



Security and Emergency Services Community of Interest

0081- Fire Protection and Prevention
Career Road Map & Training Strategy

Overview of the 0081- Fire Protection and Prevention Career Road Map & Training Strategy

The United States Marine Corps (USMC) Security and Emergency Services (S&ES) Community of Interest (COI) developed this competency-based career road map to support 0081- Fire Protection and Prevention series professional development of technical competencies and training. This learning map is organized by a group of competencies, which together define successful performance in the 0081 Fire Protection and Prevention Series. Career road maps combined with a training strategy are essential resources for career development and useful for identifying the knowledge and skillsets needed to meet and/or enhance their skills in this occupational series.

This competency-based career road map was developed based on guidance from the Office of Personnel Management (OPM) Position Classification Standard, OPM Grade Evaluation Guide and via working groups using 0081 leaders across the USMC. Additional reference sources include previously developed USMC 0081 models were incorporated as a baseline.

Competency-based learning maps are comprised of several components, described in Table 1 below:

Table 1. Components of a Competency-Based Career Road Map and Training Strategy

Competency Titles and Definitions	Describe the capabilities required within a position or job role.
Proficiency Targets	Define different levels of required performance (Entry, Journeyman, Officer and Senior Officer) within a competency area.
Behavioral Indicators (BIs)	Examples of activities performed by an individual that illustrate how a competency is demonstrated at varying levels of proficiency: Entry, Journeyman, Officer and Senior Officer).
Training	<ul style="list-style-type: none"> • Core: Initial training that all personnel should have in related position from entry to senior levels. • Core-Plus/Leadership: Advanced and leadership training that is necessary for career progression that is recommended for mid-senior personnel in addition to core training. • Career Enhancing: Training intended to maintain credentials or a good training course to have, but not necessary for career advancement.

Fire Protection and Prevention Series Defined

This series covers positions which supervise or perform work to control and extinguish fires, rescue persons endangered by fire, reduce or eliminate potential fire hazards, and perform emergency medical services (EMS). It also covers fire service positions that control hazardous material incidents, train personnel in fire protection prevention; operate fire communications equipment; develop and implement fire protection and prevention plans, procedures, and standards; and advise on improvements to structure for better fire prevention and protection. Positions in this series require knowledge of firefighting and fire prevention theory and techniques, a knowledge of fixed and mobile firefighting equipment operation, emergency medical treatment and transportation of sick and injured persons; and/or the ability to plan, direct, or carry out fire protection and prevention programs and operations.

Competency Areas

Twelve competencies have been identified for the successful performance in the 0081- Fire Protection and Prevention series:

- | | |
|--|---|
| 1. Incident Management Systems (IMS) | 7. Specialized/Technical Rescue |
| 2. Fire Scene Investigation | 8. Hazardous Materials |
| 3. Fire Protection Policy Advocacy & Oversight | 9. Emergency Vehicle Driver/Operator |
| 4. Fire Prevention | 10. Fire Communication & Emergency Dispatch |
| 5. Firefighting | 11. Information Management |
| 6. Emergency Medical Services | 12. Firefighter Leadership |

Proficiency and Skill Band Definitions

The Proficiency Rating Scale (Table 2) below details the rating given for each level of proficiency and its corresponding definition. Proficiency levels describe the degree of competency required to perform a specific job successfully; these levels relate to the work required for a specific job. Different jobs require different levels of proficiency for successful performance. The proficiency levels provided in this learning map indicate the minimum proficiency target for successful performance.

Table 2. Proficiency Rating Scale

1	Basic	No Proficiency	Conceptual Knowledge Only/No Experience
2	Applied	Low Proficiency	Able to Apply with Help
3	Intermediate	Moderate Proficiency	Able to Apply Autonomously
4	Advanced	High Proficiency	Proficient/Able to Help Others
5	Expert	Very High Proficiency	Expert Knowledge

The USMC COI has outlined a career progression structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the Skill Level Structure (Table 3). It is associated with each occupational series and follows you from the time you are an entry-level employee until you attain the level of a management employee. Career progress in the USMC has traditionally been based on the federal government pay schedule system. The ratings within the pay schedule system are associated with Job Skill Levels within the 0081- Fire Protection and Prevention series indicated as follows:

Table 3. Grade Level Structure

Job Skill Level	Definition	Job Titles Within Skill Levels	Pay Plan	Beginning Grade	Target Grade
1	Entry	Firefighter	GS	4/5/6	7
2	Journeyman	Fire Protection Inspector	GS	5/6	8
		Firefighter (HazMat Technician)	GS	7	9
		Firefighter (Paramedic)	GS	9	9
		Captain	GS	7/8	9
3	Fire Officer	Assistant Chief of Operations, Training, EMS, Prevention	GS	10	11
4	Senior Fire Officer	Fire Protection Specialist	GS	12	14
		Deputy Fire Chief	GS	11	12
		Fire Chief	GS	12	14



