POSITION EVALUATION STATEMENT

Proposed Title, Series, Grade: Wildland Firefighter, GS-0456-11

Position Number: DX05000

Background: This Standard Position Description (SPD) was developed by an Advisory Work Group made up of a team of fire subject matter expert and classification specialist and is representative of fire planning work performed. The major duties listed in the SPD were identified through a thorough analysis of the 0456 Wildland Firefighter standard.

References: Position Classification Standard for Wildland Fire Management, June 2022; Position Classification Standard for Safety and Occupational Health Management Series, GS-0018, TS-55 August 1981; 5 U.S. Code § 5104, Basis for grading positions.

Series & Title Determination: The 0456 Wildland Fire Management series is a single-grade interval series that includes classes of position which involve technical and specialized work on the protection of forest or range lands and resources from fire. This series includes general fire management work which is preparatory to the assumption of technical or specialized assignments, and which is accomplished as a part of specialized functional fire management programs including forest, and range fire prevention, presuppression, suppression, post-suppression, fire research, and other specialized work relating to fire management programs.

The PCS is divided into three parts. Part I contains occupational information applicable to Federal work covered by the PCS without regard to pay plan or classification system. Part II provides the grading criteria for positions classified in accordance with GS grade definitions. Part II- Grading Information, is further broken down into *Part 1* (grade level criteria for Wildland Firefighting Positions), and *Part II* (grade level criteria for Fire Mangement Officer Positions). Part III includes explanatory material about the developement of the PCS.

The position is located in a state or regional office of a Department of Interior wildland fire management program. Its primary purpose of the position is to provide input into and evaluate adequacy of techniques and practices in fire management programs including operations, aviation, fuels management, prevention, planning, and training and to serve as a technical advisor providing guidance, advice and support for policy interpretation and implementation to fire management agencies across the United States to all organizational levels in respective areas of expertise. This position requires coordination at the state and regional level with other federal agencies and departmental bureaus including staff from the US Forest Service (FS), Bureau of Land Management (BLM), National Park Service (NPS), Bureau of Indian Affairs (BIA), and US Fish and Wildlife Service (FWS), Tribal governments, and coordination with state agencies (including state fire and other natural resources agencies), local governments, and non-governmental organizations (NGO). The position requires knowledge of wildland fire behavior, wildland fire control, wildland fire planning, fuels management, and aviation management activities sufficient to serve as a subject matter expert to independently analyze and resolve complex problems relating to the development, execution, and monitoring of state/region resource management issues by adapting established fire management techniques,

methods, or practices to meet resource management objectives. As described the position meets the nature and intent of the 0456 Wildland Fire Management series.

The basic title for positions that involve technical and specialized work on the protection of forest or range lands is *Wildland Firefighter*. Therefore, this position is appropriately assigned to the 0456 series and titled as a ***Wildland Firefighter, GS-0456.***

Grade Determination: The 0456 PCS is written in a narrative format describing the Nature of Work and Level of Responsibility for each grade covered by the standard. The classification factors include: (1) guidelines; (2) complexity; (3) personal contacts/purpose of contacts; and (4) supervision received. Part I, Fire Management Position Illustrations of the PCS (under Part II, Grading Information) provides illustrative grade level criteria for nonsupervisory positions in grades GS-3/4/5/6/7, 9, and 11. The grade level information provides a summary of the grade level, followed by specific illustrations of duties and responsibilities characteristic of the grade described loosely in terms of the classification factors identified above. Illustrations vary by grade level and may be described in in terms of specialty areas such as Aviation, Fuels.

Nature of Work

At the GS-11 wildland firefighters provide local expertise for short and long-term strategic fire management planning, assessments, and interagency and/or unit fire management plans. Use expertise to analyze and resolve unique problems relating to the development, execution, and monitoring of local fire management issues; provide advice and guidance in adaptation of policies, standards, methods, and guidelines received from national and regional levels to local conditions. Coordinating and integrating fire management related topics, issues, and solutions. Providing input to the development of plans and agreements, and working closely with counterparts from other federal, state, or local partner agencies.

Like the GS-11, the incumbent provides analysis-based input on strategic long-range planning, leadership, guidance, coordination, and evaluation for regional/state wildland fire and aviation programs in the bureau and interagency community. Applies technical knowledge to independently analyze and resolve complex problems relating to the development, execution, and monitoring of state/region resource management issues by adapting established fire management techniques, methods, or practices to meet resource management objectives. Like the GS-11 makes recommendations in regional/state policy and guidance development, including establishment of performance standards and specifications for wildland fire management programs on the public lands administered by the Bureau. Participates in the coordination of and execution of annual field level wildland fire preparedness, programmatic and incident reviews as required. Represents the bureau on various state/regional level interagency working groups, working teams and committees.

The GS-11 is fully met and is the highest grade identified under Part I Fire Management Position Illustrations of the PCS.

Level of Responsibility

At the GS-11 the supervisor assigns work in terms of broad areas of responsibility, program emphasis, and key management concerns for special projects. The supervisor and employee confer on priorities and deadlines. The incumbent is independently responsible for planning, coordinating with others, and determining the approach to take to complete specific assignments. Recommendations are usually accepted as authoritative. Policy questions dealing with controversial issues are reviewed with the supervisor to achieve agreement or solution. Completed work is reviewed for the attainment of objectives.

Like the GS-11, the supervisor assigns work in terms of very broad areas of responsibility, program emphasis, and key management concerns for special projects. The supervisor and employee confer on priorities and deadlines. Like the GS-11 policy questions dealing with controversial issues are reviewed with the supervisor to achieve mutually agreement upon solutions. Completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work, or effectiveness in meeting requirements or expected results.

The GS-11 is fully met and is the highest grade identified under Part I Fire Management Position Illustrations of the PCS.

FINAL CLASSIFICATION: Both Nature of Work and Level of Responsibility are evaluated at the GS-11 level; therefore, the position is properly classified as ***Wildland Firefighter, GS-0456-11.***