

**POSITION DESCRIPTION ADDENDUM  
MOTOR VEHICLE OPERATION – INDIAN AFFAIRS**

Position Description Number:           F333-BIA          

The incumbent of this position will:  
[Place an "X" next to appropriate category]

**Regularly** operate government vehicles or equipment to perform the duties of the position.

Occasionally operate a motor vehicle, but not on a regular basis.

Not be required to operate a vehicle.

Employees occupying positions with the requirement to **regularly** operate a vehicle must successfully complete the web-based National Safety Council Defensive Driving Course every 3 years.

*All positions are subject to the Indian Affairs Motor Vehicle Operation Policy. Incumbents must be in compliance with all policy requirements depending upon position motor vehicle operation status.*

**POSITION DESCRIPTION ADDENDUM  
TELEWORK POLICY – INDIAN AFFAIRS**

Position Description Number:           F333-BIA          

[Place an "X" next to appropriate category]

**For positions suitable for telework, use the following language:**

The Bureau of Indian Affairs has determined that the duties of this position are suitable for telework and the selectee may be allowed to telework with supervisor approval.

**For positions not suitable for core or situational telework, use the most appropriate of the following two options:**

The Bureau of Indian Affairs has determined that the duties of this position are suitable for telework only during an emergency or natural disaster.

The Bureau of Indian Affairs has determined that the duties of this position are not suitable for telework under any circumstances.

**For positions that MANDATE telework, use the following language:**

The Bureau of Indian Affairs has determined that telework is required for this position and thus a condition of employment. The selectee is expected to telework \_\_\_ days a week. Selectees must be eligible to telework under the 2010 Telework Act.

- *To be used for all Standard Position Descriptions.*



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

Approved under the Civil Service Retirement System, 5 USC § 8336(c)

Approved under the Federal Employees Retirement System, 5 USC § 8412(d)

Category of Coverage: Primary/Rigorous (Firefighter)

Bureau: Bureau of Indian Affairs – Standard Position Description

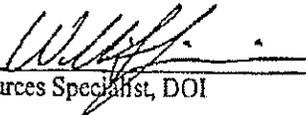
Classification Title: Supervisory Forestry Technician (WFM)

Organization Title: Wildland Fire Module Assistant Leader

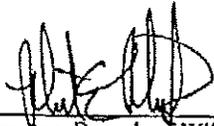
Standard Position Number: F333-BIA Series and Grade: GS-0462-07

RECOMMENDATION FOR COVERAGE: Primary/Rigorous Firefighter coverage is recommended under both CSRS and FERS.

This is a standard wildland fire management position description intended for use in the Bureau of Indian Affairs only for positions on Wildland Fire Management (WFM) Modules. BIA Modules are dedicated to wildland and prescribed fire operations and provide expertise in the areas of fire monitoring, ignition, holding and suppression, prescribed fire preparation and implementation support, hazardous fuels reduction and fire effects monitoring. Knowledge is required of the practices, methods, and techniques of fire management; including fire behavior, fire organizations, strategies, tactics, equipment, and suppression methods used in containment and control of wildland fires in multiple vegetation/fuels including grass, brush, and timber types. Primary duties are directly connected with the control and extinguishment of fires and/or maintaining and using firefighter apparatus and equipment. The duties of this position are so rigorous that employment is limited to young and physically vigorous individuals who must meet established age and physical qualification requirements.

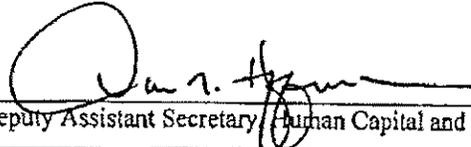
  
Alan Sizemore, Human Resources Specialist, DOI

06/22/2012  
Date

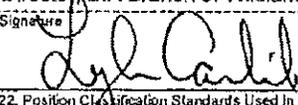
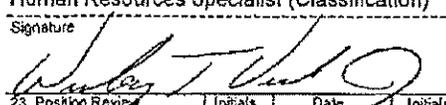
  
