Forest Service FIRE AND AVIATION QUALIFICATIONS Guide

chapteR 4 – FIRE AND AVIATION MANAGEMENT POSITION COMPETENCIES

hOTSHOT, eXCLUSIVE uSE hELITACK, ifpm/fs-fpm, AND Duty Officer

Effective Date: February 28, 2011, updated December 1, 2016

Updates:

Updated the position names for the following: I-100, I-200, I-300, L-180, RT-372, S-190, S-212, S-271, S-290, S-390

4.13 Modified the second paragraph, last sentence.

4.13 3 Exhibit 01

Added Job Corps AFMO to the FS Positions in FS-FPM

Removed the second paragraph.

4.14 Added Forest Service Fire and Aviation Management (FAM) Duty Officer Standards and Activation Requirements.

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# 4.1 Fire and Aviation Position Competencies

The Federal Fire and Aviation Leadership Council has developed the Interagency Fire Program Management Qualifications Standards and Guide, which contains minimum qualification standards for fire and aviation management positions. The Forest Service has determined that in addition to the minimum qualification standards contained in IFPM and FS-FPM, the following competencies are required to reach full performance in each associated position listed in sections 4.11, 4.12 and 4.13.4.11 – Hotshot Position Competencies

| HOTSHOT SUPERINTENDENT | |  | |
| --- | --- | --- | --- |
| REQUIRED TRAINING: | M-410 Facilitative Instructor or equivalent  ICS-300 Intermediate ICS for Expanding Incidents  L-380 Fireline Leadership  S-200 Initial Attack IC  S-330 Task Force/Strike Team Leader  S-390 Introduction to Wildland Fire Behavior Calculations | | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | N/A | | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  Annual Operational Preparedness Training | | |
| PREREQUISITE EXPERIENCE: | IFPM Minimum Qualification Standards for IHCS  (see IFPM Crosswalk located at <http://www.fs.fed.us/fire/management/ifpm/crosswalk.pdf> | | |
| PHYSICAL FITNESS: | Arduous  \*Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | | |
| \*Reference “Standards for Interagency Hotshot Crew Operations” | | |  |

| HOTSHOT ASSISTANT SUPERINTENDENT/CAPTAIN | | |  |
| --- | --- | --- | --- |
| REQUIRED TRAINING: | ICS-300 Intermediate ICS for Expanding Incidents  L-380 Fireline Leadership  S-200 Initial Attack IC  S-330 Task Force/Strike Team Leader  S-390 Introduction to Wildland Fire Behavior Calculations  **AND**  Hotshot Squad Leader Required Training | | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | M-410 Facilitative Instructor or equivalent | | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  Annual Operational Preparedness Training | | |
| PREREQUISITE EXPERIENCE: | FS-FPM Minimum Qualification Standards for IHCAS  (see FS-FPM Crosswalk located at <http://www.fs.fed.us/fire/management/ifpm/crosswalk.pdf>) | | |
| PHYSICAL FITNESS: | Arduous  \*Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | | |
| \*Reference “Standards for Interagency Hotshot Crew Operations” | |  | |

| HOTSHOT SQUAD LEADER | |  | |
| --- | --- | --- | --- |
| REQUIRED TRAINING: | Hotshot Senior Firefighter Required Training | | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | ICS-200 ICS for Single Resources and Initial Action Incidents  L-280 Followership to Leadership  S-215 Fire Operations in the Wildland/Urban Interface  S-230 Crew Boss (Single Resource)  S-234 Ignition Operations  S-260 Interagency Incident Business Management | | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  Annual Operational Preparedness Training | | |
| PREREQUISITE EXPERIENCE: | FS-FPM Minimum Qualification Standards for IHCSQL  (see FS-FPM Crosswalk located at <http://www.fs.fed.us/fire/management/ifpm/crosswalk.pdf>) | | |
| PHYSICAL FITNESS: | Arduous  \*Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | | |
| \*Reference “Standards for Interagency Hotshot Crew Operations” | | |  |

| HOTSHOT SENIOR FIREFIGHTER | |  | |
| --- | --- | --- | --- |
| REQUIRED TRAINING: | S-131 Firefighter Type 1  S-133 Look Up, Look Down, Look Around  S-211 Portable Pumps and Water Use  S-212 Wildland Fire Chain Saws  S-290 Intermediate Wildland Fire Behavior  **AND**  Hotshot Crewmember Required Training | | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | S-270 Basic Air Operations | | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  Annual Operational Preparedness Training | | |
| PREREQUISITE EXPERIENCE: | IFPM Minimum Qualification Standards for SFF  (see IFPM Crosswalk located at <http://www.fs.fed.us/fire/management/ifpm/crosswalk.pdf>) | | |
| PHYSICAL FITNESS: | Arduous  \*Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | | |
| \*Reference “Standards for Interagency Hotshot Crew Operations” | | |  |

