

Forest Service Standard Position Description Crosswalk (Revised 2007)

Following the release of Interagency Fire Program Management Qualification Standards (IFPM) on October 1, 2004, the Forest Service (FS) determined that the IFPM standards would only be applied to certain key Fire and Aviation Management positions. In March of 2005, a revised FS Standard Position Description (SPD) Crosswalk was released that identified certain positions that were “grayed out”, intending that they would be studied for future inclusion.

This addendum to the SPD Crosswalk is the result of the effort by a panel of Subject matter experts in 2006 to establish **Forest Service Fire Program Management Standards** (FS FPM) for the positions that were previously “grayed out”. Those positions are largely sub-unit positions located at the ranger district level, or are subordinate to one of the IFPM 14 key positions.

Crosswalk Summary:

IQCS Code	IFPM Category	FS Positions already included in IFPM	FS FPM Positions (previously “grayed out”)
UFPM	Unit Fire Program Manager	Forest FMO (page 2)	Forest AFMO (page 3)
UFPM	Unit Fire Program Manager		District or Zone FMO (page 4)
WFOS	Wildland Fire Operations Specialist		District or Zone AFMO (page 5), T2 Handcrew Supervisors (page 13), Smokechase Module Leaders (page 13), Station Managers (page 13)
PFFS	Prescribed Fire and Fuels Specialist	Forest Fuels Planner (page 6)	District or Zone Fuels Specialists (page 7)
PAMS	Prevention and Mitigation Specialist	Forest Prevention Officer (page 8)	District Prevention Technicians (page 9)
SEOP	Supervisory Fire Engine Operator	Engine Captains or Asst Engine Captains (page 10)	
EMLS	Engine Module Supervisor	Engine Captains (page 10)	
IHCS	IHC Superintendent	IHC Superintendent (page 11)	IHC Asst Supt and IHC Squad Leaders (page 11)
HMGR	Helicopter Manager	Helitack Crew Supervisor (page 12)	Helitack Asst Supt and Helitack Squad Leaders (page 12)
SFF	Senior Firefighter	Senior Firefighter (@ GS-5 level) (page 14)	
CMGR	Center Manager	Center Manager (page 15)	
ACMG	Lead IA Dispatcher / Assistant Center Manager	Forest Dispatcher / Assistant Center Manager (page 16)	
IADP	Initial Attack Dispatchers	Initial Attack Dispatchers (page 17)	
GFPM	Geographic Area Fire Program Manager	Regional Fire Director (page 18)	
NFPM	National Fire Program Manager	National Fire Director (page 18)	

Forest Fire Management Officer (FFMO)

This position is typically located at the unit's supervisor's office (SO) and reports directly to the forest supervisor or a SO staff officer that has program management responsibilities for Fire and Aviation Management. This position has been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Unit Complexity ¹	Recommended Minimum Series and Grade	Series Determination ²	NWCG Minimum Qualifications ³	Competencies and Specialized Experience ⁴
Unit Fire Program Manager (UFPM)	HIGH	GS-401-12 AFM026	Fire Management Specialist (401-series)	ICT3, DIVS, RXB2 (Currency not required)	Use UFPM competencies and specialized experience requirements at HIGH complexity.
	MODERATE	GS-401-11 AFM025B		ICT3, TFLD, RXB2 (Currency not required)	Use UFPM competencies and specialized experience requirements at MODERATE complexity.
	LOW	GS-401-09 AFM025A		ICT4, CRWB or ENGB, RXB2 (Currency required)	Use UFPM competencies and specialized experience requirements at LOW complexity.

¹**Unit Complexity:** Complexity for forest or grassland is based on unit's IFPM complexity analysis.

²**Series Determination:** This position has been identified as a 401-series Fire Management Specialist position.

³**NWCG Qualifications:** As identified in the IFPM standards for UFPM. Refer to IFPM standards and Guides pages 4-108, 4-112, or 4-116. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.

⁴**Specialized Experience:** As identified in the UFPM IFPM standards, contained on pages 4-107, 4-111, or 4-115.

M-581 is required specialized training

Note: IFPM Errata# 1 (January 20, 2005) modified the NWCG Incident Qualification of the High Complexity UFPM from RXM2 to RXB2.

Forest Assistant Fire Management Officer (FAFMO) - FS-FPM

This position is typically located at the unit's Supervisor's office and reports directly to the UFPM. This position was previously identified in the Wildland Fire Operations Specialist (WFOS) category in the March 8, 2005, FS Standard Position Description Crosswalk. In 2006 a group of subject matter experts determined that this position is better suited to be located in the Unit Fire Program Manager (UFPM) category. Some of the specialized experience requirements have been modified from IFPM. Implementation of this FS standard will take affect October 1, 2008, and incumbents will have 5 years from this date to attain full minimum qualification standards and 401 Fire Management Specialist supplemental standards.

