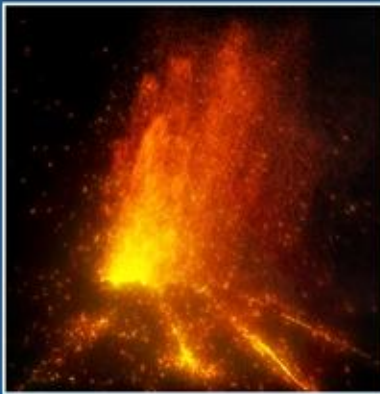


U.S. Department of the Interior
Office of Emergency Management

DOI All-Hazards Incident Positions and Qualifications Guide



Office of
Emergency Management

May 2012

Table of Contents

1.	Introduction	iv
1.1	Purpose.....	iv
1.2	Background.....	v
1.3	Objectives	v
1.4	Applicability	v
1.5	Change Requests	vi
2.	Development of Position Competencies.....	vii
3.	Description of the Performance-Based System.....	viii
4.	Qualifying for a Position	ix
4.1	Required Training.....	ix
4.2	Recurrent Training	ix
4.3	Required Experience.....	ix
4.4	Physical Fitness Levels.....	x
4.5	Currency Requirements	x
4.6	Other Training Which Supports Development of Knowledge and Skills	xi
5.	Position Task Book (PTB) Use	xii
5.1	Purpose.....	xii
5.2	PTB Origin.....	xii
5.3	PTB Initiation.....	xii
6.	Certification and Recertification.....	xiii
6.1	Qualifications Review Committee (QRC)	xiii
6.2	Historical Recognition of Experience.....	xiv
7.	Incident Complexity	xvi
Annex A	Position Task Book Design and Use	A-1
1.	Position Task Book Sections.....	A-1
2.	Position Task Book Responsibilities.....	A-2
3.	Position Task Book Completion Timeframes	A-6
Annex B	Qualifications Guide	B-1

1.	Standard National Incident Management System (NIMS) Positions	B-1
2.	DOI NIMS Positions	B-2
3.	DOI All-Hazards Incident Positions	B-3
4.	DOI All-Hazards Incident Technical Specialists	B-4
Annex C All-Hazards ICS Position Qualifications		C-1
1.	Command Staff	C-2
2.	Operations Section.....	C-11
	a. All-Hazards – General	C-11
	b. Animal Control/Veterinary	C-18
	c. Fire Fighting and Hazardous Materials	C-19
	d. Law Enforcement	C-24
	e. Search and Rescue.....	C-27
3.	Air Operations	C-40
4.	Planning Section	C-44
5.	Logistics Section	C-49
6.	Dispatch Positions.....	C-53
7.	Finance/Administration Section.....	C-58
8.	Technical Specialists.....	C-64
	a. All-Hazards General.....	C-64
	b. Emergency Medical Services	C-70
	c. Public Health, Occupational Health, and Mental Health.....	C-72
	d. Public Works and Engineering	C-74
	e. Natural and Cultural Resource Specialists	C-77
Annex D Qualifications Flow Charts		D-1
1.	Area Command.....	D-1
2.	Command and General Staff – Part 1	D-2
3.	Command and General Staff – Part 2	D-3
4.	Operations Section.....	D-4
	a. All-Hazards General – Part 1	D-4
	b. All-Hazards General – Part 2	D-5
	c. All-Hazards General – Part 3	D-6

d. Fire Fighting and Hazardous Materials	D-7
e. Law Enforcement	D-8
f. Search and Rescue – General – Part 1	D-9
g. Search and Rescue – General – Part 2	D-10
h. Search and Rescue – Swiftwater Rescue	D-11
i. Search and Rescue – Technical Rescue	D-12
5. Air Operations	D-13
6. Planning Section	D-14
7. Logistics Section	D-15
8. Finance/Administration Section.....	D-16
9. Dispatch	D-17
10. Technical Specialists – Part 1	D-18
11. Technical Specialists – Part 2	D-19
12. Technical Specialists – Medical	D-20
Annex E Training.....	E-1
1. General Training Information.....	E-1
2. Course Equivalency	E-2
3. Incident-Specific Recommended Training.....	E-2
3.1 Oil or Hazardous Materials Releases	E-3

1. Introduction

The *Department of the Interior All-Hazards Incident Positions and Qualifications Guide* establishes minimum standards for incident personnel using national “All-Hazards” 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-Hazards 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-Hazards 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:

- Establish minimum DOI training and qualification standards for All-Hazards ICS.
- 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.
- Define Technical Specialist Positions (THSP) by developing criteria for versatile All-Hazards 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-Hazards 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 hazards qualification system. In the future, as competencies for All-Hazards qualifications are refined, NWCG fire qualifications for some positions may not cross over into the All-Hazards system.²

¹ As a point of clarification, the term "All-Hazards" 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.

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

Personnel with prior experience and training may submit their qualifications for Historical Recognition of Experience (see 6.2) (“grandfathering”) during the transition period.

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-Hazards position must submit a request for change to the DOI Office of Emergency Management (OEM) through the requesting entity’s bureau or office Emergency Coordinators. Bureau and office Emergency Coordinators will then submit the request for change to the OEM, Preparedness and Response Division (PRD).

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 (OEM) 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 be taken up at regularly scheduled EMC meetings. A decision may or may not be made at that time. Some decisions require coordination with other interagency 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.

Approved updates to the Guide will be integrated into the Incident Qualification and Certification System³ (IQCS) quarterly for new positions and annually for all other changes. Exceptions are critical health and safety issues or environmental emergencies that need to be addressed immediately.

³ The Incident Qualifications and Certification System (IQCS) is the incident qualifications and certification record keeping system. The Responder Master Record report provided by the IQCS meets the agency requirement for maintaining fire qualification records. The system is designed to provide managers at the local, state/regional, and national levels with detailed qualification, experience, and training information needed to certify employees in incident positions. The IQCS is a tool to assist managers in certification decisions. However, it does not replace the manager’s responsibility to validate that employees meet all requirements for position performance based on their agency standards.

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 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.

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.

A hard copy file folder will be kept for each employee. The contents will include, but are not limited to: training records for all agency required courses, evaluations from assignments, position task book verification, yearly updated IQCS forms, and the Responder Master Record (RPTC028) from IQCS. All records will be stored and/or destroyed in accordance with agency policies.

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-Hazards 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 Position Task Book (PTB)⁴. 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 EMC.

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

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 See Annex A, Position Task Book Design and Use

4. Qualifying for a Position

Annex C identifies the training, experience and physical fitness required for each position and identifies whether a position requires the completion of a position task book prior to being qualified in a position.

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-Hazards incidents. 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 and is not listed in Annex C.

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.

Agency-equivalent courses and courses that are interchangeable may be substituted for required courses. For information on interchangeable courses and course equivalency guidelines, see Annex E, Course Equivalency.

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. When DOI All-Hazards Positions do not require successful position performance (position task book completion) as required experience, “Bureau/Office Established” criteria will be used and documented in a responder’s record. 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 command post, 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.
- Satisfactory performance in an individual's regular Bureau/Office position when the individual's regular position is the same as the position in the Guide. (i.e., an individual who is qualified as a Biologist and is a Biologist in their regular Bureau/Office position.)

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.

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-Hazards training needs.

5. Position Task Book (PTB) Use

5.1 Purpose

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 PTB 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. Task books should be performance-based, and fully address both behavioral elements and Tasks. Annex B describes which existing PTB may be used to fulfill PTB requirements for a position.

5.3 PTB 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.

6.1 Qualifications Review Committee (QRC)

A QRC evaluates employee's qualification against established standards and provides consistent recommendations for certification. A QRC, in accordance with their level of authority, reviews a trainee's completed certification package, and recommends what action the certifying authority should take. A QRC should have among its members a qualified functional or program designee at the equivalent, or higher position level than the employee under review for qualification determination.

The lead QRC for DOI is managed as a sub-committee under the Emergency Management Council (EMC). The EMCQRC will include at least five voting members. QRC members include qualified incident management and incident support staff. Additional subject matter experts may be used to assist in review of discipline specific positions. The EMCQRC will meet quarterly (when required) and will review certification

packages for Type 1 and Type 2 command and general staff positions. Bureaus are strongly encouraged to establish an interagency QRC review process for all other positions that require completion of a position task book and to delegate that responsibility to the regional level or local unit as appropriate. Smaller Bureaus or Offices responsible for small numbers of responders are encouraged combine with other Bureau's QRC process to review certification packages, or may use the EMCQRC if they are unable to establish their own process. Other positions categorized as "Technical Specialists" are not subject to the QRC process.

6.2 Historical Recognition of Experience

Personnel with prior experience and training may submit their qualifications for endorsement by Historical Recognition of Experience ("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.

In order to comply with Emergency Management Policy Bulletin 2011-1: Department of the Interior All-Hazards Incident Staffing, this document provides a means whereby a DOI Bureau/Office may recognize a responder's past experience as being equivalent to the current standards found in the *All-Hazards Incident Positions and Qualifications Guide (Guide)* for a position prior to July 18, 2013. The target group for historical recognition is incident personnel who were certified in a position prior to the implementation of the *Guide*⁵. Obtaining historical recognition for additional new positions must occur within one year of new position creation. Obtaining historical recognition for new DOI employees must occur within one year of employment.

To be certified through historical recognition as Type 2 or higher complexity Command or General (C&G) Staff, an individual responder must submit an experience package to their respective EMC representative or their delegate to forward to the QRC. For non-C&G positions, Bureaus may establish their own process to ensure required training and adequate experience has been met before granting a historical recognition qualification to an individual. Each experience package must contain adequate documentation⁶ of incident management experience and include training, evaluations and any other qualification information that supports certification of previous extensive on-the-job incident response experience.

⁵ Personnel seeking specialized or professional Technical Specialist position qualifications that list Bureau/Office established required experience in the *Guide* may be certified by the Bureau/Office without submitting to historical recognition. Note that historical recognition may not apply to the categories dealing with education, certificates, or licenses. In these cases, the minimum requirements must be met regardless of any historical recognition process.

⁶ In addition to the Position(s) requested under historical recognition, the historical recognition of experience package may include copies of an Incident Qualification Card, ICS 260-1 - Resource Order, incident action plan components (ICS 203 - Organization Assignment List, ICS 204 - Assignment List, etc.), ICS 215 - Operational Planning Worksheet, ICS 214 - Unit Log, ICS 225 - Incident Personnel Performance Rating, incident narrative, and incident commander or section chief recommendation. Letters from superiors or other subject matter experts that have supervised, or can validate the necessary experience, may also provide documentation.

This process also provides a mechanism for personnel who acquired historical recognition in a higher-level NIMS ICS position to also acquire recognition by their Bureau/Office for applicable lower-level positions.

Personnel who are already certified and meet position requirements for a *Guide* position by the Emergency Incident Coordination Center (EICC) will not need to submit any documentation and their account will be transferred to the Incident Qualification and Certification System (IQCS). An individual already certified for a *Guide* position under the National Interagency Incident Management System (NIIMS), Wildland Fire Qualification System Guide (PMS-310-1) will not need to submit documentation to retain an existing qualification. Personnel with PMS-310-1 qualifications may be certified for additional *Guide* positions through historical recognition.⁷

EMC members, or their delegate, must manage the process for their respective Bureau/Office and use the QRC process and discipline specific subject matter experts to evaluate historical recognition experience packages. The work group will evaluate the submitted experience and use references to include the *Guide*, Position Task Books, and other sources to recommend what action the certifying authority should take. The determination may be (1) full certification, (2) certification at a lower level (i.e. Safety Officer Type 3 (SOF3) rather than All-Hazards Safety Officer Type 2 (SOA2) and/or (3) a recommendation for further training or experience. EMCQRC will review historical recognition packages for Type 1 and Type 2 command and general staff positions.

⁷ A PMS-310-1 qualified Safety Officer Type 2 (SOF2) may be granted historical recognition for All-Hazards Safety Officer Type 2 (SOA2), provided they meet the required training and can demonstrate adequate incident management experience.

7. Incident Complexity

“Incident complexity” is a characterization used to describe the level of difficulty, severity, or overall resistance that incident management personnel face while trying to manage an incident to a successful conclusion, or to manage one type of incident compared to another type. Determining Incident Complexity is a subjective process based on examining a combination of indicators, or factors. Common indicators may include the area (location) involved; threat to life, environment and property; political sensitivity, organizational complexity, jurisdictional boundaries, values at risk, and weather. Most indicators are common to all incidents, but some may be unique to a particular type of incident.

Out of a whole-numbered scale of one to five “incident types,” the most serious or complex incident is labeled with a number one (1), and the least complex incident is labeled with a number five (5).

The following chart includes sets of contributing indicators for each of the five complexity types. The person responsible for determining incident complexity should analyze the general and span of control indicators specific to the actual or potential incident. This person will need to make a determination about what indicators the incident displays at a given time. Every indicator shown in the chart for a complexity level does not need to be present for that particular incident or complexity level to be selected.

An incident’s complexity can change. A Type 3 incident may be reduced to a Type 5, as the incident is managed, or it might also grow, or be forecasted to grow, to become a more complex incident. After-shocks, for instance, may add more complexity to an earthquake event, which initially signaled a Type 3 incident response. Incident managers will continuously review all indicators to ensure that the incident can be managed properly with the right resources regardless of how complex.

The 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.

TYPE 5 Common Incident Complexity Indicators

General Indicators	Span of Control Indicators
<ul style="list-style-type: none"> • Incident is typically terminated or concluded (objective met) within an hour or two once resources arrive on scene • One to five single resources may be needed • Formal Incident Planning Process not needed • Written Incident Action Plan (IAP) not needed • Minimal effects to population immediately surrounding the incident • Critical Infrastructure, or Key Resources, not adversely affected 	<ul style="list-style-type: none"> • Incident Commander (IC) position filled • Single resources are directly supervised by the IC • Command Staff or General Staff positions not needed to reduce workload or span of control

TYPE 4 Common Incident Complexity Indicators

General Indicators	Span of Control Indicators
<ul style="list-style-type: none"> • Incident objectives are typically met within several hours once resources arrive on scene, but resources may remain on scene for up to 24 hours • Multiple resources (over 6) may be needed • Resources may require limited logistical support • Formal Incident Planning Process not needed • Written Incident Action Plan (IAP) not needed • Limited effects to population surrounding incident • Critical Infrastructure or Key Resources may be adversely affected, but mitigation measures are uncomplicated and can be implemented within one Operational Period • Elected and appointed governing officials, stakeholder groups, and political organizations require little or no interaction 	<ul style="list-style-type: none"> • IC role filled • Resources either directly supervised by the IC or supervised through an ICS Leader position • Task Forces or Strike Teams may be used to reduce span of control to an acceptable level • Division or Group Supervisor position may be filled for organizational or span of control purposes • Command Staff positions may be filled to reduce workload or span of control • General Staff position(s) may be filled to reduce workload or span of control

TYPE 3 Common Incident Complexity Indicators

General Indicators	Span of Control Indicators
<ul style="list-style-type: none"> • Incident typically extends into multiple operational periods • Incident objectives usually not met within the first or second operational period • Resources may need to remain at scene for up to 3 or 4 days, requiring logistical support • Numerous kinds and types of resources may be required • Formal Incident Planning Process is initiated and followed • Written Incident Action Plan (IAP) needed for each Operational Period • Responders may range up to 200 total personnel • Incident may require an Incident Base to provide support • Population surrounding incident affected • Critical Infrastructure or Key Resources may be adversely affected and actions to mitigate effects may extend into multiple Operational Periods • Elected and appointed governing officials, stakeholder groups, and political organizations require some level of interaction 	<ul style="list-style-type: none"> • IC role filled • Numerous resources supervised indirectly through the establishment and expansion of the Operations Section and its subordinate positions • Division Supervisors, Group Supervisors, Task Forces, and Strike Teams used to reduce span of control to an acceptable level • Branch Director position(s) may be filled for organizational purposes and occasionally for span of control • Command Staff positions filled to reduce workload or span of control • General Staff position(s) filled to reduce workload or span of control • ICS functional units may need to be filled to reduce workload

TYPE 2 Common Incident Complexity Indicators

General Indicators	Span of Control Indicators
<ul style="list-style-type: none"> • Incident displays moderate resistance to stabilization or mitigation and will extend into multiple operational periods covering several days • Incident objectives usually not met within the first several Operational Periods • Resources may need to remain at scene for up to 7 days and require complete logistical support • Numerous kinds and types of resources may be required including many that will trigger a formal demobilization process • Formal Incident Planning Process is initiated and followed • Written Incident Action Plan (IAP) needed for each Operational Period • Responders may range from 200 to 500 total • Incident requires an Incident Base and several other ICS facilities to provide support • Population surrounding general incident area affected • Critical Infrastructure or Key Resources may be adversely affected, or possibly destroyed, and actions to mitigate effects may extend into multiple Operational Periods and require considerable coordination • Elected and appointed governing officials, stakeholder groups, and political organizations require a moderate level of interaction 	<ul style="list-style-type: none"> • IC role filled • Large numbers of resources supervised indirectly through the expansion of the Operations Section and its subordinate positions • Branch Director position(s) may be filled for organizational or span of control purposes • Division Supervisors, Group Supervisors, Task Forces, and Strike Teams used to reduce span of control • All Command Staff positions filled • All General Staff positions filled • Most ICS functional units filled to reduce workload

TYPE 1 Common Incident Complexity Indicators

General Indicators	Span of Control Indicators
<ul style="list-style-type: none"> • Incident displays high resistance to stabilization or mitigation and will extend into numerous operational periods covering several days to several weeks • Incident objectives usually not met within the first several Operational Periods • Resources may need to remain at scene for up to 14 days, require complete logistical support, and several possible personnel replacements • Numerous kinds and types of resources may be required, including many that will trigger a formal demobilization process • DOD assets, or other nontraditional agencies, may be involved in the response, requiring close coordination and support • Complex aviation operations involving multiple aircraft may be involved • Formal Incident Planning Process is initiated and followed. • Written Incident Action Plan (IAP) needed for each Operational Period • Responders may range from 500 to several thousand total • Incident requires an Incident Base and numerous other ICS facilities to provide support • Population surrounding the region or state where the incident occurred is affected • Numerous Critical Infrastructure or Key Resources adversely affected or destroyed. Actions to mitigate effects will extend into multiple Operational Periods spanning days or weeks and require long-term planning and considerable coordination • Elected and appointed governing officials, stakeholder groups, and political organizations require a high level of interaction 	<ul style="list-style-type: none"> • IC role filled • Large numbers of resources supervised indirectly through the expansion of the Operations Section and its subordinate positions • Branch Director Position(s) may be filled for organizational or span of control purposes • Division Supervisors, Group Supervisors, Task Forces, and Strike Teams used to reduce span of control • All Command Staff positions filled and many include assistants • All General Staff positions filled and many include deputy positions • Most or all ICS functional units filled to reduce workload

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-Hazards qualifications) or DOI All-Hazards 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 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-Hazards 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 Interagency Incident Management System (NIIMS) National Wildfire Coordinating Group's (NWCG's) Wildland Fire Qualification System Guide (PMS 310-1), are recognized as appropriate for DOI use in response to All-Hazards incidents.

