U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval for Retirement Under 5 USC 8336(c) and 8412(d)

[X] Approved under the Civil Service Retirement System, 5 USC 8336(c)

[X] Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Secondary/Administrative (FF)

Bureau: Bureau of Indian Affairs – Bureau wide

Classification Title: Wildland Fire Management Specialist/Rangeland Management Specialist/Forester.

Organization Title: Fire Prevention Specialist

Position Number: F321-BIA Series and Grade: GS-0401/0454/0460-09/11.

RECOMMENDATION FOR COVERAGE REVIEW:

Secondary administrative coverage under both CSRS and FERS is recommended for this position.

The position has administrative duties in an organization having a firefighting mission. The primary purpose of the position is to provide management, technical expertise, and oversight and policy development for wildland mitigation education, community assistance and legal restitution for fire loss and trespass programs. Position requires knowledge of fire suppression strategy, tactics, fire behavior, fuels models, fire weather, ISC and firefighting tools and equipment.

The position requires prior firefighting experience and is clearly in an established career path.

Dory A. Milliken, FLERT HR Specialist (PDs) — Date: 6/25/2004

Bureau Program Designee — Date: 6/17/04

Michael Gillmore, DOI Fire & Law Enforcement Team Lead — Date: 06/27/04

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement and retroactive to the classification date of 05/28/04. Approval is by DOI Secretary's Designee:

Deputy Assistant Secretary, Performance, Accountability and Human Resources — Date: 7/19/04

(DOI Revised 01/99)

POSITION DESCRIPTION *(Please Read Instructions on the Back)*

1. Agency Position No.

2. Reason for Submission: ☐ Redescription ☐ New ☐ Reestablishment ☐ Other
Explanation *(Show any positions replaced)*

3. Service: ☐ Hdqtrs ☒ Field

4. Employing Office Location

5. Duty Station

6. OPM Certification No.

7. Fair Labor Standards Act: ☒ Exempt ☐ Nonexempt

8. Financial Statements Required: ☐ Executive Personnel Financial Disclosure ☐ Employment and Financial Interests

9. Subject to IA Action: ☒ Yes ☐ No

10. Position Status: ☒ Competitive ☒ Excepted *(Specify in* ☐ SES (Gen.) ☐ SES (CR)

11. Position is: ☐ Supervisory ☐ Managerial ☒ Neither

12. Sensitivity: ☒ 1-Non-Sensitive ☐ 2-Noncritical Sensitive ☐ 3-Critical Sensitive ☐ 4-Special Sensitive

13. Competitive Level Code

14. Agency Use

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment	Wildland Fire Management Specialist/					
c. Second Level Review	Rangeland Management Specialist/ Forester	GS	401/454/ 460	11	AB	05-28-04
d. First Level Review	Wildland Fire Management Specialist/ Rangeland Management Specialist/	GS	0401/0454/ 0460	11		
e. Recommended by Supervisor or Initiating Office	Forester					

16. Organization Title of Position *(If different from the official title)*
Fire Prevention Specialist SPD# F321-BIA

17. Name of Employee *(If vacant, specify)*

18. Department, Agency, or Establishment
Department of the Interior

a. First Subdivision
Bureau of Indian Affairs

b. Second Subdivision

c. Third Subdivision

d. Fourth Subdivision

e. Fifth Subdivision

19. Employee Review — This is an accurate description of the major duties and responsibilities of my position.
Signature of Employee *(optional)*

20. **Supervisory Certification.** *I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statues or their implementing regulations.*

a. Type Name and Title of Immediate Supervisor
Signature | Date

b. Typed Name and Title of Higher-Level Supervisor or Manager *(optional)*
J. L. Stires, Chief, Branch of Fire Management
Signature J L Stires Date 4-6-04

21. **Classification/Job Grading Certification.** *I certify that this position has been classified/graded as required by Title 5, U.S. Code in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.*

22. Position Classification Standards Used in Classifying/Grading Position
GS-0401, Gen Biol Sci Series def; Rangeland Mgmt Series, GS-0454, TS-126, 9/93; Forestry Series, GS-0460, 6/65, TS-57, 12/79, TS-39

Typed Name and Title of Official Taking Action
Allison S. Beard
HR Specialist (Staffing and Classification)
Signature Allison S Beard Date 05-28-04

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initial	Date	Initial	Date
a. Employee *(optional)*										
b. Supervisor										
c. Classifier					Department of the Interior, FLERT Specialist Doug A Milliken					

24. Remarks
This PD has been approved as follows under 5 USC 8336(c) and 8412(g):
POSITION IS COMPETITIVE, EXCEPT IF FILLED BY INDIAN PREFERENCE UNDER SCHEDULE A213.3112 (A) (7)
✓ Firefighter ____ Law Enforcement
____ Primary ✓ Secondary/Administrative ____ Sec/Supvy
Approval Date July 19, 2004

25. Description of Major Duties and Responsibilities *(See Attached)*

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*BIA Standard PD number should be entered into FPPS after the Organization Title of the Position to ensure it is identified on the SF-50.

