FOREST SERVICE FIRE AND AVIATION QUALIFICATIONS GUIDE

CHAPTER 4 – FIRE AND AVIATION MANAGEMENT POSITION COMPETENCIES
HOTSHOT, EXCLUSIVE USE HELITACK AND IFPM/FS-FPM

Effective Date: February 28, 2011, updated October 1, 2014

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.
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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

**PHYSICAL FITNESS:**
- Arduous

*Desired fitness goals also include completing:
- 1.5-mile run in a time of 10:35 or less
- Forty sit-ups in sixty seconds
- Twenty-five push-ups in sixty seconds
- 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 (N-9059)  
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 (N-9059)

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 FHSQ (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.
### IFPM AND FS-FPM STANDARD POSITIONS

<table>
<thead>
<tr>
<th>IFPM Category</th>
<th>FS Positions in IFPM</th>
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<tbody>
<tr>
<td>Unit Fire Program Manager</td>
<td>Forest FMO</td>
<td>Forest AFMO</td>
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<td></td>
<td></td>
<td>Job Corps AFMO</td>
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<tr>
<td></td>
<td></td>
<td>District or Zone FMO</td>
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<tr>
<td>Wildland Fire Operations</td>
<td>N/A</td>
<td>District or Zone AFMO</td>
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<tr>
<td>Specialist</td>
<td></td>
<td>T2 Handcrew Supervisors</td>
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<td>IA Module Leaders</td>
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<td>Station Managers</td>
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<td>Prescribed Fire and Fuels</td>
<td>Forest Fuels Planner</td>
<td>District or Zone Fuels Specialists</td>
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<td>Specialists</td>
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<tr>
<td>Supervisory Engine Operator</td>
<td>Engine Captains</td>
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<td>Engine Module Supervisor</td>
<td>Engine Captains</td>
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<tr>
<td>IHC Superintendent</td>
<td>IHC Superintendent</td>
<td>IHC Asst Superintendents</td>
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<tr>
<td></td>
<td></td>
<td>IHC Squad Leaders</td>
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<tr>
<td>Helicopter Manager</td>
<td>Helitack Crew Supervisor</td>
<td>Helitack Asst Crew Supervisors</td>
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<tr>
<td></td>
<td></td>
<td>Helitack Squad Leaders</td>
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<tr>
<td>Senior Firefighter</td>
<td>Senior Firefighter</td>
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<tr>
<td>Center Manager</td>
<td>Dispatch Center Manager</td>
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<td>Lead IA Dispatcher. Assistant</td>
<td>Forest Dispatcher</td>
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<td>Center Manager</td>
<td>Asst Center Manager</td>
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<td>Initial Attack Dispatcher</td>
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<td>Geographic Area Fire Program</td>
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<tr>
<td>Manager</td>
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<td>National Fire Program Manager</td>
<td>National Office</td>
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