Figure 1. National Professional Development Model, U.S. Fire Administration

Career Progression within the 0081- Fire Protection and Prevention Series

Level 1	Level 2	Level 3	Level 4
Entry GS – 04/05/06	Journeyman GS- 05/07/09	Fire Officer GS- 09/11	Senior Fire Officer GS - 12/14
Typically, GS-04 firefighter training assignments include primarily formalized classroom study, on-the-job instruction, practice drills and demonstration. Training includes general theory and methods appropriate for all types of standard firefighting, prevention, basic life support (BLS) and rescue methods and techniques with emphasis on specialized procedures and techniques requirements installation.	In addition to the firefighting and first responder duties and responsibilities positions at this level follows protocols in providing Basic Life Support (BLS). Possess knowledge and understanding of relevant techniques and procedures and is able to apply them independently or with some help and guidance.	Incumbent is responsible for managing the work and activities of entry level and journeymen Firefighters; possess advanced knowledge and understanding of relevant techniques and procedures and guides others in their application including advanced life support (ALS)	Provides ethical leadership and vision for specific portions of the department while managing the day to day operations and activities of all Firefighters and Officers; possesses expert knowledge and understanding of relevant techniques and procedures; directs project and or program activities.
Desired Academic Credentials: <ul style="list-style-type: none"> ▪State/Regional Fire Academy ▪Goodfellow AFB Fire Academy 	Desired Academic Credentials: <ul style="list-style-type: none"> ▪AAS in Fire Science/Fire, Management, or related degree ▪Technology/Paramedic Science ▪Goodfellow AFB Fire Academy 	Desired Academic Credentials: <ul style="list-style-type: none"> ▪BS Degree in Public Safety Admin/Fire Admin/Public Admin/Emergency Management/Business Management, or related degree 	Desired Academic Credentials: <ul style="list-style-type: none"> ▪BS/MS Degree in Public Safety Admin/Fire Admin/Public Admin/Emergency Management/Business Management, or related degree ▪Executive Fire Officer Program (NFA)
OPM Qualifications: Work experience or military service that demonstrates the ability to follow directions and to read, understand, and retain a variety of instructions, regulations, and procedures that otherwise demonstrates the ability to perform or learn to perform the duties of the position.	OPM Qualifications: Experience that demonstrates the particular knowledge, skills, and abilities (KSAs) to perform successfully the duties of the position. Such duties may include (1) controlling/extinguishing fires as a member of an organized military, industrial, volunteer, or government fire department brigade; (2) rescue operations; (3) detection, reduction, or elimination of potential fire hazards; (4) operation of fire communications equipment; (5) controlling hazardous materials incidents and/or (6) developing, implementing, or providing training in fire protection and prevention.	OPM Qualifications: Experience that demonstrates the particular knowledge, skills, and abilities (KSAs) to perform successfully the duties of the position. Such duties may include (1) controlling/extinguishing fires as a member of an organized military, industrial, volunteer, or government fire department brigade; (2) rescue operations; (3) detection, reduction, or elimination of potential fire hazards; (4) operation of fire communications equipment; (5) controlling hazardous materials incidents and/or (6) developing, implementing, or providing training in fire protection and prevention.	OPM Qualifications: Experience that demonstrates the particular knowledge, skills, and abilities (KSAs) to perform successfully the duties of the position. Such duties may include (1) controlling/extinguishing fires as a member of an organized military, industrial, volunteer, or government fire department brigade; (2) rescue operations; (3) detection, reduction, or elimination of potential fire hazards; (4) operation of fire communications equipment; (5) controlling hazardous materials incidents and/or (6) developing, implementing, or providing training in fire protection and prevention.

Behavioral Indicators (BIs)

It is important to define how competencies are manifested at different skill levels. Behavioral Indicators are on-the-job examples of behaviors and activities that illustrate how a competency is demonstrated at varying skill levels and provide an objective description of the behavior that can be observed in an individual as evidence that they either have or do not have the skills at the required level needed for the competency. These are examples of what the competency could look like at varying skill levels and are not inclusive of all behaviors demonstrating the competency for each skill level. This information is provided as a tool to help guide evaluations of employee proficiency; however, it should not be used as a checklist for employees' behaviors.

Certifications and Training

Certifications are a practical option for formalizing a specific competency or skillset. The S&ES COI identified several certifications (Table 4), outlined in DoD Manual 6055.06-M (dated January 2020) DoD Fire and Emergency Services Certification Program (F&ESCP) that are applicable to the 0081-Fire Protection and Prevention series defined by job role. These certifications are either mandatory or recommended. Individuals are to work with supervisor to ensure the appropriate certifications are obtained.

Tables 5 and 6 define the Core and Core-Plus/Leadership training courses within the 0081-Fire Protective and Prevention series. Training is aligned to job roles (duty position) and grade levels. Training titles and vendors are subject to change as the courses evolve. There are several resources (DoD, Local, State, Federal and Commercial Vendors) that provide a variety of training opportunities available to all USMC civilian personnel for professional knowledge and skill development. These training lists are to be used as a guide for professional development purposes and are only provided as a recommendation and may not encompass all training available to the 0081-Fire Prevention and Protection series. Individuals are to work with supervisors to determine the best training courses suited for each duty position and for a list of available vendors.

Table 4. Certifications by Duty Position

Certifications	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief	Notes
Hazardous Materials - Awareness	*		•	•	•	•	•	•	•				Within 12 months of entry into DoD fire service
Hazardous Materials- Operations	*		•	•	•	•	•	•	•				Mission specific-Competencies
Hazardous Materials- Technician	•		•	•	•	•	•	•	•				
Hazardous Materials- Incident Commander		•	•	•	•	•	•	•	•	•	•	•	
Fire Fighter I	*	•	•	•	•	•	•	•			•	•	
Fire Fighter II	*	•	•	•	•	•	•	•			•	•	
Basic Emergency Vehicle Operations (EVOC)	•		•	•									
Driver/Operator- Pumper			•										Minimum w/o an aircraft mission
Driver/Operator- ARFF			•										Minimum w/o a structural firefighting mission
Driver/Operator Water Supply			•										
Driver/Operator Aerial			•										Locally based on duty assignment with assigned vehicles
Fire Officer I			•	•	•	•	•	•	•				
Fire Officer II			•	•	•	•	•	•	•				
Fire Officer III			•	•	•	•	•	•	•				
Fire Officer IV					•	•	•	•	•	•	•	•	
Fire Service Instructor I					•	•	•	•	•	•	•	•	
Fire Service Instructor II						•	•	•	•	•	•	•	
Fire Service Instructor III							•	•	•	•	•	•	
Fire Inspector I	•	•	•	•									
Fire Inspector II	•	•	•	•	•	•	•	•	•				
Fire Inspector III			•	•	•	•	•	•	•	•	•	•	
Fire Marshall					•	•	•	•	•	•	•	•	