FS FPM Category	Unit Complexity ¹	Recommended Series and Grade	Series Determination ²	NWCG Minimum Qualifications ³	Competencies and Specialized Experience ⁴
Unit Fire Program Manager	High	GS-401-11 AFM024	Fire Management Specialist (401-series)	ICT3, DIVS, RXB2 Minimum 2 of 3 required (Currency not required)	Use UFPM competencies and specialized experience requirements at HIGH complexity.
	Moderate	GS-401-11 AFM024		ICT3, TFLD, RXB2 Minimum 2 of 3 required (Currency not required)	Use UFPM competencies and specialized experience requirements at MODERATE complexity.
	Low	GS-401-09 AFM023A		ICT4, CRWB or ENGB, FIRB Minimum 2 of 3 required (Currency required)	Use UFPM competencies and specialized experience requirements at LOW complexity.

¹**Unit Complexity:** Complexity for forest or grassland is based on unit's IFPM complexity analysis.

²**Series Determination:** This position has been identified as a 401-series Fire Management Specialist position.

³**NWCG Qualifications:** As identified in the IFPM standards for UFPM. Refer to IFPM standards and Guides pages 4-108, 4-112, or 4-116. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the Forest Service Handbook 5109.17.

- At a minimum, two out of the three NWCG qualifications are required for full performance.
- Forest Service Manual 5126.4 requires ICT3 and DIVS for performance as a forest duty officer for a high complexity unit, or ICT4 and TFLD for a moderate complexity unit. Currency not required.

⁴**Specialized Experience:** Derived from IFPM UFPM Standards, contained on pages 4-107, 4-111, or 4-115.

Except:

- Experience at Unit Leader Level on a Type 1 or 2 incident is **not required** for MODERATE complexity;
- Service as a member of Type 1 or 2 IMT Command and General Staff is **not required** for HIGH complexity positions.
- All other specialized experience is required.
- Attendance of M-581 required.

Note: IFPM Errata# 1 (January 20, 2005) modified the NWCG Incident Qualification of the High Complexity UFPM from RXM2 to RXB2.

District Fire Management Officer (DFMO or ZFMO) - FS-FPM

This position is typically located at a ranger district or zone (combination of districts) level, and was previously a “grayed out” Forest Service position. The grade structure, series, NWCG qualifications, and specialized experience has been adjusted to reflect duties at the sub-unit level positions. Implementation of this FS standard will take affect October 1, 2008 and incumbents will have 5 years from this date to attain full minimum qualification standards and 401 Fire Management Specialist supplemental standards (depending on series).

FS FPM Category	Sub-Unit Complexity ¹	Recommended Series and Grade	Series Determination ²	NWCG Minimum Qualifications ³	Competencies and Specialized Experience ⁴
Sub-Unit Fire Program Manager (UFPM)	HIGH	GS-401-11 AFM025B -or- GS-462-11 TBD	Series determination (401 or 462) is based on classification of duties.	ICT3, DIVS, RXB2 Minimum 2 of 3 required (Currency required)	Use UFPM competencies and specialized experience requirements at HIGH complexity.
	MODERATE	GS-401-11 AFM025B -or- GS-462-11 TBD		ICT3, TFLD, RXB2 Minimum 2 of 3 required (Currency required)	Use UFPM competencies and specialized experience requirements at MODERATE complexity.
	LOW	GS-401-09 AFM025A -or- GS-462-09 TBD		ICT4, CRWB or ENGB, FIRB Minimum 2 of 3 required (Currency required)	Use UFPM competencies and specialized experience requirements at LOW complexity.

¹Sub-Unit Complexity:

- Complexity for sub-units (i.e., ranger districts) should be locally determined by the forest or grassland Unit Fire Program Manager (UFPM) and Agency administrator based on how much the sub-unit’s Fire and Aviation Management program contributes to the overall unit’s IFPM complexity analysis findings (level), and should be applied to the sub-unit.
- It is possible that one or more ranger districts may have a different complexity level than the overall forest or grassland, either higher or lower.

²**Series Determination:** Series determination (401 or 462) is based on classification of duties and the application of the appropriate position classification standard. This should be determined at the local level by the appropriate Agency administrator.

Example: The DFMO only has program responsibility for managing the suppression and operations branch. This position may be classified as Forestry Technician (462). Conversely, a DFMO who has program responsibilities that includes Fuels Management and NEPA planning in addition to supervising suppression resources should be classified as a professional-series (401).