| HOTSHOT CREWMEMBER | | |  |
| --- | --- | --- | --- |
| REQUIRED TRAINING: | ICS-100 Introduction to ICS  L-180 Human Factors in the Wildland Fire Service  S-130 Firefighter Training  S-190 Introduction to Wildland Fire Behavior | | |
| RECOMMENDED TRAINING: | S-290 Intermediate Wildland Fire Behavior | | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  Annual Operational Preparedness Training | | |
| PREREQUISITE EXPERIENCE: | Firefighter Type 2 | | |
| PHYSICAL FITNESS: | Arduous  \*Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | | |
| \*Reference “Standards for Interagency Hotshot Crew Operations” | |  | |

# 4.12 Exclusive-Use Fire Helicopter Position Competencies

| EXCLUSIVE-USE FIRE HELICOPTER CREW SUPERVISOR | |  |
| --- | --- | --- |
| REQUIRED TRAINING: | A-200 Mishap Review  Crew Resource Management  Aviation Contract Administration Course according to level of responsibility | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | ICS-300 Intermediate ICS for Expanding Incidents | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  RT-372 Helicopter Manager Workshop (Triennial) | |
| PREREQUISITE EXPERIENCE: | One season’s experience as Exclusive-Use Assistant Helicopter Crew Supervisor  **AND**  IFPM Minimum Qualification Standards for HMGR  (see IFPM Crosswalk located at <http://www.fs.fed.us/fire/management/ifpm/crosswalk.pdf>) | |
| PHYSICAL FITNESS: | Arduous  Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | |

| EXCLUSIVE-USE ASSISTANT FIRE HELICOPTER CREW SUPERVISOR | |  |
| --- | --- | --- |
| REQUIRED TRAINING: | S-372 Helicopter Management  S-371 Helibase Manager  Aviation Contract Administration  Crew Resource Management | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | N/A | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  RT-372 Helicopter Manager Workshop (Triennial) | |
| PREREQUISITE EXPERIENCE: | One season’s experience as Exclusive Use Helicopter Squad Leader  **AND**  Experience in Aviation Contract Administration  **AND**  FS-FPM Minimum Qualification Standards for FHACS  (see FS-FPM Crosswalk located at <http://www.fs.fed.us/fire/management/ifpm/crosswalk.pdf>) | |
| PHYSICAL FITNESS: | Arduous  Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | |

| EXCLUSIVE-USE FIRE HELICOPTER SQUAD LEADER | |  |
| --- | --- | --- |
| REQUIRED TRAINING: | S-131 Firefighter Type 1  S-133 Look Up, Look Down, Look Around  S-211 Portable Pumps and Water Use  S-212 Wildland Fire Chain Saws | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | S-372 Helicopter Management | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  S-271 Annual Helicopter Crewmember Refresher (must complete course or approved refresher or serve as an instructor) | |
| PREREQUISITE EXPERIENCE: | One season experience as a fire Helicopter Crewmember  **AND**  FS-FPM Minimum Qualification Standards for FHSQL  (see FS-FPM Crosswalk located at <http://www.fs.fed.us/fire/management/ifpm/crosswalk.pdf>) | |
| PHYSICAL FITNESS: | Arduous  Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | |

| EXCLUSIVE-USE FIRE HELICOPTER SENIOR FIREFIGHTER | |  |
| --- | --- | --- |
| REQUIRED TRAINING: | S-131 Firefighter Type 1  S-133 Look Up, Look Down, Look Around  S-211 Portable Pumps and Water Use  S-212 Wildland Fire Chain Saws  S-290 Intermediate Fire Behavior | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | S-270 Basic Air Operations | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  Annual Operational Preparedness Training | |
| PREREQUISITE EXPERIENCE: | IFPM Minimum Qualification Standards for SFF  (see IFPM Crosswalk located at <http://www.fs.fed.us/fire/management/ifpm/crosswalk.pdf>) | |
| PHYSICAL FITNESS: | Arduous  Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | |

| EXCLUSIVE-USE FIRE HELICOPTER CREWMEMBER | |  |
| --- | --- | --- |
| REQUIRED TRAINING: | ICS-100 Introduction to Incident Command System  S-190 Introduction to Wildland Fire Behavior  S-130 Firefighting Training | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | S-271 Helicopter Crewmember  S-290 Intermediate Wildland Fire Behavior | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  S-271 Annual Helicopter Crewmember Refresher (must complete course or approved refresher or serve as an instructor) | |
| PREREQUISITE EXPERIENCE: | One Season as a Firefighter Type 2 | |
| PHYSICAL FITNESS: | Arduous  Desired fitness goals also include completing:  1.5-mile run in a time of 10:35 or less  **AND**  Forty sit-ups in sixty seconds  **AND**  Twenty-five push-ups in sixty seconds  **AND**  Four chin-ups (>170 lbs. body weight)  Five chin-ups (135-170 lbs. body weight)  Six chin-ups (110-134 lbs. body weight)  Seven chin-ups (<110 lbs. body weight) | |

| EXCLUSIVE-USE RESTRICTED/LIMITED FIRE HELICOPTER MANAGER | |  |
| --- | --- | --- |
| REQUIRED TRAINING: | S-372 Helicopter Management  Aviation Contract Administration Course according to level of responsibility | |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | Crew Resource Management | |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  RT-372 Helicopter Management Workshop (Triennial) | |
| PREREQUISITE EXPERIENCE: | Helicopter Manager (HMGB)  **AND**  Helibase Manager 2 Trainee (HEB2-T) | |
| PHYSICAL FITNESS: | Moderate | |

# 4.13 Forest Service Implementation of Interagency Fire Program Management (IFPM) and Forest Service Fire Program Management (FS-FPM)

On October 1, 2004 the Forest Service, in conjunction with the Department of Interior wildland agencies, implemented the Interagency Fire Program Management (IFPM) Standard and Guide. The intent of IFPM is to establish minimum qualification standards for 13 key fire management positions to ensure a minimum level of NWCG qualifications, specialized experience, and training was required for each position. All Fire and Aviation Management employees that occupy one of the IFPM positions were required to meet all of the position standards as of October 1, 2010 and thereafter.

In 2008, the Forest Service created an agency addendum to IFPM called Forest Service Fire Program Management (FS-FPM) to establish the minimum qualification standards for key fire management positions that were subordinate to one of the IFPM positions, or were located on a subunit (i.e. Ranger District). The implementation period for FS-FPM concluded on October 1, 2013, and all Fire and Aviation Management employees that occupy one of the FS-FPM positions were required to meet the position standards on that date and thereafter.

The following Exhibit is a summary of all the IFPM and FS-FPM fire and aviation management positions recognized by the Forest Service.

4.13 3 – Exhibit 01

| **IFPM AND FS-FPM STANDARD POSITIONS** | | |  |  |
| --- | --- | --- | --- | --- |
| **IFPM Category** | **FS Positions in IFPM** | **FS Positions in FS-FPM** | | |
| Unit Fire Program Manager | Forest FMO | Forest AFMO  Job Corps AFMO  District or Zone FMO | | |
| Wildland Fire Operations Specialist | N/A | District or Zone AFMO  T2 Handcrew Supervisors  IA Module Leaders  Station Managers | | |
| Prescribed Fire and Fuels Specialists | Forest Fuels Planner | District or Zone Fuels Specialists | | |
| Supervisory Engine Operator | Engine Captains  Asst Engine Captains |  | | |
| Engine Module Supervisor | Engine Captains |  | | |
| IHC Superintendent | IHC Superintendent | IHC Asst Superintendents  IHC Squad Leaders | | |
| Helicopter Manager | Helitack Crew Supervisor | Helitack Asst Crew Supervisors  Helitack Squad Leaders | | |
| Senior Firefighter | Senior Firefighter |  | | |
| Center Manager | Dispatch Center Manager |  | | |
| Lead IA Dispatcher. Assistant Center Manager | Forest Dispatcher  Asst Center Manager |  | | |
| Geographic Area Fire Program Manager | Regional Office |  | | |
| National Fire Program Manager | National Office |  | | |

The Forest Service IFPM/FS-FPM Standard Position Description Crosswalk and implementation procedures for IFPM and FS-FPM can be located at: <http://www.fs.fed.us/fire/management/ifpm/index.html>

# 4.14 Forest Service Fire and Aviation Management (FAM) Duty Officer (DO) Standard

Each Forest or Grassland Fire Management Officer or Assistant Fire Management Officer will perform the duties of a Fire and Aviation Management (FAM) Duty Officer (DO) for their unit, or will provide a delegated DO, during any periods of predicted or actual incident activity.

Individuals performing as DO must meet the minimum NWCG qualification consistent with the Forest/Grassland’s IFPM complexity rating and must also have the approval of the unit’s Agency Administrator.