Table 4. Certifications by Duty Position

Certifications	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief	Notes
Fire and Life Safety Educator, I/II		•	•	•	•	•	•	•	•				
IS-100, Introduction to ICS	•	•	•	•									
IS- 200, Basic NIMS ICS for Operational First Responders	•	•	•	•									
IS- 300, Intermediate All-Hazard NIMCS ICS Review for Expanding Incidents					•	•	•	•	•	•	•	•	
IS-400, Fundamental Review for Command & General Staff					•	•	•	•	•	•	•	•	
IS-700, NIMS an Introduction	•												
Plans Examiner I		•	•	•	•	•	•	•	•	•			
Plans Examiner II					•	•	•	•	•	•	•	•	
EMT													EMT or State EMT
CPR / BLS - Healthcare Provider													
EMT Refresher													
Advanced EMT													National Registry of EMT or State Paramedic
First Aid Provider	√	√	√	√	√	√	√	√					
CPR	√	√	√	√	√	√	√	√					
Airport Fire Fighter	√	√	√	√	√	√	√	√					F & ES Departments with a flying mission
Marine Firefighter	√	√	√	√	√	√	√	√					Only at F & ES with a shipboard firefighting mission
Wildland Firefighter	√	√	√	√	√	√	√	√					Only required at F & ES with a wildland firefighting mission

* Must complete within 12 months of entry into fire service (condition of employment)

+ Required when these vehicles are present

• Required

√ as required/defined by Marine Corps Fire/Emergency Service

R Recommended

Disclaimer: This chart is based on the “DoD Firefighter Certification Manual 6055.06M” but has been tailored to the USMC Fire Protection and Prevention Service. This table is for informational purposes only and does not replace, change or supersede 6055.06M.

Table 5. Core Training by Duty Position

Core Training	Competency	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief
Command and Control Decision Making at Multiple Alarm Incidents	1					•	•	•	•	•	•	•	•
Command and Control of Fire Department Operations at Target Hazards	1					•	•	•	•	•	•	•	•
Command and Control of Fire Department Operations Natural and Man-Made Disaster	1					•	•	•	•	•	•	•	•
Emergency Response to Terrorism: Strategic Considerations	1			•	•	•	•	•	•	•	•	•	•
Incident Command for Highrise Operations	1			•	•	•	•	•	•	•	•	•	•
Incident Command System for Structural Collapse Incidents	1			•	•	•	•	•	•	•	•	•	•
Introduction to National Response Framework (IS-800)	1			•	•	•	•	•	•	•	•	•	•
Management of Major Hazardous Materials Incidents	1			•	•	•	•	•	•	•	•	•	•
Planning for Large Scale Disasters	2					•	•	•	•	•	•	•	•
Analysis of Arson Management	2					•	•	•	•	•	•	•	•
Arson Detection for First Responders	2	•	•	•	•	•	•	•	•	•	•		
Courtroom Preparation and Testimony for First Responders	2		•	•	•	•	•	•	•	•	•		
Fire and Explosive Investigations	2		•	•	•	•	•	•	•	•	•	•	•
Fire Cause Determination for Company Officers	2		•	•	•	•	•	•	•	•	•		
Fire Dynamics Fire Modeling	2		•	•	•	•	•	•	•	•	•		
Fire/Arson Origin-and-Cause Investigation	2		•	•	•	•	•	•	•	•	•		
Forensic Evidence Collection	2			•	•	•	•	•	•	•	•	•	•

Table 5. Core Training by Duty Position (continued)

Core Training	Competency	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief
Interviewing-Interrogation Techniques and Courtroom Testimony	2			•	•	•	•	•	•	•	•	•	•
Standards of Cover: Fire Prevention and Risk Mitigation	3					•	•	•	•	•	•	•	•
Alternative Water Supply: Planning and Implementing Programs	4			•	•	•	•	•	•	•	•		
Basic Fire Chemistry	4	•	•	•	•								
Changing American Family at Risk	4			•	•	•	•	•	•	•	•	•	•
Code Management: A Systems Approach	4			•	•	•	•	•	•	•	•	•	•
Demonstrating your Fire Prevention Program's Worth	4					•	•	•	•	•	•	•	•
Developing Fire and Life Safety Strategies	4					•	•	•	•	•	•	•	•
Fire Inspection Principles	4		•	•	•	•	•	•	•	•	•		
Fire Protection for the Built Environment	4		•	•	•	•	•	•	•	•	•		
Fire Protection Systems and Building Components	4, 5	•	•	•	•	•	•	•	•	•	•		
Fire Pumps	4		•	•	•	•	•	•	•	•	•		
Fireworks Enforcement/Special Effects	4		•	•	•	•	•	•	•	•	•		
Hydraulic Calculations for Water-Based Fire Protection Systems Plan Review	4		•	•	•	•	•	•	•	•	•		
Inspection of Fire Protection Systems and Special Hazards	4		•	•	•	•	•	•	•	•	•		
Inspection, Testing and Maintenance of Water-Based Fire Protection Systems	4		•	•	•	•	•	•	•	•	•		
Juvenile Fire setter Intervention Specialist I and II: Leadership	4		•	•	•	•	•	•	•	•	•		

