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FIRE AND AVIATION

QUALIFICATIONS Guide

chapteR 4 - FIRE AND AVIATION MANAGEMENT POSITION COMPETENCIES

hOTSHOT, eXCLUSIVE uSE hELITACK AND ifpm/fs-fpm

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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

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| HOTSHOT SUPERINTENDENT | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | M-410 Facilitative Instructor or equivalent  I-300 Intermediate ICS  L-380 Fireline Leadership  S-200 Initial Attack IC  S-330 Task Force/Strike Team Leader  S-390 Intro to Fire Behavior Calculations  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” | |

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| HOTSHOT ASSISTANT SUPERINTENDENT/CAPTAIN | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | I-300 Intermediate ICS  L-380 Fireline Leadership  S-200 Initial Attack IC  S-330 Task Force/Strike Team Leader  S-390 Intro to Fire Behavior Calculations  **AND**  Hotshot Squad Leader Required Training  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” | |

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| HOTSHOT SQUAD LEADER | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | Hotshot Senior Firefighter Required Training  I-200 Basic ICS  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” | |

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| HOTSHOT SENIOR FIREFIGHTER | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | S-131 Firefighter Type 1  S-133 Look Up, Look Down, Look Around  S-211 Portable Pumps  S-212 Wildland Power Saws  S-290 Intermediate Fire Behavior  **AND**  Hotshot Crewmember Required Training  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” | |

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| HOTSHOT CREWMEMBER | |
| REQUIRED TRAINING:  RECOMMENDED TRAINING: | I-100 Intro to ICS  L-180 Human Factors  S-130 Firefighter Training  S-190 Intro to fire Behavior  S-290 Intermediate 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

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| EXCLUSIVE-USE FIRE HELICOPTER CREW SUPERVISOR | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | A-200 Mishap Review  Crew Resource Management  Aviation Contract Administration Course according to level of responsibility  I-300 Intermediate Incident Command System |
| 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) |

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| EXCLUSIVE-USE ASSISTANT FIRE HELICOPTER CREW SUPERVISOR | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | S-372 Helicopter Management  S-371 Helibase Manager  Aviation Contract Administration  Crew Resource Management |
| 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) |

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| EXCLUSIVE-USE FIRE HELICOPTER SQUAD LEADER | |
| REQUIRED TRAINING: | S-131 Advanced Firefighter  S-133 Look Up, Look Down, Look Around  S-211 Portable Pumps and Water Use  S-212 Wildfire Power Saws |
| REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year):  CERTIFICATION: | S-372 Helicopter Management  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) |

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| EXCLUSIVE-USE FIRE HELICOPTER SENIOR FIREFIGHTER | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | S-131 Firefighter Type 1  S-133 Look Up, Look Down, Look Around  S-211 Portable Pumps  S-212 Wildland Power Saws  S-290 Intermediate Fire Behavior  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) |
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| EXCLUSIVE-USE FIRE HELICOPTER CREWMEMBER | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | I-100 Introduction to Incident Command System  S-190 Introduction to Wildland Fire Behavior  S-130 Firefighting Training  S-271 Interagency Helicopter Training  S-290 Intermediate Fire Behavior |
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| 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) |

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| EXCLUSIVE-USE RESTRICTED/LIMITED FIRE HELICOPTER MANAGER | |
| REQUIRED TRAINING:  REQUIRED DEVELOPMENTAL TRAINING (must be obtained within the first year): | S-372 Helicopter Management  Aviation Contract Administration Course according to level of responsibility  Crew Resource Management |
| CERTIFICATION: | RT-130 Annual Fireline Safety Refresher  RT-372 Helicopter Management (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 is scheduled to conclude on October 1, 2013, and all Fire and Aviation Management employees that occupy one of the FS-FPM positions are 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 - Exhibit 01

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| **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  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 |
| Initial Attack Dispatcher | Initial Attack Dispatcher |
| 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>

It is the responsibility of each Forest Service unit to ensure all encumbered FS-FPM employees meet their minimum qualification standards by October 1, 2013. This includes prioritizing training and associated costs as well as providing employees with work time to complete the training.