DI-625

POSITION CLASSIFICATION AMENDMENT

1. OFFICIAL HEADQUARTERS	2. NAME OF INCUMBENT
Bureau of Indian Affairs	

3. ORGANIZATIONAL LOCATION X AS SHOWN ON CURRENT DESCRIPTION; _ AS HEREBY AMENDED

a. _____ d. _____
b. _____ e. _____
c. _____

4. CSC TITLE AND BUREAU POSITION NO.	SCHEDULE	SERIES	GRADE
Wildland Fire Management Specialist/Rangeland Management Specialist/Forester, , SPD# F321-BIA	GS	0401/0454/ 0460	11

_ SAME AS PRESENT; AMENDED FOR: _ CSC TITLE, _ POS. NO., __ SERIES, X GRADE _ OTHER

CERTIFICATIONS

5. I CERTIFY THAT THE POSITION IDENTIFIED ABOVE HAS CHANGED AS REFLECTED IN THIS AMENDMENT.

Title: Chief, Branch of Fire Management

6. I CERTIFY THAT THE CHANGES REFLECTED ARE PROPER AND THE POSITION AS HEREBY AMENDED IS PROPERLY CLASSIFIED.

(Signature of Official Exercising Classification Authority)
Title:

7. DESCRIBE BRIEFLY, BUT IN FULL. THE REASONS FOR CHANGES CHECKED ABOVE, AND THE ADDITIONS, DELETIONS, OR OTHER REVISIONS WHICH ARE TO BE MADE IN THE DESCRIPTION PROPER.

This represents restructuring this position to the GS-09 grade level.

This position is being restructured to the lower grade indicated above to permit planned training and progression in the duties and responsibilities set forth in the attached full performance level position description.

Incumbent serves in a training capacity and may not be expected to perform the entire scope of duties as described. Assignments are given to prepare the incumbent to eventually acquire the knowledge expected at the full performance level. They will typically combine productive work with on-going training and instruction as appropriate and will relate to the objective of attaining full performance on the job. Incumbent will be given less responsibility at first and work will be more closely reviewed. The more difficult assignments may be screened by the supervisor so that lesser degree of judgment is expected of the incumbent. Complexity of work may be increased by the supervisor and supervisions received may gradually decr4ase as experience and competence are developed by the incumbent.

Performance will be evaluated with the appropriate status of training in mind.

NOTE: At the discretion of management, incumbent may be non-competitively promoted to the established next higher level provided: 1) the target position is still properly classifiable to its present title, series, and grade at the time of the proposed promotion, 2) the incumbent is certified in writing to have advanced to and to be performing at the level appropriate to the high grade, and 3) the incumbent meets all regulatory and qualification requirements for such promotion.

Department of the Interior, FLERT Specialist
This PD has been approved as follows under 5 USC 8336(c) and 8412(d)
_✓_ Firefighter _✓_ Law Enforcement
_____ Primary _✓_ Secondary/Administrative _____ Sec/Supvy
Approval Date July 19, 2004

SPD# F321-BIA

Wildland Fire Management Specialist/Rangeland Management Specialist/Forester,
GS-0401/0454/0460-09/11
(Fire Prevention Specialist)

STANDARD POSITION DESCRIPTION

INTRODUCTION

This is a standardized wildland fire management position description intended for use in the Bureau of Indian Affairs (BIA). The position is located in an initial attack fire suppression organization where the employee performs a variety of staff, technical and administrative duties relating to fire suppression activities and the support of fire management programs. The primary purpose of this position is to serve in a complex Fire Management organization where the incumbent provides management, technical expertise, and oversight and policy development to the wildland mitigation, education, community assistance, and legal restitution for fire loss and trespass programs.