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

- Area Commander (ACDR)
- Air Operations Branch Director (AOBD)
- Assistant Area Commander, Planning (ACPC)
- Assistant Area Commander, Logistics (ACLC)
- Area Command Aviation Coordinator (ACAC)
- 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)
- Helibase Manager Type 1 (6 or more helicopters) (HEB1)
- Helibase Manager Type 2 (1-5 helicopters) (HEB2)
- Helicopter Crewmember (HECM)
- Helicopter Manager, Single Resource (HMGB)
- Incident Business Advisor Type 1 (IBA1)
- Incident Business Advisor Type 2 (IBA2)
- Incident Commander Type 1 (ICT1)
- Incident Commander Type 2 (ICT2)
- Incident Commander Type 3 (ICT3)

Incident Commander Type 4 (ICT4)
Incident Communications Center Manager (INCM)
Incident Communications Technician (COMT)
Initial Attack Dispatcher (IADP)
Interagency Resource Representative (IARR)
Logistics Section Chief Type 1 (LSC1)
Medical Unit Leader (MEDL)
Operations Branch Director (OPBD)
Operations Section Chief Type 1 (OSC1)
Operations Section Chief Type 2 (OSC2)
Ordering Manager (ORDM)
Planning Section Chief Type 1 (PSC1)
Planning Section Chief Type 2 (PSC2)
Public Information Officer (PIOF)
Public Information Officer Type 1 (PIO1)
Public Information Officer Type 2 (PIO2)
Receiving/Distribution Manager (RCDM)
Safety Officer Type 1 (SOF1)
Safety Officer Type 2 (SOF2)
Safety Officer, Line (SOFR)
Security Manager (SECM)
Situation Unit Leader (SITL)
Staging Area Manager (STAM)
Status/Check-In Recorder (SCKN)
Task Force Leader (TFLD)
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-Hazards 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](#))
Liaison Officer ([LOFR](#))
Logistics Section Chief Type 2 ([LSC2](#))

Personnel Time Recorder ([PTRC](#))
Procurement Unit Leader ([PROC](#))
Resource Unit Leader ([RESL](#))
Supply Unit Leader ([SPUL](#))

3. DOI All-Hazards Incident Positions

Listed below are incident positions that are specific to the DOI All-Hazards qualifications guide and/or have All-Hazards adaptations of NWCG qualifications. These position names and mnemonics have been approved by the NWCG Position Naming Board (PNB).

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.

All-Hazards Helicopter Crewmember ([HEAC](#))
All-Hazards Incident Commander Type 2 ([ICA2](#))
All-Hazards Incident Commander Type 3 ([ICA3](#))
All-Hazards Law Enforcement Team Leader ([LEOL](#))
All-Hazards Operations Section Chief Type 2 ([OSA2](#))
All-Hazards Planning Section Chief Type 2 ([PSA2](#))
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 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 Swiftwater Rescue Squad Leader ([SWF1](#))
All-Hazards Swiftwater Rescue Team Leader ([SWFL](#))
All-Hazards Swiftwater Rescue Technician ([SWF2](#))
All-Hazards Task Force Leader ([ATFL](#))
All-Hazards Technical Rescue Squad Leader ([TRT1](#))
All-Hazards Technical Rescue Team Leader ([TRTL](#))
Defensive Structural Firefighter ([DFF1](#))
Division/Group Supervisor All-Hazards ([DIVA](#))
Division/Group Supervisor, Law Enforcement ([DLEO](#))
Division/Group Supervisor, Search and Rescue ([DSAR](#))
Expanded Dispatch Coordinator ([CORD](#))
Expanded Dispatch Recorder ([EDRC](#))
Expanded Dispatch Supervisory Dispatcher ([EDSP](#))

Expanded Dispatch Support Dispatcher ([EDSD](#))
Finance/Administration Section Chief Type 3 ([FSC3](#))
Hazardous Materials Technician ([HAZ1](#))
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 Type 3 ([SOF3](#))
Search and Rescue Geographic Information Analyst ([SRGA](#))
Search and Rescue Technician ([SRT2](#))
Search and Rescue Technician Type 3 ([SRT3](#))
Structural Fire Apparatus Driver-Operator ([SFDR](#))
Structural Fire Line Officer ([SFOL](#))
Structural Firefighter Type 1 ([SFF1](#))
Technical Mountain Rescue Technician ([TMRT](#))
Technical Rescue Technician ([TRT2](#))
Wildlife Branch Director ([WLBD](#))

4. DOI All-Hazards Incident 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 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 or licensed in their field or profession. Incident currency for these positions is not established in this guide as local or state certification or licensing in their field or profession may vary by jurisdiction. For all Technical Specialists not identified below, 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*.

Advanced Emergency Medical Technician ([EMTA](#))
Airboat Operator ([AIRB](#))
Arborist ([ARBO](#))
Architectural Conservator ([ARCO](#))
Architectural Historian ([ARHS](#))
Archivist ([ARCV](#))
Avian Biologist ([ABIO](#))

Avian Aviation Biologist ([AABI](#))
Biological Science Technician ([BIOT](#))
Biologist ([BIOL](#))
Boat Operator Less Than 25 Feet Length ([BTOP](#))
Boat Operator Over 25 Feet Length ([BT25](#))
Carpenter ([CARP](#))
Chemist ([CHMI](#))
Conservator ([COSV](#))
Construction and Contractor Inspector ([INSP](#))
Critical Incident Stress Management Team Leader ([CISL](#))
Critical Incident Stress Management Team Member ([CISM](#))
Curator ([CURA](#))
Debris Quality Assurance Inspector ([UDQA](#))
Diver ([DIVR](#))
Driver Class A ([DRVA](#))
Driver Class B ([DRV B](#))
Electrician ([ELEC](#))
Emergency Medical Technician Paramedic ([EMTP](#))
Emergency Medical Technician ([EMTB](#))
Epidemiologist ([EPID](#))
Exhibit Specialist ([EXSP](#))
Expeditionary Unit Water Purifier Operator ([EUWP](#))
Fluvial Stream Morphologist ([FSMO](#))
Grant Manager ([GRMG](#))
Heavy Equipment Operator ([HEQO](#))
Historian ([HIST](#))
Historical Landscape Architect ([HLAR](#))
Infrastructure Assessment; Dam Safety Inspector ([IADS](#))
Landscape Architect ([LAAR](#))
Librarian ([LIBR](#))
Resource Advisor ([READ](#))
Safety Officer Occupational Health ([SOFO](#))
Technical Assistance; Engineering Support ([TAES](#))
Temporary Roofing Quality Assurance Inspector ([TRQA](#))
Toxicologist ([TOCL](#))

Annex C All-Hazards 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-Hazards 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-Hazards 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-Hazards 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 may dictate more stringent standards for positions and will be articulated separately.

1. Command Staff

ALL-HAZARDS INCIDENT COMMANDER TYPE 2 (ICA2) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
Required training	NWCG: Command and General Staff (S-420) IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	NWCG: Incident Commander (S-400) NWCG: IMT Leadership (L-480)
Required experience	Satisfactory performance as an All-Hazards Incident Commander Type 3 (ICA3) + Satisfactory performance as an All-Hazards Operations Section Chief Type 2 (OSA2) + Successful position performance as an All-Hazards Incident Commander Type 2 (ICA2) - OR - Satisfactory performance as an All-Hazards Incident Commander Type 3 (ICA3) + Satisfactory performance as an All-Hazards Planning Section Chief Type 2 (PSA2) + Successful position performance as an All-Hazards Incident Commander Type 2 (ICA2) - OR - Satisfactory performance as an All-Hazards Incident Commander Type 3 (ICA3) + Satisfactory performance as an Logistics Section Chief Type 2 (LSC2) + Successful position performance as an All-Hazards Incident Commander Type 2 (ICA2) - OR -

	<p>Satisfactory performance as an All-Hazards Incident Commander Type 3 (ICA3)</p> <p style="text-align: center;">+</p> <p>Satisfactory performance as an Finance/Admin Section Chief Type 2 (FSC2)</p> <p style="text-align: center;">+</p> <p>Successful position performance as an All-Hazards Incident Commander Type 2 (ICA2)</p>
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	<p>All-Hazards Operations Section Chief Type 2 (OSA2)</p> <p>All-Hazards Planning Section Chief Type 2 (PSA2)</p> <p>Operations Section Chief Type 2 (OSC2)</p> <p>Planning Section Chief Type 2 (PSC2)</p> <p>Logistics Section Chief Type 2 (LSC2)</p> <p>Finance/Admin Section Chief Type 2 (FSC2)</p>

ALL-HAZARDS INCIDENT COMMANDER TYPE 3 (ICA3) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) NWCG: All-Hazards Incident Commander Type 3 (L-950) or equivalent
Additional training that supports development of knowledge and skills	NWCG: Incident Commander, Extended Attack (S-300) NWCG: Incident Leadership (L-381)
Required experience	Satisfactory performance as an Operations Section Chief Type 3 (OSC3) + Successful position performance as an Incident Commander Type 3 (ICA3) - OR - Satisfactory performance as a Planning Section Chief Type 3 (PSC3) + Successful position performance as a Incident Commander Type 3 (ICA3) - OR - Satisfactory performance as a Logistics Section Chief Type 3 (LSC3) + Successful position performance as an Incident Commander Type 3 (ICA3) - OR - Satisfactory performance as a Finance Section Chief Type 3 (FSC3) + Successful position performance as an Incident Commander Type 3 (ICA3)
Physical fitness	None
Other position assignments	Operations Section Chief Type 3 (OSC3)

that will maintain currency	Planning Section Chief Type 3 (PSC3) All-Hazards Division/Group Supervisor (DIVA) Division/Group Supervisor (DIVS)
------------------------------------	--

ALL-HAZARDS SAFETY OFFICER TYPE 2 (SOA2) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
Required training	NWCG: Command and General Staff (S-420) IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	NWCG: Safety Officer (S-404) NWCG: IMT Leadership (L-480)
Required experience	<p>Satisfactory performance as a Safety Officer Type 3 (SOF3)</p> <p style="text-align: center;">+</p> <p>Satisfactory performance as one of the following Division/Group Supervisor (DIVA, DLEO, DSAR, DIVS)</p> <p style="text-align: center;">+</p> <p>Successful position performance as a All-Hazards Safety Officer Type 2 (SOA2)</p> <p style="text-align: center;">- OR -</p> <p>Satisfactory performance as a Safety Officer Type 3 (SOF3)</p> <p style="text-align: center;">+</p> <p>Job status as a full time DOI/Bureau Safety Officer</p> <p style="text-align: center;">+</p> <p>Successful position performance as a All-Hazards Safety Officer Type 2 (SOA2)</p>
Physical fitness	Moderate
Other position assignments that will maintain currency	Any of the following Division/Group Supervisor (DIVA , DLEO , DSAR , DIVS) Safety Officer Type 3 (SOF3) Operations Section Chief Type 3 (OSC3)

SAFETY OFFICER TYPE 3 (SOF3) <u>PTB REQUIRED</u> <i>(Position Category DOI All-Hazards Incident Positions)</i>	
<i>Required training</i>	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) NWCG: All-Hazards Safety Officer (L-954) or equivalent Collateral Duty Safety Officer (OSHA 6000) IAT: Aviation Safety (A-101)
<i>Additional training that supports development of knowledge and skills</i>	NWCG: Safety Officer (S-404) NWCG: IMT Leadership (L-480) Disaster Site Worker Course (OSHA Course 7600) USFA: All-Hazards Incident Management Team (O-305) or equivalent
<i>Required experience</i>	Satisfactory performance as an All-Hazards Team Leader (ARTL , LEOL , SRTL , SWFL , TRTL) + Successful position performance as a Safety Officer Type 3 (SOF3) - OR - Incident Commander Type 4 (ICT4) + Successful position performance as a Safety Officer Type 3 (SOF3)
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	Any of the following All-Hazards Team Leader (ARTL , LEOL , SRTL , SWFL , TRTL) Incident Commander Type 4 (ICT4) Any Strike Team Leader (STCR, STEN, STEQ) Full time DOI Safety Officer

ALL-HAZARDS PUBLIC INFORMATION OFFICER TYPE 2 (PIA2) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
Required training	NWCG: Command and General Staff (S-420)
Additional training that supports development of knowledge and skills	NWCG: Introduction to Incident Information (S-203)
Required experience	Satisfactory performance as a Public Information Officer Type 3 (PIO3) + 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

(Position Category DOI All-Hazards Incident Positions)

<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b) NWCG: All-Hazards Public Information Officer (L-952) or equivalent
<i>Additional training that supports development of knowledge and skills</i>	NWCG: Introduction to Incident Information (S-203) USFA: All-Hazards Incident Management Team (O-305) or equivalent
<i>Prerequisite experience</i>	Successful position performance as a Public Information Officer Type 3 (PIO3)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Public Information Officer (PIO3)

LIAISON OFFICER (LOFR) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
Additional training that supports development of knowledge and skills	NWCG: Command and General Staff (S-420) NWCG: Organizational Leadership in the Fire Service (L-480) USFA: All-Hazards Incident Management Team (O-305) or equivalent NWCG: Advanced Incident Management (S-520)
Prerequisite experience	Successful position performance as a Liaison Officer (LOFR)
Physical fitness	None
Other position assignments that will maintain currency	Agency Representative (AREP)

AGENCY REPRESENTATIVE (AREP) <i>(Position Category NIMS ICS)</i>	
<i>Required training</i>	<p>EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b)</p> <p>EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b)</p> <p>EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300)</p> <p>EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)</p> <p>EMI: National Response Framework (NRF), An Introduction (IS-800.b)</p>
<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

a. All-Hazards – General

ALL-HAZARDS OPERATIONS SECTION CHIEF TYPE 2 (OSA2) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
<i>Required training</i>	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) NWCG: All-Hazards Operations Section Chief (L-958) or equivalent NWCG: Command and General Staff (S-420) IAT: Aviation Safety (A-101)
<i>Additional training that supports development of knowledge and skills</i>	NWCG: IMT Leadership (L-480) NWCG: Operations Section Chief (S-430) or equivalent
<i>Required experience</i>	Satisfactory performance as any of the following Division/Group Supervisor (DIVA , DLEO , DSAR , DIVS) + Successful position performance as an All-Hazards Operations Section Chief Type 2 (OSA2)
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	All-Hazards Division/Group Supervisor (DIVA , DLEO , DSAR) Operations Branch Director (OPBD) Division/Group Supervisor (DIVS)

OPERATIONS SECTION CHIEF TYPE 3 (OSC3) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) NWCG: All-Hazards Operations Section Chief (L-958) or equivalent IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	NWCG: Incident Leadership (L-381) USFA: All-Hazards Incident Management Team (O-305) or equivalent
Required experience	Satisfactory performance as any of the following Division/Group Supervisor (DIVA , DLEO , DSAR , DIVS) + Successful position performance as an Operations Section Chief Type 3 (OSC3)
Physical fitness	Moderate
Other position assignments that will maintain currency	Any Strike Team Leader (STCR, STEN, STEQ) All-Hazards Task Force Leader (ATFL) Task Force Leader (TFLD) Division/Group Supervisor (DIVS)

DIVISION/GROUP SUPERVISOR ALL-HAZARDS (DIVA) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b) NWCG: All-Hazards Division/Group Supervisor (L-960) or equivalent IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	NWCG: Division/Group Supervisor (S-339) NWCG: Fireline Leadership (L-380)
Required experience	Satisfactory performance as any of the following All-Hazards - Team Leader (ARTL , LEOL , SRTL , SWFL , TRTL) or All-Hazards Task Force Leader (ATFL) + Successful position performance as any of the following Division or Group Supervisor (DIVA, DLEO , DSAR , REGS , DIVS)
Physical fitness	Moderate
Other position assignments that will maintain currency	Operations Section Chief Type 3 (OSC3) Any of the following Division/Group Supervisor (DIVS, DLEO , DSAR , REGS)

ALL-HAZARDS TASK FORCE LEADER (ATFL) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	NWCG: Basic Air Operations (S-270) NWCG: Interagency Incident Business Management (S-260) NWCG: Crew Boss (S-230)
Required experience	Satisfactory performance in any of the following All-Hazards Team Leader (ARTL , LEOL , SRTL , SWFL , TRTL) + Successful position performance as an All-Hazards Task Force Leader (ATFL)
Physical fitness	Moderate
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Any of the following All-Hazards Squad Leader (SRT1 , ART1 , SWF1 , TRT1) Firefighter 1 (FFT1)

ALL-HAZARDS RESPONSE TEAM LEADER (ARTL) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Response Framework (NRF), An Introduction (IS-800.b) IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	NWCG: Basic Air Operations (S-270) NWCG: Interagency Incident Business Management (S-260) NWCG: Crew Boss (S-230)
Required experience	Satisfactory performance in the following All-Hazards Squad Leader (SRT1 , ART1 , SWF1 , TRT1) + Successful position performance as a All-Hazards Response Team Leader (ARTL)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Any of the following All-Hazards Squad Leader (SRT1 , ART1 , SWF1 , TRT1) Firefighter 1 (FFT1)

ALL-HAZARDS SQUAD LEADER (ART1) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance as a All-Hazards Response Technician Type 2 (ART2) + Successful position performance as a All-Hazards Squad Leader (ART1)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Any of the following All-Hazards Squad Leader (SRT1 , ART1, SWF1 , TRT1) Firefighter 1 (FFT1)

ALL-HAZARDS RESPONSE TECHNICIAN TYPE 2 (ART2)
PTB REQUIRED
(Position Category DOI All-Hazards Incident Positions)

<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) IAT: Aviation Safety (A-101)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Successful position performance as an All-Hazards Response Technician (ART2)
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

b. Animal Control/Veterinary

WILDLIFE BRANCH DIRECTOR (WLBD) <i>(Position Category DOI All-Hazards Incident Positions)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b) EMI: Multi-Agency Coordination System (MACS) (IS-701.a) 40-hour HAZWOPER with current 8-hour refresher Combination Helicopter/Airplane Safety (B3) DOI Aviation Management Training for Supervisors (M3)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Division/Group Supervisor (DIVS) Incident Commander Type 3 (ICT3)

c. Fire Fighting⁸ and Hazardous Materials

STRUCTURAL FIRE LINE OFFICER (SFOL) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) NFPA: Standard for Fire Service Instructor Professional Qualifications (NFPA 1041) or equivalent 24 Firefighter CEU hours following initial training year (Annually) 24 hour Structural Firefighter Refresher with live fire exercise (Biannual)
Additional training that supports development of knowledge and skills	NWCG: Fireline Leadership (L-380)
Required experience	Satisfactory performance as a Structural Firefighter Type 1 (SFF1) + Satisfactory performance as a Structural Fire Apparatus Driver/Operator (SFDR)
Physical fitness	Arduous
Other position assignments that will maintain currency	Structural Firefighter Type 1 (SFF1) Structural Fire Line Officer (SFOL)

Note: The Structural Fire Line Officer position (SFOL) is identical to Fire Officer I as defined by NFPA 1021, Standard for Fire Officer Professional Qualifications. Certification for SFOL can be obtained through the state or the NPS. All certifications must be in full compliance with NFPA 1021. Agency certification requires successful completion of all required training, and the PTB. The NPS allows for Pro Board certification reciprocity.

