

U.S. Department of the Interior
Office of Emergency Management

DOI All-Hazards Incident Positions and Qualifications Guide



Office of
Emergency Management

April 2011

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1. Introduction

The *Department of the Interior All-Hazards Incident Positions and Qualifications Guide* establishes minimum standards for incident personnel using national “all-hazard” standards. This guide is a crucial component of meeting requirements under the National Incident Management System (NIMS) while ensuring all Department of the Interior (DOI) personnel responding to or managing all-hazard incidents are qualified in the position assigned. The guide is designed to establish minimum training, skills, knowledge, experience, and, where appropriate, physical fitness standards for incident positions. Standards may be augmented to meet specific needs of a DOI entity.

Personnel that are certified in a specific position prior to the implementation of this guide may retain certification at the discretion of the respective DOI Bureau or Office Emergency Coordinator or designee. To qualify in any other position, the individual must meet the standards identified herein.

Personnel mobilized beyond their home unit are required to meet the established qualification standards in this guide. Any DOI entity providing resources to fill requests for incidents will be expected to meet the minimum requirements described in this guide.

This guide will be updated and amended as needed to meet the mission requirements of the DOI. Throughout its lifecycle it is implied that positions in this guide that are defined in future qualifications guides of national scope may be augmented, eliminated, or enhanced. While the National Integration Center (NIC) at the Department of Homeland Security (DHS)/Federal Emergency Management Agency (FEMA) matures a compendium of emergency response positions and qualifications, which are accepted by the national response community, DOI recognizes the requirement for adaptation of this guide to align both systems.

1.1 Purpose

DOI has frequently supported and contributed to national emergency response and incident management. The direction in this guide will help personnel maintain the skills necessary for success in responding to all-hazard incidents and support the preparedness and response requirements of the Department with regards to the *National Response Framework* (NRF).

The specific purpose of the guide is to (1) emphasize the use of ICS as the preferred and most efficient way to successfully manage incidents, emergencies, and events, (2) enhance the ability of DOI to manage all-hazards incidents and events effectively, and (3) enable DOI to integrate its resources into interagency incident management efforts.

1.2 Background

The *Department of the Interior All-Hazards Incident Positions and Qualifications Guide* serves as the DOI guide for required Incident Command System (ICS) positions on incidents and planned events other than wildfire and prescribed fire. It is modeled after the National Wildfire Coordinating Group’s (NWCG’s) Wildland and Prescribed Fire Qualification System Guide (PMS 310-1). This guide describes the NIMS qualifications used by DOI and its bureaus and offices for personnel responding to incidents other than wildfire and prescribed fire, i.e., “all-hazards responders¹,” and represents the first step for Interior in developing a “core competency qualification system.”

1.3 Objectives

The objectives of this guide are as follows:

¹ As a point of clarification, the term “all-hazard” within this document refers to those processes, qualifications, systems, etc. that are outside of the realm of wildfire and prescribed fire. It is the Department’s long term objective to eventually establish a true-to-term “all-hazards” program which incorporates both the fire systems and non-fire systems.

- Establish minimum training and qualification standards for all-hazard ICS positions that are consistent with the criteria found in the Incident Qualifications and Certification System (IQCS).
- Enable DOI to conform to National Incident Management System (NIMS) requirements for ICS training, qualifications, and certification.
- Enable DOI to develop new positions and establish competencies in accordance with the process outlined in this guide as the need for new positions arise.
- Retain the features of a performance based system.
- Hold to a minimum of required training and allow for development of skills and knowledge outside of the formal classroom environment.
- Eliminate redundancy, unnecessary positions, and requirements.
- Reduce the number of personnel falling into the Technical Specialist Position (THSP) by creating versatile all-hazard positions.

1.4 Applicability

The standards established in this guide are to be met by DOI personnel involved in managing and responding to all hazards incidents. The guide also provides the basis for certifying members of DOI and bureau all-hazard Incident Management Teams (IMTs).

Individuals in the process of qualifying for a position under NWCG guidelines can continue to use those standards. Many NWCG qualifications are accepted in the all hazard qualification system. In the future, as competencies for all-hazard qualifications are refined, NWCG fire qualifications for some positions may not cross over into the all-hazard system.²

Personnel with prior experience and training may submit their qualifications for endorsement (“grandfathering”) during the transition period. Qualifications will be reviewed by subject matter experts that are fully qualified in the position requested. As new positions are added to this guide, individuals will be evaluated based on prior experience and training and may submit qualifications for endorsement at that time.

1.5 Change Requests

This Guide represents a living document. As such, changes may be made to current position qualifications and new positions may be added. Entities wishing to suggest changes to position qualifications, changes to operational policy, or to request a new DOI all-hazard position must submit a request for change to the DOI Office of Emergency Management.

Change requests must be submitted through the requesting entity’s bureau or office emergency coordinators. Bureau and office emergency coordinators will then submit the request for change to the DOI Office of Emergency Management.

Once received, all change requests will be reviewed by subject matter experts (SMEs) in the same field of the position being submitted. These SME review groups will be initiated by the Office of Emergency Management and membership will include other entities with similar expertise and include the submitting entity. The SME review group will provide input and modify the submitted changes appropriately based on the group’s determination. The SME review group is expected to ensure the change request is interagency in scope and meets an identified need of the bureau or of the Department. Once the SME review group has completed its work, it will submit the requested change to the DOI Emergency Management Council (EMC) for final approval.

Change requests will typically be taken up at the next scheduled monthly EMC meeting. A decision may or may not be made at that time. Some decisions require coordination with other interagency

² Future editions of this guide will continue to reflect these changes.

committees/groups. Once a decision has been reached, the EMC will inform the entity making the request of the decision.

If approved, the position names and mnemonics will be submitted to the National Wildfire Coordinating Group's (NWCG's) Position Naming Board (PNB) to ensure there are no duplications or discrepancies within the qualification systems and the Resource Ordering Status System (ROSS). Once the PNB has approved the mnemonics, the positions will be entered in to the qualification and deployment systems for use.

2. Development of Position Competencies

The Incident Management Systems Integration Division within the NIC along with the US Fire Administration and the Department of the Interior have identified and compiled the core competencies for each ICS position identified in the National Incident Management System (NIMS) and in this edition of the *DOI All-Hazards Incident Positions and Qualifications Guide*.

DOI will use the core competencies that the NIC has developed for Command and General Staff positions and many Unit Leader positions. These competencies form the basis for position specific training, position task books, job aids, and other performance-based documents.

There are three primary benefits of identifying competencies:

1. Competencies are a national “benchmark.” They standardize qualifications without interfering with local decision-making about training.
2. Shared competencies make interagency cross-over and collaboration easier.
3. Competencies are a critical component for the development of performance-based training.

The following brief descriptions will help distinguish between the terms “competencies,” “behaviors,” and “tasks:”

1. **Competency** – a broad description that groups core behaviors necessary to perform a specific function;
2. **Behavior** – a general description of an observable activity that is a logical and necessary action in the performance of a behavior; how the behavior is demonstrated or performed in a particular context;
3. **Task** – specific description of a unit of work activity that is a logical and necessary action in the performance of a behavior; how the behavior is demonstrated or performed in a particular context.³

Competencies and behaviors among positions are similar. This similarity may hide critical differences in proficiency level and the environment or type of incident in which the position is expected to perform. These critical differences are typically captured in the tasks of each position.

3. Description of the Performance-Based System

In the performance-based qualification system, qualification is based on completion of required training and demonstrated successful position performance through the completion of the applicable position task book on all-hazard events, incidents, job activities, and in simulated exercises or classroom activities. For those positions without position task books, qualification is based on completion of required training and demonstrated successful position performance.

The primary criterion for qualification is individual performance as observed by an Evaluator. Evaluators must be either qualified in the position being evaluated or supervise the Trainee; Final Evaluators must be qualified in the Trainee position they are evaluating.

The successful performance must then be properly documented in an approved PTB. PTBs contain all critical tasks that are required to perform the job. The process of demonstrating the abilities to perform the position is the completion of a PTB. The tasks in each PTB have been established by subject matter experts from all DOI agencies and approved by the DOI Emergency Management Council (EMC).

PTBs must be used for all-hazard incident support and associated activities. For positions in the ICS category that do not have tasks specific to all-hazard PTBs may be used as per agency direction.

³ Source: NWCG’s Publication Management System (PMS) 310-1.

Position task books are in a format which allows for documentation of a Trainee's ability to perform each task. Remaining tasks may be evaluated through other means such as a simulation, or emergency or non-emergency incident/event.

The basis for recommending bureau or office certification is successful completion of all required tasks of the position, as determined by the Evaluator(s) and Final Evaluator. Certification and documentation of completed PTBs is the responsibility of the Certifying Official from the home bureau or office (this includes the employing agency when applicable).

Individuals are responsible for providing proof of qualification on an incident.

4. Qualifying for a Position

Annex C identifies the training and experience required for each position. Additionally, to the training and experience requirements identified in Annex C, Not all positions

4.1 Required Training

Required training provides a direct link between training and job performance to provide for responder health and safe operations on all-hazard incidents. All OSHA mandated training such as CPR, First Aid, Bloodborne Pathogens, etc., as well as any specific agency required training such as Defensive Driving should be accomplished according to individual bureau or agency requirements.

Required training cannot be challenged.

PTBs can be initiated prior to attendance and successful completion of required training. However, trainees cannot become fully qualified for the position until required training has been successfully completed. A trainee must be qualified in the prerequisite position(s) before a PTB can be initiated.

4.2 Recurrent Training

In order to maintain currency, some positions have identified recurrent training (RT) at various intervals.

4.3 Required Experience

Some positions require an individual to have specific experience as defined in Annex C. For those positions, the term "successful position performance" indicates that, for the required position experience indicated, a *position task book must be completed successfully* in order to meet the required experience criteria for that position. Alternatively, the term "satisfactory performance" indicates that, for the required position experience indicated, the individual must have *experience* in that position in order to meet the required experience criteria for that position. Required experience includes qualification in any prerequisite position and cannot be challenged.

4.4 Physical Fitness Levels

Personnel must meet established physical fitness standards for specific hazards for incident assignments as set by the Department or by their Bureau. Bureaus have the latitude to determine the fitness levels needed for all-hazards positions with no pre-established Department-wide or interagency standards. Bureaus have the latitude to establish higher standards. In addition, Bureaus have the latitude to determine the method of evaluating the physical fitness level of their personnel within Departmental guidelines. Whatever method is used, it must be a measurable evaluation process (see 5 CFR, Chapter 1, subpart B 339.203). Fitness standards listed in this Guide should be considered as generic recommendations and not applicable to all types of hazards.

The following four categories of physical fitness have been established:

Arduous. Duties involve fieldwork requiring physical performance calling for above-average endurance and superior conditioning. These duties may include an occasional demand for extraordinarily strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Requirements include running, walking, climbing, jumping, twisting, bending, and lifting more than 50 pounds; the pace of work typically is set by the emergency situation.

Moderate. Duties involve fieldwork requiring complete control of all physical faculties and may include considerable walking over irregular ground, standing for long periods of time, lifting 25-50 pounds, climbing, bending, stooping, squatting, twisting, and reaching. Occasional demands may be required for moderately strenuous activities in emergencies over long periods of time. Individuals usually set their own work pace.

Light. Duties mainly involve office type work with occasional field activity characterized by light physical exertion requiring basic good health. Activities may include climbing stairs, standing, operating a vehicle, and long hours of work, as well as some bending, stooping, or light lifting. Individuals almost always can govern the extent and pace of their physical activity.

None. Duties are normally performed in a controlled environment, such as an incident base or camp. For any position identified in this guide with a fitness level of “None” or any technical specialist positions who have the need to be on the incident, the required fitness level shall be “Light.”

4.5 Currency Requirements

For the positions identified in this guide, the maximum time allowed for maintaining currency is three (3) years for air operations and dispatch positions and five (5) years for all others.

Currency can be maintained in any of the following ways:

- Satisfactory performance in the position qualified for within the appropriate 3-year time frame (air operations and dispatch positions)/5-year time frame (all others).
- Satisfactory performance in a higher position(s) for which that position is a prerequisite, providing the individual was previously qualified in that position.
- Satisfactory performance in a position that is identified in the position’s list of “Other Position Assignments That Will Maintain Currency” as shown in this guide.

Example: Currency for a Resources Unit Leader can be maintained by satisfactory performance as a Resources Unit Leader within 5 years, by satisfactory performance as a Planning Section Chief Type 2 within 5 years, by satisfactory performance as a Demobilization Unit Leader within 5 years, or by satisfactory performance as a Status/Check-In Recorder within 5 years.

Refresher training that ensures that an individual can currently maintain their ability to perform that position.

4.6 Other Training Which Supports Development of Knowledge and Skills

Additional training that supports the development of knowledge and skills includes training courses or job aids that can help to support a position performance assignment and the ability to obtain a competency. The knowledge and skills necessary for successful completion of the tasks in a PTB are provided in the identified courses, but also may be acquired in a variety of ways, including on-the-job training, and work experience.

An individual must have an opportunity to acquire the knowledge and skills required to perform the tasks of a position before accepting a position performance assignment. It is the responsibility of the individual entity to ensure that each Trainee has the opportunity to acquire the knowledge and skills necessary for position performance. Several positions in this guide refer to “L” courses that have been developed by DOI to meet leadership and supervision training needs. These courses are applicable to all-hazard training needs.

5. Position Task Book (PTB) Use

5.1 Purpose

Position task books (PTBs) are designed primarily for the evaluation of individual performance or as a checklist for re-certification. However, they also may be used as a basis for on-the-job training.

5.2 Position Task Book Origin

PTBs may originate from various entities such as the Department, a bureau, the U.S. Fire Administration (USFA), the Federal Emergency Management Agency, and other all-hazards governing bodies. These task books may be accepted universally across many of these entities. Task books should be performance-based, and fully address both behavioral elements and Tasks. Annex E provides a cross-walk of existing task books that may be used to fulfill PTB requirements for a position.

