POSITION EVALUATION STATEMENT

Proposed Title, Series, Grade: Wildland Firefighter (Aviation), GS-0456-09

Position Number: DX06000

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, 0456, June 2022.

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, presuppession, 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.

This is an agency Standardized Position Description (SPD) and serves as a Wildland Firefighter (Aviation) organizationally located within a wildland fire management program within one of the four bureaus of the Department of the Interior.

The primary purpose of the position is to serve as the manager of the air base in support of wildland fire suppression activities; support management and administration of various contracts; provide oversight and support of various types of aircraft utilizing the base; and manage the Airtanker/SEAT base, building and facilities. In addition, the incumbent coordinates air attack, smoke jumper, aerial supervision, and other fixed wing aircraft at the base.

The basic title for positions that involve technical and specialized work on the protection of forest or range lands is *Wildland Firefighter*. The prescribed a parenthetical title of *Aviation* will also be applied, which describes work involves performing wildfire related work involving operating and maintaining unmanned aircraft systems (UAS), mixing, and loading of aerial fire retardant to fixed wing aircraft, coordinating and monitoring parking of aircraft and base operations, coordinating incident airspace, managing incident air traffic while coordinating with ground resources engaged in wildland fire suppression and prescribed fire activities. Therefore,

this position is appropriately assigned to the 0456 series and titled as a ***Wildland Firefighter (Aviation).***

Grade Determination: This position may exercise delegated supervisory authorities and responsibilities up to 20% of the time; however, at 20% or less, the supervisory work does not meet the minimum threshold for coverage by the General Schedule Supervisory Guide and therefore may not be evaluated.

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-09, Wildland Firefighters direct air tactical operations by providing aerial command and establishing priorities for initial attack, extended attack and other aviation duties as required. At this level, Wildland Firefighters receive mobilization information; evaluate aircraft needs to perform air tactical mission; brief pilots on mission requirements and crew resource management; determine navigation requirements; requests location of known hazards; gathers air space information; identifies available aircraft and estimated time of arrivals; identifies tanker base information; establishes air traffic control ensuring control of aircraft in incident airspace; identifies retardant and foam use restrictions; establishes target identification and appropriate tactics and coordinates with appropriate personnel; orders additional air resources as needed; notifies ground crews of incoming aircraft and tactics; coordinates with other incidents; provides intelligence to appropriate personnel; and monitors incident aircraft and pilot flight hour limitations. GS-9 Wildland Firefighters apply technical methods and procedures related to aviation operations and program management. Incumbents perform a wide variety of aviation operations projects incorporating diverse technical fire management knowledge. GS-9 Wildland Firefighters ensure that risk management processes are applied to aerial leadership and tactics and are reevaluated continually during the operational period.

Like the GS-09 the incumbent directs and oversees the activities of an air base in support of wildland fire suppression. Serves as a subject matter expert in aviation safety and retardant aircraft limitations. Applies multi-agency policy, agreements, and protocols to ensure effective interagency aviation operations. Responsible for the overall efficiency, safety and security of ground and aviation operations. Like the GS-09 identifies and coordinates logistical needs for base support, a variety of incoming aircraft types and transient air crews. Provides for logistical requirements of the contract crews, meet contract specifications, and maintain supplies and maintenance requirements of the base in support of operations. Coordinates with other air bases, local dispatch centers, and geographic area coordination centers to identify priorities, logistics

and contract administration. Like the GS-09 the incumbent provides technical oversight necessary for accomplishing the work of the base. Monitors and assesses aviation operations and base activities for compliance with established policy, guidelines, and regulations to ensure safe, efficient, and cost-effective aviation operations. Like the GS-09 ensures safe operations of aviation and ground support activities including site security, radio and hand signal communication, aircraft movement, fueling, retardant mixing and loading, and vehicle movement on the ramp. Promotes safety culture to flight crews and base personnel in risk assessments, Safety Managements Systems, and human factors. Develops, implements, and monitors Job Hazard Analysis', risk management assessments, and Safety Management System practices. Works with local unit aviation manager, state aviation manager and national aviation office to provide corrective actions and to develop procedures for air base operations. The GS-09 level is fully met.

Level of Responsibility

At the GS-09, Wildland Firefighters exercise initiative in developing solutions to common technical and procedural problems such as changes in priorities, need for extended field time, need for additional equipment or personnel, and other issues. However, the employee may seek direction or decision on the course to follow when encountering significant technical or procedural problems with the work. In such instances, the employee may be expected to develop solutions for resolving the problem. Review of work is usually in the form of an assessment as to how the employee resolved technical and operational problems encountered after the fact in many cases. These reviews emphasize the quality of judgment used by the employee in resolving technical and operational problems noted in reports or identified by those with whom the employee interacted.

Like the GS-09 the incumbent exercise initiative in developing solutions to common technical and procedural problems that are encountered in air base operations, and at the air base facility. Due to the nature of, and the critical time frames involved during fire operations, the employee has extensive latitude and significant responsibility for selecting from a variety of alternatives when making decisions. Decisions are based upon assessment of a variety of factors which include type of activity, expected size and duration of the operation(s), fire and flight considerations, application of policies and regulations, political implications, knowledge of aircraft, and quality control. Like the GS-09 the supervisor provides assistance in matters pertaining to overall policy, expenditures of funds, or methods to follow in handling difficult or unusual problems. Like the GS-09 work is periodically reviewed for effective program accomplishment and review and approval of recommendations for special studies, major changes in operating policies, or special projects to be undertaken. Completed work is reviewed for adequacy in meeting objectives and priorities, with conformance to overall requirements, technical adequacy, and adherence to policy guidelines in supporting the mission and programs of the aviation program. The GS-09 is fully met.

FINAL CLASSIFICATION: Both Nature of Work and Level of Responsibility are evaluated at the GS-07 level; therefore, the position is properly classified as ***Wildland Firefighter (Aviation), GS-0456-09.***