⁸ Wildland firefighter qualification standards can be found in the National Wildfire Coordinating Group's (NWCG's) [Wildland and Prescribed Fire Qualification System Guide \(PMS 310-1\)](#)

STRUCTURAL FIRE APPARATUS DRIVER-OPERATOR (SFDR) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	NFPA: Standard for Apparatus Driver/Operator Professional Qualifications (NFPA 1002) 24 Firefighter CEU hours following initial training year (Annually) 24 hour Structural Firefighter Refresher with live fire exercise (Biannual)
Additional training that supports development of knowledge and skills	EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300)
Required experience	Satisfactory Performance as a Structural Firefighter Type 1 (SFF1) <p style="text-align: center;">- OR -</p> Satisfactory performance as a Defensive Structural Firefighter (DFF1)
Physical fitness	Moderate
Other position assignments that will maintain currency	Any higher position for which this position is a prerequisite Structural Firefighter Type 1 (SFF1) Structural Fire Line Officer (SFOL)

Note: The Structural Fire Apparatus Driver Operator position (SFDR) is identical to a Fire Apparatus Driver Operator position as defined by NFPA 1002, Standard for Apparatus Driver/Operator Professional Qualifications. Certification for SFDR can be obtained through the state or the NPS. All certifications must be in full compliance with NFPA 1002, Standard for Apparatus Driver/Operator Professional Qualifications. Agency certification requires successful completion of all required training, and the PTB. The NPS allows for Pro Board certification reciprocity.

STRUCTURAL FIREFIGHTER TYPE 1 (SFF1) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) NFPA: Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents (NFPA 472) or equivalent NFPA: Standard for Fire Fighter Professional Qualifications (NFPA 1001) NWCG: Basic Wildland Fire Orientation (S-110) NWCG: Wildland Firefighter Training (S-130) NWCG: Introduction to Wildland Fire Behavior (S-190) 24 Firefighter CEU hours following initial training year (Annually) 24 hour Structural Firefighter Refresher with live fire exercise (Biannual)
Additional training that supports development of knowledge and skills	NWCG: Fire Operations in the Wildland Urban Interface (S-215)
Required experience	Successful position performance as a Structural Firefighter Type 1 (SFF1)
Physical fitness	Arduous
Other position assignments that will maintain currency	Defensive Firefighter Type 1 (DFF1) Structural Fire Apparatus Driver Operator (SFDR) Structural Fire Line Officer (SFOL)

Note: The Structural Firefighter Type 1 position (SFF1) is identical to a Firefighter II as defined by NFPA 1001, Standard for Fire Fighter Professional Qualifications. Certification for SFF1 can be obtained through the state or the NPS. All certifications must be in full compliance with NFPA 1001, Standard for Fire Fighter Professional Qualifications. Agency certification requires successful completion of all required training, and the PTB. The NPS allows for Pro Board certification reciprocity.

DEFENSIVE STRUCTURAL FIREFIGHTER (DFF1) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) NFPA: Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents (NFPA 472) or equivalent NFPA: Standard for Fire Fighter Professional Qualifications (NFPA 1001) NWCG: Basic Wildland fire Orientation (S-110) NWCG: Wildland Firefighter Training (S-130) NWCG: Introduction to Wildland Fire Behavior (S-190) 24 Firefighter CEU hours following initial training year (Annually) 24 hour Structural Firefighter Refresher with live fire exercise (Biannual)
Additional training that supports development of knowledge and skills	NWCG: Fire Operations in the Wildland Urban Interface (S-215)
Required experience	Successful position performance as a Defensive Structural Firefighter (DFF1)
Physical fitness	Arduous
Other position assignments that will maintain currency	Structural Firefighter Type 1 (SFF1) Structural Fire Line Officer (SFOL) Structural Fire Apparatus Driver Operator (SFDR)

Note: The Defensive Structural Firefighter Position (DFF1) is identical to a Firefighter I as defined by NFPA 1001, Standard for Fire Fighter Professional Qualifications. Certification for DFF1 can be obtained through the state or the NPS. All certifications must be in full compliance with NFPA 1001, Standard for Fire Fighter Professional Qualifications. Agency certification requires successful completion of all required training, and the PTB. The NPS allows for Pro Board certification reciprocity.

HAZARDOUS MATERIALS TECHNICIAN (HAZ1)

PTB REQUIRED

(Position Category DOI All-Hazards Incident Positions)

<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) NFPA: Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents (NFPA 472) or equivalent SCBA 1910.120 and 1910.134(f) Respiratory Protection
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Successful position performance as a Hazardous Materials Technician Level 1 (HAZ1)
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

d. Law Enforcement

DIVISION/GROUP SUPERVISOR, LAW ENFORCEMENT (DLEO) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Emergency Support Functions (ESF) #13 - Public Safety and Security Annex (IS-813) NWCG: All-Hazards Division/Group Supervisor (L-960) or equivalent IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	NWCG: Division/Group Supervisor (S-339) NWCG: Fireline Leadership (L-380)
Required experience	Satisfactory performance as any of the following All-Hazards - Team Leader (ARTL , LEOL , SRTL , SWFL , TRTL) or All-Hazards Task Force Leader (ATFL) + Successful position performance as a Division/Group Supervisor, Law Enforcement (DLEO)
Physical fitness	Arduous
Other position assignments that will maintain currency	Operations Section Chief Type 3 (OSC3) Any of the following Division/Group Supervisor (DIVS, DIVA , DSAR) Line supervisor at home unit

ALL-HAZARDS LAW ENFORCEMENT TEAM LEADER (LEOL) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	NWCG: Basic Air Operations (S-270) NWCG: Interagency Incident Business Management (S-260) NWCG: Crew Boss (S-230)
Required experience	Satisfactory performance in the following All-Hazards Squad Leader (LEO1 , SRT1 , ART1 , SWF1 , TRT1) + Current commission as a Law Enforcement Level I Commissioned Officer (LEO1) + Successful position performance as a All-Hazards Law Enforcement Team Leader (LEOL)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Any of the following All-Hazards Squad Leader (LEO1 , SRT1 , ART1 , SWF1 , TRT1) Firefighter 1 (FFT1)

LAW ENFORCEMENT OFFICER LEVEL 1 (LEO1) <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Current commission as a Level 1 Law Enforcement Officer (LEO1)
Physical fitness	None
Other position assignments that will maintain currency	None

LAW ENFORCEMENT OFFICER LEVEL 2 (LEO2) <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Current commission as a Level 2 Law Enforcement Officer (LEO2)
Physical fitness	None
Other position assignments that will maintain currency	None

e. Search and Rescue

DIVISION/GROUP SUPERVISOR, SEARCH AND RESCUE (DSAR) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
<i>Required training</i>	EMI: Emergency Support Function (ESF) #9 – Search and Rescue (IS-809) NWCG: All-Hazards Division/Group Supervisor (L-960) or equivalent IAT: Aviation Safety (A-101)
<i>Additional training that supports development of knowledge and skills</i>	NWCG: Division/Group Supervisor (S-339) NWCG: Fireline Leadership (L-380)
<i>Required experience</i>	Satisfactory performance as any of the following All-Hazards - Team Leader (ARTL , LEOL , SRTL , SWFL , TRTL) or All-Hazards Task Force Leader (ATFL) + Successful position performance as a Division/Group Supervisor, SAR (DSAR)
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	Operations Section Chief Type 3 (OSC3) Any of the following Division/Group Supervisor (DIVS, DIVA , DLEO)

ALL-HAZARDS RESCUE GROUP SUPERVISOR (REGS) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Response Framework (NRF), An Introduction (IS-800.b) IAT: Aviation Safety (A-101) NWCG: Basic Air Operations (S-270) NWCG: All-Hazards Division/Group Supervisor (L-960) or equivalent
Additional training that supports development of knowledge and skills	NWCG: Interagency Incident Business Management (S-260) NWCG: Division/Group Supervisor (S-339) NWCG: Fireline Leadership (L-380) NWCG: Medical Unit Leader (S-359)
Required experience	Current license as an Advanced Emergency Medical Technician (EMTA) + Satisfactory performance as a All-Hazards Search and Rescue Squad Leader (SRT1) + Satisfactory performance as a Helicopter Crewmember (HECM) + Successful position performance as a All-Hazards Rescue Group Supervisor (REGS)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Medical Unit Leader (MEDL) Helicopter Crewmember (HECM) Search and Rescue Squad Leader (SRT1)

ALL-HAZARDS SEARCH AND RESCUE TEAM LEADER (SRTL) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Response Framework (NRF), An Introduction (IS-800.b) Advanced Search and Rescue (NPS or equiv) IAT: Aviation Safety (A-101) Hazardous Materials Awareness Basic First Aid and CPR
Additional training that supports development of knowledge and skills	NWCG: Basic Air Operations (S-270) NWCG: Interagency Incident Business Management (S-260) NWCG: Crew Boss (S-230)
Required experience	Satisfactory performance in any of the following All-Hazards Squad Leader (SRT1 , SWF1 , TRT1) + Successful position performance as an All-Hazards Search and Rescue Team Leader (SRTL)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Any of the following All-Hazards Squad Leader (SRT1 , ART1 , SWF1 , TRT1) Firefighter 1 (FFT1)

ALL-HAZARDS TECHNICAL RESCUE TEAM LEADER (TRTL) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Response Framework (NRF), An Introduction (IS-800.b) Advanced Search and Rescue (NPS or equiv) Advanced Technical Rescue (NPS or equiv) IAT: Aviation Safety (A-101) Hazardous Materials Awareness Basic First Aid and CPR
Additional training that supports development of knowledge and skills	NWCG: Basic Air Operations (S-270) NWCG: Interagency Incident Business Management (S-260) NWCG: Crew Boss (S-230)
Required experience	Satisfactory performance in the following All-Hazards Squad Leader (SRT1 , SWF1 , TRT1) + Successful position performance as a All-Hazards Technical Rescue Team Leader (TRTL)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Any of the following All-Hazards Squad Leader (SRT1 , ART1 , SWF1 , TRT1) Firefighter 1 (FFT1)

ALL-HAZARDS SWIFTWATER RESCUE TEAM LEADER (SWFL) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Response Framework (NRF), An Introduction (IS-800.b) Advanced Search and Rescue (NPS or equiv) Advanced Swiftwater Rescue (NPS or equiv) IAT: Aviation Safety (A-101) Hazardous Materials Awareness Basic First Aid and CPR
Additional training that supports development of knowledge and skills	NWCG: Basic Air Operations (S-270) NWCG: Interagency Incident Business Management (S-260) NWCG: Crew Boss (S-230)
Required experience	Satisfactory performance in the following All-Hazards Squad Leader (SRT1 , SWF1 , TRT1) + Successful position performance as a All-Hazards Swiftwater Recue Team Leader (SWFL)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Any of the following All-Hazards Squad Leader (SRT1 , ART1 , SWF1 , TRT1) Firefighter 1 (FFT1)

ALL-HAZARDS SEARCH AND RESCUE SQUAD LEADER (SRT1) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) Advanced Search and Rescue (NPS or equiv) IAT: Aviation Safety (A-101)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance as a Search and Rescue Technician (SRT2) + Successful position performance as a All-Hazards Search and Rescue Squad Leader (SRT1)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) All-Hazards Squad Leader (SRT1, ART1 , SWF1 , TRT1) Firefighter 1 (FFT1)

ALL-HAZARDS SWIFTWATER RESCUE SQUAD LEADER (SWF1) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) Advanced Search and Rescue (NPS or equiv) Basic Swiftwater Rescue
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance as an All-Hazards Swiftwater Rescue Technician (SWF2) + Successful position performance as a All-Hazards Swiftwater Rescue Squad Leader (SWF1)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) Any of the following All-Hazards Squad Leader (SRT1 , ART1 , SWF1, TRT1) Firefighter 1 (FFT1)

ALL-HAZARDS SWIFTWATER RESCUE TECHNICIAN (SWF2) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	Swiftwater Rescue Technician (NPS or equiv)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance as a Search and Rescue Technician (SRT2) + Successful position performance as a Swiftwater Rescue Technician (SWF2)
Physical fitness	Arduous
Other position assignments that will maintain currency	None

ALL-HAZARDS TECHNICAL RESCUE SQUAD LEADER (TRT1) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) Advanced Search and Rescue (NPS or equiv) Technical Rescue Training (NPS or equiv) Basic First Aid and CPR
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance in the following Technical Rescue Technician (TRT2) + Successful position performance as a All-Hazards Technical Rescue Squad Leader (TRT1)
Physical fitness	Arduous
Other position assignments that will maintain currency	Incident Commander Type 4 (ICT4) All-Hazards Squad Leader (SRT1 , ART1 , SWF1 , TRT1) Firefighter 1 (FFT1)

SEARCH AND RESCUE TECHNICIAN (SRT2) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Basic Search and Rescue (NPS or equiv) IAT: Aviation Safety (A-101) Hazardous Materials Awareness Basic First Aid and CPR
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Successful position performance as a Search and Rescue Technician 2 (SRT2)
Physical fitness	Arduous
Other position assignments that will maintain currency	None

SEARCH AND RESCUE TECHNICIAN TYPE 3 (SRT3) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Search and Rescue Awareness (NPS or equiv) IAT: Aviation Safety (A-101) Basic First Aid and CPR
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Successful position performance as a Search and Rescue Technician 3 (SRT3)
Physical fitness	Moderate
Other position assignments that will maintain currency	None

TECHNICAL RESCUE TECHNICIAN (TRT2) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	Technical Rescue (NPS or equiv)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance as a Search and Rescue Technician 2 (SRT2) + Successful position performance as a Technical Rescue Technician (TRT2)
Physical fitness	Arduous
Other position assignments that will maintain currency	None

TECHNICAL MOUNTAIN RESCUE TECHNICIAN (TMRT) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
<i>Required training</i>	Technical Rescue (NPS or equiv)
<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 Search and Rescue Technician 2 (SRT2) + Successful position performance as a Technical Mountain Rescue Technician (TMRT)
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

PREVENTATIVE SEARCH AND RESCUE TECHNICIAN (PSAR) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Basic Search and Rescue (NPS or equiv) IAT: Aviation Safety (A-101) Hazardous Materials Awareness
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Current certification as an Advanced Emergency Medical Technician (EMTA) or equivalent + Successful position performance as a Search and Rescue Technician 2 (SRT2)
<i>Physical fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

3. Air Operations

ALL-HAZARDSS PROJECT HELICOPTER MANAGER (HEAM) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	IAT: Aviation Safety (A-101) (Triennial) IAT: Aviation Life Support Equipment (A-105) (Triennial) IAT: Aviation Mishap Reporting (A-106) (Triennial) IAT: Preflight Checklist and Briefing/Debriefing (A-108) (Triennial) IAT: Aviation Radio Use (A-109) IAT: Aviation Transportation of Hazardous Materials (A-110) (Triennial) IAT: Mission Planning and Flight Request Process (A-112) IAT: Crash Survival (A-113) (Triennial) IAT: Automated Flight Following (A-115) IAT: General Awareness Security Training (A-116) IAT: Mishap Review (A-200) (Triennial) IAT: Aircraft Capabilities and Limitations (A-204) IAT: Risk Management I (A-205) IAT: Helicopter Operations (A-209)
Additional training that supports development of knowledge and skills	NWCG: Interagency Incident Business Management (S-260) IAT: Aircraft Pre-Use Inspection (A-208) IAT: Personal Responsibility and Liability (A-302) (Triennial) IAT: Human Factors in Aviation (A-303) (Triennial) IAT: Aircraft Maintenance (A-304) IAT: Risk Management II (A-305) IAT: Aviation Contract Administration Parts I & II (A-306) IAT: Aviation Policy and Regulations II (A-307) IAT: Helicopter Flight Manual (A-309) (Triennial) IAT: Overview of Crew Resource (A-310) (Triennial)

<i>Required experience</i>	Satisfactory performance as a Helicopter Crewmember (HECM) or All-Hazards Helicopter Crewmember (HEAC) + Successful position performance as an All-Hazards Project Helicopter Manager (HEAM)
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	Helicopter Crewmember (HECM) All-Hazards Helicopter Crewmember (HEAC)

A person working in and around aircraft and essential to ensure the safety and successful outcome of the mission. Required (1) to be on board or to attend to the loading and unloading of passengers and cargo at all landings and takeoffs, (2) to attend to external loads, and (3) to ensure that passengers have received a safety briefing prior to all flights.