Table 5. Core Training by Duty Position (continued)

Core Training	Competency	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief
Leading Community Fire Prevention	4	•	•	•	•	•	•	•	•	•	•		
Life Safety Code Essentials	4		•	•	•	•	•	•	•	•	•		
Management of Fire Prevention Programs	4		•	•	•	•	•	•	•	•	•		
Marketing Fire Prevention in your Community	4		•	•	•	•	•	•	•	•	•		
NEC Essentials	4		•	•	•	•	•	•	•	•	•		
Presenting Effective Public Education Programs	4		•	•	•	•	•	•	•	•	•		
Principles of Building Construction: Combustible	4	•	•	•	•	•	•	•	•	•	•		
Principles of Building Construction: Non-Combustible and Fire Resistive	4	•	•	•	•	•	•	•	•	•	•		
Principles of Fire Protection: Structures and Systems	4		•	•	•	•	•	•	•	•	•		
Special Hazard Occupancies	4		•	•	•	•	•	•	•	•	•		
Division/Group Supervisor	5		•	•	•	•	•	•	•	•	•		
Engine Boss	5		•	•	•	•	•	•	•	•	•		
Fighting Fires in Sprinklered Buildings	5	•	•	•	•	•							
Fire Operations in the Wildland/Urban Interface	5		•	•	•	•	•	•	•	•	•		
Fire Protection Systems and Building Components	5	•	•			•							
Fire Protection Systems for Emergency Operations	5		•	•	•	•	•	•	•	•	•		
Flammable Gases and Liquids Fire Fighting	5	•	•	•	•	•							

Table 5. Core Training by Duty Position (continued)

Core Training	Competency	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief
High-Rise Fire Fighting Tactics	5		•	•	•	•	•	•	•	•	•		
Ignition Operations	5		•	•	•	•	•	•	•	•	•		
Interior Search and Rescue	5		•	•	•	•	•	•	•	•	•		
Intermediate Wildland Fire Behavior	5	•	•	•	•	•	•	•	•	•	•		
Introduction to National Fire Incident Reporting System 5.0	5	•	•	•	•	•	•	•	•	•	•		
Pipeline Emergencies	5,8		•	•	•	•	•	•	•	•	•	•	•
Positive Pressure Ventilation	5	•	•	•	•	•	•	•	•	•	•		
Principles of Building Construction: Combustible	5	•	•	•	•	•	•	•	•	•	•		
Principles of Building Construction: Non-Combustible and Fire Resistive	5	•	•	•	•	•	•	•	•	•	•		
Rapid Intervention Crew Tactics	5	•	•	•	•	•	•	•	•	•	•	•	•
Strategy and Tactics for Initial Company Operations	5		•	•	•	•	•	•	•	•	•		
Tactical Decision Making in Wildland Fire	5		•	•	•	•	•	•	•	•	•		
Truck Company and Support Ops	5		•	•	•	•	•	•	•	•	•		
Advanced Life Support	6		•	•	•	•	•	•	•	•	•		
Advanced Life Support Response to Hazardous Materials Incidents	6, 8		•	•	•	•	•	•	•	•	•	•	•
Advanced Safety Operations and Management	6		•	•	•	•	•	•	•	•	•		
Air Ops	6	•	•	•	•	•	•	•	•	•	•		
EMS Operations at Multi-Casualty Incidents	6		•	•	•	•	•	•	•	•	•		

Table 5. Core Training by Duty Position (continued)

Core Training	Competency	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief
EMS: Management of Community Health Risks	6		•	•	•	•	•	•	•	•	•		
EMS: Quality Management	6		•	•	•	•	•	•	•	•	•		
EMS: Special Operations	6		•	•	•	•	•	•	•	•	•		
International Trauma Life Support	6		•	•	•	•	•	•	•	•	•		
Management of Emergency Medical Services	6			•	•	•	•	•	•	•	•	•	•
Pediatric Advanced Life Support	6		•	•	•	•	•	•	•	•	•		
Tactical Emergency Casualty Care	6			•	•	•							
Auto Extrication	7	•	•	•	•	•	•	•	•	•	•		
Confined Space Refresher	7		•	•	•	•	•	•	•	•	•		
Confined Space Rescue Awareness	7		•	•	•	•	•	•	•	•	•		
Introduction to Technical Rescue	7		•	•	•	•	•	•	•	•	•		
Rescue Boat Operations	7		•	•	•	•	•	•	•	•	•		
Rescue Technician	7		•	•	•	•	•	•	•	•	•		
Rescue Technician: Confined Space	7		•	•	•	•	•	•	•	•	•		
Rescue Technician: Public Safety Diver	7		•	•	•	•	•	•	•	•	•		
Rescue Technician: Rope	7		•	•	•	•	•	•	•	•	•		
Rescue Technician: Structural Collapse	7		•	•	•	•	•	•	•	•	•		
Rescue Technician: Trench	7		•	•	•	•	•	•	•	•	•		

Table 5. Core Training by Duty Position (continued)