5.3 Position Task Book Initiation

PTBs can be initiated prior to attendance and successful completion of required training. However, trainees cannot become fully qualified for the position until required training has been successfully completed. A trainee must be qualified in the prerequisite position(s) before a PTB can be initiated.

A Trainee must be qualified in any prerequisite position before the PTB can be initiated. A Trainee cannot be assigned to an incident unless they are qualified as a Trainee on their Incident Qualification Card or other agency proof of certification.

A specific description of the design and use of a PTB can be found in Annex A.

6. Certification and Recertification

Agency certification and documentation of successful position performance (completion of the PTB) is the responsibility of the employing agency. This certification indicates the individual is qualified to perform in a specific position.

Each agency is responsible for annually certifying qualifications of its personnel based upon the requirements of this guide and agency specific requirements supplementing this guide. This responsibility includes evaluation of personnel for recertification in cases where position qualifications are no longer valid due to a lack of current experience.

Successful completion of position tasks and training courses does not guarantee an individual will be qualified to perform in a position. Certification and recertification is a subjective determination each individual agency must make based on task evaluations, position performance evaluations, and their own judgment of the quality of an individual's experience.

The quality of experience should be closely evaluated when making a determination for advancement to the next higher position, to a different position, or for recertification. The quality of experience may relate to a variety of incidents in which an individual has performed, the size and complexity of the incident or event in terms of personnel, equipment, and operations, and the number of assignments.

While agency personnel can sign tasks in position task books as an Evaluator and/or Final Evaluator (which includes recommending a Trainee for certification where appropriate), agency personnel cannot function in the role of the Certifying Official for contractors—except where formal agreements are in place. Clauses in contracts are to include stipulations that specify the service provider must meet the standards found in this guide.

Casuals/emergency workers must meet hiring or certifying agency's requirements.

7. Incident Complexity

There are many factors that determine incident complexity: size, location, threat to life and property, political sensitivity, organizational complexity, jurisdictional boundaries, values to be protected, topography, agency policy, etc.

All-Hazards incident complexity is identified by Types 1-4. For example, a Type 4 incident is characterized by relatively few resources, is of short duration, and has few of the complicating factors identified above. A Type 1 incident, on the other hand, has large numbers of resources, an anticipated long duration and many of the complicating factors identified above.

The DOI designated and/or delegated official responsible for the incident must determine the complexity of an incident and assign qualified personnel as needed. In situations where multiple agencies and jurisdictions are involved, the determination of complexity and qualifications should be made jointly.

Annex A: Position Task Book Design and Use

1. Position Task Book Sections

Accurate completion of PTBs is important to the qualification process. The introductory information in each PTB provides a brief description of how the PTB is to be used and the responsibilities involved.

Cover. The cover includes the title of the position and a block of information that includes the name of the individual (Trainee), the name of the person initiating the PTB, and the date it was initiated. The Home Unit/Certifying Official or the incident Training Specialist (with home unit approval) will enter this information.

Verification/Certification of Completed Task Book. The Verification/Certification blocks are on page 2 of the PTB. The Final Evaluator will complete the verification section recommending certification and the Home Unit/Certifying Official, as appropriate, will complete the certification.

Qualification Record. The qualification record is a series of pages that include the following:

The first column contains a list of the tasks, which must be performed. If a specific standard (quality or quantity) is required, it will be specified in the task. Sub-items of tasks, identified as bullet statements, further define what is included in the task and how the task is to be performed. All bullet statements within a task that require an action must be demonstrated before that task can be signed off. Evaluators may sign off any number of subtasks (bullets). This can be done by one or more Evaluators.

The column labeled "CODE" will contain a code that specifies the type of situation in which the task must be completed.

"O" (other) is the least restrictive. Tasks labeled with an "O" can be completed in any situation. Successful completion of a training course that tests knowledge/skills associated with the task is acceptable, as is evaluation of performance under simulated or on-the-job situations. Assignment to an incident is not required. For example, an Administrative Officer, as a part of their regular job, may perform many of the tasks associated with a finance/administrative position for which they have been identified as a Trainee. In this case, an Evaluator may observe and document the performance of the "O" task in the regular job setting.

"I" (incident) labeled tasks must be performed on an incident or event managed using the ICS. Kinds of incidents include wildland fire, structural fire, search and rescue, hazmat, oil spill, emergency, non-emergency, planned or unplanned event, which is managed using the ICS.

"R" (rare event) labeled tasks rarely occur and opportunities to evaluate performance in a real setting are limited. Examples include injuries, vehicle or aircraft crashes, etc. The Evaluator may be able to determine, through interview or simulation, if the Trainee would be able to perform the task in a real situation.

The column labeled "EVALUATION RECORD #" refers to the numbered evaluation records at the end of the PTB. Each Evaluator will complete an evaluation record and use the number of that record when they evaluate the tasks.

The right-hand column provides space for the Evaluator to initial and date when the task is completed. All tasks must be completed, initialed, and dated before the Trainee can be recommended for certification in the position.

Evaluation Record. The Evaluation Record (the four blocks at the end of the PTB) is for recording information about the kind and type (complexity) of the incident on which the evaluation was made and

the recommendations of the Evaluator. Additional copies of the Evaluation Record can be made if more than four blocks are needed.

2. Position Task Book Responsibilities

Documentation of training, experience, and the qualification process is the responsibility of the home unit. Documentation of training, experience, and the qualification process for contractors and their employees is the responsibility of the contractor, except where formal agreements are in place.

The following are the specific responsibilities of involved positions:

Home Unit/Certifying Official. The home unit is the DOI or other designated bureau or office that employs the individual. The Certifying Official will be approved by the designated bureau's Emergency Services Coordinator. It is the responsibility of the Home Unit/Certifying Official to:

- Select Trainees, based upon the needs of the Home Unit/Certifying Official and agreements with cooperators.
- Ensure that individuals selected as Trainees are qualified in any prerequisite position and have successfully completed all required training prior to task book initiation, task evaluation, and/or position performance.
- Initiate and explain the purpose and proper use of the PTB, and the training, qualification, and certification process. PTBs can be initiated only by the Home Unit/Certifying Official or a Training Specialist on an incident (with clear indication from the Home Unit/Certifying Official that such an action is acceptable).
- Notify bureau or office program manager that a PTB has been initiated for the individual so that a roster of Trainees can be maintained.
- Ensure the Trainee has the opportunity to acquire the knowledge/skills necessary to perform the position. This includes completion of training courses and on-the-job training assignments. It is important to ensure that the Trainee is fully prepared to perform the tasks of the position prior to undertaking a position performance assignment.
- Provide opportunities for non-incident ("O") task evaluation, for position performance assignments on local incidents, and/or make the Trainee available for assignments to larger incidents. The Home Unit/Certifying Official must provide an Evaluator for local incidents. Evaluators must be certified in the position they are evaluating. The only exception is when a subject matter expert is assigned by the Home Unit/Certifying Official to evaluate "O" tasks.
- Track the progress of the Trainee. This is a responsibility the Home Unit/Certifying Official shares with the Trainee. The PTB should be reviewed and the training plan re-evaluated after each position performance assignment.
- Review and confirm the completion of the PTB and make a determination of certification. This determination should be made based on specific knowledge of the individual's capabilities as well as the completed PTB. Only the Home Unit/Certifying Official has the authority to certify an individual's qualifications.
- Issue proof of certification. This proof is normally an incident qualification card.

Trainee. The Trainee is the individual, approved by their agency, who is preparing to qualify for a position. Once designated, the Trainee is eligible for formal training, on-the-job training, task evaluation and position performance evaluation. It is the responsibility of the Trainee to:

- Review and understand the instructions in the PTB.
- Meet with the Trainer/Coach and/or Evaluator and identify desired goals and objectives for an assignment.
- Ensure readiness to perform the tasks of the position prior to undertaking a position performance assignment. This includes completing required training and acquiring the knowledge and skills needed to perform the job tasks. On-the-job training assignments may assist in acquiring knowledge and skills.

- Provide background information (training and experience) to the Trainer/Coach and/or Evaluator.
- Complete the PTB within the 3-year time limit. If the PTB is not completed in 3 years from the date of the PTB initiation (or first task being evaluated), the PTB will no longer be valid. A new PTB may be initiated, but all current qualification standards will then apply. The EMC may grant waivers or approve exceptions to this policy in special circumstances.
- Ensure a qualified Evaluator completes the appropriate Evaluation Record, initials completed tasks, and enters a number in the Evaluation Record # column.
- Provide a copy of the completed PTB to the Home Unit/Certifying Official.
- Retain the original PTB. This is extremely important as the PTB is the only record of task performance. A lost or destroyed PTB may require additional position performance assignments.
- Provide proof of qualifications on an incident.

Evaluator. The Evaluator is the person who actually observes the task(s) being performed and documents satisfactory performance for certification/recertification purposes. The Evaluator and the Trainer/Coach may be the same person; however, the functions of training and evaluation must remain separate (see Trainer/Coach below). It is the responsibility of the Evaluator to:

- Be qualified in the position being evaluated. The only exception is when a subject matter expert is assigned by the Home Unit/Certifying Official to evaluate “O” tasks. Note that an Evaluator may be NWCG qualified (can evaluate for NWCG or DOI All-Hazard qualifications) or DOI All-Hazard qualified (can evaluate for DOI All-Hazard qualifications *only*).
- Meet with the Trainee and determine past experience and training, current qualifications, desired goals and objectives of the assignment.
- *Note:* If an Evaluator determines the Trainee does not meet the prerequisite required experience or does not have the knowledge/skills to perform the tasks of the position, then the position performance assignment must not continue. At the discretion of the Evaluator or Training Specialist, and if the individual meets the prerequisite required experience, it may be possible to provide on-the-job training and reinstate the Trainee into the position performance assignment at a later time during the same incident.
- Review the tasks in the PTB with the Trainee and explain the procedures that will be used in the evaluation and the objectives that should be met during the assignment.
- Reach agreement with the Trainee on the specific tasks that can be performed and evaluated during the assignment.
- Accurately evaluate and record the demonstrated performance of tasks. This is the Evaluator’s most important responsibility; it provides for the integrity of the qualification system.
- Complete the appropriate evaluation record in the back of the PTB. If more than one position performance assignment is necessary, the Evaluator will complete an evaluation record for each assignment.
- Complete the verification statement inside the front cover of the PTB once all tasks in the PTB have been completed and signed off. Only the Evaluator on the final position performance assignment (the assignment in which all remaining tasks have been evaluated and signed off) will complete the verification statement recommending certification.

Coach. The Coach provides instruction to a Trainee. This may be in the classroom, on-the-job, or on an incident. While many of the requirements of the Trainer/Coach are similar to those of an Evaluator, the roles of training and evaluation must remain separate.

For example, a Coach may be instructing a Trainee in a specific task. When the Trainee appears to have mastered the task, the Coach can become the Evaluator and observe and record performance of the task. It’s similar to instructing in the classroom and administering a test. The two functions are separate. They can be performed in sequence, but not at the same time.

It is the responsibility of the Coach to:

- Be qualified in the position for which training is being provided. The only exception is when a subject matter expert is assigned to provide training for “O” tasks.
- Meet with the Trainee and determine past experience and training, current qualifications, desired goals and objectives of the assignment.
- *Note:* If a Coach determines that the Trainee does not meet the prerequisite required experience or does not have the knowledge/skills to perform the tasks of the position, then the position performance assignment must not continue. The Coach can provide on-the-job training and then recommend a position performance assignment at a later time during the same incident.
- Review the tasks in the PTB with the Trainee and explain the procedures that will be used in the training assignment and the objectives that should be met during the assignment.
- Reach agreement with the Trainee on the specific tasks which can be performed during the assignment.
- Document the training assignment according to agency policy or Home Unit/Certifying Official procedures.

Training Specialist. The Training Specialist can be the individual on the home unit who is responsible for training and qualifications. It is the responsibility of the Training Specialist to:

- Meet with the Trainee and determine the type of assignment necessary (position performance assignment or on-the-job training). Consider past experience and training, current qualifications, desired goals and objectives of the assignment.
Note: If the Trainee does not meet the prerequisite Required Experience for the position or does not have the knowledge/skills to perform the tasks of the position, then the position performance assignment must not continue. If the individual meets the prerequisites but does not have the necessary knowledge/skill, it may be possible to provide on-the-job training and reinstate the performance assignment at a later time during the same incident.
- Identify opportunities for on-the-job training and position performance assignments that meet the Trainee’s needs and objectives.
- Work with the incident or Home Unit/Certifying Official to identify and assign qualified Evaluators.
- Initiate a PTB after acquiring authorization from the appropriate agency official of the home unit.
- Document all on-the-job training and position performance assignments.
- Conduct periodic progress reviews to ensure assignments are proceeding as planned.
- Conduct a closeout interview with the Trainee and Evaluator to ensure that the PTB has been properly completed.

3. Position Task Book Completion Timeframes

During the initial implementation period of this guide, any individual who has begun the evaluation process need not take any newly required course(s) for that position. PTBs have a limited time in which they can be completed.

A PTB is valid for 3 years from the day it is initiated. Upon documentation of the first task in the PTB, the 3-year timeframe is reset from that new date.

If the PTB is not completed in 3 years from the date of initiation or from the date of the first task documentation, then the PTB will no longer be valid. The Emergency Management Council (EMC) may grant waivers or approve exceptions to this policy in special circumstances.

Annex B: Qualifications Guide

Annex B identifies positions that have been approved for DOI use in response to all-hazard incidents. Revisions to the position lists in Annex B will be made in line with the process outlined in Section 1.5.

1. Standard National Incident Management System (NIMS) Positions

The following Incident Command System (ICS) positions, as approved under the National Incident Management System (NIMS) and listed in the National Wildfire Coordinating Group's (NWCG's) Publication Management System (PMS) 310-1, are recognized as appropriate for DOI use in response to all-hazard incidents.