ALL-HAZARDS HELICOPTER CREWMEMBER (HEAC) PTB REQUIRED (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) NWCG: Helicopter Crewmember (S-271) IAT: Aviation Safety (A-101) (Triennial) IAT: Aviation Life Support Equipment (A-105) (Triennial) IAT: Aviation Mishap Reporting (A-106) (Triennial) IAT: Preflight Checklist and Briefing/Debriefing (A-108) (Triennial) IAT: Aviation Transportation of Hazardous Materials (A-110) (Triennial) IAT: Crash Survival (A-113) (Triennial) IAT: General Awareness Security Training (A-116) IAT: Mishap Review (A-200) (Triennial)
Additional training that supports development of knowledge and skills	NWCG: Interagency Incident Business Management (S-260) IAT: Aircraft Pre-Use Inspection (A-208) IAT: Personal Responsibility and Liability (A-302) (Triennial) IAT: Human Factors in Aviation (A-303) (Triennial) IAT: Aircraft Maintenance (A-304) IAT: Risk Management II (A-305) IAT: Aviation Contract Administration Parts I & II (A-306) IAT: Aviation Policy and Regulations II (A-307) IAT: Helicopter Flight Manual (A-309) (Triennial) IAT: Overview of Crew Resource (A-310) (Triennial)
Required experience	Successful position performance as an All-Hazards Helicopter Crewmember (HEAC)
Physical fitness	Arduous

<i>Other position assignments that will maintain currency</i>	Helicopter Crewmember (HECM) All-Hazards Helicopter Crewmember (HEAM)
--	--

A person working in and around aircraft and essential to ensure the safety and successful outcome of the mission required (1) to be on board or to attend to the loading and unloading of passengers and cargo at all landings and takeoffs, (2) to attend to external loads, and (3) to ensure that passengers have received a safety briefing prior to all flights.

4. Planning Section

ALL-HAZARDS PLANNING SECTION CHIEF TYPE 2 (PSA2) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
<i>Required training</i>	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) NWCG: Command and General Staff (S-420)
<i>Additional training that supports development of knowledge and skills</i>	EMI: NIMS ICS All-Hazards Position-Specific: Planning Section Chief (E962) or equivalent NWCG: IMT Leadership (L-480)
<i>Required experience</i>	Satisfactory performance as a All-Hazards Situation Unit Leader (SIAL) + Satisfactory performance as a Resource Unit Leader (RESL) + Successful position performance as All-Hazards Planning Section Chief Type 2 (PSA2)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	All-Hazards Incident Commander Type 2 (ICA2) 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) <i>PTB REQUIRED</i> <i>(Position Category DOI All-Hazards Incident Positions)</i>	
<i>Required training</i>	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400)
<i>Additional training that supports development of knowledge and skills</i>	EMI: NIMS ICS All-Hazards Position-Specific: Planning Section Chief (E962) or equivalent USFA: All-Hazards Incident Management Team (O-305) or equivalent NWCG: Display Processor (S-245)
<i>Required experience</i>	Satisfactory performance as a Resource Unit Leader (RESL) + Successful position performance as Planning Section Chief Type 3 (PSC3)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	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) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
<i>Additional training that supports development of knowledge and skills</i>	EMI: NIMS ICS All-Hazards Position-Specific: Resources Unit Leader (E965) or equivalent NWCG: Fireline Leadership (L-380) NWCG: Interagency Incident Business Management (S-260)
<i>Required experience</i>	Satisfactory performance as a Status/Check-in Recorder (SCKN) + Successful position performance as a Resource Unit leader (RESL)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	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 (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
Additional training that supports development of knowledge and skills	EMI: NIMS ICS All-Hazards Position-Specific: Situation Unit Leader (E964) or equivalent NWCG: Display Processor (S-245)
Required experience	Satisfactory performance as a Planning Section Chief Type 3 (PSC3) + Successful position performance as a All-Hazards Situation Unit Leader (SIAL) - OR - Satisfactory performance as any of the following All-Hazards Team Leader (ARTL , LEOL , SRTL , SWFL) or any NWCG Single Resource Boss position (CRWB, HEQB, ENGB, FELB, FIRB, HMGB) + Successful position performance as an All-Hazards Situation Unit Leader (SIAL)
Physical fitness	None
Other position assignments that will maintain currency	All-Hazards Planning Section Chief Type 2 (PSA2) Planning Section Chief Type 3 (PSC3)

SEARCH AND RESCUE GEOGRAPHIC INFORMATION ANALYST (SRGA) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
Additional training that supports development of knowledge and skills	NWCG: Display Processor (S-245) NWCG: Geographic Information System (GIS) Specialist for Incident Management (S-341)
Required experience	Successful position performance as a All-Hazards Search and Rescue Geographic Information Analyst (SRGA)
Physical fitness	None
Other position assignments that will maintain currency	Geographic Information System Specialist (GISS)

5. Logistics Section

LOGISTICS SECTION CHIEF TYPE 2 (LSC2) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
Required training	NWCG: Command and General Staff (S-420)
Additional training that supports development of knowledge and skills	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) EMI: NIMS ICS All-Hazards Position-Specific: Logistics Section Chief (E967) or equivalent NWCG: IMT Leadership (L-480)
Required experience	Satisfactory performance as a Facilities Unit Leader (FACL) + Satisfactory performance as a Ground Support Unit Leader (GSUL) + Successful position performance as Logistics Section Chief Type 2 (LSC2) - OR - Satisfactory performance as a Facilities Unit Leader (FACL) + Satisfactory performance as a Supply Unit Leader (SPUL) + Successful position performance as Logistics Section Chief Type 2 (LSC2)
Physical fitness	None
Other position assignments that will maintain currency	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 (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400)
Additional training that supports development of knowledge and skills	EMI: NIMS ICS All-Hazards Position-Specific: Logistics Section Chief (E967) or equivalent USFA: All-Hazards Incident Management Team (O-305) or equivalent
Required experience	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)
Physical fitness	None
Other position assignments that will maintain currency	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) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
<i>Additional training that supports development of knowledge and skills</i>	EMI: NIMS ICS All-Hazards Position-Specific: Supply Unit Leader (E970) or equivalent NWCG: Fireline Leadership (L-380)
<i>Required experience</i>	Satisfactory performance as an Ordering Manager (ORDM) + Satisfactory performance as a Receiving/Distribution Manager (RCDM) + Successful position performance as a Supply Unit Leader (SPUL)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	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) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
Additional training that supports development of knowledge and skills	NWCG: Fireline Leadership (L-380) EMI: NIMS ICS All-Hazards Position-Specific: Facilities Unit Leader (E971) or equivalent
Required experience	Satisfactory performance as a Base/Camp Manager (BCMG) + Successful position performance as a Facilities Unit Leader (FACL)
Physical fitness	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) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
Additional training that supports development of knowledge and skills	NWCG: Incident Management Team Leadership (L-480)
Required experience	Satisfactory performance as an Expanded Dispatch Supervisory Dispatcher (EDSP) + Successful position performance as an Expanded Dispatch Coordinator (CORD)
Physical fitness	None
Other position assignments that will maintain currency	Expanded Dispatch Supervisory Dispatcher (EDSP)

EXPANDED DISPATCH SUPERVISORY DISPATCHER (EDSP)

PTB REQUIRED

(Position Category DOI All-Hazards Incident Positions)

<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
<i>Additional training that supports development of knowledge and skills</i>	IAT: Aviation Dispatching (A-207) NWCG: Supervisory Dispatcher (D-510) NWCG: 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) + Successful position performance as an Expanded Dispatch Supervisory Dispatcher (EDSP)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	Expanded Dispatch Coordinator (CORD) Expanded Dispatch Support Dispatcher (EDSD)

EXPANDED DISPATCH SUPPORT DISPATCHER (EDSD) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	NWCG: Support Dispatcher (D-310) NWCG: Basic Air Operations (S-270) NWCG: 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) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	NWCG: Dispatch Recorder (D-110) NWCG: 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
<i>Other position assignments that will maintain currency</i>	Expanded Dispatch Coordinator (CORD) Ordering Manager (ORDM) Expanded Dispatch Supervisory Dispatcher (EDSP) Expanded Dispatch Support Dispatcher (EDSD) Initial Attack Dispatcher (IADP) Public Safety Dispatch (PSDP) Aircraft Dispatcher (ACDP)

PUBLIC SAFETY DISPATCHER (PSDP) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Positions)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Emergency Medical Services Dispatcher
Additional training that supports development of knowledge and skills	NWCG: Initial Attack Dispatcher (D-311) Basic Search and Rescue (NPS or equiv) NWCG: Basic Air Operations (S-270)
Required experience	Satisfactory performance as an Expanded Dispatch Support Dispatcher (EDSD) + Successful position performance as an Public Safety Dispatcher (PSDP)
Physical fitness	None
Other position assignments that will maintain currency	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) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
<i>Required training</i>	EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) NWCG: Command and General Staff (S-420)
<i>Additional training that supports development of knowledge and skills</i>	NWCG: Finance/Administration Section Chief (S-460) or equivalent EMI: NIMS ICS All-Hazards Position-Specific: Finance/Administration Section Chief (E973) or equivalent NWCG: IMT Leadership (L-480)
<i>Required experience</i>	Satisfactory performance as a Time Unit Leader (TIME) + Satisfactory performance as a Procurement Unit Leader (PROC) + Successful position performance as a Finance/Administration Section Chief Type 2 (FSC2) - OR - Satisfactory performance as a Time Unit Leader (TIME) + Satisfactory performance as a Cost Unit Leader (COST) + Successful position performance as a Finance/Administration Section Chief Type 2 (FSC2)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	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) <u>PTB REQUIRED</u> (Position Category DOI All-Hazards Incident Positions)	
Required training	EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
Additional training that supports development of knowledge and skills	NWCG: Interagency Incident Business Management (S-260) EMI: NIMS ICS All-Hazards Position-Specific: Finance/Administration Section Chief (E973) or equivalent USFA: All-Hazards Incident Management Team (O-305) 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) Finance/Administration Section Chief Type 2 (FSC2) 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) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Incident Base Automation (I-Suite) NWCG: Human Factors on the Fireline (L-180) NWCG: Applied Interagency Incident Business Management (S-261) NWCG: 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) Finance Section Chief Type 2 (FSC2) Time Unit Leader (TIME) Equipment Time Recorder (EQTR)

COST UNIT LEADER (COST) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
Additional training that supports development of knowledge and skills	Incident Base Automation (I-Suite) NWCG: Fireline Leadership (L-380) NWCG: Finance/Administration Unit Leader (S-360) EMI: NIMS ICS All-Hazards Position-Specific: Finance/Administration Unit Leaders (E975) or equivalent NWCG: Applied Interagency Incident Business Management (S-261) NWCG: Interagency Incident Business Management (S-260)
Required experience	Successful position performance as an Cost Unit Leader (COST)
Physical fitness	None
Other position assignments that will maintain currency	Finance/Administration Section Chief Type 1 (FSC1) Finance/Administration Section Chief Type 2 (FSC2)

PROCUREMENT UNIT LEADER (PROC) <u>PTB REQUIRED</u> (Position Category NIMS ICS)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) EMI: National Response Framework (NRF), An Introduction (IS-800.b)
Additional training that supports development of knowledge and skills	NWCG: Fireline Leadership (L-380) NWCG: Finance/Administration Unit Leader (S-360) EMI: NIMS ICS All Hazards Finance/Administration Unit Leader (E-975)
Required experience	Satisfactory performance as an Equipment Time Recorder (EQTR) + Successful position performance as an Procurement Unit Leader (PROC)
Physical fitness	None
Other position assignments that will maintain currency	Finance/Administration Section Chief Type 1 (FSC1) Finance/Administration Section Chief Type 2 (FSC2) Time Unit Leader (TIME) Equipment Time Recorder (EQTR) Personnel Time Recorder (PTRC)

8. Technical Specialists

a. All-Hazards General

AIRBOAT OPERATOR (AIRB) (Position Category DOI All-Hazards Incident Technical Specialists)	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Motorboat Operator Certification Course (MOCC) (SAF4102) or equivalent Motorboat Operator Certification Course (MOCC) refresher (RT MOCC) (Quinquennial)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Light
<i>Other position assignments that will maintain currency</i>	None

BOAT OPERATOR LESS THAN 25 FEET LENGTH (BTOP) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Motorboat Operator Certification Course (MOCC) (SAF4102) or equivalent Motorboat Operator Certification Course (MOCC) refresher (RT MOCC) (Quinquennial)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Bureau/Office established
Physical fitness	Moderate
Other position assignments that will maintain currency	None

BOAT OPERATOR OVER 25 FEET LENGTH (BT25) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Motorboat Operator Certification Course (MOCC) (SAF4102) or equivalent Motorboat Operator Certification Course (MOCC) refresher (RT MOCC) (Quinquennial)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Bureau/Office established
Physical fitness	Light
Other position assignments that will maintain currency	None

CARPENTER (CARP) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<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

DIVER (DIVR) PTB REQUIRED <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Open Water Diver Certification (NAUI, PADI)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Satisfactory performance as a Scuba Diver in a scientific, public safety, or commercial OSHA standards: http://www.osha.gov/OshDoc/Directive_pdf/CPL_02-00-151.pdf + Annual DOI “Blue Card” Diver Certification testing + Successful position performance as a Diver (DIVR)
Physical fitness	Arduous Must have Current Medical Examination
Other position assignments that will maintain currency	None

DRIVER CLASS A (DRVA) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Valid State Commercial Driver's License (CDL) to drive any combination of vehicles with a GCWR of 26,001 or more pounds provided the GVWR of the vehicle(s) being towed is in excess of 10,000 pounds.
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

DRIVER CLASS B (DRVB) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Valid State Commercial Driver's License (CDL) to drive any single vehicles with a GVWR of 26,001 or more pounds; the operator may tow a vehicle weighing 10,000 pounds GVWR or less.
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

ELECTRICIAN (ELEC) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<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 Agency electrician
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

b. Emergency Medical Services

EMERGENCY MEDICAL TECHNICIAN PARAMEDIC (EMTP) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Current license as a Paramedic (EMTP)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

EMERGENCY MEDICAL TECHNICIAN (EMTB) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Satisfactory performance and licensure as an Emergency Medical Technician (EMTB)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

ADVANCED EMERGENCY MEDICAL TECHNICIAN (EMTA) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Current license as a Advanced Emergency Medical Technician (EMTA)
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

c. Public Health, Occupational Health, and Mental Health

CRITICAL INCIDENT STRESS MANAGEMENT TEAM LEADER (CISL) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) International Critical Incident Stress Foundation (ICISF) Basic Course
<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 ICISF Critical Incident Stress Management Peer Counselor
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

CRITICAL INCIDENT STRESS MANAGEMENT TEAM MEMBER (CISM) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) International Critical Incident Stress Foundation (ICISF) Basic Course
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) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Collateral Duty Course for Federal Employees (OSHA 6000)
Additional training that supports development of knowledge and skills	Any certification or training in Occupational Health and Safety
Required experience	Bureau/Office established
Physical fitness	Light
Other position assignments that will maintain currency	None

d. Public Works and Engineering

CONSTRUCTION AND CONTRACTOR INSPECTOR (INSP) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

DEBRIS QUALITY ASSURANCE INSPECTOR (UDQA) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	None
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

EXPEDITIONARY UNIT WATER PURIFIER OPERATOR (EUWP) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	None
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

TECHNICAL ASSISTANCE; ENGINEERING SUPPORT (TAES) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	USCOLD publication "Guidelines for Inspection of Dams following Earthquakes"
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

TEMPORARY ROOFING QUALITY ASSURANCE INSPECTOR (TRQA) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	None
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

INFRASTRUCTURE ASSESSMENT; DAM SAFETY INSPECTOR (IADS) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	USCOLD publication “Guidelines for Inspection of Dams following Earthquakes”
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Moderate
<i>Other position assignments that will maintain currency</i>	None

e. Natural and Cultural Resource Specialists

ARBORIST (ARBO) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	Arduous
<i>Other position assignments that will maintain currency</i>	None

ARCHITECTURAL CONSERVATOR (ARCO) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

ARCHITECTURAL HISTORIAN (ARHS) (Position Category DOI All-Hazards Incident Technical Specialists)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Bureau/Office established
Physical Fitness	None
Other position assignments that will maintain currency	None

ARCHIVIST (ARCV) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

AVIAN BIOLOGIST (ABIO) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	<p>EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b)</p> <p>EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b)</p> <p>EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)</p> <p>HAZWOPER (24 or 40-hour) with current 8-hour refresher</p>
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Agency specific requirements
<i>Other position assignments that will maintain currency</i>	None

AVIAN AVIATION BIOLOGIST (AABI) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	<p>EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b)</p> <p>EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b)</p> <p>EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)</p> <p>HAZWOPER (24 or 40-hour) with current 8-hour refresher</p> <p>Combination helicopter/airplane safety (B3)</p> <p>IAT: Water Ditching and Survival (A-312)</p>
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Agency specific requirements
<i>Other position assignments that will maintain currency</i>	(aviation related positions)

BIOLOGICAL SCIENCE TECHNICIAN (BIOT) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) 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>	Bureau/Office established
<i>Physical fitness</i>	Light
<i>Other position assignments that will maintain currency</i>	None

BIOLOGIST (BIOL) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	<p>EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b)</p> <p>EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b)</p> <p>EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)</p> <p>HAZWOPER (24 or 40-hour) with current 8-hour refresher</p>
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	Light
<i>Other position assignments that will maintain currency</i>	Any higher position for which this position is a prerequisite

CHEMIST (CHMI) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

CONSERVATOR (COSV) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

CURATOR (CURA) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

EPIDEMIOLOGIST (EPID) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

EXHIBIT SPECIALIST (EXSP) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

FLUVIAL STREAM MORPHOLOGIST (FSMO) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

GRANT MANAGER (GRMG) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Bureau/Office established
Physical Fitness	None
Other position assignments that will maintain currency	None

HEAVY EQUIPMENT OPERATOR (HEQO) (previously identified as HEQT) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Heavy Equipment Operators Course
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Agency certification in equipment type
Physical fitness	Moderate
Other position assignments that will maintain currency	None

HISTORIAN (HIST) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

HISTORICAL LANDSCAPE ARCHITECT (HLAR) (Position Category DOI All-Hazards Incident Technical Specialists)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Bureau/Office established
Physical Fitness	None
Other position assignments that will maintain currency	None