³**NWCG Qualifications:** For sub-unit Fire Management positions, CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the Forest Service Handbook 5109.17.

- At a minimum, two out of the three NWCG qualifications are required for full performance.

⁴**Specialized Experience:** Derived from IFPM UFPM Standards, contained on pages 4-107, 4-111, or 4-115. Except: Experience at unit leader level on a Type 1 or 2 incident is not required for MODERATE complexity; and service as a member of Type 1 or 2 IMT Command and General Staff is **not required** for HIGH complexity positions. All other specialized experience is required.

District Assistant Fire Management Officer (DAFMO or ZAFMO) - FS-FPM

This position is typically located on a ranger district or zone (combination of districts), and was previously a “grayed out” Forest Service position. The grade structure, series, and NWCG qualifications have been adjusted to reflect duties at the sub-unit level positions. Implementation of this FS standard will take affect October 1, 2008 and incumbents will have 5 years from this date to attain full minimum qualification standards and 401 Fire Management Specialist supplemental standards.

FS FPM Category	Sub-Unit Complexity ¹	Recommended Series and Grade	Series Determination ²	NWCG Minimum Qualifications ³	Competencies and Specialized Experience ⁴
Sub-Unit Wildland Fire Operations Specialist (WFOS)	HIGH	GS-401-09 AFM031 -or- GS-462-09 AFM030	Series determination (401 or 462) is based on classification of duties.	ICT3, DIVS, RXB2 Minimum 2 of 3 required (Currency required)	Use WFOS competencies and specialized experience requirements at HIGH complexity.
	MODERATE	GS-401-09 AFM031 -or- GS-462-09 AFM030		ICT3, TFLD, RXB2 Minimum 2 of 3 required (Currency required)	Use WFOS competencies and specialized experience requirements at MODERATE complexity.
	LOW	GS-462-07 AFM007A	Forestry Technician (462)	ICT4, CRWB or ENGB, FIRB Minimum 2 of 3 required (Currency required)	Use WFOS competencies and specialized experience requirements at LOW complexity.
	Developmental AFMO	GS-462-07 AFM007A	Forestry Technician (462)	ICT4, CRWB or ENGB (Currency required)	

¹Sub-Unit Complexity:

- Complexity for sub-units (i.e., ranger districts) should be locally determined by the forest’s or grassland’s UFPM and Agency administrator based on how much a particular sub-unit’s Fire and Aviation Management program contributes to the overall forest’s or grassland’s complexity level (overall unit-level complexity is based on the IFPM complexity analysis, and should only be applied to the “forest” or “grassland” 14 Key positions).
- It is possible that one or more ranger districts may have a different complexity level than the overall forest’s complexity, either higher or lower.

²**Series Determination:** Series determination (401 or 462) is based on classification of duties and based on the application of the appropriate position classification standard. This should be determined at the local level by the appropriate Agency administrator.

Example: DAFMO only has supervisory responsibility for suppression and prevention resources. This position may be classified as Forestry Technician (462). Conversely, a DAFMO who has program responsibilities that includes fuels management and NEPA planning in addition to supervising suppression resources should be classified as a professional-series (401).

³**NWCG Qualifications:** For sub-unit AFMO positions, CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the Forest Service Handbook 5109.17.

- At a minimum, two out of the three NWCG qualifications are required for full performance.

⁴**Specialized Experience:** Derived from IFPM WFOS Standards, contained on pages 4-169, 4-173, or 4-177.

Forest-level Fuels Management Position

This position is typically located at the unit's supervisor's office and reports directly to the forest FMO or SO staff officer that has program management responsibilities for fuels management. This position has been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Unit Complexity ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ³	Competencies and Specialized Experience ⁴
Prescribed Fire and Fuels Specialist (PFFS)	HIGH	GS-401-11 AFM022	Fire Management Specialist (401)	ICT3, TFLD, RXB2 (Currency required)	Use PFFS competencies and specialized experience at HIGH complexity.
	MODERATE	GS-401-09 AFM021 -or- GS-462-09 AFM018D	401 or 462. See below ²	ICT4, CRWB or ENGB, RXB2 (Currency required)	Use PFFS competencies and specialized experience at MODERATE complexity.
	LOW	GS-462-07 AFM018B	Forestry Technician (462)	ICT4, CRWB or ENGB, FIRB (Currency required)	Use PFFS competencies and specialized experience at LOW complexity.

¹**Unit Positions:** Complexity for forest or grassland is based on unit's IFPM complexity analysis.

²**Series Determination:** Series determination (401 or 462) is based on classification of duties and the application of the appropriate position classification standard. This should be determined at the local level by the appropriate Agency administrator. Moderate complexity units have the flexibility to determine if the position should be 401 or 462 series as per page 4-231 of the IFPM standards and guide.