The mission of the Branch of Fire Management is to provide for safe and effective wildland fire protection on privately-owned Indian forest and range lands held in trust by the United States of America through the use of modern and efficient fire management practices including aggressive fire suppression; a responsive and cost effective preparedness program based upon a cooperative approach to a common problem with other wildland fire protection agencies; a creative fire prevention program focusing on hazard abatement through the application of prescribed fire; and the implementation of tribal control of the program under Indian Self Determination as requested by tribal government.

Prior wildland firefighting experience is required to carry out the duties and responsibilities of this position.

Major Duties

Wildland Fire Mitigation (30%)

Responsible for wildland fire mitigation, including risk assessment, ignition management, program direction, and loss prevention programs, inter-agency coordination, and presuppression components of a fire management program at the field office level.

Represents the Bureau at the local level on wildland fire mitigation and related activities. Attends meetings and interagency coordination workshops in order to provide fire mitigation expertise. Establishes and maintains an active wildland fire mitigation program involvement with other cooperating activities at local, tribal and Regional levels.

Serves as the focal point of coordination below the Regional Office level for wildland fire mitigation program inclusion in the fire management planning process. Through coordination with the Fire Management Officer (FMO), develops strong emphasis and action elements designed to mitigate the causes of fires. Develops and reviews programs and plans to ensure that fire mitigation principles, practices and policies are incorporated into local land management programs.

Analyzes models and identifies major causes of wildland fire and ensures that these causes are effectively addressed in the appropriate wildland fire mitigation programs, wildland fire prevention plan and the fire management plan. Incumbent is responsible to develop, maintain and implement the agency wildland fire prevention plan. Participates with supervisor and other members of the staff in the development and integration of fire mitigation into the overall program of work, including the recommending of policy development of immediate and long-range objectives, integration of various activities of the staff and budgeting.

Reduces human- and equipment-caused ignitions through comprehensive risk assessments and develops plans to mitigate fire causes. These plans include vigorous public awareness activities and programs, informational promotions, accelerated law enforcement programs, and road/area signing efforts. Markets fire mitigation programs to individual representatives, tribal government, local interest groups, and affiliated participants.

Coordinates all wildland fire restriction and closure plan development and implementation. Works with public affairs personnel, fire information personnel and coordinating agencies in developing, implementing and disseminating fire restriction and closure information.

Fire Education (30%)

Responsible for wildland fire education programs. The incumbent is required to determine, develop and provide program expertise and materials to all supported programs.

Represents the Bureau at the local level on wildland fire education activities. Responsible for the local transfer/development of wildland fire mitigation and fire education concepts, applications and materials. Provides fire mitigation expertise at meetings and interagency workshops. Establishes and maintains an active wildland fire mitigation program involvement with other cooperating activities at the local level.

Works with others to develop, present or monitor local and state interagency workshops, national and agency wildland fire mitigation and education training curricula, courses, exhibits and presentations.

Community Assistance (30%)

The complexity of the Bureau's Fire Management Program has increased as communities and homes developed adjacent to and among Tribal lands and wildland fuels. This poses new and complex fire program challenges in preserving Tribal natural and cultural resources, reducing the threat to civilian life and property from wildland fire and reducing the exposure to wildland and

structural firefighters. The duties of this position in these important and life threatening situations include:

- Coordinates the identification and mitigation of wildland urban interface issues and risks to homeowners and communities from wildland fire and hazardous fuels. Develops and implements a strategic planning process that effectively mitigates these risks.

- Works with local homeowners, community stakeholders, tribal, state, and federal agencies in an effort to educate and mitigate potential threats to these communities by wildland fire.

- Develops, coordinates, implements and monitors educational meetings, events and programs with local communities to reduce loss resulting from wildland fire.

- During a wildland fire event in these areas, assists with the development and implementation of additional strategic fire mitigation and protection planning which assesses the actual and potential risks and hazards.

Fire Trespass (10%)

Incumbent is responsible for dealing with increased fire trespass resulting from rapidly expanding populations. Problems include recreation, equipment use and debris burning. This poses an increased risk and potential loss to the natural and cultural resources. To meet these challenges and mitigate potential losses, the incumbent:

- Coordinates and monitors local wildland fire trespass policies, procedures and actions.

- Performs and coordinates wildland fire cause determination and investigation training with Bureau and other Federal agency investigators, law enforcement personnel and local authorities.

- Works with managers to negotiate administrative and legal restitution for fire suppression and resource damage cost resulting from fire trespass cases.