LANDSCAPE ARCHITECT (LAAR) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

LIBRARIAN (LIBR) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

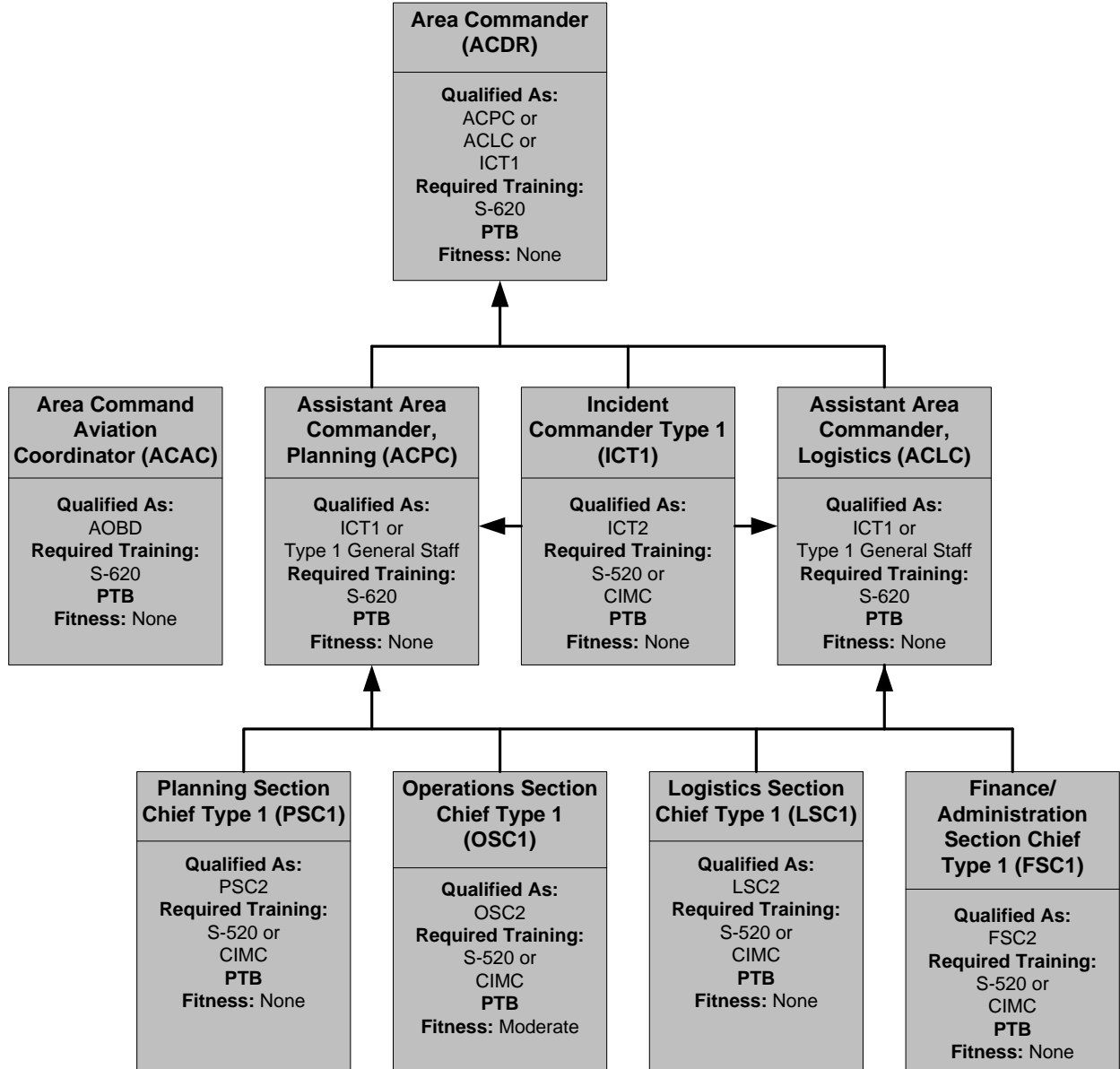
RESOURCE ADVISOR (READ) PTB REQUIRED (Position Category DOI All-Hazards Incident Technical Specialists)	
Required training	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a) Resource Advisor Course
Additional training that supports development of knowledge and skills	Any position or discipline related training
Required experience	Successful position performance as an Resource Advisor
Physical fitness	Light
Other position assignments that will maintain currency	None

TOXICOLOGIST (TOCL) <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<i>Required training</i>	EMI: Introduction to the Incident Command System (ICS), ICS-100 (IS-100.b) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 (IS-200.b) EMI: National Incident Management System (NIMS), An Introduction (IS-700.a)
<i>Additional training that supports development of knowledge and skills</i>	Any position or discipline related training
<i>Required experience</i>	Bureau/Office established
<i>Physical Fitness</i>	None
<i>Other position assignments that will maintain currency</i>	None

Annex D Qualifications Flow Charts

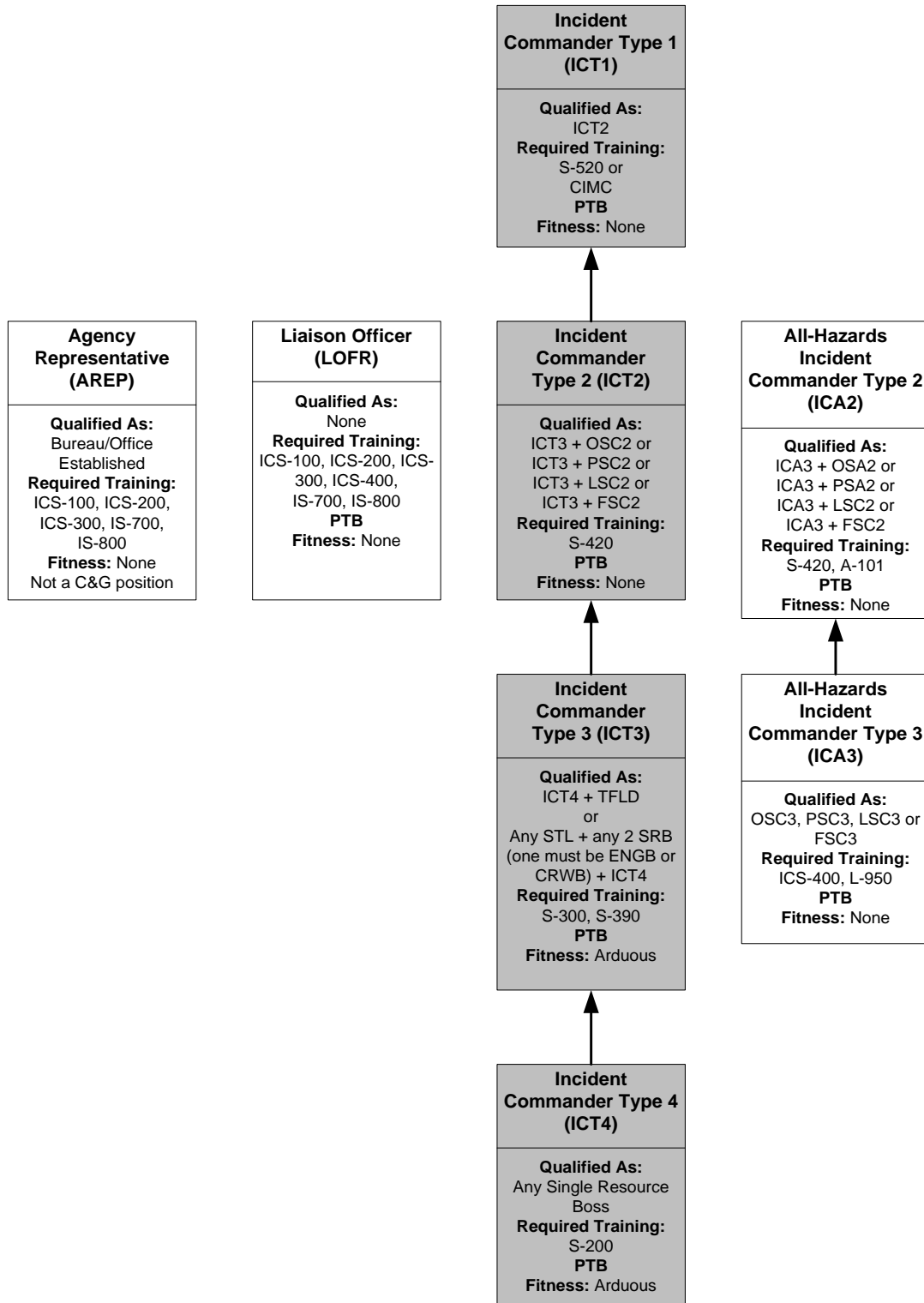
Annex D outlines the hierarchy of those ICS positions described in Annex C.