NWCG Qualification Requirements for Duty Officers are as follows:

| **MINIMUM QUALIFICATION STANDARDS FOR DUTY OFFICERS** | | |
| --- | --- | --- |
| **Complexity** | **Forest DO** | **District/Zone DO** |
| **High** | DIVS -and- ICT3 or RXB2  -OR-  ASGS -and- ICT3  (Currency not required) | DIVS -and- ICT3 or RXB2  -OR-  ASGS -and- ICT3  (Currency required) |
| **Moderate** | TFLD -and- ICT3 or RXB2  -OR-  HEB1 -and- ICT3  (Currency not required) | TFLD -and- ICT3 or RXB2  -OR-  HEB1 -and- ICT3  (Currency required) |
| **Low** | CRWB, ENGB, FIRB, HEQB or HMGB  -and-  ICT4  (Currency required) | CRWB, ENGB, HEQB, or HMGB  -and-  ICT4  (Currency required) |

A written delegation of authority from the Agency Administrator is recommended as it represents a vital link between fire operations and the line officer.

The required duties for all DOs are:

* Serve as the unit’s primary contact with Dispatch for both on and off-unit assignments.
* Monitor unit incident activity for compliance with Forest Service risk management practices.
* Coordinate and set priorities for unit suppression actions and resource allocation.
* Keep Agency Administrators, suppression resources, and information officers informed of the current and expected situation.
* Plan for and implement actions required for future needs.
* Document key decisions and actions.

DOs will perform the above duties in addition to any unit specific duties assigned by the unit’s Agency Administrators or fire managers through a delegation of authority or unit operating plan.

In the event that the DO is required to accept an incident assignment, the outgoing DO must transition with another qualified and approved DO.

Use of District/Zone DOs is intended to manage span of control. When assigned to the DO role, DOs will not concurrently perform any ICS command or operational functions directly connected to an incident.

DO staffing levels may vary based on locally determined metrics such as fire danger, local area Planning Level, predicted incident activity, prescribed fire implementation, and/or span of control (see table below).

Activation Requirements for Duty Officers are as follows:

| **REQUIREMENTS FOR DUTY OFFICER (DO)** | **Forest**  **DO** | **District or Zone DO** |
| --- | --- | --- |
| Forests and Grasslands will staff Duty Officer (DO) position(s) during periods of predicted or actual incident activity. Activation of DO(s) at District/Zone level is at discretion of unit. | Required | Optional |
| Persons serving as DO must meet the minimum NWCG qualifications and be approved by the Agency Administrator. The NWCG qualifications for DO are dependent on the unit’s IFPM or FS-FPM complexity ratings. | Required | Required |
| Authority to function as DO must be granted by Agency Administrators. | Required | Required |
| A written delegation of authority from Agency Administrator(s) to serve as DO is recommended. | Optional | Optional |
| Authority may be extended to non-fire emergencies such as storms, flood events, search and rescue, etc. by the Agency Administrator. | Optional | Optional |
| Forests and Grasslands will include DO staffing and minimum draw down levels in their annual operating plans. Activation of DO(s) at District/Zone level is at discretion of unit. | Required | Optional |
| Activation of District/Zone DOs is recommended during periods of high initial or extended attack activity. | N/A | Optional |
| Person(s) identified as DO must be known to Dispatch, Agency Administrators, and resources at all times. | Required | Required |
| Persons performing as DO must remain in communication with Dispatch and Agency Administrators. Protocols for contacting the DO after hours must be established and adhered to. | Required | Required |
| If a District/Zone DO is assigned, one District/Zone DO may cover multiple districts. | N/A | Optional |
| For development purposes, trainee DOs may be used. | Optional | Optional |
| Trainee DO should remain in communication with DO, but does not have to be co-located. | Required | Required |
| Forest DO trainee must at one time been qualified in at least one of the minimum NWCG qualifications and have an open position task book for the remainder, and must be supervised by individual serving as Forest DO. | Required | N/A |
| District/Zone DO trainee must be fully qualified in at least one of the minimum NWCG qualifications and have an open position task book for the remainder, and may only be supervised by individual serving as District/Zone DO and not the Forest DO. | N/A | Required |
| DO Trainer to Trainee ratio must not exceed 1:1. | Required | Required |

**Key**

* Required: Must comply with minimum standard.
* Optional: Recommended, but Forests and Grassland Supervisors have the discretion to utilize or not.
* N/A: Not applicable

For information regarding local, geographic, or national coordination center Coordinator on Duty positions refer to Chapter 19 of the Interagency Standards for Fire and Fire Aviation Operations (Red Book) located at <https://www.nifc.gov/policies/pol_ref_redbook.html>.