Core Training	Competency	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief
Rescue Technician: Vehicle and Machinery	7		•	•	•	•	•	•	•	•	•		
Swift Water Rescue	7	•	•	•	•	•	•	•	•	•	•		
Chemistry for Emergency Response	8		•	•	•	•	•	•	•	•	•		
Explosives Recognition and Reconnaissance	8	•	•	•	•	•	•	•	•	•	•		
Hazardous Materials Operating Site Practices	8		•	•	•	•	•	•	•	•	•	•	•
Management of Major Hazardous Materials Incidents	8		•	•	•	•	•	•	•	•	•	•	•
Practical Fire Ground Hydraulics	9		•	•	•	•							
Regional/State Emergency Communicator Academy	10	•	•	•	•	•							
Emergency Reporting Training	11, 12		•	•	•	•	•	•	•	•	•	•	•
Standards of Cover: Fire Prevention and Risk Mitigation	3, 11						•	•	•	•	•	•	•

Table 6. Core Plus/Leadership Training by Duty Position

Core Training	Competency	Firefighter (Entry)	Fire Protection Inspector	Firefighter, Hazmat Technician	Firefighter, Paramedic	Captain	Asst Chief, Operations	Assistant Chief, Training	Assistant Chief, EMS	Assistant Chief, Prevention	Fire Protection Specialist	Deputy Chief	Fire Chief
National Fire Service Staff and Command Course	3					•	•	•	•	•	•	•	•
Executive Analysis of Fire Service Operations in Emergency Management	3					•	•	•	•	•	•	•	•
Executive Analysis of Community Risk Reduction	3					•	•	•	•	•	•	•	•
Partnering for Fire and Emergency Services Planning	11					•	•	•	•	•	•	•	•
Executive Planning	3,11					•	•	•	•	•	•	•	•
Fire Department Management	3,11, 12					•	•	•	•	•	•	•	•
Fire Service Financial Management	3,11					•	•	•	•	•	•	•	•
Introduction to National Fire Incident Reporting System 5.0	11					•	•	•	•	•	•	•	•
Advanced Leadership Issues in Emergency Medical Services	12					•	•	•	•	•	•	•	•
Executive Analysis of Community Risk Reduction	12					•	•	•	•	•	•	•	•
Executive Development	12					•	•	•	•	•	•	•	•
Executive Leadership	12					•	•	•	•	•	•	•	•
Executive Planning	12					•	•	•	•	•	•	•	•
Fire Department Supervision	12					•	•	•	•	•	•	•	•
Leadership I: Strategies for Company Success	12		•	•	•	•	•	•	•	•	•	•	•
Leadership II: Strategies for Personal Success	12		•	•	•	•	•	•	•	•	•	•	•
Leadership III: Strategies for Supervisory Success	12					•	•	•	•	•	•	•	•
National Fire Service Staff and Command Course	12					•	•	•	•	•	•	•	•
Organizational Theory in Practice	12					•	•	•	•	•	•	•	•

Competency Model

COMPETENCY	DEFINITION			
1. Incident Management System (IMS)	Ensures awareness, accountability, and notification of team members' conditions and locations, potential hazards, and on-scene characteristics through a variety of communication methods; maintains knowledge and understanding of National Incident Management System (NIMS).			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">Communicates fire details to co-workers and supervisorsIdentifies potential hazards and on-scene characteristicsMaintains situational awareness for personal safetyParticipates in training of such skills as fire suppression and radio communication			
Journeyman	<ul style="list-style-type: none">Collaborates with other emergency personnel as a member of a firefighting crewCollaborates with emergency personnel to respond to accidents, disasters, and fire investigation callsCommunicates incident details to superiors using interagency-dispatch centerImplements Incident Command System (ICS) as needed			
Fire Officer	<ul style="list-style-type: none">Establishes ICSPerforms command staff functions (e.g., operations, logistics, finance, and planning) as directedIdentifies the need for additional resources (e.g., ladder truck, medical unit, etc.) during emergency situations			
Senior Fire Officer	<ul style="list-style-type: none">Directs command staff functions (e.g., operations, logistics, finance, and planning)Coordinates Unified Command with other agencies/organizationsDetermines strategic goals and tactical objectives			

COMPETENCY	DEFINITION			
2. Fire Scene Investigation	Collects and preserves evidence to determine origin and cause fires. Participates in and supports fires scene investigations; documents, investigates, and communicates fire indicators to other personnel.			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Secures and maintains evidence related to fires and other emergency situations• Documents details of fire investigations by direction Possesses a basic understanding of fire behavior			
Journeyman	<ul style="list-style-type: none">• Prepares and maintains reports of investigation results• Analyzes evidence and other information to determine probable cause of fire or explosion• Coordinates with appropriate law enforcement agencies for fires suspected to be caused by arson or criminal negligence• Possesses a working-level understanding of fire behavior (e.g., charring patterns, burn temperatures, ignition point-indicators)			
Fire Officer	<ul style="list-style-type: none">• Testifies in court cases involving fires, suspected arson, and false alarms with command approval• Possesses a comprehensive understanding of fire behavior (e.g., fire chemistry, depth of charring patterns, delamination of building materials) as it relates to fire cause determination• Collects and preserves evidence as needed			
Senior Fire Officer	<ul style="list-style-type: none">• Testifies in court cases involving fires, suspected arson, and false alarms with command approval• Direct, coordinate, and inform leadership in investigation status and final reporting requirements• Possesses a comprehensive understanding of fire behavior (e.g., fire chemistry, depth of charring patterns, delamination of building materials) as it relates to fire cause determination• Collects and preserves evidence as needed			