³**NWCG Qualifications:** As identified in the IFPM standards for PFFS. Refer to IFPM standards and guides pages 4-227, 4-232, or 4-236. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency" and is supported by the FSH 5109.17.

⁴**Specialized Experience:** As identified in the IFPM PFFS Standards, contained on pages 4-227, 4-231, and 4-235.

Note: IFPM Errata #2 (April 5, 2005) modified the NWCG Incident Qualification for Prescribed Fire and Fuels Specialist at the high complexity from RXB1/FUMA to RXB2.

District-level Fuels Management Positions - FS-FPM

The following sub-unit GS-11, GS-09, and GS-07 positions are typically located on a ranger district, and were previously “grayed out” Forest Service positions. The grade structure, series, NWCG qualifications, and specialized experience have been adjusted to reflect duties at the sub-unit level positions. These positions primarily focus on fuels program management, planning, and/or implementation (i.e., Fuels Planner, Fuels Specialist, and Fuels Technician). If the incumbent also has program management and supervision responsibilities for suppression/prevention resources, the unit should consider classifying that positions either in the sub-unit UFPM (DFMO) category, or the sub-unit WFOS (DAFMO) category depending on the unit’s organizational structure. Implementation of this FS standard will take affect October 1, 2008, and incumbents will have 5 years from this date to attain full minimum qualification standards and 401 Fire Management Specialist supplemental standards (depending on series).

FS FPM Category	Sub-Unit Positions ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ³	Competencies and Specialized Experience ⁴
Sub-Unit Prescribed Fire and Fuels Specialist (PFFS)	District or Zone Fuels Planner, Fuels FMO	GS-401-11 AFM022	Fire Management Specialist (401)	ICT4, TFLD, RXB2 Minimum 2 of 3 required (Currency required)	Use PFFS competencies and specialized experience at HIGH complexity.
	District Fuels Specialist, Fuels AFMO	GS-401-09 AFM021 -or- GS-462-09 AFM018D	401 or 462. See below ²	ICT4, CRWB or ENGB, RXB2 Minimum 2 of 3 required (Currency required)	Use PFFS competencies and specialized experience at MODERATE complexity.
	District Fuels Technician	GS-462-07 AFM018B	Forestry Technician (462)	ICT4, CRWB or ENGB, FIRB Minimum 2 of 3 required (Currency required)	Use PFFS competencies and specialized experience at LOW complexity.

¹**Sub-Unit Positions:**

- Some Units have elected to staff dedicated GS-11, GS-9 and GS-7 fuels management positions at ranger districts.
- Typically the higher graded positions are for districts or zones with larger and more complex programs. In these cases, grade level is based on classification of duties in the appropriate position description.

²**Series Determination:** Series determination (401 or 462) is based on classification of duties and the application of the appropriate position classification standard. This should be determined at the local level by the appropriate Agency administrator.

Example: A GS-9 District PFFS is directly supervised by a GS-11 PFFS or UFPM position in the 401-series. Duties and responsibilities of the GS-9 PFFS as per the position description are limited to burn plan development and implementation (i.e., minimal or no NEPA planning). This position may be classified as Forestry Technician (462). Conversely, a GS-9 District Fuels Specialist who has duties and responsibilities that include fuels management and NEPA planning, in addition to burn plan development and implementation, should be classified as a professional-series (401) position.

³**NWCG Qualifications:** For sub-unit Fuels Specialist positions, CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the Forest Service Handbook 5109.17. At a minimum, two out of the three NWCG qualifications are required for full performance.

⁴**Specialized Experience:** Derived from IFPM PFFS standards, contained on pages 4-227, 4-231, and 4-235

Forest-Level Prevention Program Manager

This position is typically located at the unit’s supervisor’s office (SO) and reports directly to the forest FMO or SO staff officer that has program management responsibilities for prevention/mitigation. This position has been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Unit Complexity ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience
Fire Prevention and Mitigation Specialists (FPMS)	HIGH	GS-401-11 Pending	Fire Mgmt Specialist (401-series)	ICT5 and FFT1 (Currency not required)	Use PMS competencies from IFPM standards at the HIGH complexity.
	MODERATE	GS-401-09 Pending -or- GS-462-09 Pending	Fire Mgmt Specialist (401) or Forestry Technician (462)	ICT5 and FFT1 (Currency not required)	Use PMS competencies from IFPM standards at the MODERATE complexity.
	LOW	GS-462-07 A9068	Forestry Technician (462-series)	ICT5 and FFT1 (Currency not required)	Use PMS competencies from IFPM standards at the LOW complexity.

