occupational Safety and Health Act (OSHA) Regulations 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.