COMPETENCY	DEFINITION			
3. Fire Protection Policy Advocacy & Oversight	Establishes, directs, and integrates Department of Defense (DoD) fire and emergency services policy, strategy, protocol, and installation plans to ensure readiness; interprets and applies appropriate/applicable laws and regulations with respect to the supported organization; understands the impacts that these have on customers, stakeholders, and strategic plan and operations. Reviews systems and processes to determine if they are in compliance with existing and applicable policies, regulations, procedures, and standards; conducts root cause analyses; makes recommendations for process improvement and compliance; communicates outcomes and findings of inspections to the appropriate authority.			
	MINIMUM PROFICIENCY TARGET LEVELS			
	Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14
	2	3	3	4
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">Performs administrative duties such as compiling and maintaining records, completing forms, preparing reports, and composing correspondenceAssists other personnel in policy implementation activitiesPossesses awareness of departmental procedures and guidelines (e.g., SOPs and SOGs)Provides input for updating SOPs and SOGs when askedAttends training classes to remain current in knowledge of codes, laws, ordinances, and regulations			
Journeyman	<ul style="list-style-type: none">Conducts self-assessments of fire and emergency services programsEstablishes collaboration planning, preparedness actions, and routine execution of standard operating guides/proceduresProvides voluntary input for updating SOPs and SOGs to superiors			
Fire Officer	<ul style="list-style-type: none">Assists in the development of departmental policies and proceduresEvaluates the implementation of policies and procedures and reports the impact of such on the departmentReviews current policies and procedures and recommends changes as applicable			
Senior Fire Officer	<ul style="list-style-type: none">Evaluates fire station procedures to ensure efficiency and enforcement of departmental regulationsAssists with internal investigations to determine negligence and violation of laws and regulations by fire department employeeDrafts updated SOPs and SOGs			

COMPETENCY	DEFINITION			
4. Fire Prevention	Plans, directs, or executes fire prevention activities; interprets and applies appropriate/applicable laws and regulations with respect to fire codes; conducts inspections of facilities and fire protection systems; tests and maintains facility fire protection systems and completes documentation as appropriate. Initiates contact and builds rapport to establish or improve community relations by interactions that provide assistance and information to the public; instructs the public on related topics (e.g., Fire Prevention, Juvenile Fire Starters Program, Fire Safety, etc.).			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">Performs daily activities related to fire prevention, safety education, surveys and inspections and preplanningAssists in inspection and testing new and existing fire protection systems, fire detection systems, and fire safety equipment to ensure that they are operating properly and installed in accordance with appropriate laws, codes, ordinances, regulations, and standardsIssues forms to building owners listing fire regulation violations Assists in the inspection of buildings for fire hazards and compliance with fire prevention ordinances			
Journeyman	<ul style="list-style-type: none">Inspects properties that store, handle, and use hazardous materials to ensure compliance with laws, codes, and regulations, and issue hazardous materials permits to facilities found in complianceWrites detailed reports of fire inspections performed, fire code violations observed, and corrective recommendations offeredInspects and tests new and existing fire protection systems, fire detection systems, and fire safety equipment to ensure that they are operating properly and installed in accordance with appropriate laws, codes, ordinances, regulations, and standardsInspects buildings for fire hazards and compliance with fire prevention ordinances			
Fire Officer	<ul style="list-style-type: none">Coordinates fire prevention programs such as fire inspection reporting and hazardous materials managementCoordinates as required with scheduling of inspections of facilities and testing of fire protection systemsCoordinates fire prevention education activity according to annual fire prevention plans and programs			
Senior Fire Officer	<ul style="list-style-type: none">Develops and coordinates fire prevention programs such as fire inspection reporting and hazardous materials managementReviews construction plans or engineering designs to ensure code and operational environmentsDirects and schedules inspections of facilities and testing of fire protection systemsDirects inspection and testing of new and existing fire protection systems, fire detection systems, and fire safety equipment to ensure that they are operating properly and installed in accordance with appropriate laws, codes, ordinances, regulations, and standardsEnsures inspection documentation is accurate, complete, and timely			

COMPETENCY	DEFINITION			
5. Firefighting	Controls and extinguishes fires that threaten lives and property; possesses knowledge of all facets of firefighting (e.g., salvage, overhaul, water supply, suppression, ventilation; fire behavior; search & rescue, etc.); responds to wildland, structural, vehicle, aircraft, shipboard, and other fire emergencies involving threat to life and property as warranted by the situation. Performs routine and preventative maintenance, inspections, and operational readiness checks of departmental vehicles and equipment (e.g., saws, hand tools, etc.).			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Suppresses fires using shovels, and engine- or hand-driven water or chemical pumps under direction or supervision• Applies foam or water from hoses, portable extinguishers, or other appliances to extinguish fires, or contain dangerous substances under direction or supervision• Assists in the identification and mitigation of on- scene hazards (e.g., securing utilities, trip-and-fall hazards)• Assists in search and rescue operations/activities• Follows orders and direction from superiors• Utilizes incident-specific PPE with breathing apparatus as necessary• Attends training classes to maintain current knowledge of fire prevention, safety, and firefighting procedures• Participates in training of such skills as fire suppression and radio communication• Participates in drills, demonstrations, and simulations in firefighting/EMS/technical rescue• Participates in training of such skills as fire suppression and radio communication			
Journeyman	<ul style="list-style-type: none">• Operates major fire apparatus (e.g., engines, pumps, boats)• Determines and secures adequate water supplies• Identifies occupancy, building type, and construction• Locates and identifies the nature, type, and extent of fire• Identifies and mitigates on-scene hazards (e.g., securing utilities, trip-and-fall hazards)• Performs search and rescue operations/activities			
Fire Officer	<ul style="list-style-type: none">• Establishes incident command• Directs crews to mitigate incidents			
Senior Fire Officer	<ul style="list-style-type: none">• Identifies significant hazards to public/responders• Establishes safety zones/perimeters to prevent unauthorized persons from entering fire areas• Directs on-scene activities regarding the search and removal of victims• Implements the Incident Management System during emergencies• Determines strategic goals and tactical objectives• Identifies resource needs• Ensures safety guidelines and procedures are implemented and followed• Develops, plans, and coordinates drills			