LYLE CARLILE, Director, Branch of Wildland Fire Management, BIA

06-22-12  
Date

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

  
Deputy Assistant Secretary Human Capital and Diversity

6/25/12  
Date

POSITION DESCRIPTION (Please Read Instructions on the Back)						1. Agency Position No.
2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Hdqts <input checked="" type="checkbox"/> Field <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other		3. Service <input type="checkbox"/> Hdqts <input checked="" type="checkbox"/> Field		4. Employing Office Location		6. OPM Certification No.
Explanation (Show any positions replaced)  New Standard Position Description		7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interest		9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
		10. Position Status <input checked="" type="checkbox"/> Competitive *See Item 24 <input type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) SES (CR)		11. Position Is <input checked="" type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Nominal Sensitive <input type="checkbox"/> 4-Special Sensitive
15. Classified/Graded by		Official Title of Position		Pay Plan	Occupational Code	Grade
a. Office of Personnel Management		Department of the Interior, FIRE Specialist		GS	0462	07
b. Department, Agency or Establishment		This PD has been approved as follows under 5 USC 5336(c) and 8412(d) <input checked="" type="checkbox"/> Firefighter <input type="checkbox"/> Law Enforcement <input checked="" type="checkbox"/> Primary <input type="checkbox"/> Secondary/Administrative Approval Date: June 25, 2012				
c. Second Level Review						
d. First Level Review		Supervisory Forestry Technician (WFM)		GS	0462	07 wtv 6/19/12
e. Recommended by Supervisor or Initiating Office		Supervisory Forestry Technician (WFM)		GS	0462	07
16. Organizational Title of Position (if different from official title) Wildland Fire Module Assistant Leader				17. Name of Employee (if vacant, specify)		
18. Department, Agency, or Establishment Department of the Interior				c. Third Subdivision		
a. First Subdivision Bureau of Indian Affairs				d. Fourth Subdivision		
b. Second 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 statutes or their implementing regulations.		
a. Typed Name and Title of Immediate Supervisor				b. Typed Name and Title of Higher-Level Supervisor or Manager (optional) Robert L. Carlile Director, BIA Branch of Wildland Fire Management		
Signature _____ Date _____				Signature  Date 6/19/12		
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 Forestry Technician Series, GS-0462, TS-111, Dec 1991; Aid and Technical Work in the Biological Sciences Series, GS-0400, TS-111, Dec 1991; GSSG, HRCD-5, Jun 1998, Apr 1998		
Typed Name and Title of Official Taking Action Wesley T. Vert, Jr. Human Resources Specialist (Classification)				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.		
Signature  Date 6/19/12						
23. Position Review		Initials	Date	Initials	Date	Initials
a. Employee (optional)						
b. Supervisor						
c. Classifier						
24. Remarks FPL: GS-07. This is a Testing Designated Position. *Position is competitive, except if filled by Indian Preference under Schedule A, 213.3112(a)(7)						
25. Description of Major Duties and Responsibilities (See Attached)						

**STANDARDIZED POSITION DESCRIPTION NUMBER: F333-BIA  
BUREAU OF INDIAN AFFAIRS  
FIRE MANAGEMENT PROGRAM**

**CLASSIFICATION TITLE: SUPERVISORY FORESTRY TECHNICIAN (WFM)  
SERIES AND GRADE: GS-0462-7  
ORGANIZATIONAL TITLE: WILDLAND FIRE MODULE ASSISTANT LEADER**

**I. INTRODUCTION**

The mission of the Bureau of Indian Affairs (BIA) is to enhance the quality of life, promote economic opportunity, and carry out the responsibility of protecting the trust assets of American Indians, Indian Tribes, and Alaska Natives. This is accomplished through the delivery of quality services, while maintaining government to government relationships within the spirit of Indian self-determination.