FACTORS

Factor 1, Knowledge Required by the Position

Prior wildland firefighting experience is required to comprehend and apply fire management strategies, tactics, and fire prevention and mitigation procedures to fire management objectives and to determine the consequences of proposed actions. Knowledge of and experience in fire suppression strategy, tactics, fire behavior, fuel models, fire weather, Incident Command System, firefighting tools and equipment to safely lead and execute fire line suppression operations. Previous on-the-line wildland firefighting experience is a requirement of this position.

Professional knowledge of natural resource/land management concepts of social, biological and physical sciences in order to provide management and oversight in wildland mitigation, education, community assistance, and legal restitution for fire loss and trespass programs.

In-depth knowledge of wildland fire management, fuels management, fire behavior, obtained by firefighting experience and specialized training; knowledge of fire prevention assessment and planning, fire regimes, fire effects, ecosystem and species response mechanisms to fire and post fire recovery, to comprehend, utilize and apply these principles to mitigate damage of unwanted fire and to convey these concepts to target audiences.

Knowledge and ability to use research and current programs to develop structure solutions to critical, unique and controversial wildland fire mitigation and wildland fire educational situations. A comprehensive understanding of multi-agency wildland fire mitigation plans, ignition management, loss prevention, and policies sufficient to conduct loss prevention program analysis. The analysis includes risk, hazard, value, and fire history. The conclusions reached are incorporated into fire management, wildland fire prevention and mitigation management plans.

Knowledge to determine the appropriate materials needed to clearly communicate information to a variety of public audiences, tribal, political and legal representatives, natural resource specialists and wildland fire and land managers.

Comprehensive knowledge of federal, state, local and other agencies, wildland fire and emergency management policies, practices and philosophies related to the following: tribal compacts/contracts, budget systems, wildland fire trespass policies, restriction and closure plan regulations, cooperative agreements, fire management and ecosystem planning, the prescribed use of wildland fire, wildland and structural fire mitigation principles, wildland fire and structural fire suppression techniques.

Knowledge of federal, state, and local agency roles and responsibilities in wildland/structural fire mitigation and educational programs.

Knowledge of educational training principles and techniques, meeting management skills, and the ability to effectively organize, coordinate and present workshops and training sessions involving all aspects of wildland fire mitigation and education.

Skill in establishing and maintaining effective relationships with local public interest groups, community planners, private landowners, and government involved with fire management planning efforts.

Ability to serve as a Level II Wildland Fire Investigator to qualify at the full performance level. Ability to obtain Level II Wildland Fire Investigator within 2 years as a condition of hire.

Factor 2, Supervisory Controls

This position is supervised by the Fire Management Officer or Natural Resource Officer, who identifies the scope of responsibility, overall program objectives and special problem areas that require attention.

The incumbent independently constructs action plans for work with only general guidance from the supervisor on program direction. The incumbent is considered the technical expert on the fire mitigation, fire education, community assistance, and fire trespass. The incumbent works relatively free from technical controls, except for those contained in the Annual Work Plan.

The supervisor is kept informed of significant developments. Completed work is reviewed primarily for effectiveness in meeting program objectives and for conformance to Bureau policies.

Factor 3, Guidelines

The assignments are undertaken within the framework of tribal, federal, state, and local regulations, policies, and existing guides which require professional interpretation to deal with local resource and fire management problems. Law or policy guides may point toward conflicting requirements or provide few precedents pertinent to specific problems; proven methods of treating a problem may be lacking or incomplete. The guidelines and regulations permit independent and innovative action due to a wide variety of physical, biological and socioeconomic conditions and issues that are found at the local level.

Exercise ingenuity in researching and adopting techniques and providing solutions for fire mitigation, trespass, community assistance, and fire education problems to field managers which may include the modification of existing plans and criteria.

The Regional WUI/Prevention Specialist is available to provide technical assistance and advice on unprecedented program problems.

Factor 4, Complexity

Assignments involve a broad range of duties in the interagency field of wildland fire management. Primary responsibility is to provide technical guidance, program development, coordination and review among tribal and Bureau programs for fire management operations.

Many different factors must be considered in order to arrive at the nature of the job being accomplished. The job deals with emergency situations lacking reliable predication (human behavior, various fuels and burning condition, fire history, ignition factors, timeliness, resource suppression requirements, local and other agency regulations). Emergency situations are often complex and extremely demanding.

Even without an emergency, the work is complex, requiring continuous coordination and communication among agencies and tribes, as well as with numerous outside agencies, groups

and stakeholders. The complexity of the work is reflected in the myriad of problems that must be continuously addressed, the coordination required, number of people involved, communication networks employed, keen attention to detail required and the short time frames involved.