COMPETENCY	DEFINITION			
6. Emergency Medical Services	Responds to medical emergencies, motor vehicle accidents, and to other emergency situations involving threat to human life and provides emergency medical services as warranted by the situation; demonstrates knowledge of Basic and/or Advanced Life Support (BLS and/or ALS). Performs routine and preventative maintenance, inspections, and operational readiness checks of departmental vehicles and equipment (e.g., Automated External Defibrillators, etc.).			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">Assists in providing emergency medical services as required and performs light to heavy rescue functions at emergenciesProvides the appropriate treatment of patients, following protocols, policies and proceduresLifts and moves patients and equipment as necessary to perform emergency medical treatment and transportPrepares and maintain appropriate life support documentation and electronic dataMaintains required EMT or EMT-P certificationsParticipates in drills, demonstrations, and simulations in firefighting/EMS/technical rescue			
Journeyman	<ul style="list-style-type: none">Provides medical interventions to treat the patient at the scene of the incidentTransports to medical facility and continue to provide appropriate medical care throughout journeyEvaluates and assess the condition of patientsProvides emergency medical services as required, and performs light to heavy rescue functions at emergencies			
Fire Officer	<ul style="list-style-type: none">Supervises personnel at EMS incidents and directs patient care as necessaryProvides expertise as the senior EMS provider at the scene of an incidentEnsures EMTs and EMT-Ps maintain skills proficiency by conducting training and drills			
Senior Fire Officer	<ul style="list-style-type: none">Directs personnel in emergency medical servicesCoordinates after-action reviews and case studies and summarizes findings to other personnelProvides quality assurance/quality improvement, both proactively and retroactivelyInstructs others in ALS and BLS proceduresDevelop, plan and coordinate training to ensure skills proficiency for all personnelEstablish/maintain relationships with medical director and outside agencies			

COMPETENCY	DEFINITION			
7. Specialized/ Technical Rescue	Conducts specialized rescue practices (e.g., high/low angle ropes, trench/confined space, structural collapse, vehicle extrication, water rescues, etc.)			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">Creates openings in structures, vehicles, or aircraft for forcible entry utilizing hand, power and hydraulic tools under supervisionSearches burning buildings to locate fire victims under supervisionRescues victims from a variety of hazards (e.g., burning buildings, vehicle accidents, entrapments) under supervisionParticipates in drills, demonstrations, and simulations in firefighting/EMS/technical rescue			
Journeyman	<ul style="list-style-type: none">Creates openings in structures, vehicles, or aircraft for forcible entry utilizing hand, power and hydraulic toolsSearches burning buildings to locate fire victimsRescues victims from a variety of hazards (e.g., burning buildings, vehicle accidents, entrapments)Undertakes vertical, confined space, trench, and aquatic rescueUndertakes a rescue operation in a small power craftUndertakes structural collapse rescue			
Fire Officer	<ul style="list-style-type: none">Establishes ICSPerforms command staff functions (e.g., operations, logistics, finance, and planning) as directedIdentifies the need for additional resources (e.g., ladder truck, medical unit, etc.) during emergency situations)			
Senior Fire Officer	<ul style="list-style-type: none">Directs the opening of structures, vehicles, or aircraft utilizing hand, power and hydraulic toolsDirects the search of burning buildings to locate fire victimsDirects the rescue of victims from a variety of hazards (e.g., burning buildings, vehicle accidents, entrapments)Provides situation assessment and determines additional resource needsDetermines strategic goals and tactical objectivesDevelops, plans, and coordinates drills			

COMPETENCY	DEFINITION			
8. Hazardous Materials	Maintains knowledge of hazardous materials and waste and their uses, interactions, dangers, production, handling, storage, and disposal; responds to hazardous materials releases and possible releases (including Chemical, Biological, Radiological, Nuclear, Explosives [CBRNE] events).			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">Has a knowledge and understanding of the components and requirements of NFPA 472 and 29CFR 1910.120Maintains annual HAZMAT training requirementsOperates as a member of a HAZMAT team under supervision of team membersResponds in a defensive manner (e.g., sets perimeters, isolating and denying entry) and supports other personnelAttempts to identify hazardous materials from a distance (e.g., via binoculars, technical reference materials)			
Journeyman	<ul style="list-style-type: none">Operates as a member of a HAZMAT teamActs as a functional group leader position (e.g., entry-team, decontamination unit, medical unit)Collects and analyzes HAZMAT samples to determine chemical propertiesTests and calibrates monitoring/sampling equipment			
Fire Officer	<ul style="list-style-type: none">Functions as HAZMAT group leader, as appropriateFunctions as the HAZMAT assistant safety officer, as appropriateMakes recommendations for improved techniques and technologies			
Senior Fire Officer	<ul style="list-style-type: none">Establishes ICSPerforms command staff functions (e.g., operations, logistics, finance, and planning) as directedIdentifies the need for additional resources (e.g., ladder truck, medical unit, etc.) during emergency situationsMakes recommendations for improved techniques and technologies			

