

POSITION DESCRIPTION <i>(Please Read Instructions on the Back)</i>										1. Agency Position No. S000004			
2. Reason for Submission <input type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment		3. Service <input type="checkbox"/> New <input type="checkbox"/> Hdqtrs <input type="checkbox"/> Field <input type="checkbox"/> Other		4. Employing Office Location		5. Duty Station		6. OPM Certification No.					
Explanation <i>(Show any positions replaced)</i> Standard Position description #S000004 Job # 9503S				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 type="checkbox"/> Yes <input type="checkbox"/> No					
				10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted <i>(Specify in Remarks)</i> <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input type="checkbox"/> 1--Non-Sensitive <input type="checkbox"/> 2--Noncritical Sensitive <input type="checkbox"/> 3--Critical <input type="checkbox"/> 4--Special Sensitive		13. Competitive Level Code			
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													
c. Second Level Review													
d. First Level Review													
e. Recommended by Supervisor or Initiating Office		Fire Management Officer				GS		0401		12			
16. Organizational Title of Position <i>(if different from official title)</i>						17. Name of Employee <i>(if vacant, specify)</i>							
18. Department, Agency, or Establishment Department of the Interior						c. Third Subdivision							
a. First Subdivision U.S. Fish and Wildlife Service						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 <i>(optional)</i>							
20. Supervisory Certification. <i>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</i>						<i>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.</i>							
a. Typed Name and Title of Immediate Supervisor						b. Typed Name and Title of Higher-Level Supervisor or Manager <i>(optional)</i>							
Signature _____ Date _____						Signature _____ Date _____							
21. Classification/Job Grading Certification. <i>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.</i>						22. Position Classification Standards Used in Classifying/Grading Position							
Typed Name and Title of Official Taking Action						Ser. Def. for GS-0401; GS-460, 12/79							
Signature _____ Date _____						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	Initials	Date	Initials	Date		
a. Employee <i>(optional)</i>													
b. Supervisor													
c. Classifier													
24. Remarks FPL: GS-12 Standard Position Description-Servicewide													
Approved for use as standardized position description April 4, 2000.													
25. Description of Major Duties and Responsibilities <i>(See Attached)</i>													

Standard Position Description # S000004

REFUGE FIRE MANAGEMENT OFFICER, GS-401-12

INTRODUCTION

The incumbent of this position serves as the Refuge Fire Management Officer in the Region. Responsible for providing technical advice and guidance related to the fire management program. The overall intent of the position focuses on development, planning, integration, and application of fire science methods and practices into the refuges total program.

MAJOR DUTIES AND RESPONSIBILITIES

Serves as the technical staff specialist and authority in fire management activities with responsibility for providing technical advice and guidance to project leaders and their staffs. Integrates wildfire and prescribed fire programs at the planning and operational levels.

Makes significant recommendations for the formulation, establishment, and monitoring of refuge fire management goals and objectives and the successful integration of the fire management program into the larger resource management issues and programs of the Region. Provides advisory services that address difficult Regional fire management problems and issues and their relationship with other Regional programs.

Responsible for the development, leadership, and execution of the following programs and activities:

- (1) Fire Program Management - includes fire plans, presuppression and suppression activities, fire trespass, prescribed burning and smoke management;
- (2) Fuels Management - includes fuels inventory, fuel treatment, pre-attack plans, and land-use planning and environmental coordination; and
- (3) Fire Management Operations - includes mobilization and dispatch, fire prevention, training and qualifications, logistics, equipment needs, replacement and deployment, and fire suppression communications.

Coordinates aircraft operations pertaining to the use of aircraft for fire.

Develops budget estimates and annual work plans for presuppression, prevention, fuels management and prescribed fire. Approves all expenditures, and maintains accountable property records.

Develops cost estimates for emergency fire rehabilitation, and prepares project proposals.

Negotiates and/or revises cooperative fire agreements and contracts relating to fire management issues with various State and local fire control agencies.

Plans, organizes, and carries out biological studies to determine the manner and extent to which populations are affected by refuge management practices.

May serve on various agency and interagency committees, teams and work groups dealing with specific local, regional, or national fire management issues and problems.

May participate as a member of an interagency fire management team.

Makes selections, counsels, evaluates, and disciplines employees. Makes recommendations for promotions and/or incentive awards.

Develops long-range plans for fire management. Coordinates activities necessary to comply with the National Environmental Policy Act and other legal policy requirements. Works closely with the regional office to ensure compliance with agency and departmental policy.

Responsible for fire related training that include interagency coordination, setting up course logistics, selecting and notifying attendees, obtaining and distributing course material, and serving as course instructor.

May supervise seasonal firefighters and clerical support personnel. Ensures that all refuge personnel are properly trained for fire assignments and equipment is properly maintained and ready for use at all times.

(It is anticipated that at least 80 percent of the time and responsibilities of this position will be dedicated to the major duties shown above.

Performs other incidental duties as assigned. May provide other staff expertise in areas such as management, habitat management, refuge operations, biological program assistance, law enforcement, or environmental education.

Factor 1 - Knowledge Required by the Position

Professional knowledge of natural resource and land management principles, practices and concepts, including vegetative resources sufficient to serve as the technical authority for the full range of duties involved in the development and execution of the fire management program.

Professional knowledge of the theories, principles, and methodology of fire management that include fire ecology, fire behavior, fire hazard and risk analysis, fuel volume and flammability assessment, fire suppression techniques, meteorology, aircraft and equipment operation characteristics sufficient to develop and execute the fire management program and activities within the incumbent's area of responsibility.