1. Area Command



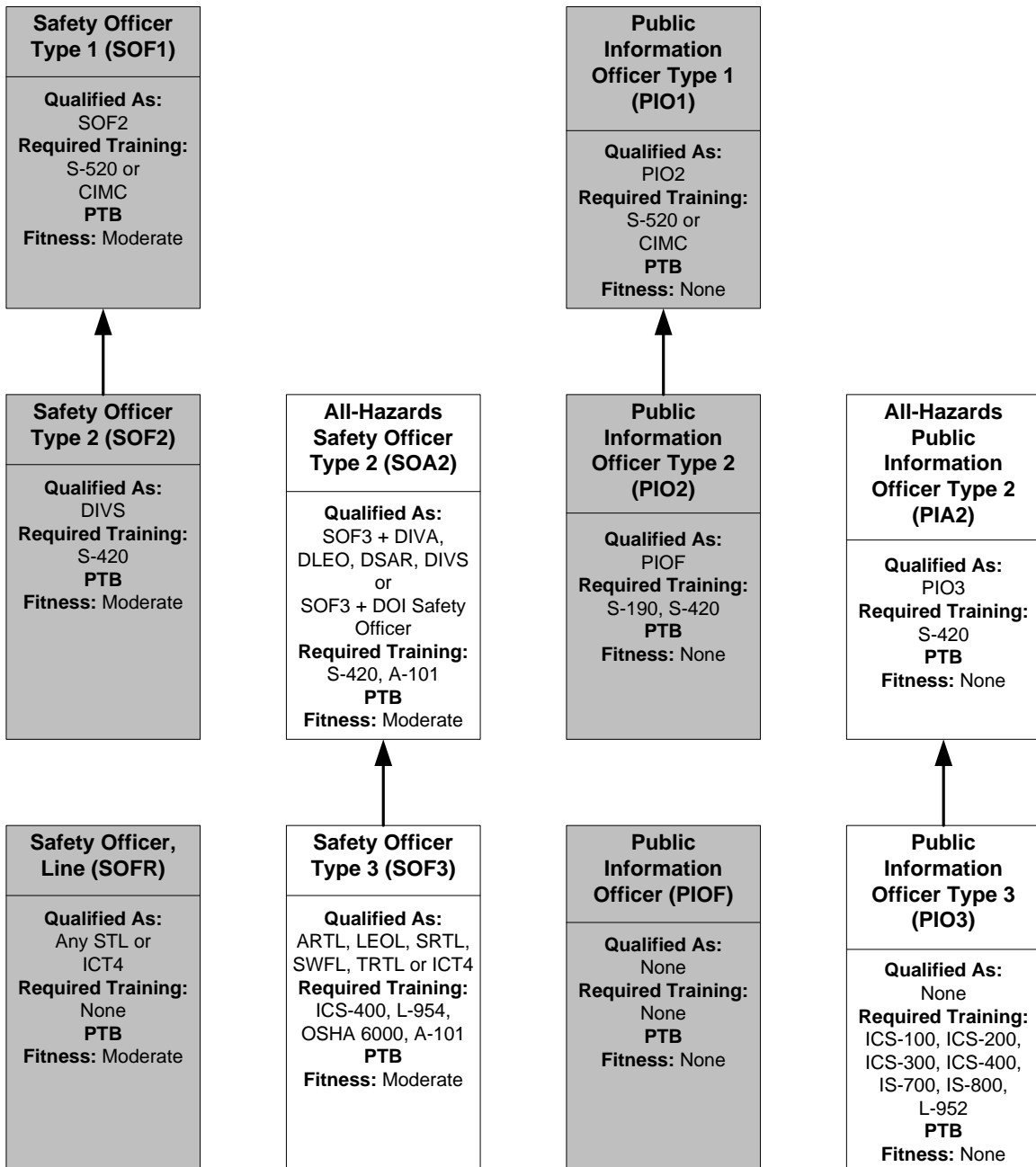
Grey boxes denote PMS 310-1 positions

2. Command and General Staff – Part 1



Grey boxes denote PMS 310-1 positions

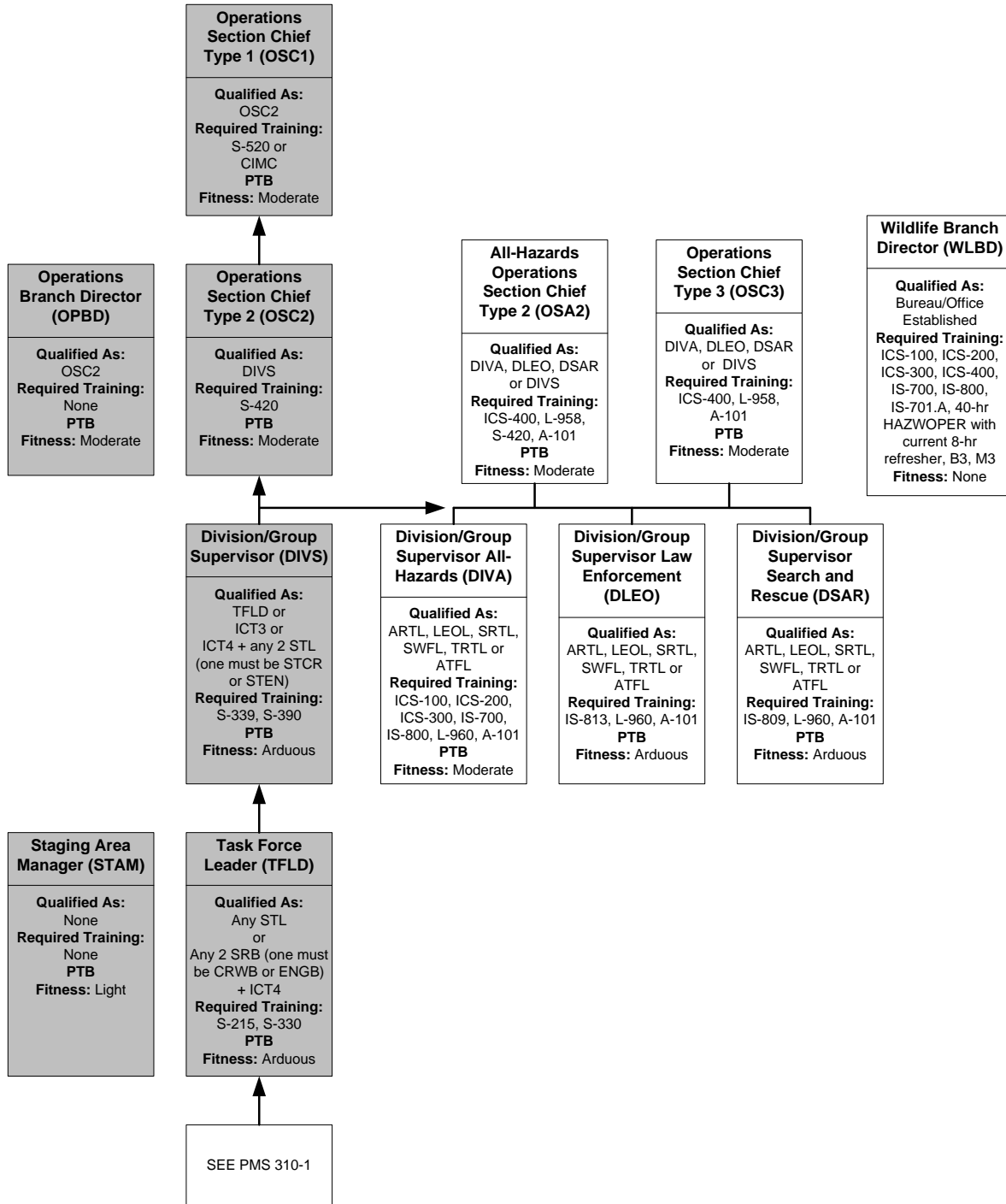
3. Command and General Staff – Part 2



Grey boxes denote PMS 310-1 positions

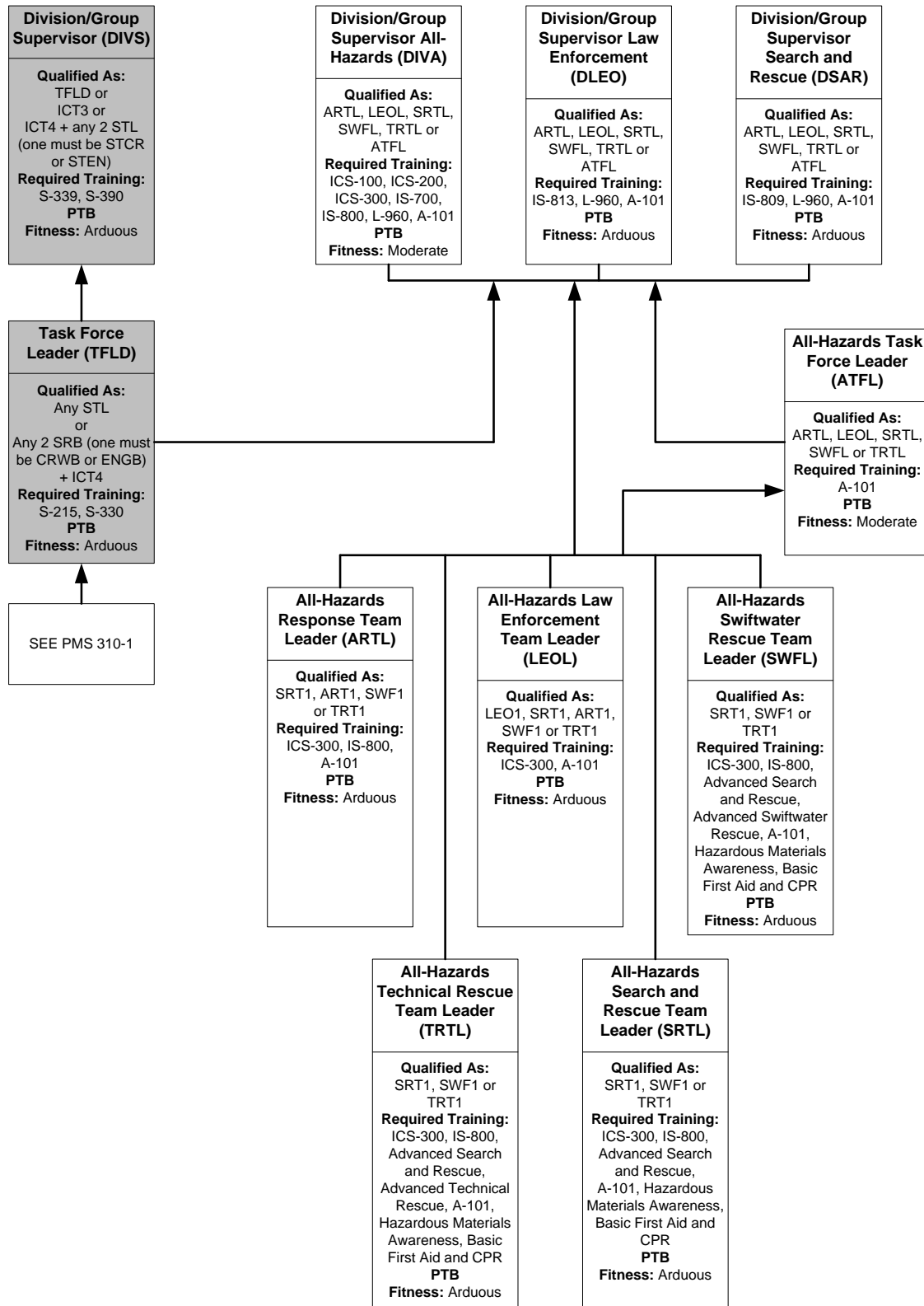
4. Operations Section

a. All-Hazards General – Part 1



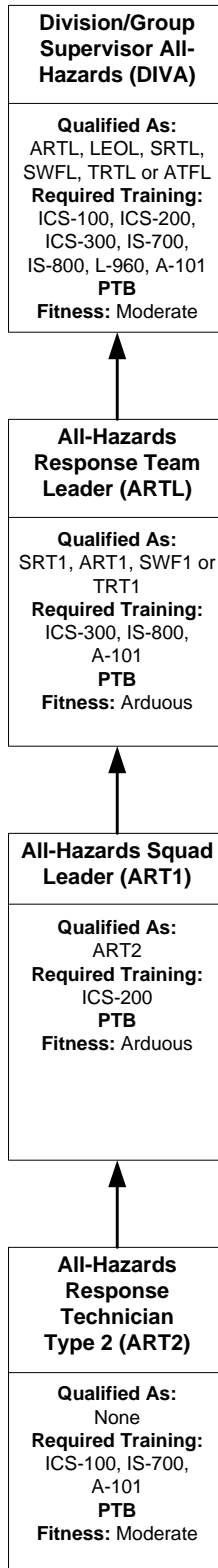
Grey boxes denote PMS 310-1 positions

b. All-Hazards General – Part 2



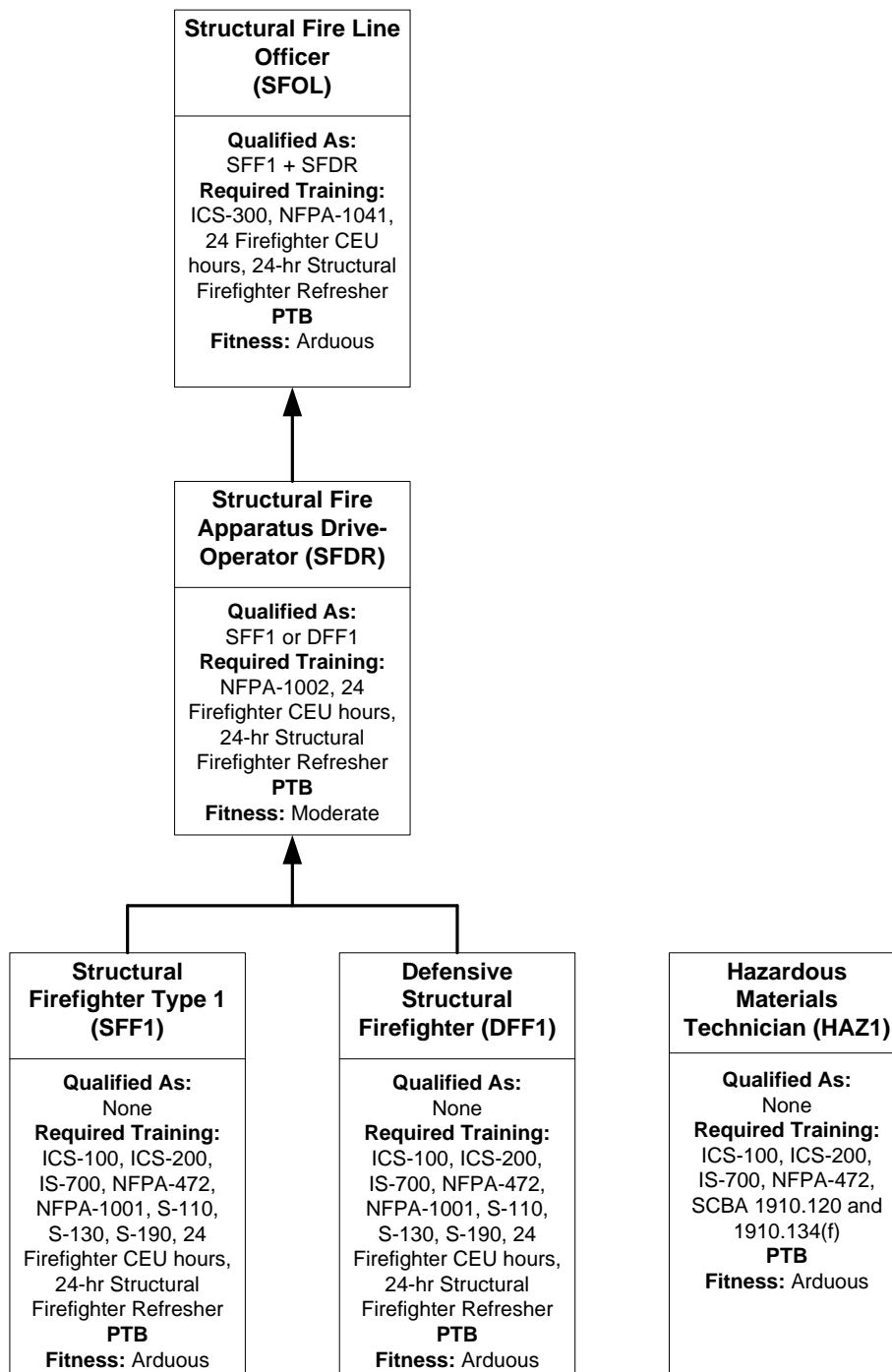
Grey boxes denote PMS 310-1 positions

c. All-Hazards General – Part 3



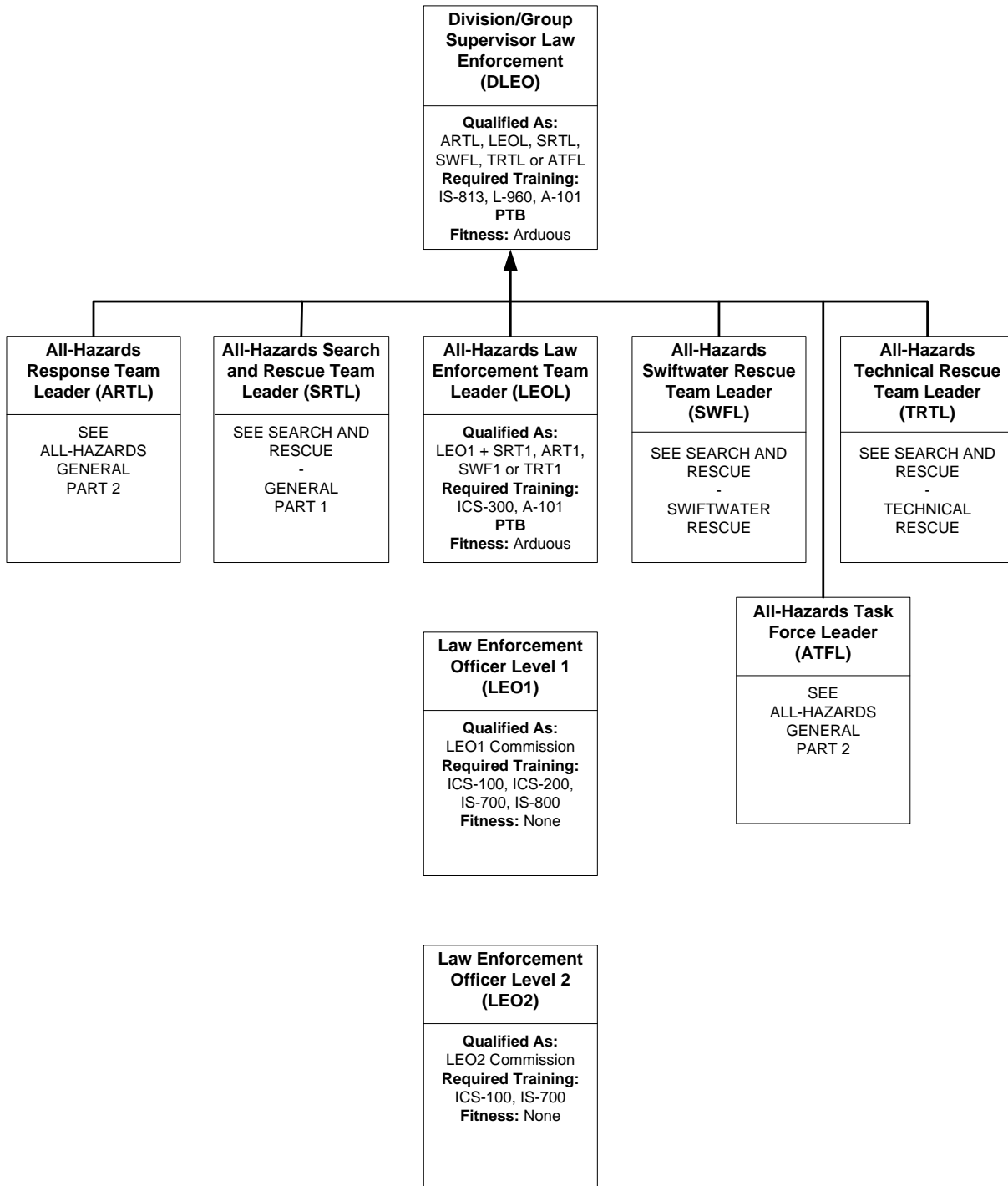
Grey boxes denote PMS 310-1 positions

d. Fire Fighting and Hazardous Materials



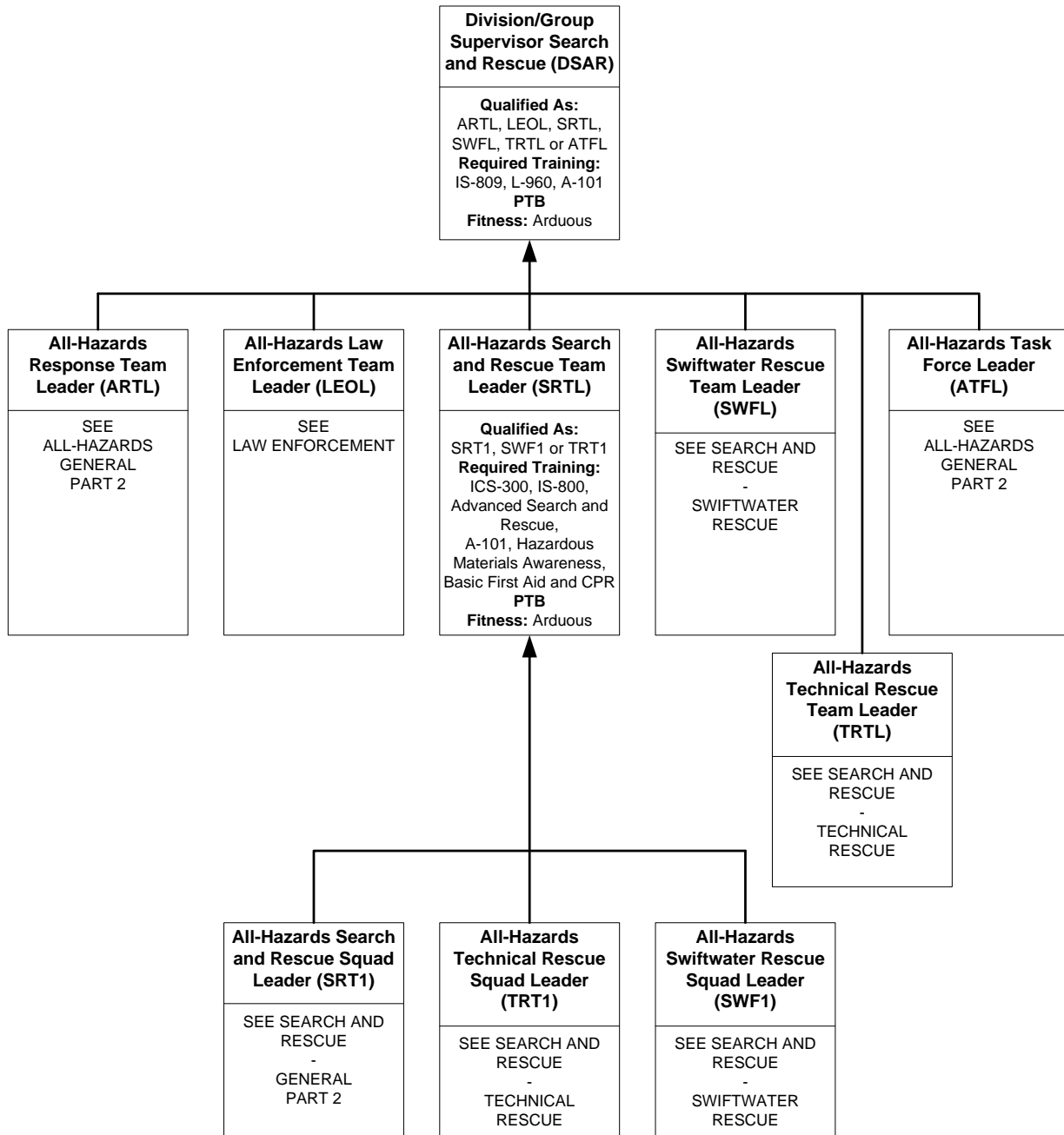
Grey boxes denote PMS 310-1 positions

e. Law Enforcement



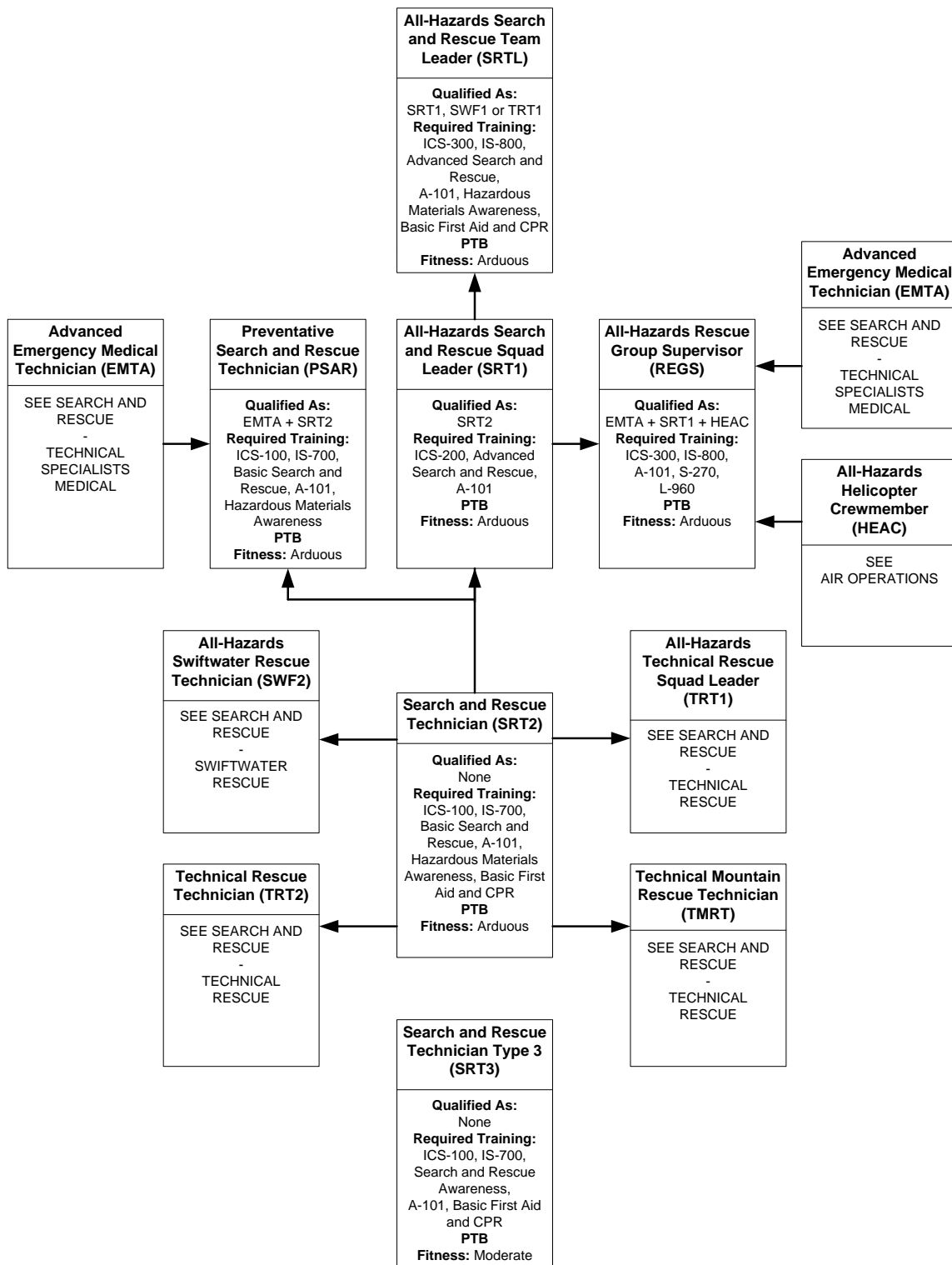
Grey boxes denote PMS 310-1 positions

f. Search and Rescue – General – Part 1



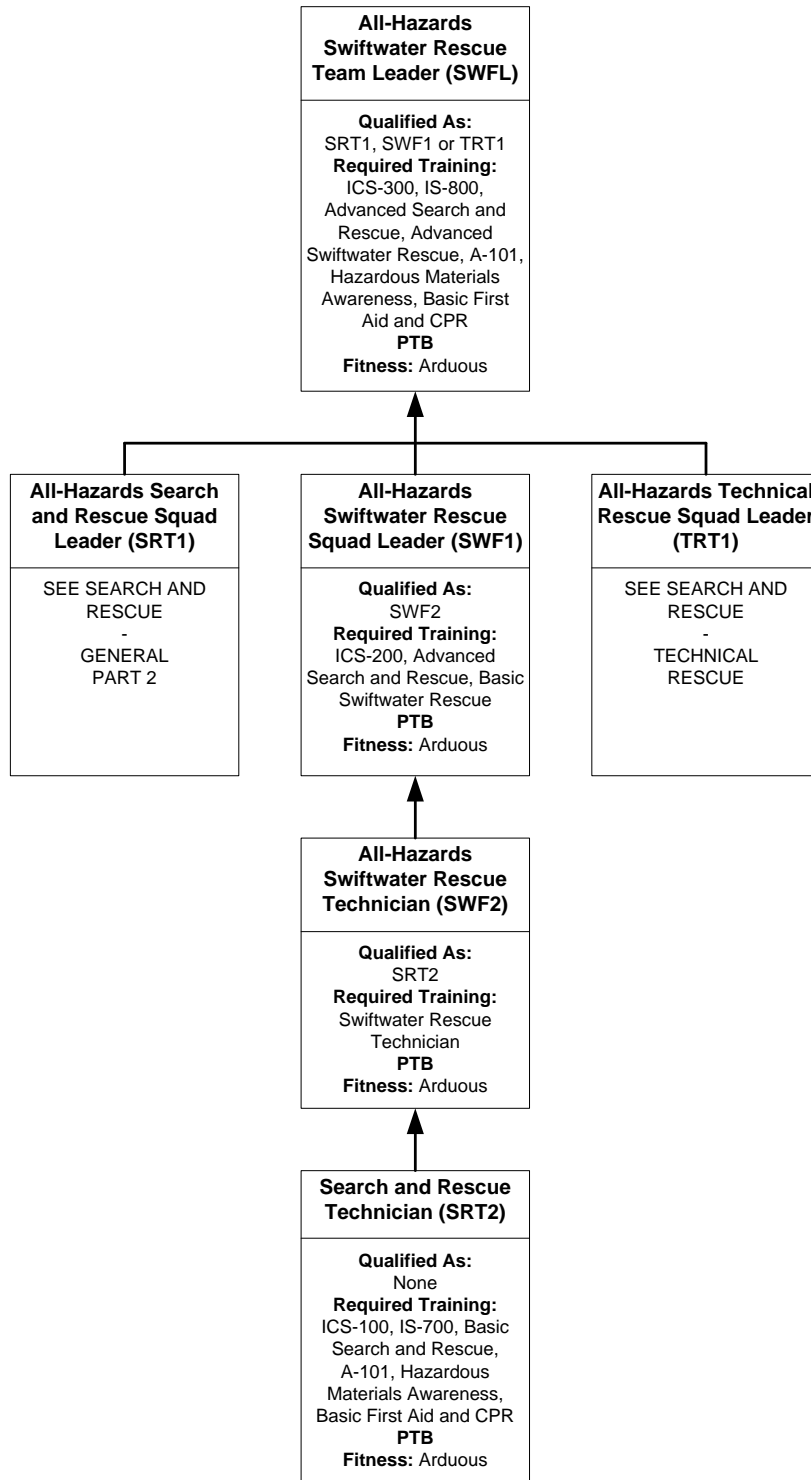
Grey boxes denote PMS 310-1 positions

g. Search and Rescue – General – Part 2



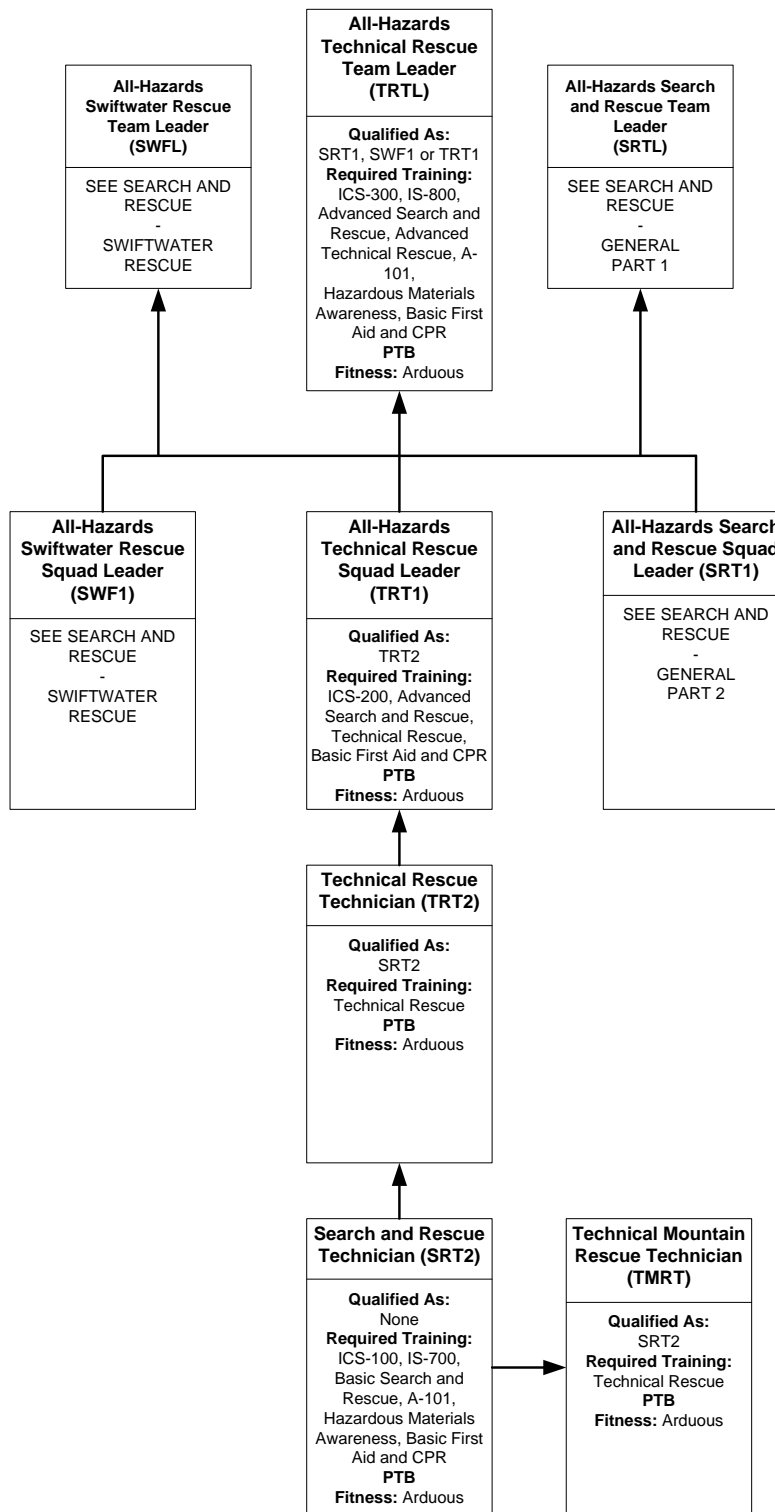
Grey boxes denote PMS 310-1 positions

h. Search and Rescue – Swiftwater Rescue



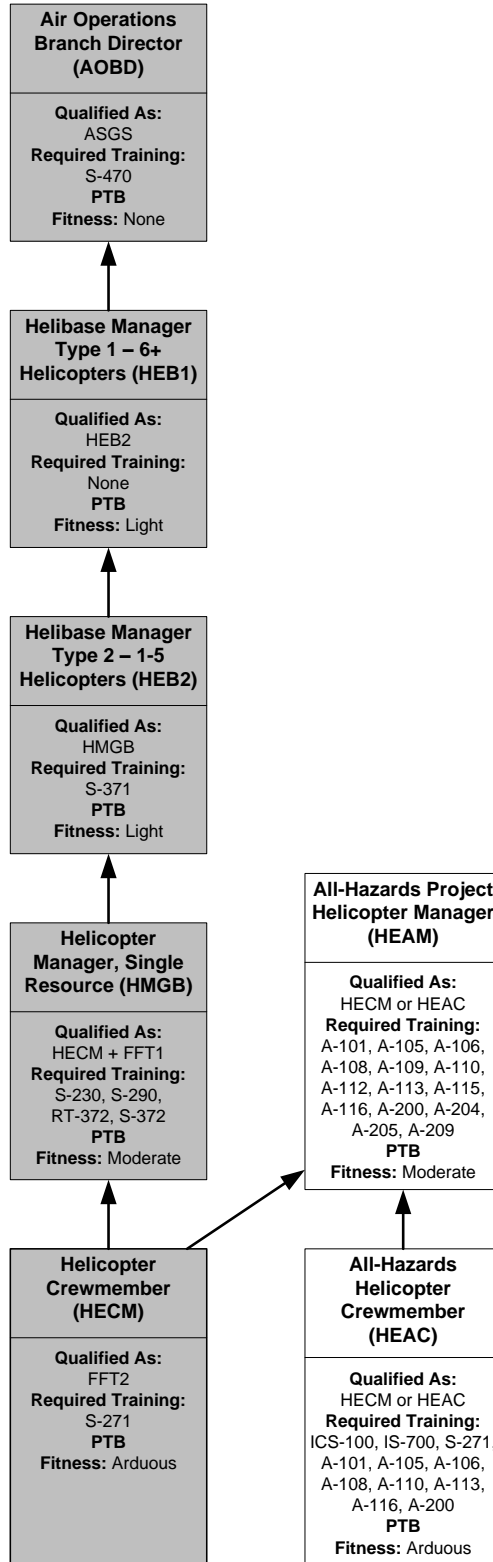
Grey boxes denote PMS 310-1 positions

i. Search and Rescue – Technical Rescue



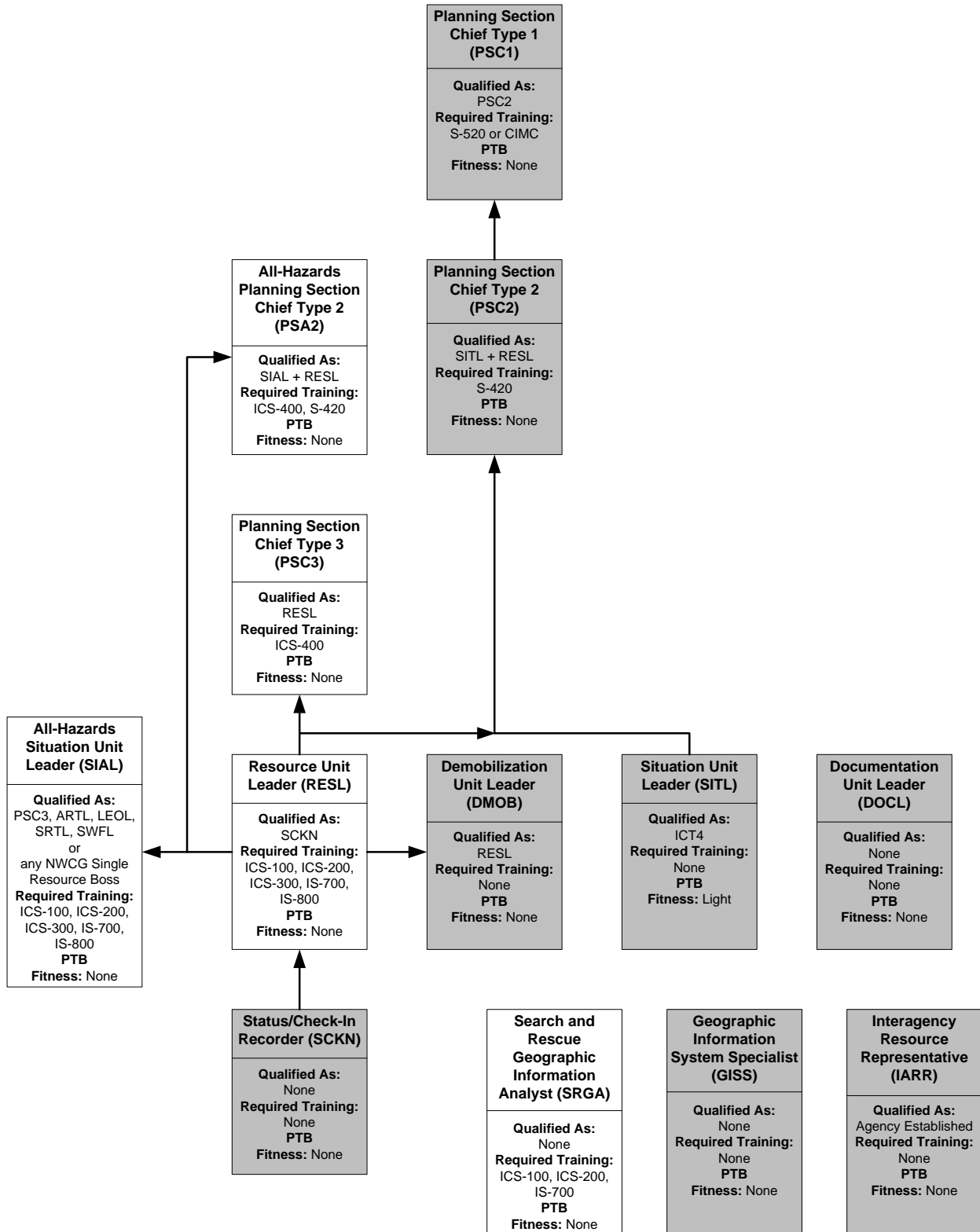
Grey boxes denote PMS 310-1 positions

5. Air Operations



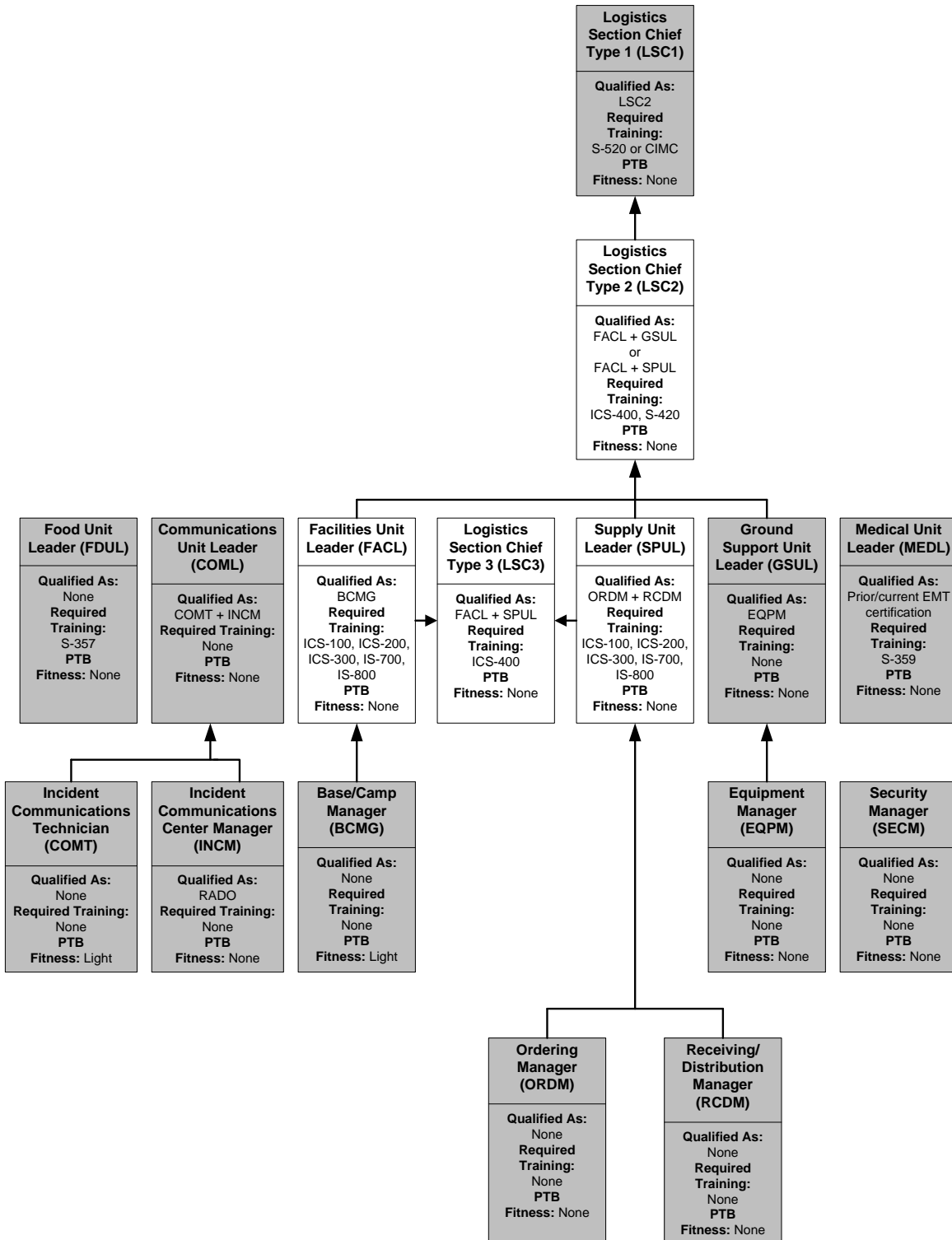
Grey boxes denote PMS 310-1 positions

6. Planning Section



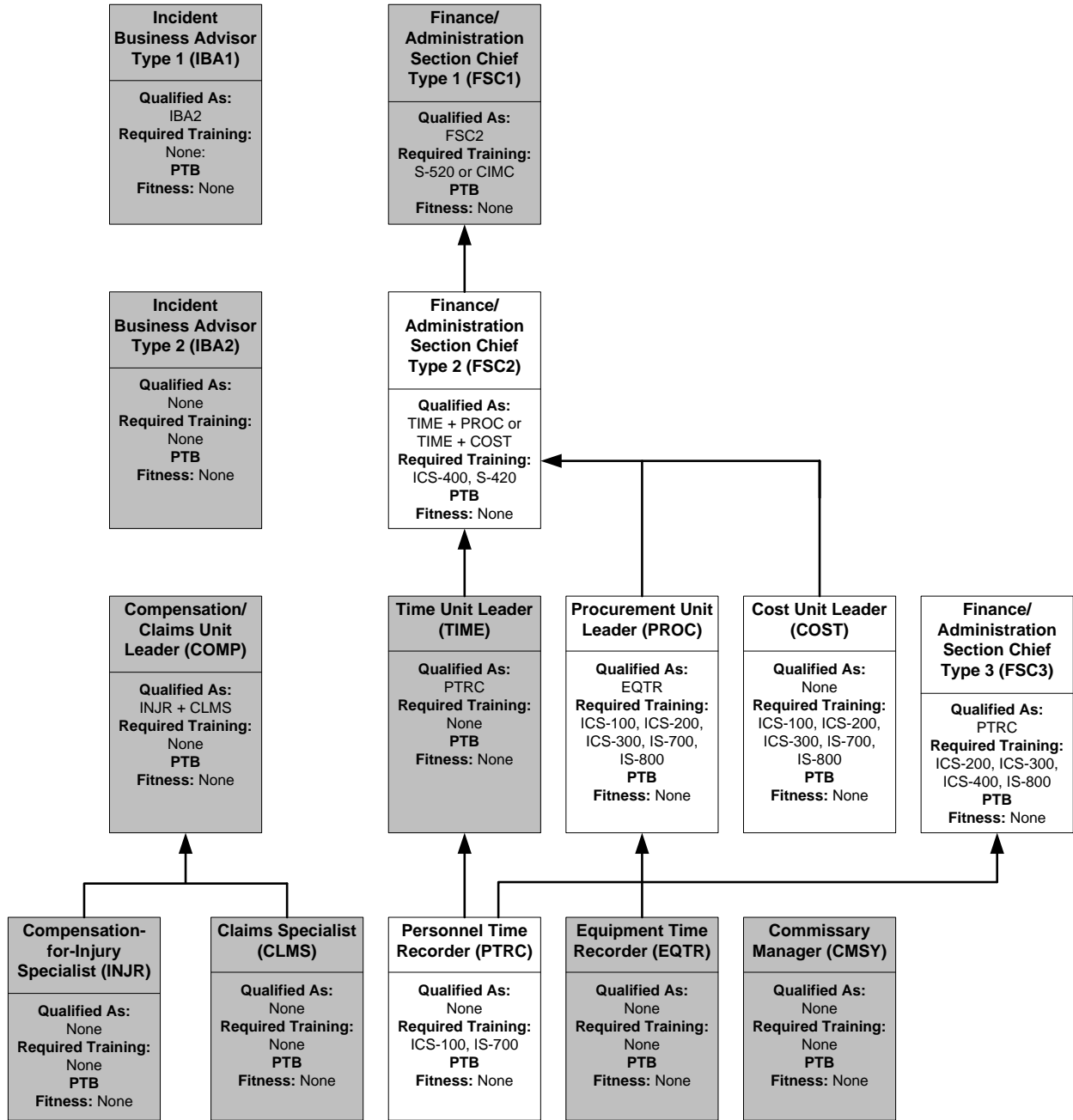
Grey boxes denote PMS 310-1 positions

7. Logistics Section



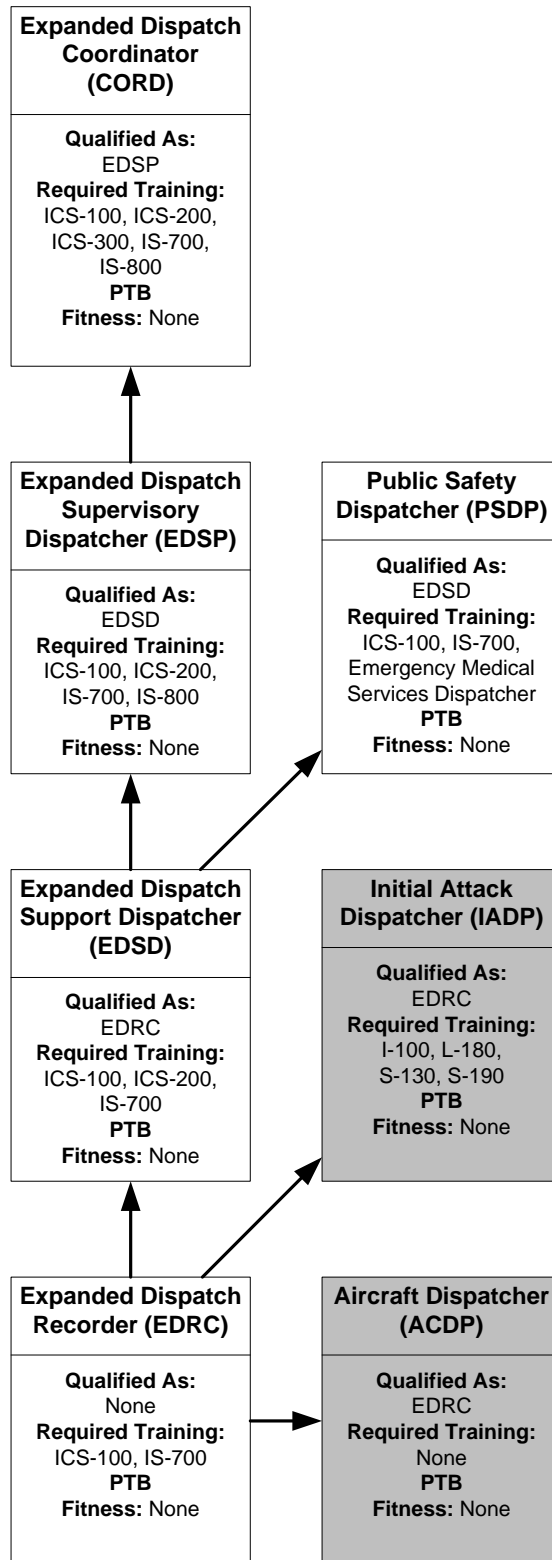
Grey boxes denote PMS 310-1 positions

8. Finance/Administration Section



Grey boxes denote PMS 310-1 positions

9. Dispatch



Grey boxes denote PMS 310-1 positions

10. Technical Specialists – Part 1

<p>Airboat Operator (AIRB)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, IS-700, MOCC, RT MOCC</p> <p>Fitness: Light</p>	<p>Arborist (ARBO)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700</p> <p>Fitness: Arduous</p>	<p>Architectural Conservator (ARCO)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700</p> <p>Fitness: None</p>	<p>Architectural Historian (ARHS)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700</p> <p>Fitness: None</p>	<p>Archivist (ARCV)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700</p> <p>Fitness: None</p>
<p>Avian Biologist (ABIO)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700, HAZWOPER with current 8-hr refresher</p> <p>Fitness: Agency Specific</p>	<p>Avian Aviation Biologist (AABI)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700, HAZWOPER with current 8-hr refresher, B3, A-312</p> <p>Fitness: Agency Specific</p>	<p>Biological Science Technician (BIOT)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, IS-700, HAZWOPER with current 8-hr refresher</p> <p>Fitness: Light</p>	<p>Biologist (BIOL)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700, HAZWOPER with current 8-hr refresher</p> <p>Fitness: Light</p>	<p>Boat Operator Less Than 25 Feet Length (BTOP)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, IS-700, MOCC, RT MOCC</p> <p>Fitness: Moderate</p>
<p>Boat Operator Over 25 Feet Length (BT25)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, IS-700, MOCC, RT MOCC</p> <p>Fitness: Moderate</p>	<p>Carpenter (CARP)</p> <p>Qualified As: None</p> <p>Required Training: ICS-100, IS-700</p> <p>Fitness: None</p>	<p>Chemist (CHMI)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700</p> <p>Fitness: None</p>	<p>Conservator (COSV)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700</p> <p>Fitness: None</p>	<p>Construction and Contractor Inspector (INSP)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700</p> <p>Fitness: Moderate</p>