¹**Unit Complexity:** Complexity for forest or grassland is based on unit’s IFPM complexity analysis.

²**NWCG Qualifications:** As identified in the IFPM standards for FPMS. Refer to IFPM standards and guides pages 4-286, 4-290, or 4-294. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency”, and is supported by the Forest Service Handbook 5109.17.

³**Specialized Experience:** As identified in the IFPM FPMS standards on page 4-285, 4-289, and 4-293.

Note: IFPM Errata #5 (August 23, 2005) modified the IFPM position title from Fire Prevention and Education Specialist to:

- Fire Prevention and Mitigation Specialist

District-Level Prevention Technicians (Prevention or Patrol Officers) - FS-FPM

This position is typically located on a ranger district, and was previously a “grayed out” Forest Service (FS) position. The grade structure, series, and NWCG qualifications have been adjusted to reflect duties at the sub-unit level positions. Implementation of this FS standard will take effect October 1, 2008 and incumbents will have 5 years from this date to attain full minimum qualification standards (depending on series).

FS FPM Category	Sub-Unit Complexity ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience
Fire Prevention and Mitigation Specialists (PMS)	HIGH	GS-462-07 A9068	Forestry Technician (462)	FFT1 (Currency required)	Use PMS competencies from IFPM standards at the LOW complexity.
	MODERATE	GS-462-06 A9067			
	LOW	GS-462-05 A9066			

¹**Sub-Unit Complexity:**

- Complexity for sub-units (i.e., ranger districts) should be locally determined by the forest’s or grassland’s UFPM and Agency administrator based on how much a particular sub-unit’s FAM program contributes to the overall forest’s or grassland’s complexity level (overall unit-level complexity is based on the IFPM Complexity Analysis, and should only be applied to the “forest” or “grassland” 14 key positions).
- If a sub-unit has a very complicated prevention/mitigation program, as shown by a high number of visitor-use days, high statistical instances of human-caused fires or abandoned campfires, or high concentration of wildland-urban interface, the unit may opt to use the recommended grade level for a HIGH complexity unit.

²**NWCG Qualifications:** For sub-unit PMS positions, CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency”, and is supported by the Forest Service Handbook 5109.17

³**Specialized Experience:** Derived from IFPM Prevention Mitigation Specialist standards on page 4-285.

Note: IFPM Errata #5 (August 23, 2005) modified the IFPM position title from Fire Prevention and Education Specialist to:

- Fire Prevention and Mitigation Specialist

Engine Supervisor Positions

These positions are typically located on a ranger district and report directly to the district's Fire and Aviation Management staff. These positions have been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Engine Positions ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
Engine Module Supervisor (EMS) (supervising 4 or more crewmembers)	T3 or T4 Engine Captain (High)	GS-462-08 A9526	Forestry Technician (462)	ICT4 and ENGB (Currency required)	Use EMS competencies and specialized experience in IFPM standards.
	T6 Engine Captain (High)	GS-462-08 A9526			
	T3 or T4 Engine Captain (Low)	GS-462-07 A9528 or AFM007C			
	T6 Engine Captain (Low)	GS-462-07 A9528 or AFM007C			
Supervisory Engine Operator (SEO) (supervising 3 or fewer crewmembers)	T6 Engine Captain (Low)	GS-462-07 A9528 or AFM007C	Forestry Technician (462)	ICT5 and ENOP (Currency required)	Use SFEO competencies and specialized experience in the IFPM standards.
	T6 Asst Engine Captain (High)	GS-462-07 A9527 or AFM007C			
	T3 or T4 Asst Engine Captain (High)	GS-462-07 A9527 or AFM007C			
	T6 Asst Engine Captain (Low)	GS-462-06 AFM006C			
	T6 Asst Engine Captain (Low)	GS-462-06 AFM006C			

¹**Engine Positions:** Per Washington Office letter dated May 30, 2006, Results of Review of Engine Captain Positions, numerous Engine Supervisor positions have been identified. Grade levels are dependent on certain criteria.

- GS-8: T3 or T4 Engines in higher complexity of WUI, high value improvements, all-hazard, and presence of multiple agency jurisdictions. In some cases, this may apply to T6 Engine Captains.
- GS-7: For Engine Captains of all engine types when the above complexities are not present.
- GS-7: Assistants to GS-8 Engine Captains will be graded at the GS-7 level.
- GS-6: Assistants to GS-7 Engine Captains will be graded at the GS-6 level.

²**NWCG Qualifications:** As identified in the IFPM standards for Engine Supervisors. Refer to IFPM standards and guides pages 4-391 and 4-395. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of "currency". PMS 310-1 is the parent NWCG qualification document that defines "currency", and is supported by the Forest Service Handbook 5109.17.

