

June 2008

**Position Description – Northern Region
Peer Support Team Member (CISD)
Exception Position 3 - AD-F**

General: The peer support member will work as part of a team with a mental health professional to assist with critical incidents as needed on any all-hazard incident. A “critical incident” is any event or situation that overwhelms the person’s usual coping abilities and interferes with the ability to continue to work or to function normally.

Examples of critical incidents include:

- Personal traumatic injury
- Death of a co-worker
- Severe illness or death of a family member
- Aviation accident
- Shelter deployment
- Motor vehicle accident
- Disaster recovery work

Exposure to critical incidents can lead to traumatic stress immediately following the incident and even post-traumatic stress disorder (PTSD). Experiencing unresolved extreme stresses can lead to alcohol and drug use, chronic anger, depression, inability to focus, and social withdrawal.

Experience requirement: The peer team member must have an understanding of the wildland management and/or fire suppression experience of those on the incident. Suitable experience is typically gained through several seasons work experience with USFS, BLM, BIA, or a state wildland management and fire suppression agencies.

The peer team member must have very good interpersonal communication skills and the ability to work as a team member with a variety of people. The peer member will work as a member of a CISM team to assist Incident Personnel through a crisis intervention process. Crisis intervention methods will include individual crisis intervention, small group crisis intervention – Defusing or CISD, and large group crisis intervention – CISD. The peer member will assist to mitigate distress, facilitate psychological normalization and closure, set appropriate expectations for psychological/behavioral reactions, provide stress management education and identify external coping resources.

Training and education: Initial training for the position will be provided after selection. Initial training will comply with the the International Critical Incident Stress Foundation, Inc. Model. Annual refresher training will be provided. Team members will also meet periodically for review of debriefings, lessons learned, and team building.

/s/ Jane Haker

Incident Business Coordinator
Region One – USFS