For these positions, an NWCG Position Task Book (PTB) will be used to meet competency requirements:

- Base/Camp Manager (BCMG)
- Claims Specialist (CLMS)
- Commissary Manager (CMSY)
- Communications Unit Leader (COML)
- Compensation/Claims Unit Leader (COMP)
- Compensation-for-Injury Specialist (INJR)
- Demobilization Unit Leader (DMOB)
- Division/Group Supervisor (DIVS)
- Documentation Unit Leader (DOCL)
- Equipment Manager (EQPM)
- Equipment Time Recorder (EQTR)
- Finance/Administration Section Chief Type 1 (FSC1)
- Food Unit Leader (FDUL)
- Geographic Information System Specialist (GISS)
- Ground Support Unit Leader (GSUL)
- Incident Commander Type 2 (ICT2)
- Incident Communications Center Manager (INCM)
- Incident Communications Technician (COMT)
- Initial Attack Dispatcher (IADP)
- Interagency Resource Representative (IARR)
- Medical Unit Leader (MEDL)
- Ordering Manager (ORDM)
- Public Information Officer (PIOF)
- Public Information Officer Type 2 (PIO2)
- Safety Officer Type 2 (SOF2)
- Safety Officer, Line (SOFR)
- Situation Unit Leader (SITL)
- Staging Area Manager (STAM)
- Status/Check-In Recorder (SCKN)
- Time Unit Leader (TIME)

2. DOI NIMS Positions

The following ICS positions, as approved under NIMS, are recognized as appropriate for DOI use in response to all-hazard incidents. The training requirements identified for these positions ensure that DOI responders are truly NIMS compliant. As such, while the position titles and mnemonics match those in the NWCG PMS 310-1, the training requirements differ slightly; however, the PMS 310-1 will be updated to reflect the NIMS training requirements reflected in this guide. At such time, these positions will be moved and listed under Section 1 of Annex B.

For these positions, an NWCG Position Task Book (PTB) will be used to meet competency requirements.

Agency Representative (AREP)
Cost Unit Leader (COST)
Facilities Unit Leader (FACL)
Finance/Administration Section Chief Type 2 (FSC2)
Logistics Section Chief Type 2 (LSC2)
Operations Section Chief Type 2 (OSC2)
Personnel Time Recorder (PTRC)
Planning Section Chief Type 2 (PSC2)
Procurement Unit Leader (PROC)
Resource Unit Leader (RESL)
Supply Unit Leader (SPUL)

3. DOI All-Hazard Incident Positions

Listed below are incident positions that are specific to the DOI all-hazard qualifications guide and/or have all-hazard adaptations of NWCG qualifications. These position names and mnemonics have been approved by the NWCG Position Naming Board (PNB). Those position names that are still in the mnemonic approval process with the PNB are indicated with an asterisk (*).

Not all positions require a position task book (PTB); however, for those that do, DOI PTBs or U.S. Fire Administration PTBs **must** be used in demonstrating competency for these positions as indicated in the individual position descriptions in Annex C and developmental charts in Annex D.

Advanced Emergency Medical Technician (EMTA)*
Airboat Operator (AIRB)
All-Hazards Division/Group Supervisor (DIVA)
All-Hazards Division/Group Supervisor Law Enforcement (DLEO)
All-Hazards Division/Group Supervisor Search and Rescue (DSAR)
All-Hazards Geographic Information System Specialist (GISA)
All-Hazards Incident Commander Type 2 (ICA2) All-Hazards Law Enforcement Team Leader (LEOL)
All-Hazards Liaison Officer (LNOA)
All-Hazards Operations Section Chief Type 2 (OSA2)
All Hazards Project Helicopter Manager (HEAM)*
All-Hazards Public Information Officer Type 2 (PIA2)*
All-Hazards Rescue Group Supervisor (REGS)
All-Hazards Response Team Leader (ARTL)
All-Hazards Response Technician Type 2 (ART2)
All-Hazards Resource Advisor (ARAD)
All-Hazards Safety Officer Type 2 (SOA2)
All-Hazards Search and Rescue Squad Leader (SRT1)
All-Hazards Search and Rescue Team Leader (SRTL)
All-Hazards Situation Unit Leader (SIAL)*
All-Hazards Squad Leader (ART1)
All-Hazards Swift Water Rescue Team Leader (SWFL)*
All-Hazards Swift Water Rescue Squad Leader (SWF1)*
All-Hazards Swift Water Rescue Technician (SWF2)*
All-Hazards Technical Rescue Team Leader (TRTL)
All-Hazards Technical Rescue Squad Leader (TRT1)
Avian Aviation Biologist (AABI)*
Avian Aviation Group Supervisor (AAGS)
Avian Biologist (ABIO)
Avian Group Supervisor (AVGS)
Boat Operator Less Than 25' Length (BTOP)
Boat Operator Over 25' Length (BT25)
Biologist (BIOL)*
Biological Science Technician (BIOT)*

Carpenter (CARP)
Construction and Contractor Inspector (INSP)
Critical Incident Stress Management Team Leader (CISL)*
Critical Incident Stress Management Team Member (CISM)*
Debris Quality Assurance Team Member (UDQA)*
Defensive Structural Firefighter (DFF1)*
Diver (DIVR)*
Driver Class A (DRVA)*
Driver Class B (DRVB)*
Electrician (ELEC)*
Emergency Medical Technician, Basic (EMTB)
Emergency Medical Technician Paramedic (EMTP)
Epidemiologist (EPID)
Expanded Dispatch Coordinator (CORD)
Expanded Dispatch Recorder (EDRC)
Expanded Dispatch Supervisory Dispatcher (EDSP)
Expanded Dispatch Support Dispatcher (EDSD)
Expeditionary Unit Water Purifier Operator (EUWP)*
Finance Section Chief Type 3 (FSC3)*
Hazardous Materials Technician Level (HAZ1)*
Hazardous Materials Operations Level (HAZ2)*
Heavy Equipment Operator (HEQO)
Helicopter Crewmember (HECM)*
Helicopter Manager (HMGB)*
Incident Commander Type 3 (ICT3)
Infrastructure Assessment; Dam Safety Inspector (IADS)*
Law Enforcement Officer Level 1 (LEO1)
Law Enforcement Officer Level 2 (LEO2)
Logistics Section Chief Type 3 (LSC3)
Operations Section Chief Type 3 (OSC3)
Planning Section Chief Type 3 (PSC3)
Preventative Search and Rescue Technician (PSAR)
Public Information Officer Type 3 (PIO3)
Public Safety Dispatcher (PSDP)
Safety Officer Occupational Health (SOFO)
Safety Officer Type 3 (SOF3)*
Search and Rescue Technician (SRT2)
Search and Rescue Technician Type 3 (SRT3)
Structural Fire Line Officer (SFOL)
Structural Fire Apparatus Driver-Operator (SFDR)
Structural Firefighter Type 1 (SFF1)*
Technical Assistance; Engineering Support (TAES)*
Technical Rescue Technician (TRT2)
Technical Mountain Rescue Technician (TMRT)
Temporary Roofing Quality Assurance Inspector (TRQA)*
Wildlife Branch Director (WLBD)

3. Technical Specialists

Technical specialists are personnel with specialized skills gained through educational degree programs or industry training of established standards. These personnel may perform the same duties during an incident that they perform in their regular job and may have supplemental training in ICS in order to utilize their specialized skill in an incident environment. These specialists may be used anywhere within the incident organization. Most technical specialists are certified in their field or profession. While no specific minimum qualifications are identified in this guide, all DOI employees responding to emergencies on DOI lands and/or supporting the *National Response Framework* are required to take both IS-700: NIMS, An

Introduction and ICS-100: Introduction to Incident Command System prior to deploying on an incident in accordance with the DOI *Emergency Management Policy Guidance Bulletin 2007-1*.

Annex C: All-Hazard ICS Position Qualifications

The positions listed in Annex C correspond to the positions listed in Annex B. As indicated, some of these positions have position task books and qualifications that have been amended for DOI All-Hazard incident positions. Many of the non-supervisory positions in the Command and General Staff function are reciprocal with those found in the wildland fire system. For all positions involved in wildfire and prescribed fire and all other all-hazard positions not listed here, refer to the NWCG PMS 310-1 and existing position task books for qualification requirements.

A document outlining the “statement of duties” for certain positions has been developed to describe the roles and responsibilities in greater detail than is found in this guide. This additional documentation can be found on the DOI Office of Emergency Management website. Position task books for those “DOI All-Hazard Incident Positions” (Annex B, Section 3) that require them can also be found on the DOI Office of Emergency Management’s website as they are developed.

These qualifications represent the minimum standards required. Bureaus and offices as well as incidents may dictate more stringent standards for positions and will be articulated separately.

1. Command and Command Staff

ALL-HAZARDS INCIDENT COMMANDER TYPE 2 (ICA2)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Advanced ICS (ICS-400) Nat’l. Incident Management System (IS-700) National Response Framework (IS-800) Command and General Staff (S-420) Aviation Safety (A101)
<i>Additional training that supports development of knowledge and skills</i>	Incident Commander (S-400) L-480 IMT Leadership
<i>Required experience</i>	Satisfactory performance as an All-Hazards Incident Commander Type 3 (ICA3) + Satisfactory performance as an All-Hazards Operations Section Chief Type 2 (OSA2) or All-Hazards Planning Section Chief Type 2 (PSA2) or Logistics Section Chief Type 2 (LSC2) or Finance/Admin Section Chief Type 2 (FSC2) + Successful position performance as an All-Hazards Incident Commander Type 2 (ICA2)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	All-Hazards Operations Section Chief Type 2 (OSA2) All-Hazards Planning Section Chief Type 2 (PSA2) Operations Section Chief Type 2 (OSC2) Planning Section Chief Type 2 (PSC2) Logistics Section Chief Type 2 (LSC2)

INCIDENT COMMANDER TYPE 3 (ICT3)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Advanced ICS (ICS-400) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) All-Hazards Incident Commander Type 3 (L-950), or equivalent
<i>Additional training that supports development of knowledge and skills</i>	Incident Commander, Extended Attack (S-300) L-381 Incident Leadership
<i>Required experience</i>	Satisfactory performance as an Operations Section Chief Type 3 (OSC3) or Planning Section Chief Type 3 (PSC3) or Logistics Section Chief Type 3 (LSC3) or + Successful position performance as an Incident Commander Type 3 (ISC3)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Operations Section Chief Type 3 (OSC3) Planning Section Chief Type 3 (PSC3) All-Hazards Division/Group Supervisor (DIVA) Operations Section Chief Type 3 (OSC3) Planning Section Chief Type 3 (PSC3) Division/Group Supervisor (DIVS)

ALL-HAZARDS SAFETY OFFICER TYPE 2 (SOA2)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Advanced ICS (ICS-400) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) Command and General Staff (S-420) Aviation Safety (A101) Hazardous Materials Awareness (1 hour)
<i>Additional training that supports development of knowledge and skills</i>	Safety Officer (S-404) IMT Leadership (L-480) Collateral Duty Safety Officer (OSHA 6000) Satisfactory performance as a Safety Officer Type 3 (SOF3) + Satisfactory performance as a All-Hazards Division/Group Supervisor (DIVA) or All-Hazards Operations Section Chief Type 2 (OSA2) + Successful position performance as a All-Hazards Safety Officer Type 2 (SOA2) - OR - Satisfactory performance as a Safety Officer Type 3 (SOF3) + Job status as a full time DOI/Bureau Safety Officer + Successful position performance as a All-Hazards Safety Officer Type 2 (SOA2)
<i>Required experience</i>	Moderate
<i>Physical fitness</i>	
<i>Other position assignments that will maintain currency</i>	Operations Section Chief Type 3 (OSC3) All-Hazards Division/Group Supervisor (DIVA) Safety Officer Type 3 (SOF3) Operations Section Chief Type 3 (OSC3)

**SAFETY OFFICER TYPE 3 (SOF3)*
PTB REQUIRED**

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) All-Hazards Safety Officer Type 3 Aviation Safety (A101) Hazardous Materials Awareness
<i>Additional training that supports development of knowledge and skills</i>	Safety Officer (S-404) IMT Leadership (L-480) Collateral Duty Safety Officer (OSHA 6000) Satisfactory performance as an All-Hazards Team Leader or Incident Commander Type 4 + Successful position performance as a Safety Officer Type 3 (SOF3) - OR - Demonstrated competencies as a DOI/Bureau Safety Officer (collateral duty or full time) + Successful position performance as a Safety Officer Type 3 (SOF3)
<i>Required experience</i>	
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	All-Hazards Incident Commander Type 4 All-Hazards Strike Team Leader Incident Commander Type 4 Strike Team Leader Full time DOI Safety Officer

ALL-HAZARDS PUBLIC INFORMATION OFFICER TYPE 2 (PIA2)*

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Intermediate ICS (ICS-300)
Advanced ICS (ICS-400)
Nat'l. Incident Management System (IS-700)
National Response Framework (IS-800)
Command and General Staff (S-420)

***Additional training that supports
development of knowledge and skills***

Introduction to Incident Information (S-203)

Required experience

Demonstrated competencies as a
Public Information Officer Type 3 (PIO3) or
Full time DOI Information or Public Affairs
Specialist

+

Successful position performance as an All-Hazards
Public Information Officer Type 2 (PIA2)

Physical fitness

None

***Other position assignments that
will maintain currency***

Public Information Officer Type 3 (PIO3)
Full time DOI Information or Public Affairs
Specialist

PUBLIC INFORMATION OFFICER TYPE 3 (PIO3)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) All-Hazards Public Information Officer Type 3
<i>Additional training that supports development of knowledge and skills</i>	Introduction to Incident Information (S-203)
<i>Prerequisite experience</i>	Demonstrated competencies as a Public Information Officer Type 3 (PIO3) or Active DOI Information or Public Affairs Specialist +
<i>Physical fitness</i>	Successful position performance as a Public Information Officer Type 3 (PIO3)
<i>Other position assignments that will maintain currency</i>	None Active DOI Information or Public Affairs Specialist

AGENCY REPRESENTATIVE (AREP)

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800)
<i>Additional training that supports development of knowledge and skills</i>	None.
<i>Prerequisite experience</i>	None.
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None.

