

## MINIMUM QUALIFICATION STANDARDS

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### SENIOR FIREFIGHTER (advanced level firefighter with specialized skills and knowledge)

#### 1. Basic OPM Requirements for this position

- Refer to the OPM Group Coverage Qualification Standard for Technical and Medical Support positions

#### 2. NWCG Incident Management Qualifications - Currency Required \*

<b>Primary Core Requirement</b>
FFT1

#### 3. Additional required training as presented in the following courses, or agency equivalent:

- S-290 “Intermediate Fire Behavior”

**Common grade level: GS-5** (Note: Actual grade level will depend on the duties and responsibilities of the position.)

#### Selective Factor Justifications

- SFF is a 1<sup>st</sup> line supervisor position, and FFT1 is an entry level supervisory fireline qualification. The FFT1 qualification provides the individual with the knowledge and skill to tactically supervise other fire fighters. Without the FFT1 qualification, the individual would not be able to perform the major duty statement of their position.
- S-290 is a prerequisite training course for FFT1 in PMS-310-1. S-290 provides the individual with knowledge of intermediate fire behavior which directly ties back to safety of fireline personnel.
- The combination of FFT1 and S-290 provides the incumbent with knowledge of fire suppression techniques, methods, and environmental conditions to be able to make assignments to crew members, accurately analyze complex fire circumstances, determine when additional forces may be needed, or determine when circumstances warrant withdrawal of personnel to safe locations.

**Employee Development Training** - Employee should receive the following developmental training, (or agency equivalent) to fully achieve competencies, as commensurate with duties assigned by agency:

Crew	Engine	Helicopter	
•	•	•	ICS-200 “Basic ICS”
•	•		S-211 “Portable Pumps and Water Use”
•	•	•	S-212* “Wildfire Powersaws”
	•		S-216 “Driving for the Fire Service”
•	•	•	S-260 “Incident Business Management Principles”
•	•	•	S-270 “Basic Air Operations”
•	•	•	Basic First Aid*
•	•	•	CPR*
	•		Commercial Driver’s License Certification
		•	Helicopter Longline Training
•	•	•	Supervisory Training

**\*Currency**

The Interagency Fire Program Management (IFPM) Standard identifies currency as a requirement for certain IFPM positions. The original intent of the Task Group that developed the IFPM Standard was to document that currency was defined as “current and qualified” (i.e. “red card” qualified). However, it has since been clarified per Office of Personnel Management (OPM) standards, that currency cannot be used as a selective factor because it does not meet the OPM’s definition of a selective factor

<http://www.opm.gov/qualifications/policy/ApplicationOfStds-06.asp>).

The following points are intended to provide clarification for Human Resources (HR) and Fire Management regarding the term “currency”:

1. “Currency” will now be defined pursuant to the Wildland Fire Qualification System Guide (PMS 310-1).
2. Federal bureaus cannot use “currency” to screen out applicants. As long as applicants can produce documentation that they have obtained the IFPM competencies at some point (as

validated by the Incident Qualifications and Currency System (IQCS) Master Record or equivalent documentation), they will meet the IFPM Selective Factors.

3. The hiring official can use “currency” as justification for selection. However, for Delegated Examining advertisements, currency cannot be a reason to pass over a person who is a qualifying veteran.

4. As indicated in the IFPM Standard, certain positions still require the employee to remain current and qualified (i.e. “red card” qualified). If an applicant is selected less “currency”, or an incumbent loses “currency”, the employee and management must develop a plan for regaining currency.