<p>Critical Incident Stress Management Team Leader (CISL)</p> <p>Qualified As: None</p> <p>Required Training: ICS-100, IS-700, ICISF Basic Course</p> <p>Fitness: None</p>	<p>Critical Incident Stress Management Team Member (CISM)</p> <p>Qualified As: None</p> <p>Required Training: ICS-100, IS-700, ICISF Basic Course</p> <p>Fitness: None</p>	<p>Curator (CURA)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, ICS-200, IS-700</p> <p>Fitness: None</p>	<p>Debris Quality Assurance Inspector (UDQA)</p> <p>Qualified As: Bureau/Office Established</p> <p>Required Training: ICS-100, IS-700</p> <p>Fitness: Moderate</p>	<p>Diver (DIVR)</p> <p>Qualified As: None</p> <p>Required Training: ICS-100, IS-700, NAUI, PADI PTB</p> <p>Fitness: Arduous</p>

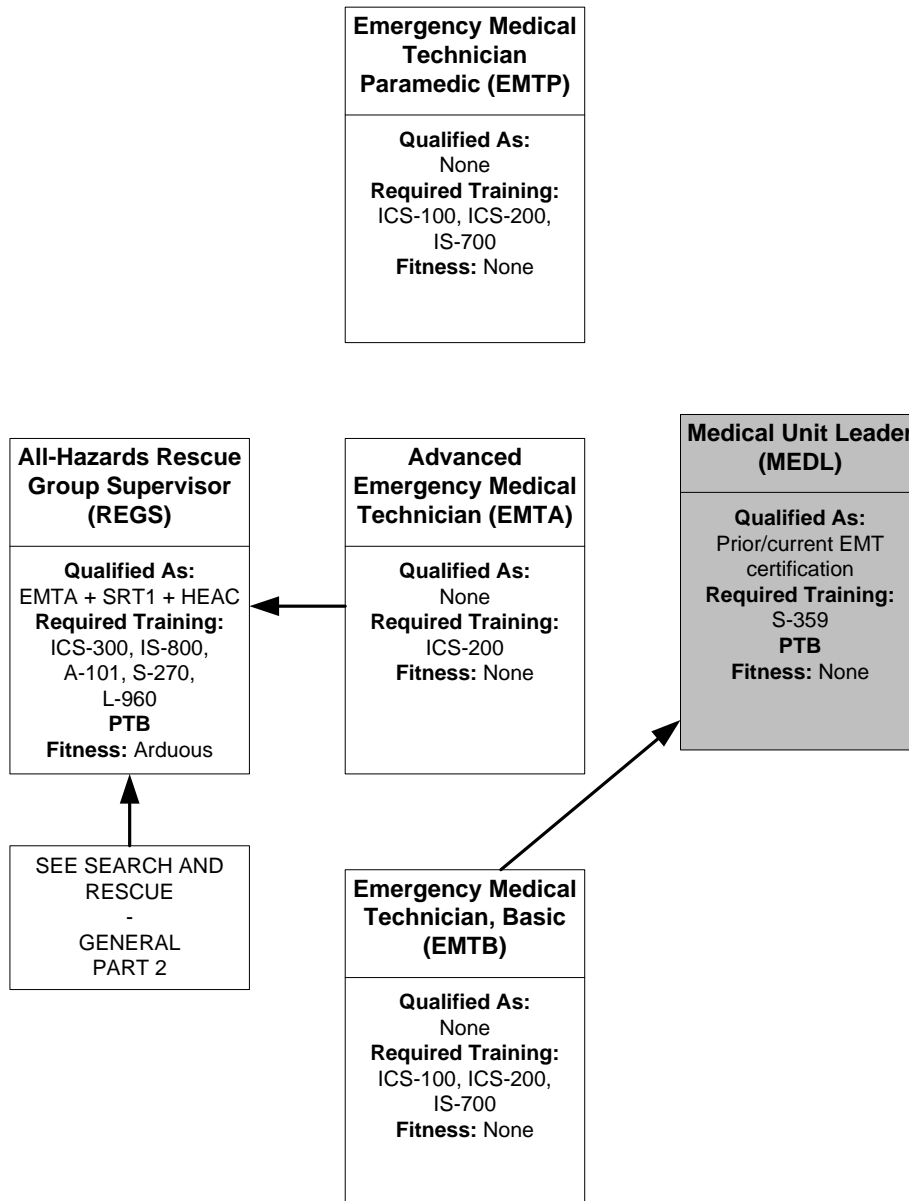
Grey boxes denote PMS 310-1 positions

11. Technical Specialists – Part 2

<p>Driver Class A (DRVA)</p> <p>Qualified As: None Required Training: ICS-100, IS-700 Fitness: None</p>	<p>Driver Class B (DRVB)</p> <p>Qualified As: None Required Training: ICS-100, IS-700, Fitness: None</p>	<p>Electrician (ELEC)</p> <p>Qualified As: None Required Training: ICS-100, IS-700 Fitness: None</p>	<p>Epidemiologist (EPID)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>	<p>Exhibit Specialist (EXSP)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>
<p>Expeditionary Unit Water Purifier Operator (EUWP)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, IS-700 Fitness: Moderate</p>	<p>Fluvial Stream Morphologist (FSMO)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>	<p>Grant Manager (GRMG)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>	<p>Heavy Equipment Operator (HEQO)</p> <p>Qualified As: None Required Training: ICS-100, IS-700, Heavy Equipment Operators Course Fitness: Moderate</p>	<p>Historian (HIST)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>
<p>Historical Landscape Architect (HLAR)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>	<p>Infrastructure Assessment; Dam Safety Inspector (IADS)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: Moderate</p>	<p>Landscape Architect (LAAR)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>	<p>Librarian (LIBR)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>	<p>Resource Advisor (READ)</p> <p>Qualified As: None Required Training: ICS-100, ICS-200, IS-700, Resource Advisor Course PTB Fitness: Light</p>
<p>Safety Officer Occupational Health (SOFO)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, IS-700, OSHA 6000 Fitness: Light</p>	<p>Technical Assistance; Engineering Support (TAES)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: Moderate</p>	<p>Temporary Roofing Quality Assurance inspector (TRQA)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, IS-700 Fitness: Moderate</p>	<p>Toxicologist (TOCL)</p> <p>Qualified As: Bureau/Office Established Required Training: ICS-100, ICS-200, IS-700 Fitness: None</p>	

Grey boxes denote PMS 310-1 positions

12. Technical Specialists – Medical



Grey boxes denote PMS 310-1 positions

Annex E Training

1. General Training Information

Training courses provide the specific knowledge and skills required to perform tasks identified in the PTB and prepare to operate under NIMS and ICS. This provides a direct link between training and job performance. Required training has been held to the minimum required to provide for safe operations on incidents.

Because the Department of the Interior encompasses a broad spectrum responsibility for management of all types of hazards and emergencies, the required training in this guide was developed by several sources representing many disciplines.

The following describes the prefixes associated with “Course Codes”

Many courses in this guide are associated with a course number. Many of these course numbers contain an alpha-prefix followed by a number. Below is a brief description of the association of those alpha prefixes with their guiding document where more information may be obtained about a specific course.

The following course codes categorize NIMS curriculum coursework managed by the FEMA Emergency Management Institute (EMI). More information about EMI Courses & Schedules can be found at <http://training.fema.gov/EMICourses/>

E/L: Emergency Management Institute-delivered courses

F/R: National Fire Academy course (off/on campus)

G: State-delivered courses

IS: Independent Study courses

K: Instructor led on-line EMI course