ALL-HAZARDS LIAISON OFFICER (LNOA)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800)
<i>Additional training that supports development of knowledge and skills</i>	None.
<i>Prerequisite experience</i>	None.
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None.

2. Operations Section

**ALL-HAZARDS OPERATIONS SECTION CHIEF TYPE 2 (OSA2)
PTB REQUIRED**

Required training	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Advanced ICS (ICS-400) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) Command and General Staff (S-420) Aviation Safety (A101) Hazardous Materials Awareness
Additional training that supports development of knowledge and skills	IMT Leadership (L-480) Operations Section Chief (S-430) or equivalent
Required experience	Satisfactory performance as a All-Hazards Division Group Supervisor + Successful position performance as an All-Hazards Operations Section Chief Type 2
Physical fitness	Moderate
Other position assignments that will maintain currency	All-Hazards Operations Branch Director All-Hazards Division Group Supervisor Operations Branch Director Division Group Supervisor

OPERATIONS SECTION CHIEF TYPE 3 (OSC3)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Intermediate ICS (ICS-300)
 Nat'l. Incident Management System (IS-700)
 National Response Framework (IS-800)
 All-Hazards Operations Section Chief Type 3
 Aviation Safety (A101)
 Hazardous Materials Awareness

Additional training that supports development of knowledge and skills

All-Hazards Division/Group Supervisor
 Incident Leadership (L-381)

Required experience

Satisfactory performance as a
 All-Hazards Division Group Supervisor (DIVA)
 +
 Successful position performance as an Operations
 Section Chief Type 3 (OSC3)
 - OR -
 Satisfactory performance as a manager or
 supervisor for multiple work units at the home unit
 +
 Successful position performance as Operations
 Section Chief Type 3 (OSC3)

Physical fitness

Moderate
 Strike Team Leader

Other position assignments that will maintain currency

Task Force Leader
 Division Group Supervisor (DIVS)
 Manager/supervisor for multiple work units at the
 home unit

ALL-HAZARDS DIVISION/GROUP SUPERVISOR (DLEO, DSAR, DIVA)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Intermediate ICS (ICS-300)
Nat'l. Incident Management System (IS-700)
National Response Framework (IS-800)
All-Hazards Division/Group Supervisor
Aviation Safety (A101)
Hazardous Materials Awareness

***Additional training that supports
development of knowledge and skills***

Division/Group Supervisor (S-339)
Fireline Leadership (L-380)

Required experience

Satisfactory performance as a
All-Hazards Strike Team Leader or
All-Hazards Task Force Leader
+
Successful position performance as a All-Hazards
Division/Group Supervisor in discipline
- OR -
Satisfactory performance as a second line
supervisor at the home unit
+

***Physical fitness
Other position assignments that
will maintain currency***

Successful position performance as a All-Hazards
Division/Group Supervisor in discipline
Arduous
Operations Section Chief Type 3 (OSC3)
Division/Group Supervisor (DIVS)
Line supervisor at home unit

ALL-HAZARDS RESCUE GROUP SUPERVISOR (REGS)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Intermediate ICS (ICS-300)
 Nat'l. Incident Management System (IS-700)
 National Response Framework (IS-800)
 Aviation Safety (A101)
 Hazardous Materials Awareness
 DOT EMT Intermediate (Advanced EMT)
 Basic Air Operations (S-270)
 Interagency Incident Business Management (S-260)
 Crew Boss (S-230)

Additional training that supports development of knowledge and skills

Required experience

Satisfactory performance as an All-Hazards
 Emergency Medical Technician Basic
 +
 Satisfactory performance as a Search and Rescue
 Squad Leader
 +
 Satisfactory performance as a Helicopter
 Crewmember
 +
 Training as a Medical Unit Leader
 +
 Successful position performance as a
 Rescue Group Supervisor
 Arduous
 Incident Commander Type 4
 Medical Unit Leader
 Helicopter Crewmember
 Search and Rescue Squad Leader

Physical fitness

Other position assignments that will maintain currency

ALL-HAZARDS SEARCH AND RESCUE TEAM LEADER (SRTL)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Intermediate ICS (ICS-300)
Nat'l. Incident Management System (IS-700)
National Response Framework (IS-800)
Basic Search and Rescue (NPS or equiv)
Inter. Search and Rescue (NPS or equiv)
Advanced Search and Rescue (NPS or equiv)
Aviation Safety (A101)
Hazardous Materials Awareness
Basic First Aid and CPR

Additional training that supports development of knowledge and skills

Basic Air Operations (S-270)
Interagency Incident Business Management (S-260)
Crew Boss (S-230)

Required experience

Satisfactory performance in a
All-Hazards Squad Leader
+

Physical fitness
Other position assignments that will maintain currency

Successful position performance as a
All-Hazards Team Leader in discipline
Arduous
Incident Commander Type 4
All-Hazards Squad Leader
Squad Boss

**ALL-HAZARDS TECHNICAL RESCUE TEAM LEADER (TRTL)
PTB REQUIRED**

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Intermediate ICS (ICS-300)
Nat'l. Incident Management System (IS-700)
National Response Framework (IS-800)
Basic Search and Rescue (NPS or equiv)
Inter. Search and Rescue (NPS or equiv)
Advanced Search and Rescue (NPS or equiv)
Advanced Technical Rescue (NPS or equiv)
Aviation Safety (A101)
Hazardous Materials Awareness
Basic First Aid and CPR

***Additional training that supports
development of knowledge and skills***

Basic Air Operations (S-270)
Interagency Incident Business Management (S-260)
Crew Boss (S-230)

Required experience

Satisfactory performance in a
All-Hazards Squad Leader
+
Successful position performance as a
All-Hazards Team Leader in discipline
Arduous
Incident Commander Type 4
All-Hazards Squad Leader
Squad Boss

***Physical fitness
Other position assignments that
will maintain currency***

**ALL-HAZARDS SWIFT WATER RESCUE TEAM LEADER (SWFL)*
PTB REQUIRED**

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Intermediate ICS (ICS-300)
Nat'l. Incident Management System (IS-700)
National Response Framework (IS-800)
Basic Search and Rescue (NPS or equiv)
Inter. Search and Rescue (NPS or equiv)
Advanced Search and Rescue (NPS or equiv)
Advanced Swiftwater Rescue (NPS or equiv)
Aviation Safety (A101)
Hazardous Materials Awareness
Basic First Aid and CPR

***Additional training that supports
development of knowledge and skills***

Basic Air Operations (S-270)
Interagency Incident Business Management (S-260)
Crew Boss (S-230)

Required experience

Satisfactory performance in a
All-Hazards Squad Leader
+
Successful position performance as a
All-Hazards Team Leader in discipline
Arduous

***Physical fitness
Other position assignments that
will maintain currency***

Incident Commander Type 4
All-Hazards Squad Leader
Squad Boss

ALL-HAZARDS RESPONSE TEAM LEADER (ARTL)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Intermediate ICS (ICS-300)
Nat'l. Incident Management System (IS-700)
National Response Framework (IS-800)
Aviation Safety (A101)
Hazardous Materials Awareness
Basic First Aid and CPR

Additional training that supports development of knowledge and skills

Basic Air Operations (S-270)
Interagency Incident Business Management (S-260)
Crew Boss (S-230)

Required experience

Satisfactory performance in a
All-Hazards Squad Leader
+

***Physical fitness
Other position assignments that will maintain currency***

Successful position performance as a
All-Hazards Team Leader in discipline
Arduous
Incident Commander Type 4
All-Hazards Squad Leader
Squad Boss

ALL-HAZARDS LAW ENFORCEMENT TEAM LEADER (LEOL)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Intermediate ICS (ICS-300)
Nat'l. Incident Management System (IS-700)
National Response Framework (IS-800)
Law Enforcement Level I Commissioned Officer
Aviation Safety (A101)
Hazardous Materials Awareness
Basic First Aid and CPR

Additional training that supports development of knowledge and skills

Basic Air Operations (S-270)
Interagency Incident Business Management (S-260)
Crew Boss (S-230)

Required experience

Satisfactory performance in a
All-Hazards Squad Leader
+

Physical fitness
Other position assignments that will maintain currency

Successful position performance as a
All-Hazards Team Leader in discipline
Arduous
Incident Commander Type 4
All-Hazards Squad Leader
Squad Boss

ALL-HAZARDS SEARCH AND RESCUE SQUAD LEADER (SRT1)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Nat'l. Incident Management System (IS-700)
 Basic Search and Rescue (NPS or equiv)
 Inter. Search and Rescue (NPS or equiv)
 Aviation Safety (A101)
 Hazardous Materials Awareness
 Basic First Aid and CPR
 Any position or discipline related training

Additional training that supports development of knowledge and skills

Required experience

Satisfactory performance as a Technician in the discipline
 +

Successful position performance as a All-Hazards Squad Leader in discipline
 Arduous

Physical fitness

Other position assignments that will maintain currency

Incident Commander Type 4
 All-Hazards Squad Leader
 Squad Boss

ALL-HAZARDS SWIFT WATER RESCUE SQUAD LEADER (SWF1)*

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Nat'l. Incident Management System (IS-700)
 Basic Search and Rescue (NPS or equiv)
 Inter. Search and Rescue (NPS or equiv)
 Basic Swiftwater Rescue
 Aviation Safety (A101)
 Hazardous Materials Awareness
 Basic First Aid and CPR
 Any position or discipline related training

Additional training that supports development of knowledge and skills

Required experience

Satisfactory performance as a Technician in the discipline
 +

Successful position performance as a All-Hazards Squad Leader in discipline
 Arduous

Physical fitness

Other position assignments that will maintain currency

Incident Commander Type 4
 All-Hazards Squad Leader
 Squad Boss

ALL-HAZARDS SWIFT WATER RESCUE TECHNICIAN (SWF2)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Basic Search and Rescue (NPS or equiv) Swiftwater Rescue Technician (NPS or equiv) Aviation Safety (A101) Hazardous Materials Awareness Basic First Aid and CPR Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	Satisfactory performance as a Search and Rescue Technician 2 +
<i>Required experience</i>	Successful position performance as a Swiftwater Rescue Technician
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

ALL-HAZARDS TECHNICAL RESCUE SQUAD LEADER (TRT1)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Basic Search and Rescue (NPS or equiv) Inter. Search and Rescue (NPS or equiv) Advanced Technical Rescue Training (NPS or equiv) Aviation Safety (A101) Hazardous Materials Awareness Basic First Aid and CPR Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	Satisfactory performance as a Technician in the discipline +
<i>Required experience</i>	Successful position performance as a All-Hazards Squad Leader in discipline
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	Incident Commander Type 4 All-Hazards Squad Leader Squad Boss

SEARCH AND RESCUE TECHNICIAN (SRT2)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Basic Search and Rescue (NPS or equiv) Aviation Safety (A101) Hazardous Materials Awareness Basic First Aid and CPR Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance as a Search and Rescue Technician 2
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

SEARCH AND RESCUE TECHNICIAN TYPE 3 (SRT3)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Search and Rescue Awareness (NPS or equiv) Aviation Safety (A101) Basic First Aid and CPR Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance as a Search and Rescue Technician 3
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

TECHNICAL RESCUE TECHNICIAN (TRT2)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Basic Search and Rescue (NPS or equiv) Technical Rescue (NPS) Aviation Safety (A101) Hazardous Materials Awareness Basic First Aid and CPR Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance as a Search and Rescue Technician 2
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

+

Successful position performance as a Technical Rescue Technician

Arduous

None

TECHNICAL MOUNTAIN RESCUE TECHNICIAN (TMRT)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Basic Search and Rescue (NPS or equiv) Technical Rescue (NPS or equiv) Aviation Safety (A101) Hazardous Materials Awareness Basic First Aid and CPR Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance as a Search and Rescue Technician 2 + Successful position performance as a Technical Mountain Rescue Technician Arduous
<i>Physical fitness</i>	
<i>Other position assignments that will maintain currency</i>	None

PREVENTATIVE SEARCH AND RESCUE TECHNICIAN (PSAR)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Basic Search and Rescue (NPS or equiv) Aviation Safety (A101) Hazardous Materials Awareness DOT EMT Course
Additional training that supports development of knowledge and skills	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance as a Search and Rescue Technician 2
<i>Physical fitness</i> Other position assignments that will maintain currency	Arduous None

ALL-HAZARDS SQUAD LEADER (ART1)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Nat'l. Incident Management System (IS-700)
Aviation Safety (A101)
Hazardous Materials Awareness
Basic First Aid and CPR
Any position or discipline related training

Additional training that supports development of knowledge and skills

Required experience

Satisfactory performance as a Technician in the discipline

+

Successful position performance as a All-Hazards Squad Leader in discipline

Physical fitness

Arduous

Other position assignments that will maintain currency

Incident Commander Type 4
All-Hazards Squad Leader
Squad Boss

ALL-HAZARDS RESPONSE TECHNICIAN TYPE 2 (ART2)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Aviation Safety (A101) Hazardous Materials Awareness Basic First Aid and CPR Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Successful position performance as an All-Hazards Response Technician
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

DIVER (DIVR)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Open Water Diver Certification (NAUI, PADI) Hazardous Materials Awareness Basic First Aid and CPR Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance as a Scuba Diver in a scientific, public safety, or commercial standard as prescribed by OSHA
<i>Physical fitness</i>	Annual DOI "Blue Card" Diver Certification testing Arduous Must have Current Medical Examination
<i>Other position assignments that will maintain currency</i>	None

LAW ENFORCEMENT OFFICER LEVEL 1 (LEO1)

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800)
Additional training that supports development of knowledge and skills	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance as a commissioned DOI Level 1 Law Enforcement Officer
<i>Physical fitness</i>	None
Other position assignments that will maintain currency	None

LAW ENFORCEMENT OFFICER LEVEL 2 (LEO2)

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700)
Additional training that supports development of knowledge and skills	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance as a commissioned DOI Level 2 Law Enforcement Officer
<i>Physical fitness</i>	None
Other position assignments that will maintain currency	None