³**Specialized Experience:** As identified in the IFPM Engine Supervisor standards on page 4-391 and 395.

IHC Positions (Superintendent, Assistant Superintendent and Squad Leader)

The IHC Superintendent position has been included in IFPM standards since October 1, 2004. Completion date for attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	IHC Positions ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
IHC Superintendent	IHC Superintendent	GS-462-09 A8014	Supervisory Forestry Technician (462)	ICT4, TFLD, FIRB (Currency required)	Use IHC Superindentt competencies and specialized experience in IFPM standards.

¹**IHC Positions:** This is a standardized position contained within the NIHCOG.

²**NWCG Qualifications:** NWCG qualification standard is derived from the National IHC Operations Guide requirements and Forest Service Handbook (FSH) 5109.17 Chapter 40. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

³**Specialized Experience:** As identified in the IFPM standards for IHC Superintendent, contained on page 4-345.

FS-FPM - Subordinate positions to the IHC Superintendent (Assistant Superintendent and IHC Squad Leader) were previously ‘grayed-out’ Forest Service positions. The grade structure, series, and NWCG qualifications are tiered from the National IHC Operating Guide (NIHCOG). Implementation of this FS standard will take affect October 1, 2008, and incumbents will have 5 years from this date to attain full minimum qualification standards.

FS FPM Category	IHC Positions ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
Subordinate IHC Positions	IHC Assistant Superintendent	GS-462-08 A8015S	Supervisory Forestry Technician (462)	ICT4, STCR (Currency required)	Tiered from the IHC Superintendent competencies and specialized experience in IFPM standards.
	IHC Squad Leader	GS-462-06 AFM006A or A8016L	Forestry Technician (462)	ICT5, CRWB (t) (Currency required)	

¹**IHC Positions:** These are standardized positions contained within the NIHCOG.

²**NWCG Qualifications:** NWCG qualification standards are derived from the National IHC Operations Guide requirements and FSH 5109.17, Chapter 40. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

³**Specialized Experience:** As identified in the IFPM standards for IHC Superintendent, contained on page 4-345. **Except:**

- Previous handcrew Squad Leader experience is required for IHC Assistant Superintendent;
- Previous handcrew Senior Firefighter experience required for IHC Squad Leader.

Exclusive-Use Helicopter Crew Positions (Helitack Crew Supervisor, Asst Crew Supervisor, & Squad Leader)

The Helitack Crew Supervisor (Helicopter Manager) position has been included in IFPM standards since October 1, 2004. Completion date for attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Subordinate Positons ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
Helicopter Manager	Helitack Crew Supervisor	GS-462-09 A1011S	Supervisory Forestry Technician (462)	ICT4, HEB2 (Currency required)	Use Helicopter Manager competencies and specialized experience from IFPM standards.

¹**Positions:** This is an agency standard exclusive-Use Helicopter position.

²**NWCG Qualifications:** NWCG Qualification standards are derived from FSH 5109.17, Chapter 40. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

³**Specialized Experience:** As identified in the IFPM Helicopter Manager standards, contained on page 4-443.

FS-FPM - Subordinate positions to the Helitack Crew Supervisor (Helitack Asst Crew Supervisor and Helitack Squad Leader) were previously ‘grayed-out’ Forest Service positions. The grade structure, series, and NWCG qualifications are tiered from the Forest Service Handbook (FSH) 5109.17 Chapter 40. Implementation of this FS standard will take affect October 1, 2008, and incumbents will have 5 years from this date to attain full minimum qualification standards.

FS FPM Category	Subordinate Positons ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
Subordinate Helicopter Manager Positions	Helitack Asst. Crew Supervisor	GS-462-08 A8021	Forestry Technician (462)	ICT4, HELB or HELM, HEB2(t) (Currency required)	Tiered from the Helicopter Manager competencies and specialized experience in IFPM standards.
	Helitack Squad Leader	GS-462-06 AFM006B or A8022L	Forestry Technician (462)	ICT5 or FFT1 and HECM (Currency required)	

¹**Positions:** These are agency standard exclusive-Use Helicopter positions.

²**NWCG Qualifications:** NWCG Qualification standards are derived from FSH 5109.17 Chapter 40. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

³**Specialized Experience:** As identified in the IFPM Helicopter Manager Standards, contained on page 4-443. **Except:**

- Previous Helitack and Squad Leader experience is required for Helitack Assistant Crew Supervisor;
- Previous Helitack experience is required for Helitack Squad Leader.

