POSITION EVALUATION STATEMENT

Proposed Title, Series, Grade: Wildland Firefighter (Fire Management Planning), GS-0456-09

Position Number: DX06100

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 prevention work performed. The major duties listed in the SPD were identified through a thorough analysis of the 0456 Wildland Firefighter standard. The purpose of the position is to facilitate unit/field level instruction and training coordination.

References: Position Classification Standard for Wildland Fire Management, 0456, June 2022; 5 U.S. Code § 5104, Basis for Grading Positions.

Series Determination: The GS-0456 Fire Management series includes one-grade interval positions that supervise or perform work to manage and extinguish fires and involves technical and specialized work in the planning and the execution of Wildfire management programs in fire adapted ecosystems while dealing with problems of smoke dispersion, and hazard reduction near urban areas. This includes, but is not limited to, fire prevention, pre-attack planning, wildfire suppression, post suppression, fire research, and other specialized work relating to fire management programs. Knowledge required by positions in this series vary by specialty area, however positions may require knowledge of: Wildland Firefighting and fire prevention theory and techniques; wildland firefighting fire suppression and management techniques; wildland fire management training, fire behavior, fuels management, fire hazard and risk analysis, fuel volume and flammability assessment; skills in planning, direction, or carrying out fire protection and prevention programs and operations; the types and capabilities of fixed-wing aircraft and helicopters used in suppressing and managing wildland fires; and incident Command System (ICS), command and control, and the coordination of emergency response resources, provided for within the common hierarchy of the National Incident Management System (NIMS).

The primary purpose of this position is to is to perform work related to Department and Bureau level required training, and National Wildfire Coordinating Group (NWCG) training in wildland fire, aviation, prescribed fire, and fire management course coordination and instruction. As such, the 0456 series has been determined to be the appropriate series for the position.

Title Determination: The basic title for positions that involve wildland firefighting operations is *Wildland Firefighter*. A parenthetical title of Fire Management Planning is provided, and this work function heading is where the training specific portion language of the series lies, therefore, this position will be titled ***Wildland Firefighter (Fire Management Planning).***

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, and Planning.

Nature of Work

At the GS-09 wildland firefighters in fire management planning and training are responsible for the development and delivery of interagency national, fire suppression, fire use, prescribed fire, and aviation management courses to an interagency fire community. They may also serve as a coordinator of an apprenticeship program. Duties include but are not limited to a) developing the process and procedures to obtain national and interagency identification of training needs and conducts an annual complex needs analysis to determine needs, and b) developing an inter/interagency training schedule for classes offered at the facility. At this grade level, coordination of the selection of training cadres and staff for offered courses, and for space needed to deliver courses is expected. Active participation on Fire management and suppression assignments, as an incident leader or individually, for the purpose of maintaining or increasing expertise in subject areas, or for acquiring information to be used in training courses, or to evaluate on the job performance of personnel following training may be expected.

At the GS-11 wildland firefighters in fire management planning and training evaluate interagency fire management training and development programs and assist in the notification and development of new national and regional initiatives to meet workforce objectives. Wildland firefighters at this level serve as a technical advisors to the Fire Management Officer(s) and unit level leadership in the area of training. At this grade level, duties include but are not limited to: a) implementing progressive strategies for outreach, recruitment, hiring, employee training and development, leadership development, retention, and organizational learning at the unit/zone level and b) participation in fire operations to assess effectiveness and identify further needs for workforce training, changes to policy or protocol, and formulation of standards, methods or guides for fire and aviation management program elements.

Like the GS-09, the position may serve as a coordinator of an apprenticeship program and is responsible for assisting with the presentation, development and delivery of interagency wildland fire, prescribed fire, and aviation management courses to the interagency fire community. Additionally, the position facilitates and/or provides instruction on a variety of topics in fire and aviation management. As a subject matter expert in wildland fire, the individual is responsible for providing a variety of services to fire managers including training, performing evaluations, analyzing results, and developing and implementing proposals for a more effective fire training program. Similarly, the position develops an inter/intra-agency training schedule for classes offered and coordinates the selection of training cadres and staff for offered courses, and for space needed to deliver courses.

Unlike the GS-11, the position does not yet participate in development of new national and regional initiatives to meet workforce objectives. Nor does the position implement progressive strategies for outreach, recruitment, hiring, employee training and development, leadership development, retention, or organizational learning. Additionally, operational fire line assessments are not to identify further needs for workforce training, changes to policy or protocol, and formulation of standards, methods or guides for fire and aviation management program element but are rather for the purpose of maintaining or

increasing expertise in subject areas, or for acquiring information to be used in training courses, or to evaluate on the job performance of personnel following training.

This position meets, but does not exceed, the **GS-09 for Nature of Work.**

Level of Responsibility

At the GS-09 the supervisor sets the overall objectives and resources available. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done. The employee, having developed expertise in the line of work, is responsible for planning and carrying out the assignment, resolving most of the conflicts that arise, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives. In some assignments, the employee also determines the approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress and potentially controversial matters. 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.

At the GS-11 the supervisor and incumbent develop a mutually acceptable project plan which typically includes identification of the work to be done, the scope of the project, and deadlines for its completion. Within the parameters of the approved project plan, the incumbent is responsible for planning and organizing the program direction and work, estimating costs for the program, coordinating with staff and subject matter expert personnel, and conducting all phases of the project. The incumbent informs the supervisor of potentially controversial findings, issues, or problems with widespread impact. Completed projects, evaluations, reports, or recommendations are reviewed by the supervisor for compatibility with organizational goals, guidelines, and effectiveness in achieving intended objectives.

Like the GS-09, the supervisor sets the overall objectives and resources available. The employee and supervisor, in consultation, develop the deadlines, projects, and work to be done. The employee, having developed expertise in the line of work, is responsible for planning and carrying out the assignment, resolving most of the conflicts that arise, coordinating the work with others as necessary, and interpreting policy on own initiative in terms of established objectives. In some assignments, the employee also determines the approach to be taken and the methodology to be used. The employee keeps the supervisor informed of progress and potentially controversial matters. 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.

Unlike the GS-11, the position is not responsible for planning and organizing the program direction and work or estimating costs for the program. Additionally, the position keeps the supervisor informed of all potentially controversial matters, not just those with a wide impact. The review of work for the subject position is of a narrower scope and on a more fundamental level than that of the GS-11, which speaks to broad organizational goals and objectives.

This position meets, but does not exceed, the GS-09 for Level of Responsibility.

FINAL CLASSIFICATION: The position is properly classified as ***Wildland Firefighter (Fire Management Training), GS-0456-09.***