The mission of the Branch of Fire Management is:

1. 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 Interagency fire management practices including appropriate fire suppression; a responsive and cost effective pre-suppression 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 a fuels treatment program; and the implementation of tribal control of the program under Indian Self-Determination as requested by tribal government.
2. To provide safe and cost effective use of aviation resources on an interagency basis throughout all Bureau operations that comply with existing statutes, regulations and policies governing their use; implementation of modern technology in the Bureau's use of aviation assets; and to provide technical assistance to tribal governments, as requested, in the safe and effective use of tribal managed aviation resources and facilities.

This is a standard wildland Fire Management position description intended for use in the Bureau of Indian Affairs only for positions on Wildland Fire Management (WFM) Modules. This PD is appropriate to serve as a supervisor of 7-10 WFM Forestry Technicians and additional technicians and detailers from the host/requesting unit. This module is a national resource assigned to a home unit.

The incumbent of this Bureau of Indian Affairs position works at an agency unit to serve as an Assistant Leader on a Wildland Fire Module. As a national resource, WFM's are available to all BIA units, as well as other agencies on a limited basis. BIA Modules are dedicated to wildland and prescribed fire operations and provide expertise in the areas of fire monitoring, ignition, holding and suppression, prescribed fire preparation and implementation support, hazardous fuels reduction and fire effects monitoring. Depending on the assignment, the module may work as a unit, or be split into smaller scouting, monitoring, and support groups typically of 2 or more persons. A significant portion (70%) of work can be expected to take place away from the Module's duty station.

The National Wildfire Coordinating Group (NWCG) incident management qualifications specified in the Standards for Interagency Fire Module Operations, PMS 317, must be used in conjunction with this position description.

**FIREFIGHTER RETIREMENT COVERAGE:** This is a primary/rigorous firefighter position under 5 USC 8336(c) (CSRS) and 8412(d) (FERS). This is an arduous position and subject to medical screening and physical fitness testing.

## **II. MAJOR DUTIES**

### **Implementation and Execution of Wildland and Prescribed fires (70%)**

Supervises and performs all aspects of wildland and prescribed fire operations, ensuring that preparation, line construction, firing, holding, mop-up, rehabilitation, and evaluation are completed. Uses firefighting techniques, equipment and tools such as air operations, portable pumps, engines, shovel, Pulaski, McLeod, hand and chainsaws, etc., in initial attack, fire line construction, and mop-up activities. Determines best method of fire control tactics and makes judgments regarding location and width of fireline in relation to fuel types, topography, weather, etc.

Receives work assignments from the Module Leader, fire managers and project leaders in units requesting WFM services. Analyzes hazards involved and determines safety procedures and personal protective equipment required to meet objectives.

Assists in preparation of plans for wildland and prescribed fire operations entailing field reconnaissance, mapping, fuels assessments, weather observations, and topographic evaluations. Uses current modeling programs to predict fire spread, intensity, and smoke emissions. Analyzes data from field surveys, topographic maps, GIS, and aerial imagery.

Provides instructions to module crewmembers, assists in work accomplishment, and identifies training needs. Monitors work progress, ensures needed equipment and materials are available, resolves problems, and reports to Module Leader about the work, personnel, and problems encountered.

During initial attack fire suppression activities, assumes a leadership and/or supervisory role and locates fireline, directs and participates in fireline construction, backfiring and burnout operations, engine and pump operations, tree falling and holding/patrol/mop up operations. Evaluates evolving wildland fire situations, determines rate of spread, potential hazards to property and other improvements, suppression method to use, hose lays, deployment of crew, point of initial attack, type of tools to use and application of water. Supervises the construction of handlines in various vegetative types. Uses a variety of specialized tools, equipment and techniques to actively suppress fires.

Evaluates operations on wildland fires and recommends management strategies. Prepares accurate and timely fire reports including daily Unit Logs, provides intelligence updates for Incident Action Plans, and incident updates in Department of Interior Fire Reporting System.

May serve in various overhead functions such as Crew Boss, Firing Boss, Prescribed Fire Burn Boss, Incident Commander, Field Observer and Task Force/Strike Team Leader. Serves as lead and/or unit instructor for prescribed fire, fire suppression, and aviation courses for BIA and other agency personnel.

