POSITION EVALUATION STATEMENT

Title, Series, Grade: Wildland Firefighter (Aviation), GS-0456-11

Position Number: DX05300

Background: This Standard Position Description (SPD) was developed by an Advisory Work Group made up of a team of fire subject matter experts and classification specialists and is representative of aviation management work performed. The major duties listed in the SPD were identified through a thorough analysis of the 0456 Wildland Firefighter standard. The major duties in the position allow for an additional duty for supervision exercised. Thereby, creating a new Supervisor (CSRA) position, which is defined as a position meets the definition of Supervisor in 5 U.S.C. 7103(a)(10), but does not meet the minimum requirements for application of the General Schedule Supervisory Guide. However, the hiring manager may elect to use this as a non-supervisory position and can select the appropriate box on the HC-08.

References: Position Classification Standard for Wildland Fire Management, June 2022; 5 U.S. Code § 5104, Basis for grading positions; 5 U.S.C. 7103(a)(10) Definitions.

Series Determination: The GS-0456 Fire Management series includes one-grade interval positions that supervise or perform work to manage and extinguish fires and involves technical and specialized work in the planning and the execution of Wildfire management programs in fire adapted ecosystems while dealing with problems of smoke dispersion, and hazard reduction near urban areas. This includes, but is not limited to, fire prevention, pre-attack planning, wildfire suppression, post suppression, fire research, and other specialized work relating to fire management programs. Knowledge required by positions in this series vary by specialty area, however positions may require knowledge of: Wildland Firefighting and fire prevention theory and techniques; Wildland Firefighting fire suppression and management techniques; fire behavior, fuels management, fire hazard and risk analysis, fuel volume and flammability assessment; skills in planning, direction, or carrying out fire protection and prevention programs and operations; the types and capabilities of fixed-wing aircraft and helicopters used in suppressing and managing wildland fires; and Incident Command System (ICS), command and control, and the coordination of emergency response resources, provided for within the common hierarchy of the National Incident Management System (NIMS).

The primary purpose of this position is to direct an aviation management program at the unit/tribal level. The incumbent is responsible for providing guidance for all phases of the unit's aviation program including policy development and compliance, budget management, contract inspection, safety, training program, evaluation and all aviation services provided by the aviation program. As such, the 0456 has been determined to be the appropriate series for the position.

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

position is titled *Wildland Firefighter (Aviation).*

Grade Determination: The 0456 PCS is written in a narrative format describing the Nature of Work and Level of Responsibility for each grade covered by the standard. The classification factors include: (1) guidelines; (2) complexity; (3) personal contacts/purpose of contacts; and (4) supervision received. Part I, Fire Management Position Illustrations of the PCS (under Part II, Grading Information) provides illustrative grade level criteria for nonsupervisory positions in grades GS-3/4/5/6/7, 9, and 11. The grade level information provides a summary of the grade level, followed by specific illustrations of duties and responsibilities characteristic of the grade described loosely in terms of the classification factors identified above. Illustrations vary by grade level and may be described in in terms of specialty areas such as Aviation, Fuels, or Prevention.

Nature of Work

At the GS-11 wildland firefighters provide local expertise for short and long-term strategic fire management planning, assessments, and interagency and/or unit fire management plans. Use expertise to analyze and resolve unique problems relating to the development, execution, and monitoring of local fire management issues; provide advice and guidance in adaptation of policies, standards, methods, and guidelines received from national and regional levels to local conditions. Coordinating and integrating fire management related topics, issues, and solutions. Providing input to the development of plans and agreements, and working closely with counterparts from other federal, state, or local partner agencies.

Like the GS-11, the position is responsible for the unit's aviation program management to include oversight, budget planning, development, execution, and monitoring of all aviation operations. The position also participates in resource need forecasting and allocation to ensure aviation priorities are represented in strategic planning and long-range objective development for the broader fire management program. Work assignments further include resource need forecasting and allocation to ensure aviation priorities are represented in strategic planning and long-range objective development for the broader fire management program, and facilitation of negotiations of short- and long-term usage agreements with state and local governments, corporations and private landowners for the bureau and coordination of restricted airspace use with the appropriate military entities and Federal Aviation Authority (FAA). Furthermore, the position develops unit aviation plans and contributes to revisions of regional/state/tribal and national aviation plans. Develops and reviews project aviation safety plans. Reviews and approves subordinate aviation plans for aviation activities as determined by the line manager. Participates in the development of aviation handbooks, job aids, manuals, SOP's, and instructional materials and also conducts workshops which provide direction and guidance to field and interagency offices. The GS-11 is fully met and is the highest grade identified under Part I Fire Management Position Illustrations of the PCS.

Level of Responsibility

At the GS-11 the supervisor assigns work in terms of broad areas of responsibility, program emphasis, and key management concerns for special projects. The supervisor and employee confer on priorities and deadlines. The incumbent is independently responsible for planning, coordinating with others, and determining the approach to take to complete specific assignments. Recommendations are usually accepted as authoritative. Policy questions dealing with controversial issues are reviewed with the supervisor to achieve agreement or solution. Completed work is reviewed for the attainment of objectives.

Like the GS-11, the position's supervisor assigns work in terms of very broad areas of responsibility, program emphasis, and key management concerns for special projects. The supervisor and employee collaborate on priorities and deadlines. Recommendations are typically accepted as authoritative. Policy questions dealing with controversial issues are reviewed with the supervisor to achieve mutually agreed upon solutions. Completed work is reviewed for effectiveness in meeting requirements or expected results. The GS-11 is fully met and is the highest grade identified under Part I Fire Management Position Illustrations of the PCS.

FINAL CLASSIFICATION: Both Nature of Work and Level of Responsibility are evaluated at the GS- 11 level; therefore, the position is properly classified as ***Wildland Firefighter (Aviation), GS- 0456-11.***