Knowledge and understanding of principles and practices of refuge management sufficient to develop and recommend fire management activities and programs for inclusion into refuge management plans to protect and enhance fish and wildlife habitat and natural ecosystems.

Professional knowledge of Service/Departmental fire management policies, procedures, and budget processes.

Skill in the use of computer programs and models, and data bases for fire systems such as WIMS, FIREPRO, FMIS, BEHAVE, and direct entry reporting.

Working knowledge of the Service's administrative procedures such as those for budgeting and procurement in order to develop budget estimates and define the requirements for needed equipment, services, and methods.

Knowledge of the requirements imposed by legislation and regulations such as the National Environmental Policy Act, the Endangered Species Act, the Clean Air Act, etc.

Professional knowledge and understanding of the latest developments in fire management, aircraft and equipment, and ability to adapt, recommend or implement the use of such developments for the protection of the National Wildlife Refuges within the incumbent's area of responsibility.

Professional knowledge and skill in conducting fire management studies and the use of fire control and management practices, and the impact on the refuge environment.

Skill in oral and written communication.

Skill in operating motorized vehicles.

Experience as a firefighter having performed work directly concerned with the control and extinguishment of fires to conduct a program to provide protection of refuge resources from wild fires and prescribed fires.

Factor 2 - Supervisory Controls

The incumbent's supervisor provides broad direction of a non-technical nature. The supervisor sets the overall objectives and program emphasis and works with the incumbent in developing project priorities and deadlines.

The incumbent is responsible for developing specific action plans, methods, procedures, and schedules for carrying out plans. Resolves problems and conflicts as they arise. Coordinates work with other staff members. Changes in established operating procedures are discussed with the supervisor. Completed work is reviewed for adequacy in meeting program objectives and compliance with established policies, regulations and overall refuge management plans.

Factor 3 - Guidelines

Guidelines primarily consist of Service/Departmental manuals, policy statements, basic fire laws, and fire management standards and principles.

The incumbent exercises professional judgment, ingenuity, and resourcefulness in developing operating instructions and new techniques; and/or in significantly deviating from traditional methods or making substantial compromises to fit fire management plans and objectives. These developments and modifications are in accordance with the unique local conditions and the particularly broad range of situations within the incumbent's area of responsibility.

Factor 4 - Complexity

Assignments involve a range of duties in the field of fire management. Primary responsibility is to provide technical guidance, program development and review, and to plan, coordinate, and monitor the fire management program and operations using data from various sources within the incumbent's area of responsibility.

The incumbent must consider a number of variables and features that may complicate the planning process on the varied land areas. The land areas and the functional programs are characterized by a significant number of complex features to include: (1) terrain that varies from short grass prairies to forests, with varying elevation ranges; (2) thousands of acres of unique ecosystems, of which some may be wilderness areas, and which may contain artifacts and antiquities; (3) habitat that supports numerous wildlife species; (4) land areas that may contain several threatened or endangered plants and animals; (5) variables involving geography, elevation, climate, ground cover, lightning occurrence, and rate of ignition and spread that have a decided effect on plans, methods, and procedures of all fire management activities; (6) a wide variety of fuels ranging from grasslands to forests, requiring different prescriptions for the use of fire as a tool; and (7) extended periods of drought, high winds, lightning and other factors.

The work involves many areas of uncertainty, and the complex interaction of a number of technical, resource, administrative and socio-economic problems. This requires the incumbent to extend, modify, or adapt procedures to resolve problems.

Factor 5 - Scope and Effect

The purpose of the work is to provide professional expertise through the development of new or vastly improved methods and techniques; and the development and execution of improved refuge fire management programs; through ensuring the integration of fire management into all resource programs; and providing advisory and review services concerning problems and important issues that arise in the Region's implementation of the fire management program.

The incumbent's work, through the development and execution of the fire management program, and advisory service, has a significant impact or influence on the refuge/refuges in meeting their long- and short-range habitat and wildlife management goals and objectives. For example, the work may be involved with problems that occur at a number of locations with a broad geographic area, or affect the continued existence of a resource unique to a geographic area.

The expertise provided by the incumbent in fire management influences the effectiveness and acceptability of the organization's long-range goals, programs, and/or activities; and affects the welfare and enjoyment of refuge visitors as well as the safety and well-being of refuge employees.

Factor 6 - Personal Contacts

Contacts are with project leaders, other refuge employees, fire crew members, fire management officers, Regional Fire Management Coordinator, and subject matter experts in regional and Department headquarters, other Federal agencies, State and local officials, law enforcement and conservation officials, and private landowners.

Factor 7 - Purpose of Contacts

Contacts are for the purposes of exchanging information, coordinating local fire effects research and studies on the refuge, assisting in work efforts and plans, training, resolving mutual problems, developing agreements or contracts, and obtaining personnel, equipment and materials for fire suppression.

Factor 8 - Physical Demands

The work is primarily sedentary. Strenuous physical activity can be expected when duties include fire suppression and prescribed burning activities. A level of physical fitness is required that will allow the incumbent to work under periods of stress and intermittent physical exertion such as walking in rough terrain during field inspections. Fire assignments will require a physical fitness level meeting requirements of 310-1, Wildland Fire Qualification Subsystem Guide.

Factor 9 - Work Environment

Work will be performed in an office and field setting. Regular and recurring exposure to rain, wind, sun, etc., and to moderate exposure to excessive heat, smoke, dust, sharp tools, low level aircraft flights, motorized equipment, rough and uneven terrain, poisonous snakes and insects, and aerial retardant drops. Incumbent must wear protective clothing and other safety equipment.