EMERGENCY MEDICAL TECHNICIAN PARAMEDIC (EMTP)*

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Hazardous Materials Awareness (1 hour) Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance and licensure as a Paramedic
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

ADVANCED EMERGENCY MEDICAL TECHNICIAN (EMTA)*

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Hazardous Materials Awareness (1 hour) Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance and licensure as a Advanced Emergency Medical Technician
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

EMERGENCY MEDICAL TECHNICIAN, BASIC(EMTB)*

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Hazardous Materials Awareness (1 hour) Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance and licensure as a Emergency Medical Technician
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

STRUCTURAL FIRE LINE OFFICER (SFOL)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Agency Training as Required by Policy Aviation Safety (A101) Hazardous Materials Awareness Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Defined by NFPA 1001 and 1002
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

STRUCTURAL FIRE APPARATUS DRIVER-OPERATOR (SFDR)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Agency Training as Required by Policy Aviation Safety (A101) Hazardous Materials Awareness Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Defined by NFPA 1001 and 1002
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

STRUCTURAL FIREFIGHTER TYPE 1 (SFF1)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Agency Training as Required by Policy Aviation Safety (A101) Hazardous Materials Awareness Any position or discipline related training
Additional training that supports development of knowledge and skills	
<i>Required experience</i>	Defined by NFPA 1001 and 1002
<i>Physical fitness</i>	Arduous
Other position assignments that will maintain currency	None

DEFENSIVE STRUCTURAL FIREFIGHTER (DFF1)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Agency Training as Required by Policy Aviation Safety (A101) Hazardous Materials Awareness Any position or discipline related training
Additional training that supports development of knowledge and skills	
<i>Required experience</i>	Defined by NFPA 1001 and 1002
<i>Physical fitness</i>	Arduous
Other position assignments that will maintain currency	None

CRITICAL INCIDENT STRESS MANAGEMENT TEAM LEADER (CISL)*

Required training	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) International Critical Incident Stress Foundation (ICISF) Basic Course Any position or discipline related training
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance as an ICISF Critical Incident Stress Management Peer Counselor
Physical fitness	None
Other position assignments that will maintain currency	None

CRITICAL INCIDENT STRESS MANAGEMENT TEAM MEMBER (CISM)*

Required training	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) International Critical Incident Stress Foundation (ICISF) Basic Course Any position or discipline related training
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance as an ICISF Critical Incident Stress Management Peer Counselor
Physical fitness	None
Other position assignments that will maintain currency	None

SAFETY OFFICER OCCUPATIONAL HEALTH (SOFO)

Required training	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Collateral Duty Course for Federal Employees (OSHA 6000) Hazardous Materials Awareness (1 hour)
Additional training that supports development of knowledge and skills	Certification or training in Occupational Health and Safety
Required experience	Satisfactory performance in a career Occupational Health position.
Physical fitness	Light
Other position assignments that will maintain currency	None

EPIDEMIOLOGIST (EPID)

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance and degree as an Epidemiologist
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

BIOLOGIST (BIOL)*

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) ICS-100Nat'l. Incident Management System (IS-700) HAZWOPER (24 or 40-hour) with current 8-hour refresher
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance and degree as a Biologist or equivalent.
<i>Physical fitness</i>	Light
<i>Other position assignments that will maintain currency</i>	Any higher position for which this position is a prerequisite.

BIOLOGICAL SCIENCE TECHNICIAN (BIOT)*

Required training	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) HAZWOPER (24 or 40-hour) with current 8-hour refresher
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance and education as an Biological Science Technician
Physical fitness	Light
Other position assignments that will maintain currency	Any higher position for which this position is a prerequisite.

WILDLIFE BRANCH DIRECTOR (WLBD)

Required training	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Advanced ICS (ICS-400) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) NIMS Multi-Agency Coordination System (MACS) (IS-701.A) 40-hour HAZWOPER with current 8-hour refresher B3 Combination Helicopter/Airplane Safety M3 Aviation Safety for Managers
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Knowledge, technical skills, and training sufficient, or surpassing the equivalent of a GS-12/13/14 Fish and Wildlife Biologist (for example, Fish and Wildlife Administrator, Wildlife Biologist, Fishery Biologist, Wildlife Refuge Manager, Forester, Ecologist, or equivalent position from another program [series may include 401, 460, 462, 489, etc.])
Physical fitness	Agency specific requirements
Other position assignments that will maintain currency	Division/Group Supervisor (DIVS) Incident Commander Type 3 (ICT3)

AVIAN BIOLOGIST (ABIO)

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) HAZWOPER (24 or 40-hour) with current 8-hour refresher
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Knowledge, technical skills, and training sufficient, or surpassing the equivalent of a GS-5/7 Fish and Wildlife Biologist (for example, Wildlife Biologist, Ecologist, or equivalent position from another program [series may include 401, 460, 462, 489, etc.]
<i>Physical fitness</i> <i>Other position assignments that will maintain currency</i>	Agency specific requirements Any higher position for which this position is a prerequisite

AVIAN AVIATION BIOLOGIST (AABI)*

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) HAZWOPER (24 or 40-hour) with current 8-hour refresher B3 Combination helicopter/airplane safety A312 Water ditching and survival
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Knowledge, technical skills, and training sufficient, or surpassing the equivalent of a GS-7 Fish and Wildlife Biologist (for example, Wildlife Biologist, Ecologist, or equivalent position from another program [series may include 401, 460, 462, 489, etc.]
<i>Physical fitness</i> <i>Other position assignments that will maintain currency</i>	Agency specific requirements Any higher position for which this position is a prerequisite

AVIAN AVIATION GROUP SUPERVISOR (AAGS)

	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) NIMS Multi-Agency Coordination System (MACS) (IS-701.A) B3 Combination Helicopter/Airplane Safety M3 Aviation Safety for Managers A312 Water Ditching and Survival HAZWOPER (24 or 40-hour) with current 8-hour refresher Shoreline Cleanup Assessment Team (SCAT) Wildlife Capture and Handling (or equivalent)
Required training	
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Knowledge, technical skills, and training sufficient or surpassing the equivalent of a GS-11/12 Fish and Wildlife Biologist (for example, Wildlife Biologist, Wildlife Refuge Manager, Fishery Biologist, Forester, or Ecologist, or equivalent position from another program [series may include 401, 460, 462, 489, etc.]).
Physical fitness Other position assignments that will maintain currency	Agency specific requirements Division/Group Supervisor (DIVS) Incident Commander Type 3 (ICT3)

AVIAN GROUP SUPERVISOR (AVGS)

	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) NIMS Multi-Agency Coordination System (MACS) (IS-701.A) HAZWOPER (24 or 40-hour) with current 8-hour refresher Shoreline Cleanup Assessment Team (SCAT) Wildlife Capture and Handling (or equivalent)
Required training	
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Knowledge, technical skills, and training sufficient or surpassing the equivalent of a GS-11/12 Fish and Wildlife Biologist (for example, Wildlife Biologist, Wildlife Refuge Manager, Fishery Biologist, Forester, or Ecologist, or equivalent position from another program [series may include 401, 460, 462, 489, etc.]).
Physical fitness Other position assignments that will maintain currency	Agency specific requirements Division/Group Supervisor (DIVS) Incident Commander Type 3 (ICT3)

HAZARDOUS MATERIALS TECHNICIAN LEVEL (HAZ1)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Agency Training as Required by Policy Hazardous Materials Technician Level
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Defined by OSHA 1910.120
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

HAZARDOUS MATERIALS OPERATIONS LEVEL (HAZ2)****PTB REQUIRED***

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Agency Training as Required by Policy Hazardous Materials Operations Level Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Defined by OSHA 1910.120
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

ALL-HAZARDS RESOURCE ADVISOR (ARAD)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
Basic ICS (ICS-200)
Nat'l. Incident Management System (IS-700)
Resource Advisor Course
Hazardous Materials Awareness
Basic First Aid and CPR
Any position or discipline related training

***Additional training that supports
development of knowledge and skills***

Required experience

Successful position performance as an Resource
Advisor

Physical fitness

Light

***Other position assignments that
will maintain currency***

None

HEAVY EQUIPMENT OPERATOR (HEQO) (previously identified as HEQT)*

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Heavy Equipment Operators Course Hazardous Materials Awareness (1 hour)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Agency certification in equipment type.
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

BOAT OPERATOR LESS THAN 25 FEET LENGTH (BTOP)

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) DOI Motorcraft Operators Certification Course Hazardous Materials Awareness (1 hour)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance as a Motorcraft Operator
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

BOAT OPERATOR OVER 25 FEET LENGTH (BT25)

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) DOI Motorcraft Operators Certification Course Hazardous Materials Awareness (1 hour) Any position or discipline related training
<i>Additional training that supports development of knowledge and skills</i>	
<i>Required experience</i>	Satisfactory performance as a Motorcraft Operator over 25 feet.
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

AIRBOAT OPERATOR (AIRB)

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) DOI Motorcraft Operators Certification Course Hazardous Materials Awareness (1 hour)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance as an Airboat Operator
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

CARPENTER (CARP)

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance as a carpenter
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

ELECTRICIAN (ELEC)*

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance as an electrician
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

DRIVER CLASS A (DRVA)*

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	State licensed as a Class A Driver
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

DRIVER CLASS B (DRVB)*

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	State licensed as a Class B Driver
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

CONSTRUCTION AND CONTRACTOR INSPECTOR (INSP)

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Hazardous Materials Awareness (1 hour)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance as a Construction and/or Contractor Inspector
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

TEMPORARY ROOFING QUALITY ASSURANCE INSPECTOR (TRQA)*

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Hazardous Materials Awareness (1 hour) On-site orientation and qualification training will be provided.
<i>Additional training that supports development of knowledge and skills</i>	None
<i>Required experience</i>	None
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

DEBRIS QUALITY ASSURANCE INSPECTOR (UDQA)****Required training***

Introduction to ICS (ICS-100)
Nat'l. Incident Management System (IS-700)
Hazardous Materials Awareness (1 hour)
Basic First Aid and CPR
On-site orientation and qualification training will be given.

Additional training that supports development of knowledge and skills

None

Required experience

None

Physical fitness

Moderate

Other position assignments that will maintain currency

None

INFRASTRUCTURE ASSESSMENT; DAM SAFETY INSPECTOR (IADS)*

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 ICS-100Nat'l. Incident Management System (IS-700)
 Hazardous Materials Awareness (1 hour)

Must possess any training and certification requirement(s) needed to perform mission assignment

Required experience

Satisfactory performance as an IADS.
 Experience in structural and/or civil works design, analysis or inspection.
 Engineering degree
 Professional Engineer registration
 Journeyman level experience, skill, and ability in the application of principles, techniques, and practices of electrical, mechanical or civil phenomena and engineering.

Additional training that supports development of knowledge and skills

USCOLD publication "Guidelines for Inspection of Dams following Earthquakes"

Physical fitness

Moderate

Other position assignments that will maintain currency

None

TECHNICAL ASSISTANCE; ENGINEERING SUPPORT (TAES)*

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Must possess any training and certification requirement(s) needed to perform mission assignment On-site orientation and qualification training Familiar with
<i>Additional training that supports development of knowledge and skills</i>	USCOLD publication "Guidelines for Inspection of Dams following Earthquakes"
<i>Required experience</i>	Experience in structural and/or civil works design, analysis or inspection. Engineering degree Professional Engineer registration Journeyman level experience, skill, and ability in the application of principles, techniques, and practices of electrical, mechanical or civil phenomena and engineering.
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

EXPEDITIONARY UNIT WATER PURIFIER OPERATOR (EUWP)*

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Hazardous Materials Awareness (1 hour)
<i>Additional training that supports development of knowledge and skills</i>	None
<i>Required experience</i>	Operation of the EUWP and experience, knowledge, and/or training in a membrane system operation. Requires a skilled operator familiar with water treatment processes, equipment, and membrane separation concepts to perform O&M and collect data.
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

3. Air Operations

HELICOPTER MANAGER (HMGB)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Helicopter Manager Workshop (RT-372) (Triennial) Helicopter Management (S-372) Aviation Safety (A101)
Additional training that supports development of knowledge and skills	Basic Air Operations (S-270) Interagency Incident Business Management (S-260) Contract Administration Training
<i>Required experience</i>	Satisfactory performance as a Helicopter Crewmember +
<i>Physical fitness</i>	Successful position performance as a Helicopter Manager Moderate
Other position assignments that will maintain currency	Helicopter Crewmember

ALL-HAZARDS PROJECT HELICOPTER MANAGER (HEAM)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Helicopter Manager Workshop (RT-372) (Triennial) Helicopter Management (S-372) Aviation Safety (A101) Hazardous Materials Awareness Basic First Aid and CPR
Additional training that supports development of knowledge and skills	Basic Air Operations (S-270) Interagency Incident Business Management (S-260) Contract Administration Training Satisfactory performance as a Helicopter Crewmember
<i>Required experience</i>	+ Successful position performance as an All-Hazards Helicopter Manager
<i>Physical fitness</i>	Moderate
Other position assignments that will maintain currency	Helicopter Crewmember

HELICOPTER CREW MEMBER (HECM)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Helicopter crewmember (S-271) Aviation Safety (A101) Hazardous Materials Awareness (1 hour) Basic First Aid and CPR None
<i>Additional training that supports development of knowledge and skills</i>	None
<i>Required experience</i>	Satisfactory performance as an All-Hazards Squad Leader or Squad Boss +
<i>Physical fitness</i>	Successful position performance as a Helicopter Crewmember Arduous
<i>Other position assignments that will maintain currency</i>	None