Assists units in planning and conducting programs to establish vegetation and fuels plots to assess fire effects within various ecosystems.

Assists and/or develops prescribed fire burn plans including goals and objectives, fire behavior and weather prescription, resource and preparation requirements, ignition and holding, monitoring, wildland fire transition, smoke management, National Environmental Policy Act (NEPA) compliance, medical/communication/safety plans, and post fire rehab.

Performs hazard fuel reduction projects which entail thinning and cutting vegetation through use of mechanical means, such as chainsaws, etc.

May assist in emergency operations as trained and qualified. Assists in other all-risk operations as qualified.

Performs first aid as qualified.

#### **Supervisory Duties (30%)**

Provides technical and administrative supervision on a WFM for 7 to 10 module members, which consists of 1 to 2 Lead Crewmembers (Lead Forestry Technicians GS-0462-06), and 6 to 8 Crewmembers (Forestry Technicians, GS-0462-04/05), and additional technicians/detailers.

Supervision: Exercises the full range of supervisory duties for subordinates. Works with the Module Leader in planning work to be accomplished, prepares schedule adjusting to priority changes and approves leave. Coordinates project/work schedule with the Module Leader and host BIA Fire Management Officer (FMO). Interviews candidates, makes selection of seasonal employees, and recommends appointment, promotion, or reassignment for permanent positions. Develops performance standards and evaluates performance, and counsels employees whose performance does not meet expectations. Provides instructions and advice to employees on both work and administrative matters, resolves complaints from employees, and carries out disciplinary measures. Refers group grievances and more serious unresolved complaints to a higher level supervisor. Identifies and recommends fire qualifications and training needs of employees and manages electronic fire qualification and experience records for module personnel in conjunction with the Module Leader, home unit FMO. Keeps employees informed of management policies and goals.

Equal Opportunity: Incumbent is responsible for ensuring equal opportunity for all employees supervised in the selection of employees for training, promotions, awards, recognition, and other career development opportunities. Ensures fair and unprejudiced employment practices in the recruitment and selection of candidates for appointments to positions supervised. Responsible for actively supporting the Equal Opportunity program in daily activities and will be evaluated on personal performance in this area.

Safety: Responsible for on-the-job safety and health of employees. Initiates efforts conforming to established local and bureau safety programs: such as Job Hazard Analysis (JHA) and operational risk management processes. Responsibilities include identifying and correcting job safety and health hazards, instructing employees on safety requirements, reviewing and reporting incidents in accordance with BIA and Office of Worker's Compensation Program regulations, initiating corrective measures for violations of Occupational Safety and Health Act standards, and the periodic inspection of workplaces.

#### **Other Significant Facts**

This is a Testing Designated Position (TDP) under the Department of the Interior Drug-free Workplace Program.

This position requires a valid state driver's license.

This position is for physically vigorous individuals.

This position must maintain an arduous level fitness rating and is required to participate in a physical fitness program. In addition, a medical screening must also be successfully completed.

This position requires frequent travel.

### III. FACTORS

#### Factor 1: Knowledge Required by the Position

Knowledge of the practices, methods, and techniques of fire management; including fire behavior, fire organizations, strategies, tactics, equipment, and suppression methods used in containment and control of wildland fires in multiple vegetation/fuels including grass, brush, and timber types.

Knowledge of burn plan components for prescribed and wildland fires, including knowledge of fire effects in various vegetation types.

Knowledge of supervisory techniques to direct and evaluate others in accomplishment of field projects, including knowledge of equal opportunity requirements and practices, DOI and BIA Employee Performance Appraisal Plans (EPAP) procedures and requirements.

Knowledge of DOI and BIA recruitment and hiring practices and standards, including knowledge of the Job Analysis and Knowledge, Skills and Abilities (KSAs) candidate evaluation processes.

Knowledge of fuels and fire behavior modeling methods applications and assumptions. Knowledge of fire behavior calculations and predictions as they relate to the spread and intensity of forest, brush and grass fires, as well as the knowledge of methods used to integrate these predictions into project and incident planning.