Additional District-Level Fire Management Positions - FS-FPM

These positions are typically located on a ranger district, and were previously “grayed out”. The grade structures, series, and NWCG qualifications have been adjusted to reflect duties at the sub-unit level positions. Inclusion of these positions into IFPM will take affect October 1, 2008, and incumbents will have 5 years from this date to attain full minimum qualification standards.

FS FPM Category	Sub-Unit Positons ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
Sub-Unit Wildland Fire Operations Specialist (WFOS)	Station Manager	GS-462-07 AFM007A or C	Forestry Technician (462)	ICT4, CRWB or ENGB (Currency required)	Use WFOS competencies and specialized experience requirements at LOW complexity.
	Type 2 Crew Supervisor	GS-462-07 AFM007A	Forestry Technician (462)	CRWB (Currency required)	
	Type 2 Crew Ass't Supervisor	GS-462-06 AFM006A	Forestry Technician (462)	CRWB (t) (Currency required)	
	IA Smoke-Chase Module Leader (5-10 person)	GS-462-06 AFM006A	Forestry Technician (462)	ICT5 or FFT1 (Currency required)	

¹**Sub-Unit Positions:** These are agency standard positions on Forest Service units.

²**NWCG Qualifications:** NWCG qualifications have been adjusted from the IFPM WFOS category to better suit these sub-unit positions. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the Forest Service Handbook 5109.17.

³**Specialized Experience:** Derived from IFPM WFOS standards, contained on pages 4-169.

Senior Firefighter

These positions are typically located on a ranger district and serve as skilled crewmembers on handcrews, engines, helitack, or fuels crews. These positions have been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards must occur by October 1, 2009 (Note: IFPM Errata #4 on August 23, 2005, modified NWCG incident qualifications).

IFPM Category	Senior FFTR Positons ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
Senior Firefighter	T2 Crew or Smokechaser Squad Leader	GS-462-05 A5137L	Forestry Technician (462)	ICT5 or FFT1 or HECM	Use Senior FFTR competencies and specialized experience requirements from IFPM standards.
	IHC Senior Firefighter	GS-462-05 A9089			
	Helitack Senior Firefighter	GS-462-05 A9091			
	Engine AFEO / Senior FFTR	GS-462-05 A9093			
	Fuels Crew Squad Leader	GS-462-05 A9069			
	Prevention Tech	GS462-05 A2071			

¹**Senior FFTR Positions:** These are agency standard positions on Forest Service units.

²**NWCG Qualifications:** As identified in the IFPM standards for Senior Firefighters. CURRENCY IS REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the Forest Service Handbook 5109.17.

³**Specialized Experience:** As identified in the IFPM Senior Firefighters standards, contained on page 4-489.

Note: IFPM Errata #4, (August 23, 2005) modified the NWCG Incident Qualifications to ICT5 or FFT1 or HECM, as appropriate.

Dispatch Center Manager

This position is typically located in a high or moderate complexity Dispatch Center and reports directly to the UFPM or an interagency board of directors for the jurisdictions that the center supports. This position has been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Complexity ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ³	Competencies and Specialized Experience ⁴
Dispatch Center Manager	HIGH	GS-401-11 AFM015A (Interim 462 PD: AFM015B) ²	Fire Management Specialist (401-series)	EDSD (Currency not required)	Use Center Manager competencies and specialized experience from IFPM standards.
	MODERATE	GS-462-10 TBA	Forestry Technician (462)		Previous Wildland Firefighting operations experience is required.

¹**Complexity:**

- Complexity of Dispatch Center is determined by the program complexity of the units supported by that dispatch center.
- A LOW complexity dispatch center would be managed by an Initial Attack Lead Dispatcher (IFPM standards page 4-527).

²**Series:** The Forestry Technician (462) PD was developed for the IFPM interim period only. IFPM target is to convert all Center Managers to 401-series.

³**NWCG Qualifications:** As identified in the IFPM standards for Center Managers. CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency”, and is supported by the Forest Service Handbook 5109.17.

⁴**Specialized Experience:** As identified in the IFPM Center Manager Standards on page 4-533.

Note: Errata #3 (August 3, 2005) made the following modifications to IFPM standards on page 4-535:

- 40 hrs Supervisory Training is no longer a selective factor, and can be obtained after entry into the position.
- Basic dispatcher computer skills training, Training to provide intermediate computer skills and working knowledge of fire management computer programs have been moved to ‘Competencies’. New incumbents have 3 yrs from date of hire to attain full competencies in these skills.
- The IFPM Standard for Center Managers are intended for use at the local initial attack dispatch office level. The use of IFPM standards for Center Managers of Geographic Area Coordination Centers was never intended nor is it considered appropriate.