4. Planning Section

ALL-HAZARDS PLANNING SECTION CHIEF TYPE 2 (PSA2)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Advanced ICS (ICS-400) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) Command and General Staff (S-420)
Additional training that supports development of knowledge and skills	All-Hazards Planning Section Chief (E-962) IMT Leadership (L-480) Planning Section Chief (S-440) or equivalent
<i>Required experience</i>	Satisfactory performance as a All-Hazards Situation Unit Leader (SIAL) and Resource Unit Leader (RESL)+ Successful position performance as All-Hazards Planning Section Chief Type 2 (PSA2)
<i>Physical fitness</i>	None
Other position assignments that will maintain currency	All-Hazards Incident Commander Type 2 (ICA2) All-Hazards Planning Section Chief Type 2 (PSA2) Planning Section Chief Type 3 (PSC3) Resource Unit Leader (RESL) All-Hazards Situation Unit Leader (SIAL) Demobilization Unit Leader (DMOB)

PLANNING SECTION CHIEF TYPE 3 (PSC3)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Intermediate ICS (ICS-300)
 Advanced ICS (ICS-400)
 Nat'l. Incident Management System (IS-700)
 National Response Framework (IS-800)

Additional training that supports development of knowledge and skills

All-Hazards Planning Section Chief (E-962)
 Resource Unit Leader (S-348)
 Display Processor (S-245)
 Status/Check-in Recorder (S248)

Required experience

Satisfactory performance as a
 Resource Unit Leader (RESL)

+

Successful position performance as Planning
 Section Chief Type 3 (PSC3)

Physical fitness

None

Other position assignments that will maintain currency

Incident Commander Type 2 (ICT2)
 All-Hazards Incident Commander Type 2 (ICA2)
 Incident Commander Type 3 (ICT3)
 All-Hazards Incident Commander Type 3 (ICA3)
 Planning Section Chief Type 2 (PSC2)
 All-Hazards Planning Section Chief Type 2 (PSA2)
 Resource Unit Leader (RESL)
 All-Hazards Situation Unit Leader (SIAL)
 Situation Unit Leader (SITL)
 Demobilization Unit Leader (DMOB)

RESOURCE UNIT LEADER (RESL)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Intermediate ICS (ICS-300)
 Nat'l. Incident Management System (IS-700)
 National Response Framework (IS-800)

Additional training that supports development of knowledge and skills

NIMS ICS All Hazards Resource Unit Leader (E-965)
 Fireline Leadership (L-380)
 Resources Unit Leader (S-348)
 Interagency Incident Business Management (S-260)

Required experience

Satisfactory performance as a Status/Check-in Recorder (SCKN)

+

Successful position performance as a Resource Unit leader (RESL)

Physical fitness

None

Other position assignments that will maintain currency

Planning Section Chief Type 1 (PSC1)
 Planning Section Chief Type 2 (PSC2)
 All-Hazards Planning Section Chief Type 2 (PSA2)
 Planning Section Chief Type 3 (PSC3)
 Demobilization Unit Leader (DMOB)
 Status/Check-In Recorder (SCKN)

ALL-HAZARDS SITUATION UNIT LEADER (SIAL)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800)
<i>Additional training that supports development of knowledge and skills</i>	NIMS ICS All Hazards Situation Unit Leader (E-964) Situation Unit Leader (S-346) Display Processor (S-245) Satisfactory performance as a Planning Section Chief Type 3 (PSC3) or Search and Rescue Team Leader (SRTL) or Law Enforcement Team Leader (LEOL) or All-Hazards Response Team Leader (ARTL) or Swiftwater Team Leader (SWFL)
<i>Required experience</i>	+ Successful position performance as a All-Hazards Situation Unit Leader (SIAL)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	All-Hazards Planning Section Chief Type 2 (PSA2) Planning Section Chief Type 3 (PSC3)

ALL-HAZARDS GEOGRAPHIC INFORMATION SYSTEM SPECIALIST (GISA)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) Display Processor (S-245)
<i>Additional training that supports development of knowledge and skills</i>	Geographic Information System (GIS) Specialist for Incident Management (S-341)
<i>Required experience</i>	Successful position performance as a All-Hazards Geographic Information System Specialist (GISA)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

5. Logistics Section

LOGISTICS SECTION CHIEF TYPE 2 (LSC2)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Intermediate ICS (ICS-300)
 Advanced ICS (ICS-400)
 Nat'l. Incident Management System (IS-700)
 National Response Framework (IS-800)
 Command and General Staff (S-420)
 I

Additional training that supports development of knowledge and skills

All-Hazards Logistics Section Chief (E-967)
 IMT Leadership (L-480)
 Logistics Section Chief (S-450) or equivalent

Required experience

Satisfactory performance as a Facilities Unit Leader (FACL) and Ground Support Unit Leader (GSUL) or Facilities Unit Leader (FACL) and Supply Unit Leader (SPUL)

Physical fitness

+
 Successful position performance as Logistics Section Chief Type 2 (LSC2)

Other position assignments that will maintain currency

None
 Incident Commander Type 1 (ICT1)
 Incident Commander Type 2 (ICT2)
 All-Hazards Incident Commander Type 2 (ICA2)
 Logistics Section Chief Type 1 (LSC1)
 Ground Support Unit Leader (GSUL)
 Assistant Area Commander, Logistics (ACLC)
 Logistics Section Chief Type 3 (LSC3)
 Facilities Unit Leader (FACL)
 Supply Unit Leader (SPUL)
 Service Branch Director (SVBD)
 Support Branch Director (SUBD)

LOGISTICS SECTION CHIEF TYPE 3 (LSC3)*

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Advanced ICS (ICS-400) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800)
<i>Additional training that supports development of knowledge and skills</i>	All-Hazards Logistics Section Chief (E-967) Base/Camp Manager (J-254) Ordering Manager (J-252)
<i>Required experience</i>	Satisfactory performance as a Facilities Unit Leader (FACL) + Satisfactory performance as an Supply Unit Leader (SPUL) + Successful position performance as a Logistics Section Chief Type 3 (LSC3)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Incident Commander Type 2 (ICT2) Incident Commander Type 3 (ICT3) All-Hazards Incident Commander Type 3 (ICA3) Logistics Section Chief Type 1 (LSC1) Logistics Section Chief Type 2 (LSC2) Ground Support Unit Leader (GSUL) Facilities Unit Leader (FACL) Supply Unit Leader (SPUL)

SUPPLY UNIT LEADER (SPUL)
PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Intermediate ICS (ICS-300)
 Nat'l. Incident Management System (IS-700)
 National Response Framework (IS-800)

Additional training that supports development of knowledge and skills

NIMS ICS All Hazards Supply Unit Leader (E-970)
 Fireline Leadership (L-380)
 Supply Unit Leader (S-356)
 Satisfactory performance as an Ordering Manager (ORDM)

Required experience

+
 Satisfactory performance as a Receiving/Distribution Manager (RCDM)
 +
 Successful position performance as a Supply Unit Leader (SPUL)

Physical fitness

None

Other position assignments that will maintain currency

Service Branch Director (SVBD)
 Support Branch Director (SUBD)
 Ordering Manager (ORDM)
 Receiving/Distribution Manager (RCDM)
 Logistics Section Chief Type 2 (LSC2)
 Logistics Section Chief Type 3 (LSC3)

FACILITIES UNIT LEADER (FACL)

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Intermediate ICS (ICS-300)
 Nat'l. Incident Management System (IS-700)
 National Response Framework (IS-800)

Additional training that supports development of knowledge and skills

Fireline Leadership (L-380)
 Facilities Unit Leader (S-354)NIMS ICS All Hazards Facilities Unit Leader (E-971)

Required experience

Satisfactory performance as a Base/Camp Manager (BCMG)

+

Physical fitness

Successful position performance as a Facilities Unit Leader (FACL)

None

Other position assignments that will maintain currency

Logistics Section Chief Type 1 (LSC1)
 Logistics Section Chief Type 2 (LSC2)
 Logistics Section Chief Type 3 (LSC3)
 Base/Camp Manager (BCMG)
 Receiving/Distribution Manager (RCDM)

6. Dispatch Positions**EXPANDED DISPATCH COORDINATOR (CORD)*****PTB REQUIRED***

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800)
<i>Additional training that supports development of knowledge and skills</i>	Incident Management Team Leadership (L-480)
<i>Required experience</i>	Satisfactory performance as an Expanded Dispatch Supervisory Dispatcher (EDSP) +
<i>Physical fitness</i>	Successful position performance as an Expanded Dispatch Coordinator (CORD) None
<i>Other position assignments that will maintain currency</i>	Expanded Dispatch Supervisory Dispatcher (EDSP)

EXPANDED DISPATCH SUPERVISORY DISPATCHER (EDSP)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800)
<i>Additional training that supports development of knowledge and skills</i>	Aviation Conference and Education (ACE) Module A-207 Supervisory Dispatcher (D-510) Fireline Leadership (L-380)
<i>Required experience</i>	Satisfactory performance as an Expanded Dispatch Support Dispatcher (EDSD) in all four functional areas (Overhead, Crews, Equipment, and Supplies)
	+
<i>Physical fitness</i>	Successful position performance as an Expanded Dispatch Supervisory Dispatcher (EDSP)
<i>Other position assignments that will maintain currency</i>	None Expanded Dispatch Coordinator (CORD) Expanded Dispatch Support Dispatcher (EDSD)

EXPANDED DISPATCH SUPPORT DISPATCHER (EDSD)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Nat'l. Incident Management System (IS-700)
<i>Additional training that supports development of knowledge and skills</i>	Support Dispatcher (D-310) Basic Air Operations (S-270) Interagency Incident Business Management (S-260)
<i>Required experience</i>	Satisfactory performance as an Expanded Dispatch Recorder (EDRC) + Successful position performance as an Expanded Dispatch Support Dispatcher (EDSD)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Expanded Dispatch Coordinator (CORD) Expanded Dispatch Supervisory Dispatcher (EDSP) Expanded Dispatch Recorder (EDRC) Public Safety Dispatcher (PSDP)

EXPANDED DISPATCH RECORDER (EDRC)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700)
<i>Additional training that supports development of knowledge and skills</i>	Dispatch Recorder (D-110) Human Factors on the Fireline (L-180)
<i>Required experience</i>	Successful position performance as an Expanded Dispatch Recorder (EDRC)
<i>Physical fitness</i>	None Expanded Dispatch Coordinator (CORD) Ordering Manager (ORDM)
<i>Other position assignments that will maintain currency</i>	Expanded Dispatch Supervisory Dispatcher (EDSP) Expanded Dispatch Support Dispatcher (EDSD) Initial Attack Dispatcher (IADP) Public Safety Dispatch (PDSP) Air Craft Dispatcher (ACDP)

**PUBLIC SAFETY DISPATCHER (PSDP)*
PTB REQUIRED**

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Hazardous Materials Awareness (1 hour) Emergency Medical Services Dispatcher
<i>Additional training that supports development of knowledge and skills</i>	Initial Attack Dispatcher (D-311) DOI A-SAR Basic Air Operations (S-270)
<i>Required experience</i>	Satisfactory performance as an Expanded Dispatch Support Dispatcher (EDSD) +Successful position performance as an Public Safety Dispatcher
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Expanded Dispatch Coordinator (CORD) Expanded Dispatch Supervisory Dispatcher (EDSP) Expanded Dispatch Recorder (EDRC) Expanded Dispatch Support Dispatcher (EDSD)

7. Finance/Administration Section

FINANCE/ADMINISTRATION SECTION CHIEF TYPE 2 (FSC2)

PTB REQUIRED

Required training	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Advanced ICS (ICS-400) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) Command and General Staff (S-420) Finance/Administration Section Chief (S-460) or equivalent
Additional training that supports development of knowledge and skills	All-Hazards Finance Section Chief (E/L-973) or equivalent IMT Leadership (L-480)
Required experience	Satisfactory performance as a Time Unit Leader (TIME) and Procurement Unit Leader (PROC) or Time Unit Leader (TIME) and Cost Unit Leader (COST) + Successful position performance as a Finance/Administration Section Chief Type 2 (FSC2)
Physical fitness	None
Other position assignments that will maintain currency	Finance/Administration Section Chief Type 1 (FSC1) Incident Business Advisor Type 1 (IBA1) Incident Commander Type 1 (ICT1) Incident Commander Type 2 (ICT2) All-Hazards Incident Commander Type 2 (ICA2) Incident Business Advisor Type 2 (IBA2) Finance/Administration Section Chief Type 3 (FSC3) Procurement Unit Leader (PROC) Cost Unit Leader (COST) Compensation/Claims Unit Leader (COMP) Time Unit Leader (TIME)

FINANCE/ADMINISTRATION SECTION CHIEF TYPE 3 (FSC3)*

PTB REQUIRED

Required training

Introduction to ICS (ICS-100)
 Basic ICS (ICS-200)
 Intermediate ICS (ICS-300)
 Advanced ICS (ICS-400)
 Nat'l. Incident Management System (IS-700)
 National Response Framework (IS-800)

Additional training that supports development of knowledge and skills

Interagency Incident Business Management (S-260)
 All-Hazards Finance Section Chief (E/L-973) or equivalent

Required experience

Satisfactory performance as a Personnel Time Recorder (PTRC)

+

Successful position performance as a Finance/Administration Section Chief Type 3 (FSC3)

Physical fitness

None

Other position assignments that will maintain currency

Incident Commander Type 3 (ICT3)
 All-Hazards Incident Commander Type 3 (ICA3)
 Time Unit Leader (TIME)
 Procurement Unit Leader (PROC)
 Cost Unit Leader (COST)
 Compensation/Claims Unit Leader (COMP)
 Personnel Time Recorder (PTRC)

PERSONNEL TIME RECORDER (PTRC)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Nat'l. Incident Management System (IS-700) Incident Base Automation (I-Suite)
<i>Additional training that supports development of knowledge and skills</i>	Human Factors on the Fireline (L-180) Applied Interagency Incident Business Management (S-261) Interagency Incident Business Management (S-260)
<i>Required experience</i>	Successful position performance as an Personnel Time Recorder (PTRC)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Finance Section Chief Type 1 (FSC1) All-Hazards Finance Section Chief 1 (FSA1) Finance Section Chief Type 2 (FSC2) All-Hazards Finance Section Chief 2 (FSA2) Time Unit Leader (TIME) Equipment Time Recorder (EQTR)

COST UNIT LEADER (COST)

PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800) Incident Base Automation (I-Suite) Fireline Leadership (L-380)
<i>Additional training that supports development of knowledge and skills</i>	Finance/Administration Unit Leader (S-360) NIMS ICS All Hazards Finance/Administration Unit Leader (E-975) Applied Interagency Incident Business Management (S-261) Interagency Incident Business Management (S-260)
<i>Required experience</i>	Successful position performance as an Cost Unit Leader (COST)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Any higher position for which this position is a prerequisite

PROCUREMENT UNIT LEADER (PROC)

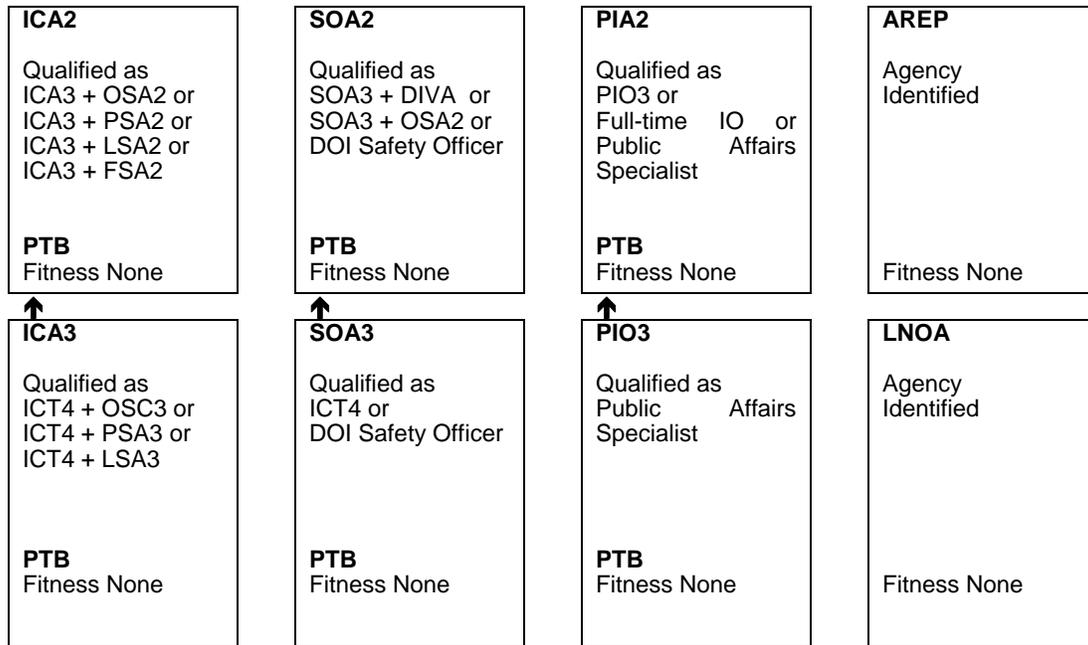
PTB REQUIRED

<i>Required training</i>	Introduction to ICS (ICS-100) Basic ICS (ICS-200) Intermediate ICS (ICS-300) Nat'l. Incident Management System (IS-700) National Response Framework (IS-800)
<i>Additional training that supports development of knowledge and skills</i>	Intermediate ICS (I-300) Fireline Leadership (L-380) Finance/Administration Unit Leader (S-360) NIMS ICS All Hazards Finance/Administration Unit Leader (E-975)
<i>Required experience</i>	Satisfactory performance as an Equipment Time Recorder (EQTR) +
<i>Physical fitness</i>	Successful position performance as an Procurement Unit Leader (PROC) None
<i>Other position assignments that will maintain currency</i>	Equipment Time Recorder (EQTR) Personnel Time Recorder (PTRC)

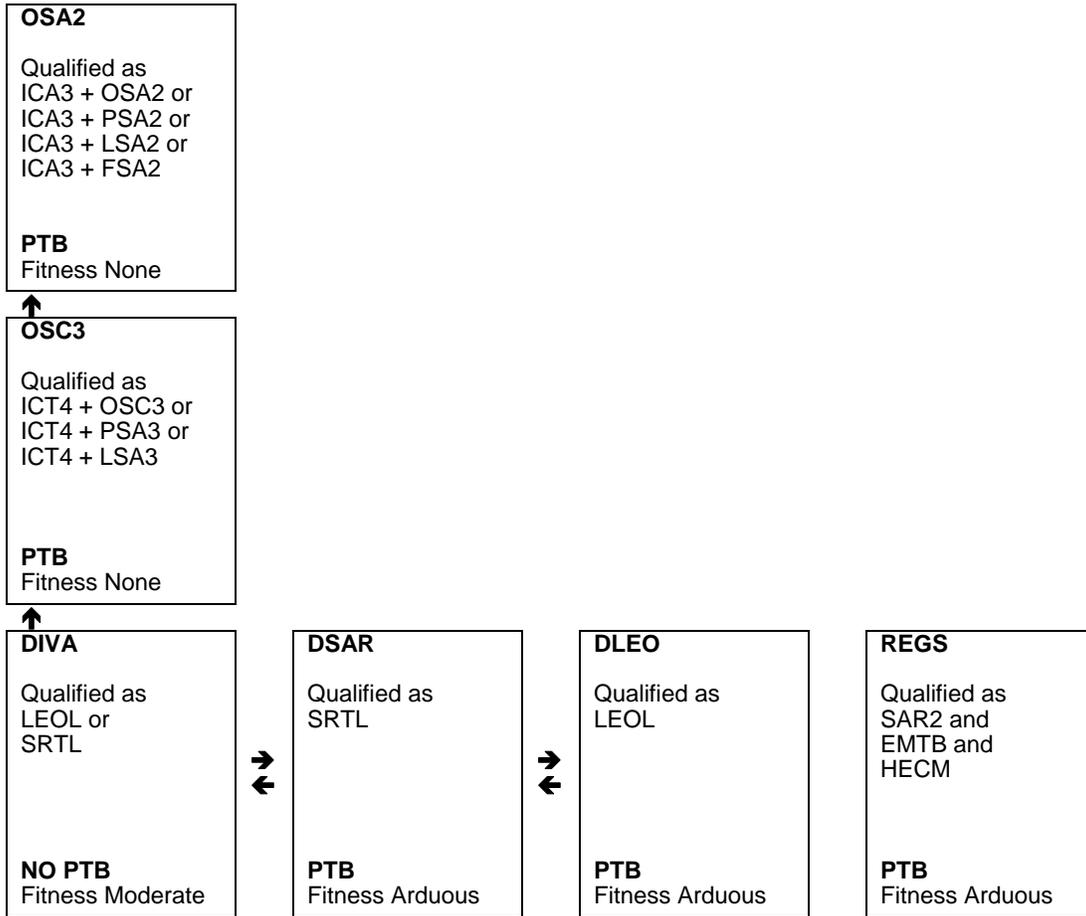
Annex D: Qualifications Flow Charts

Annex D outlines the hierarchy of those ICS positions described in Annex C.

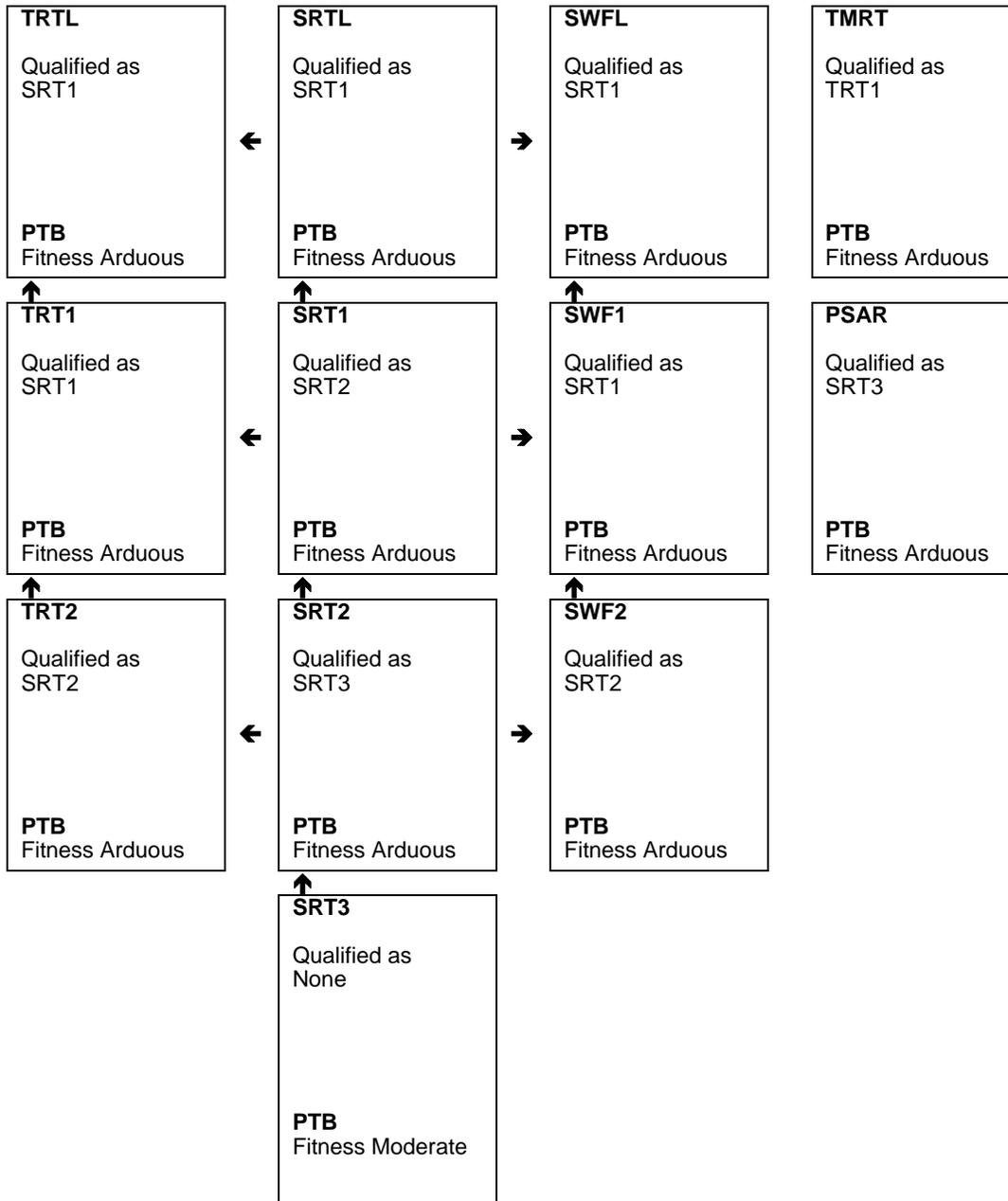
1. Command Staff



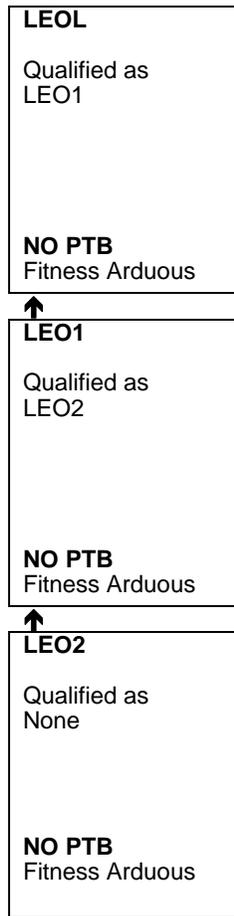
2. Operations Section



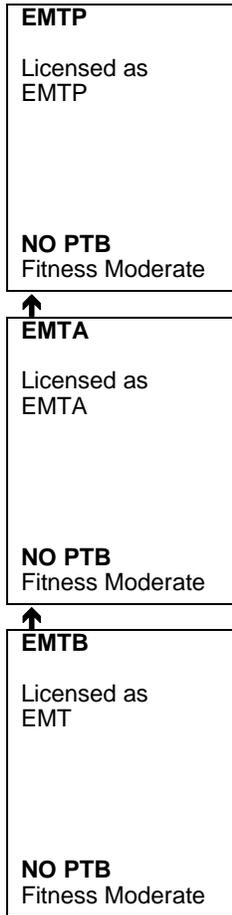
3. Operations Positions – Search and Rescue



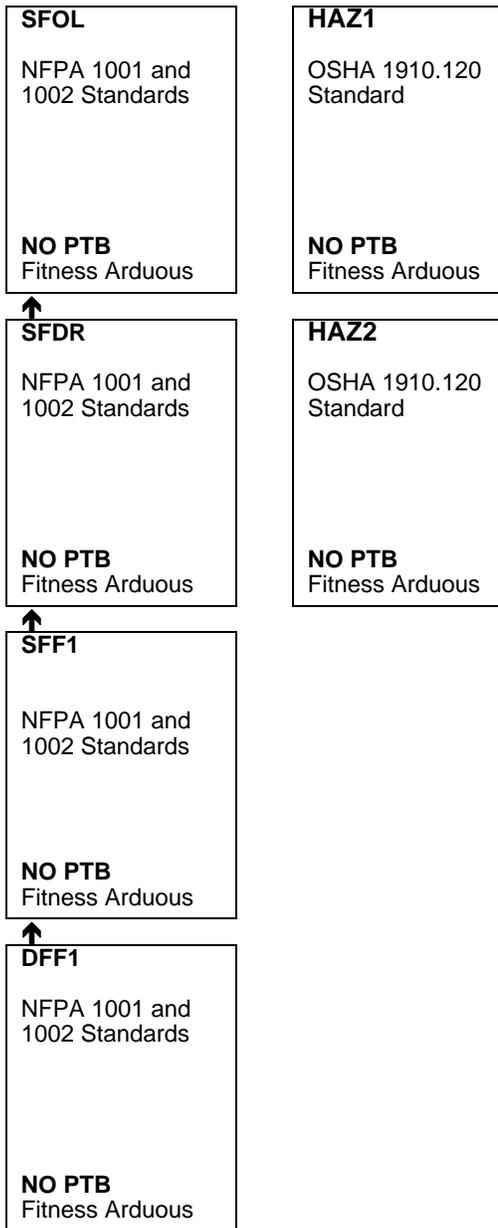
4. Operations Positions – Law Enforcement