Knowledge of wildland fire information management and planning systems.

Knowledge of BIA Fire Management Policies, fire management plans, prescribed fire operations, fire monitoring procedures, and smoke management and ignition techniques.

Knowledge of BIA natural and cultural resource management practices to be able to implement programs and initiate plans.

Ability to utilize topographic maps, aerial photographs and technical equipment in the field (computers and computer programs, GPS/mapping software, weather stations, digital cameras, etc.) to gather and communicate relevant information, including fire weather conditions, locate and access fires and monitoring plots, smoke dispersal and concentration, fire perimeter spread and acreage growth, etc.

Ability to program, troubleshoot and use mobile and handheld radios to communicate with other crewmembers and adjoining forces.

Knowledge of education methods to conduct fire and aviation training programs and the ability to use and demonstrate the use and maintenance of common fire tools and equipment, firing devices to build fire line and control wildland and prescribed fire and applications of Fire Orders and Watch Out situations.

Knowledge of Department of Interior and BIA aviation policy and standard helicopter operations to direct helicopters to remote field locations.

Skill in oral and written communication to relay instructions and information and to prepare readable reports.

Ability to work within the full range of fuel types (grass, brush, timber, slash, etc.) found throughout Indian Country to accomplish projects.

Ability to operate four wheel drive pickup trucks, fire engines and off-highway vehicles (OHV).

Knowledge of accepted safety practices in controlling fires and various other incidents to prevent injury, property damage or loss of life.

Knowledge of plant classification techniques.

Ability to implement standard procedures used in fuel inventories and sampling.

Ability to provide basic first aid and use CPR to assist injured personnel in the field.

**Factor 2: Supervisory Controls**

Receives assignments from the Module Leader and other local unit managers. Project managers at the requesting unit provide objectives and guidance for projects. The incumbent often independently plans and determines how to accomplish assignments, selects procedures or techniques, and carries out the work to completion in consultation with the Module Leader. Interagency or publicly sensitive questions are resolved in consultation with project manager and supervisor. Discrepancies and safety concerns are brought to the attention of the supervisor as soon as possible.

The incumbent must use judgment, together with available references and experience, to select specific techniques to achieve assigned objectives. Generally seeks direction or decision from the project manager, Module Leader, or the Regional Coordinator only when significant technical or procedural problems are encountered. Completed work is reviewed for technical soundness, overall adequacy, consistency with related programs, and accomplishment of objectives.

**Factor 3: Guidelines**

Specific guidelines to be used include: the home unit and requesting BIA natural resources management plans, fire management plans, incident action plans, federal directives and policies, state policies, Standards for Interagency Wildland Fire Module Operations, National Wildfire Coordinating Group (NWCG) fireline handbook, interagency fire business management handbook, and various fire monitoring handbooks, various training guides, and other related manuals (SOPs/module handbook/etc.). Additionally, consulting a variety of subject matter references (scientific publications, manuals, and guidelines) for conducting resource management, research, and monitoring investigations according to accepted protocols and standards may be required.

Scientific reference materials are used in developing programs, practices, and procedures. In order to make prompt and accurate decisions within the scope of responsibility, the incumbent exercises individual judgment and initiative. Decisions are based on experience, training and knowledge of job requirements. Existing methods and guidelines may be only partially applicable or require modification by the incumbent. The incumbent also makes recommendations to modify guidelines, procedures and methodologies to improve the efficiency of the WFM.

**Factor 4: Complexity**

The position has key responsibilities with regards to the implementation of wildland and prescribed fire programs for numerous BIA units, as well as various interagency cooperators. This involves considering and evaluating a multitude of factors such as public and fire personnel safety, resources threatened (communities, structures), historic and cultural resources, watersheds, timber stands, riparian areas, threatened and endangered species), safety hazards, fire situation and fire danger, long and short term weather forecasts, fuel loading, ecosystem dynamics, fire history, resource availability, smoke management issues, cost, and monitoring problems.