Initial Attack Lead Dispatcher / Assistant Center Manager

This position is typically located in a high or moderate complexity Dispatch Center and reports directly to the Center Manager. This position has been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Complexity ¹	Recommended Series and Grade	Series Determination ²	NWCG Minimum Qualifications ³	Competencies and Specialized Experience ⁴
Initial Attack Lead Dispatcher / Assistant Center Manager	All	GS-401-09 AFM014 -or- GS-462-09 AFM013	Fire Mgmt Specialist (401-series) -or- Forestry Technician (462)	EDSD (Currency not required)	Use IA Lead Dispatcher or Assistant Center Mgr competencies and specialized experience from IFPM standards. Previous Wildland Firefighting operations experience is required.

¹**Complexity:**

- Initial Attack Lead Dispatchers are represented in dispatch centers of all complexity levels.
- Complexity of Dispatch Center is determined by the program complexity of the units supported by that dispatch center.
- A LOW complexity dispatch center would be managed by an Initial Attack Lead Dispatcher (IFPM standards page 4-579).

²**Series:** Local units have the flexibility to select either 401-series or 462-series for this position.

³**NWCG Qualifications:** As identified in the IFPM standards for IA Lead Dispatchers / Asst. Center Managers. CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency”, and is supported by the Forest Service Handbook 5109.17.

⁴**Specialized Experience:** As identified in the IFPM IA Lead Dispatcher / Assistant Center Manager standards on page 4-585.

Initial Attack Dispatcher

This position is typically located in Dispatch Center and typically reports directly to the Assistant Center Manager or Initial Attack Lead Dispatcher. This position has been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards must occur by October 1, 2009.

IFPM Category	Dispatch Positions ¹	Recommended Series and Grade	Series Determination	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
Initial Attack Dispatcher	Lead IA Dispatcher	GS-462-07 AFM011D	Forestry Technician (462)	EDRC (Currency not required)	Use IA Dispatcher and specialized experience from IFPM standards. Previous Wildland Firefighting operations experience is required.
	IA Dispatcher	GS-462-06 AFM011C			
	IA Dispatcher	GS-462-05 AFM011B			

¹**Dispatch Position:**

- These are agency standard positions in Forest Service dispatch centers.

²**NWCG Qualifications:** As identified in the IFPM standards for IA Dispatchers. CURRENCY IS NOT REQUIRED. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency”, and is supported by the Forest Service Handbook 5109.17.

³**Specialized Experience:** As identified from the IFPM IA Dispatcher standards on page 4-635

Regional Fire Director

This position is located at the Regional Office and reports directly to the Regional Forester and has program management responsibilities for Fire and Aviation Management for the region. This position has been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Recommended Series and Grade	Series Determination ¹	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
Geographic Area Fire Program Manager (GAFPM)	GS-401-13	Fire Management Specialist (401-series)	ICT3, T2 C and G Staff position, TFLD, and RXB2 (Currency not required)	Use GAFPM competencies and specialized experience requirements contained in IFPM standards.

¹**Series Determination:** This position has been identified as a 401-series Fire Management Specialist position.

²**NWCG Qualifications:** As identified in the IFPM standards for GAFPM. Refer to IFPM standards and Guides pages 4-56. Currency is not required. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the Forest Service Handbook (FSH) 5109.17.

³**Specialized Experience:** As identified in the UFPM IFPM standards, contained on pages 4-55 and 4-56.

- M-581 or local Fire Management Leadership or Fire Management Leadership is required training for this position.

National Fire Director

This position is located at the Washington Office and reports directly to the Chief of the Forest Service and has national program management responsibilities for Fire and Aviation Management. This position has been included in IFPM standards since October 1, 2004. Attainment of all minimum qualification standards and 401 supplemental standards must occur by October 1, 2009.

IFPM Category	Recommended Series and Grade	Series Determination ¹	NWCG Minimum Qualifications ²	Competencies and Specialized Experience ³
National Fire Program Manager (NFPM)	GS-401-14	Fire Management Specialist (401-series)	ICT3, T2 C and G Staff position, TFLD, and RXB2 (Currency not required)	Use NFPM competencies and specialized experience requirements contained in IFPM standards.

¹**Series Determination:** This position has been identified as a 401-series Fire Management Specialist position.

²**NWCG Qualifications:** As identified in the IFPM standards for NFPM. Refer to IFPM standards and Guides pages 4-6. Currency is not required. See Wildland Fire Qualifications System Guide (PMS 310-1) for definition of “currency”. PMS 310-1 is the parent NWCG qualification document that defines “currency” and is supported by the FSH 5109.17.

³**Specialized Experience:** As identified in the UFPM IFPM standards, contained on pages 4-5 and 4-6.

- M-581 or local Fire Management Leadership or Fire Management Leadership is required training for this position.