5. Operations Positions – Emergency Medical Services



6. Operations Positions – Structural Fire and HAZMAT



7. Operations Positions – Public Health, Occupational Health, and Mental Health

CISM
Successful position performance as a (ICISF) Critical Incident Stress Management Peer Counselor

SOFO
Qualified as a SOFO

NO PTB
Fitness Moderate

8. Operations Positions – Public Works and Engineering

TRQA
Qualified as None

PTB
Fitness Moderate

IADS
Qualified as None

PTB
Fitness Moderate

EUWP
Qualified as None

PTB
Fitness Moderate

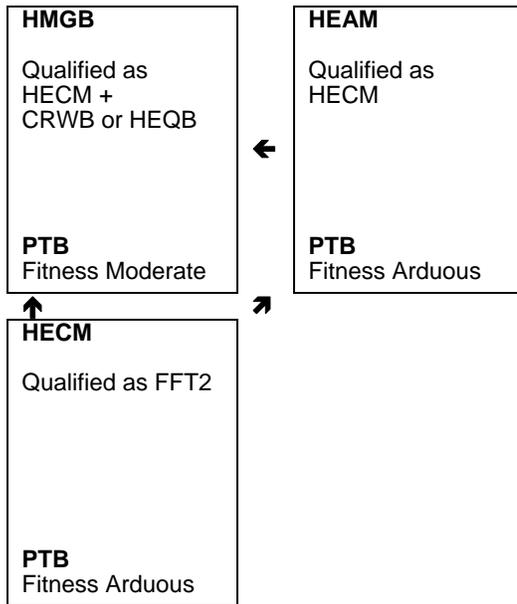
UDQA
Qualified as None

PTB
Fitness Moderate

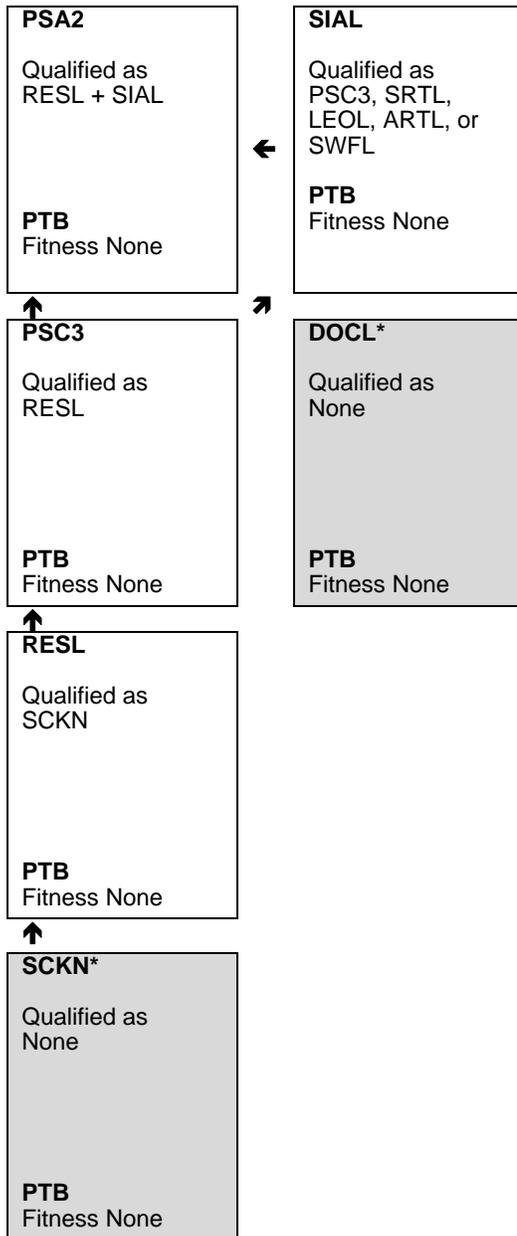
TAES
Qualified as None

PTB
Fitness Moderate

9. Operations Positions – Aviation

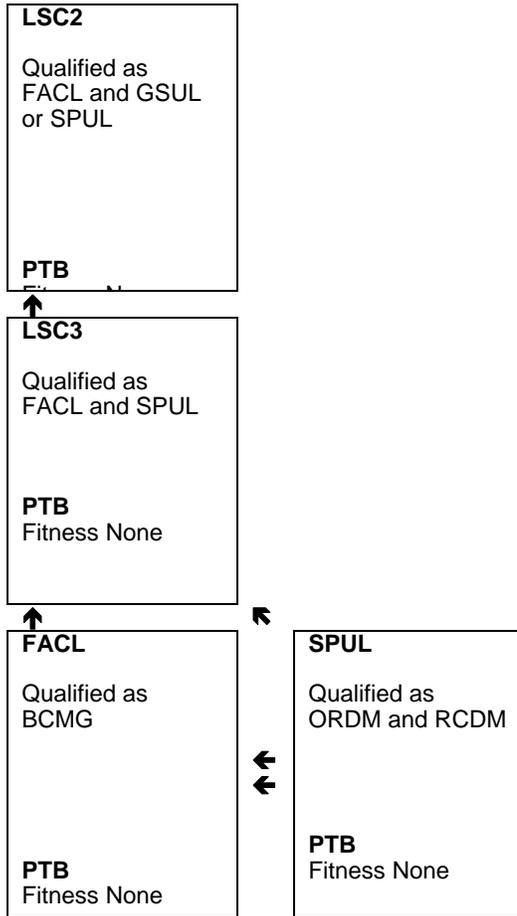


11. Planning Section

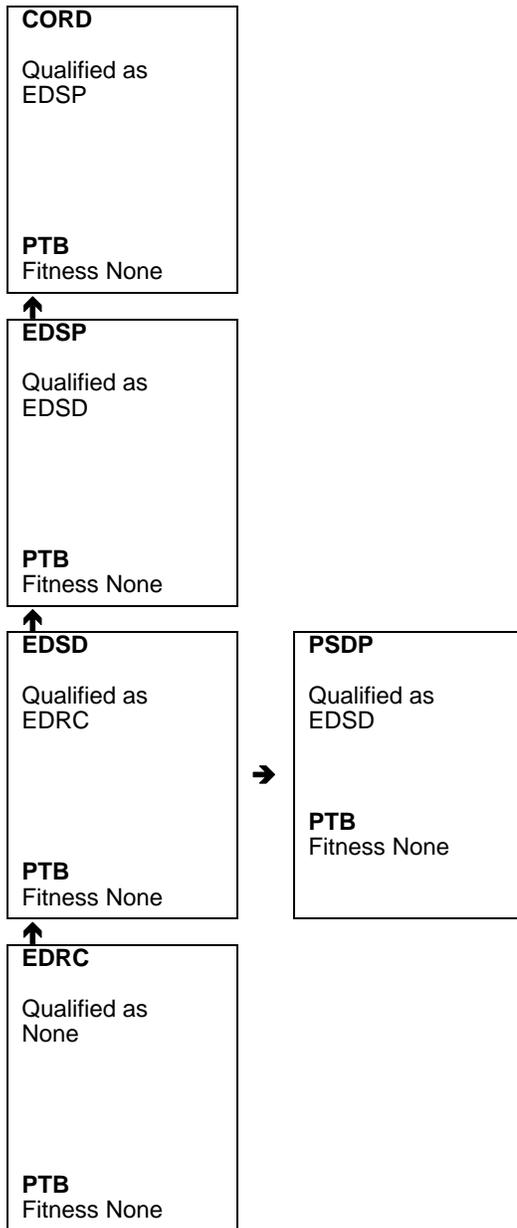


*Grey box denotes position not covered in this document.

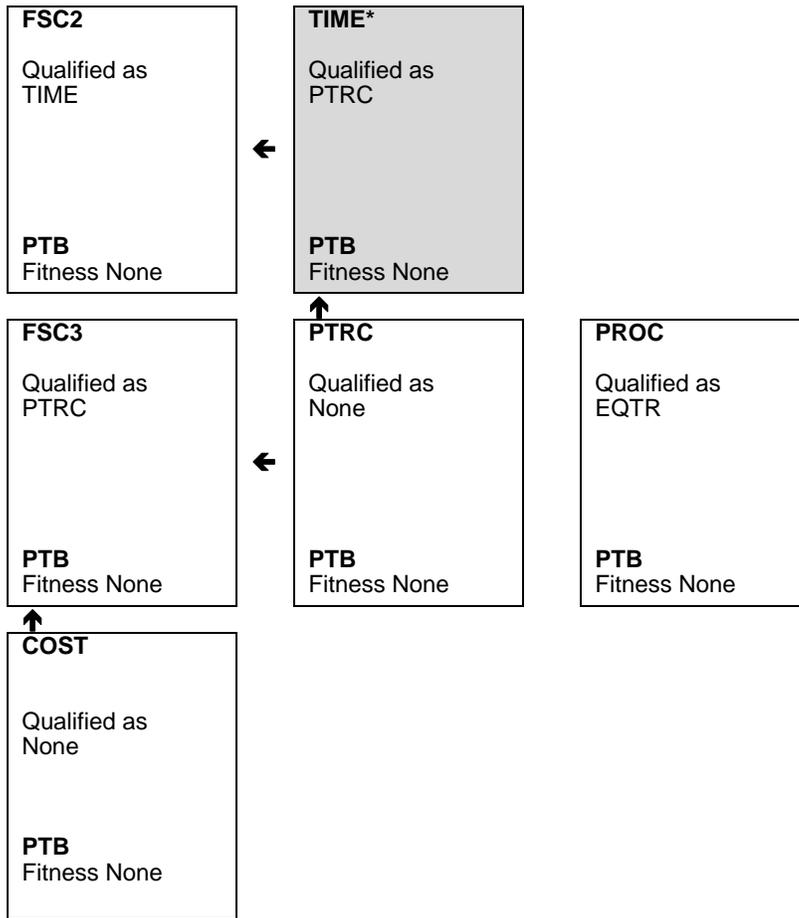
11. Logistics Section



12. Dispatch



13. Finance Section



*Grey box denotes position not covered in this document

Annex E: Incident-Specific Recommended Training

Experience in responding to past incidents has highlighted a number of specific training courses that are helpful in obtaining prior to responses on similar incidents. Responder personnel that are interested in using their qualifications to participate in a specific type of incident can review the suggested additional training courses outlined below. These are not considered required courses for qualifying in each position; however, they may be required as just in time training prior to deploying to similar incidents in the future.

1. Oil or Hazardous Materials Releases

Recommended courses listed in this section are based on lessons learned from past oil spill and hazardous materials release incidents. The courses are listed based on positions identified in this guide and are not required for certification.

For All

40 Hour HAZWOPER + 8 hour refresher

Biological Science Technician (BIOT)

- Motorboat operation (MOCC)
- ATV/UTV operation and safety
- ICS for Single Resources and Initial Action Incidents (IS-200)
- Shoreline Cleanup Assessment Team (SCAT)
- Wildlife capture and handling (or equivalent)
- Wildlife identification
- L-180, Human Factors on the Fireline
- GPS

Biologist (BIOL)

- Motorboat operation (MOCC)
- ATV/UTV operation and safety
- 40-hour HAZWOPER with current 8-hour refresher
- B3 Combination helicopter/airplane safety
- A312 Water ditching and survival
- L-180 Human Factors on the Fireline
- Wildlife Capture and Handling (or equivalent)
- GPS

Avian Biologist (ABIO)

- Shoreline Cleanup Assessment Team (SCAT)
- Motorboat operation (MOCC)
- ATV/UTV operation and safety
- B3 Combination helicopter/airplane safety
- A312 Water ditching and survival

Avian Aviation Biologist (AABI)

- Shoreline Cleanup Assessment Team (SCAT)
- Motorboat operation (MOCC)
- ATV/UTV operation and safety
- GPS
- for ACETA, hunter/gun safety training and ACETA training

Avian Group Supervisor (AVGS)

Leadership or Supervision

- L-381, Incident Leadership
- S-339, Division/Group Supervisor (DIVS)
- S-300, Incident Commander – Extended Attack
- Negotiation or crucial conversation course work
- Introduction to Policy and Legal Aspects of Endangered Species Management (FS Continuing Education-PLA)
- Advanced Interagency Consultation for Endangered Species (USFWS ECS3150)
- Advanced Policy and Legal Aspects of Endangered Species Management (FS Continuing Education-PLA).

Aviation

- B3 Combination Helicopter/Airplane Safety
- M3 Aviation Safety for Managers
- A312 Water Ditching and Survival

General

- Motorboat operation (MOCC)
- ATV/UTV operation and safety
- Airboat Operation
- GPS
- Threatened and Endangered Species Management and Consultation (NTC-BLM #1730-30A)
- Interagency Consultation for Endangered Species (USFWS ECS3116)

Avian Aviation Group Supervisor (AAGS)*Leadership or Supervision*

- L-381, Incident Leadership
- S-339, Division/Group Supervisor (DIVS)
- S-300, Incident Commander – Extended Attack
- Negotiation or crucial conversation course work
- Introduction to Policy and Legal Aspects of Endangered Species Management (FS Continuing Education-PLA)

General

- Motorboat operation (MOCC)
- ATV/UTV operation and safety
- Airboat Operation
- GPS
- Interagency Consultation for Endangered Species (USFWS ECS3116)

Wildlife Branch Director (WLBD)

- Incident Management Team Experience (ICT, OSC, PSC)
- Continuity of Operations (IS-546.A)
- Introduction to NRF Support Annexes (IS-820)
- Project Management
- Negotiation Strategies
- Crucial Conversations
- Introduction to Natural Resource Damage Assessment and Restoration (NRDAR)
- Shoreline Cleanup Assessment Team (SCAT)
- Wildlife Capture and Handling
- Motorboat Operation (MOCC)
- ATV/UTV Operation and Safety
- A312 Water Ditching and Survival
- Leadership and supervisory experience/training