The incumbent must be effective in confronting and resolving conflicts and sensitive issues among individuals, organizations and agencies. The individual deals with complex tasks required in the planning, implementation and evaluation of systems, courses and social issues. The work involves many areas of uncertainty and the complex interactions of a number of technical, resource, administrative, legal and socioeconomic problems. This requires the development of new techniques and criteria; or the prescriptions of particular practices, in the resolution of a wide range of fire management issues, including wildland fire mitigation, fire education, fire ecology and effects, fire protection, fire suppression, fire trespass, and community assistance in wildland/urban and rural intermix situations.

Factor 5, Scope and Effect

The purpose of the work is to design, create and guide effective field office wildland fire mitigation and wildland fire educational programs and to efficiently coordinate these programs with other agencies, tribes, cooperators, stakeholders, partners and institutions. Primary responsibility is to provide leadership and guidance, develop local area programs, guidelines, standards and procedures.

Completed reports and recommendations influence decisions by managers concerning the fire mitigation, fire education, community assistance, and fire trespass programs at the agency level. The work involves identifying problems, studying, analyzing and making recommendations concerning these programs, thereby affecting the efficiency and productivity of operations in these programs.

Factor 6, Personal Contacts

Personal contacts include tribal councils, tribal staff, staff specialists, agency fire personnel such as Fire Management Officers, Natural Resource and Land Operations Managers, counterparts in the Bureau of Land Management, Forest Service, Fish and Wildlife Service, National Park Service, state lands and forestry departments, municipalities, members of professional councils and societies with an interest in wildland fire ecology, fire mitigation, law enforcement, news media; business people, members of scientific academic community; and the general public. May also participate as a technical expert in communities and seminars of local or statewide importance.

Factor 7, Purpose of Contacts

Contacts are made for the purpose of performing studies, gathering information, consulting, advising, recommending, planning, guiding and promoting the development and implementation of the fire mitigation, fire education, community assistance, and fire trespass programs, coordinating contracts or agreements with university and private industry; reviewing, evaluating

and certifying interagency fire mitigation techniques and efforts and conducting research into new educational methods; making presentations and/or instructing groups in regard to the overall program.

Contacts are to coordinate communication among agency and interagency fire management programs and to keep field specialists current with these programs. Contacts also are required to share wildland fire mitigation and educational techniques and information effectively with a wide variety of internal and external agency audiences. Additionally, contacts are necessary to conduct day-to-day business and to anticipate administrative and managerial problems before they rise.

Contacts require tact, determination, and persuasion especially to convince the public and outside organizations of the benefits of fire mitigation programs.

Factor 8, Physical Demands

The work is primarily sedentary, although a level of physical fitness is required which will allow for work during periods of extended stress and in the field when unusual fire situations arise. Physical fitness is required at the moderate level for this position.

Factor 9, Work Environment

The work is normally performed in an office. Travel to field offices and various meetings and conferences is required. When in field, work requires on-the-ground examinations which requires physical exertion.

FACTOR EVALUATION SYSTEM
POSITION EVALUATION STATEMENT

Title, Series and Grade	Wildland Fire Management Specialist, GS-401-09/11 Rangeland Management Specialist, GS-454-09/11 Forester, GS-460-09/11
Organization	BIA – Standard Position Description for use Bureau-wide
Position Number	

GS-460 Forester Series Evaluation

Evaluation Factors	Points Assigned	Standard Used	Comments
1. Knowledge Required by the Position	1250	FL 1-7	Prior wildland firefighting experience is required to comprehend and apply fire management strategies, tactics and fire prevention and mitigation procedures. Professional knowledge of natural resource/land management concepts is required along with wildland fire management, fuels management and fire behavior knowledge. Comprehensive knowledge of federal, state, local and other agencies wildland fire and emergency management policies is required.
2. Supervisory Controls	450	FL 2-4	Independently constructs action plans for work with only general guidance from the supervisor and is considered the technical expert on the fire mitigation, fire education, community assistance and fire trespass. Completed work is reviewed primarily for effectiveness in meeting program objectives.
3. Guidelines	275	FL 3-3	Guidelines are available from Agency handbooks, federal, state and local regulations, policies and existing guides, which required interpretation, do deal with local resource and fire management problems. Employee uses resourcefulness in identifying problems and provides interpretation of guides.
4. Complexity	225	FL 4-4	Assignments involve a broad range of duties n the interagency field of wildland fire management. Primary responsibility is to provide technical guidance, program development, coordination and review between tribal and Bureau programs for fire management operations.
5. Scope and Effect	150	FL 5-3	The purpose of the work is to design, create and guide effective field office wildland fire mitigation and wildland fire educational programs and to efficiently coordinate these programs with other agencies, tribes, cooperators, stakeholders, partners and institutions.