The following course codes categorize National Wildfire Coordinating Group (NWCG) curriculum coursework. More information about NWCG courses can be found in the [Field Manager's Course Guide](#). Associated course sessions can be located at <http://nationalfiretraining.net>

D: (Dispatch) Courses

FI: (Fire Investigation) Courses

G: (Gap) Courses

I: (Incident Command System) Courses

J: Job Aids

L: Leadership Courses (L-180, L-280, L-380, L-381, L-480, L-580)

M: (Management) Courses

P: (Prevention) Courses

RT: (Refresher) Courses
RX: (Prescribed Fire) Courses
S: (Suppression Skills) Courses

“A” course codes categorize Incident Aviation Training (IAT) curriculum coursework. More information about IAT courses can be located at: <https://www.iat.gov/>

“O” course codes categorize US Fire Administration (USFA) curriculum. More information about USFA courses can be located at: <http://www.usfa.fema.gov/nfa/>

2. Course Equivalency

EMI: Introduction to the Incident Command System (ICS), ICS-100 (**IS-100.b**):

- [IS-100.FDA Introduction to Incident Command System \(ICS 100\) for Food and Drug Administration](#)
- [IS-100.HCb Introduction to the Incident Command System for Healthcare/Hospitals](#)
- [IS-100.HE Introduction to the Incident Command System for Higher Education](#)
- [IS-100.FWa Introduction to the Incident Command System for Federal Workers](#)
- [IS-100.LEb Introduction to the Incident Command System for Law Enforcement](#)
- [IS-100.PWb Introduction to the Incident Command System for Public Works Personnel](#)
- [IS-100.SCa Introduction to the Incident Command System for Schools](#)
- [IS-200.b \(ICS 200\) ICS for Single Resources and Initial Action Incidents](#)
- [IS-200.HCa Applying ICS to Healthcare Organizations](#)

Motorboat Operator Certification Course (MOCC)

- Any U.S. Coast Guard Auxiliary Boating Skills and Seamanship (BS&S) – approved equivalent course including:
- The following list of courses have been approved by the Small Boat Safety Board:
- NOAA Commissioned Corps – Basic Officer Training Class
- Any USCG Deck License
- Federal Law Enforcement Small Boat Training – IBOT, MLETP or BOAT
- STCW Fast Rescue Boat (FRB) AND US Merchant Marine Able-Bodied Seaman rating OR A 2 days minimum, in person, NASBLA approved course
- Department Of Interior (3-5 days) Motorboat Operator Certification Course (DOI-MOCC)
- Boatwise - Course for NOAA Operators - ask Boatwise about the course, it is not listed on their site
- Chapman Powerboat Certification – Basic Power Boating (5 days)
- Clatsop Community College/MERTS (4 days)
- Westlawn Institute of Marine Technology
- Educational Training Company

3. 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.

3.1 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 Certification Course (MOCC)
- All-Terrain Vehicle/Utility Vehicle (ATV/UTV) operation and safety
- ICS for Single Resources and Initial Action Incidents (ICS-200)
- Shoreline Cleanup Assessment Team (SCAT)
- Wildlife capture and handling (or equivalent)
- Wildlife identification
- Human Factors on the Fireline (L-180)
- Global Positioning System (GPS)

Biologist (BIOL)

- Motorboat Operation Certification Course (MOCC)
- All-Terrain Vehicle/Utility Vehicle (ATV/UTV) operation and safety
- 40-hour HAZWOPER with current 8-hour refresher
- Combination helicopter/airplane safety (B3)
- Water ditching and survival (A-312)
- Human Factors on the Fireline (L-180)
- Wildlife Capture and Handling (or equivalent)
- Global Positioning System (GPS)

Avian Biologist (ABIO)

- Shoreline Cleanup Assessment Team (SCAT)
- Motorboat Operation Certification Course (MOCC)
- All-Terrain Vehicle/Utility Vehicle (ATV/UTV) operation and safety
- Combination helicopter/airplane safety (B3)
- Water ditching and survival (A-312)

Avian Aviation Biologist (AABI)

- Shoreline Cleanup Assessment Team (SCAT)
- Motorboat Operation Certification Course (MOCC)
- All-Terrain Vehicle/Utility Vehicle (ATV/UTV) operation and safety
- Global Positioning System (GPS)
- For ACETA, hunter/gun safety training and ACETA training

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 Certification Course (MOCC)
- All-Terrain Vehicle/Utility Vehicle (ATV/UTV) Operation and Safety
- Water Ditching and Survival (A-312)
- Leadership and supervisory experience/training