The incumbent makes recommendations for actions which may have a significant effect on the public. In addition, the application of fire and fuels management techniques can have significant long-term resource management implications. Incumbent is expected to apply and modify guidelines and

protocols since operations are carried out in various locations. Since operations are carried out in various locations, the situations and conditions are varied and involve the full range of diverse fuel types, weather conditions, and topography.

Complexity of wildland fire and fuels management programs is high. Restoring fire to ecosystems managed by the BIA is a goal that involves risk. Maintaining control of individual projects requires a high degree of reliance on effective decision-making, skill and experience with numerous specialized tools and techniques, as well as accurate weather forecasts and the ability to monitor changing weather conditions.

**Factor 5: Scope and Effect**

The purpose of this position is to assist with the supervision and guidance of a module during the implementation of wildland and prescribed projects; to assist in the development of the associated plans; and to collect information for scientifically based management of wildland and prescribed fire operations in the BIA. This work provides an essential basis for effective implementation of BIA fire and fuels management program objectives on a national scale

The work directly affects the design and execution of projects, the accuracy and acceptability of findings and recommendations, and provides an essential basis for management conclusions and plans. The position has significant influence on both the planning and operations of wildland fire management, as well as in the identification of topics for further needs.

**Factor 6: Personal Contacts**

Contacts are with subordinates, fire and resource management personnel, National and Regional fire management personnel, National Weather Service personnel, fire personnel from other federal, state, and local agencies, media, general public, and with private organizations or individuals with an interest in the BIA wildland fire operations.

**Factor 7: Purpose of Contacts**

Contact with subordinates is necessary to provide supervision, training, advice, and guidance towards the accomplishment of numerous BIA fire and fuels management goals. Contacts with Module Leader and host unit FMO is essential to plan and coordinate work efforts and resolve issues concerning the work or the particular needs of the WFM. Contacts with others is to share expertise, exchange information, standardize operations, plan and coordinate operations, direct and adjust work in progress, conduct training, maintain good public and employee relations, maintain records, and clarify policy and procedures.

**Factor 8: Physical Demands**

Arduous: Duties involve arduous field work requiring above average physical performance, endurance, and superior conditioning. Work requires prolonged standing, walking over uneven ground, and recurring bending, reaching, lifting and carrying of items weighing over 50 pounds and shared lifting and carrying of heavier items, and similar strenuous activities requiring at least average agility and dexterity.

Duties include demands for strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Operation of some specialized fire equipment can place extended physical stress on incumbent during fire activities.

The duties of this position require the incumbent to meet physical fitness test for arduous positions. Incumbent must be able to annually pass the Work Capacity Test at the arduous level.

**Factor 9: Work Environment**

Work is primarily performed outdoors in forest and desert environments in steep terrain where surfaces may be extremely uneven, rocky, covered by thick vegetation, in smoky conditions, etc. Temperatures commonly exceed 100 degrees F and may fall below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material. Personnel must adjust and cope with exposure to weather elements, dust and smoke, poor bivouac and eating situations under an unpredictable set of circumstances. Incumbent may be required to live in remote backcountry camps for extended periods of time. The hazardous nature of the job requires that protective clothing be worn (hard hats, gloves, boots, flame resistant clothing and other personal protective equipment). Work may require travel by light fixed-wing or rotor-wing aircraft.

Processing and analysis of data are done primarily in an office setting, involving extended hours of computer work; this is done less than 25% of the time.

**IV. OTHER SIGNIFICANT FACTS:**

The incumbent will be required to operate a government owned or leased vehicle in the performance of his/her duties. The incumbent must possess a valid state driver's license and meet the requirements of the BIA Motor Vehicle Operation Policy.

Incumbent must be currently or previously qualified as ICT5 or any one of the following Single Resource Boss positions:

- Firing Boss (FIRB); or
- Crew Boss (CRWB); or
- Heavy Equipment Boss (HEQB); or
- Engine Boss (ENGB).