Evaluation Factors	Points Assigned	Standard Used	Comments
6. Personal Contacts	60	FL 6-3	Contacts include tribal councils, tribal staff, staff specialists, agency fire personnel such as Fire Management Officers, Natural Resource and Land Operations Managers, counterparts in BLM, Forest Service, FWS, NPS, state lands and forestry departments, municipalities, members of professional councils and societies with an interest in wildland fire ecology, fire mitigation, law enforcement, news media, and the general public.
7. Purpose of Contacts	50	FL 7-2	Contacts are made for the purpose of performing studies, gathering information, consulting, advising, recommending, planning, guiding and promoting the development and implementation of the fire mitigation, fire education, community assistance and fire trespass programs.
8. Physical Demands	5	FL 8-1	Work is primarily sedentary although a level of physical fitness is required which will allow for work during periods in the field when unusual fire situations arise.
9. Work Environment	5	FL 9-1	Work is normally performed in an office setting.
TOTAL POINTS	2470		
GRADE CONVERSION	GS-11		
Point Range for GS-11	2355 - 2750		

GS-454, Rangeland Management Series:

Evaluation Factors	Points Assigned	Standard Used
1. Knowledge Required by the Position	1250	FL 1-7
2. Supervisory Controls	450	FL 2-4
3. Guidelines	275	FL 3-3
4. Complexity	150	FL 4-3
5. Scope and Effect	150	FL 5-3
6. Personal Contacts	75	2
7. Purpose of Contacts		b
8. Physical Demands	5	FL 8-1
9. Work Environment	5	FL 9-1
TOTAL POINTS	2360	
GRADE CONVERSION	GS-11	
Point Range for GS-11	2355 - 2750	

Remarks (As appropriate, desk audit findings, or other considerations not previously documented which affect final grade):

Background: This position description was developed as a standard position description for use in the Bureau of Indian Affairs. The position is located in an initial attack fire suppression organization where the employee performs a variety of staff, technical and administrative duties relating to fire suppression activities and the support of fire management programs. The primary purpose of this position is to serve in a complex Fire Management organization where the incumbent provides management, technical expertise, and oversight and policy development to the wildland mitigation, education, community assistance, and legal restitution for fire loss and trespass programs.

Title and Series Determination: In order to attract the largest pool of qualified applicants, this position will be classified interdisciplinary and will also provide the Regional Offices the flexibility to choose the most appropriate series for the position within their region.

The GS-401, General Biological Science Series includes positions, which involve professional work in Biology, Agriculture, or related natural resource management when there is no other more appropriate series.

The GS-460 series includes positions, which require primarily professional knowledge and competence in forestry science. The work includes development, production, conservation and utilization of the natural resources of forests and associated lands; the protection of resources against fire, the protection of forest lands and properties; the inventory, planning, evaluation and management of each forest resource including timber, soil, land, water, wildlife and fish habitat, minerals, forage, and outdoor recreation.

The GS-454 series includes positions that require primarily professional knowledge and competence in rangeland management to perform work involving the preservation, development, and management of rangelands. This includes the ability to analyze and protect the natural resources, to develop programs and standards for rangeland use and conservation, and to advise State officials, and private and Indian landowners in rangeland management practices.

This position requires prior wildland firefighting experience to carry out the duties and responsibilities of this position. This position also requires professional knowledge and/or education requirements. Therefore, the proper titles and series are *Wildland Fire Management Specialist, GS-401; Rangeland Management Specialist, GS-454; or Forester, GS-460.* The organizational title for this position is *Fire Prevention Specialist.*

There are no published classification standards for the GS401 series. It is bureau practice to cross-reference the GS-460 series, part I, (TS-39, 01-80). This standard will be used to evaluate the professional aspects of this position. The position will also be evaluated using the factor level descriptions and assigned point values in the GS454 standard, (TS-126, 09-93).

Final Determination: The proper title and series for this interdisciplinary position are: **Wildland Fire Management Specialist, GS-401-11; Rangeland Management Specialist, GS-454-11; or Forester, GS-460-11;** dependent upon the type of terrain and vegetation in the Region where the position is located.

Allison S Beard — 05-28-04

Allison S. Beard
Human Resources Specialist (Staffing and Classification)

Date