COMPETENCY	DEFINITION		
9. Emergency Vehicle Driver/Operator	Uses knowledge of procedures for operating emergency vehicles, including cars, trucks, or watercraft to maintain and inspect emergency vehicles; demonstrates knowledge of motor vehicle engines, parts, and systems, including their designs, uses, repair, and maintenance.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14
2	3	3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none">• Maintains appropriate vehicle licenses (e.g., CDL, airfield license, and base license)• Maintains EVOC certification• Identifies various other emergency vehicles and functions (e.g., engines, rescues, ambulances, HAZMAT units, aerials)• Assists in the minor maintenance on vehicles Drives and operates minor vehicles (e.g., utility vehicles, trucks, and staff vehicles)		
Journeyman	<ul style="list-style-type: none">• Drives and operates a variety of emergency vehicles (e.g., engines, rescues, ambulances, HAZMAT units, aerials)• Possesses knowledge of appropriate vehicle placement practices on emergency scene• Possesses a working knowledge of water-supply locations (e.g., hydrants, pools, and ponds) and how to access them• Possesses an understanding of fireground hydraulics• Independently performs minor maintenance on vehicles		
Fire Officer	<ul style="list-style-type: none">• Instructs others in the driving and operations of a variety of emergency vehicles (e.g., engines, rescues, ambulances, HAZMAT units, aerials)• Instructs others in understanding of fireground hydraulics• Schedules inspections and maintenance for vehicles• Directs minor maintenance on vehicles		
Senior Fire Officer	<ul style="list-style-type: none">• Instructs others in the driving and operations of a variety of emergency vehicles (e.g., engines, rescues, ambulances, HAZMAT units, aerials)• Instructs others in understanding of fireground hydraulics• Schedules inspections and maintenance for vehicles• Directs minor maintenance on vehicles		

COMPETENCY	DEFINITION		
10. Fire Communication & Emergency Dispatch	Shows understanding of emergency dispatch procedures, radio communications, computer automated dispatch systems, run card assignments, fire district/fire demand zones, mutual aid procedures, emergency medical dispatch procedures/protocols, databases, and emergency management systems.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14
2	3	3	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none">• Receive emergency calls• Processes any requests for public safety services• Establishes communications with the requestor using a communication device, a means of collecting information, so that a communication link with the requestor is achieved• Operates and troubleshoots telephone and communication systems such as recording, verbal and listening abilities• Controls the conversation utilizing established questioning techniques and active listening techniques, managing situations such as excited or hysterical callers, callers speaking foreign languages, suicidal callers and other calls requiring special handling, including mass casualty and weapons of mass destruction		
Journeyman	<ul style="list-style-type: none">• Acquires information from multiple sources requiring public safety services or assistance• Monitors public safety radio systems, giving equipment used by the agency so that information requiring action by the telecommunicator is identified• Familiarity with alarm equipment and system operation and technology• Interprets alarm system signals, data, or messages• Detailed knowledge of principles, practices, and procedures of special equipment and systems provided in the communication center• Evaluates incident information, giving a validated request for service, available resources, and agency policies, procedures, guidelines, and protocols so that and appropriate response is determined and a resource allocation prepared		
Fire Officer	<ul style="list-style-type: none">• Monitors communications between specialized units, staging and other additional resources to meet the action plan		
Senior Fire Officer	<ul style="list-style-type: none">• Develops policy, procedures, guidelines, and protocols of daily communication center operations in addition to advanced training in the incident management system and the emergency response plan• Monitors communications between specialized units, staging and other additional resources to meet the action plan• Documents outside resources on scene including but not limited to county, state, federal, and tribal agencies• Familiarity with computer operations, specialized programs, ability to use reference material, and understanding of emergency action plan		

COMPETENCY	DEFINITION			
11. Information Management	Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems (e.g., MCFIRS, NFIRS); performs office and administrative functions as required.			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">Gathers information from one or two sources identified by others; organizes and maintains routine information using clearly outlined guidelinesKnows where technical references are maintained in own work areaArranges information in database according to previously established guidelinesRetrieves information from computers, e-mail, and simple databases; uses hardware and software to submit requests (e.g., travel vouchers, purchase supplies)Demonstrates a basic proficiency in MS Word, Excel, Outlook, or similar applicationsHas a basic understanding of Privacy Act requirements			
Journeyman	<ul style="list-style-type: none">Identifies information needs; gathers information from several sources; organizes and maintains moderately complex information, using general guidelines or precedentsIdentifies, consolidates, and disseminates pertinent information from various sources to specific individuals, groups, and offices in the workforceMakes modifications to an information management system to be used for the gathering, processing, storage, and use of informationMakes modifications or improvements to a system designed to manage the gathering, processing, storage, dissemination, and use of information			
Fire Officer	<ul style="list-style-type: none">Reviews data entry, i.e., incident reports for accuracy and address concerns with author of report			
Senior Fire Officer	<ul style="list-style-type: none">Anticipates and identifies information needs; gathers information from many sources; devises methods of organizing complex or technical information for which there is no precedent, and maintains complex and/or large amounts of information/dataIs responsible for the storage and security of Privacy Act information; disseminates Privacy Act information on a need to know basisEnsures compliance of all regulations			

COMPETENCY	DEFINITION			
12. Firefighter Leadership	Creates conditions for success; Demonstrates responsibility as well as a commitment to and a vision for the organization’s mission and objectives; displays a high level of initiative, effort, and commitment towards achieving results; coaches, mentors, and guides others to maximize potential and use of skills; promotes team morale, productivity, agenda, and goals; supports team administration and management; Influences others at all levels and positions; plans, distributes, and monitors works assignments and evaluates performance.			
	MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 4/5/6	Job Skill Level 2: Journeyman GS 5/7/9	Job Skill Level 3: Officer GS 9/11	Job Skill Level 3: Senior Officer GS 11/14	
2	3	3	4	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none">• Takes initiative to gain support of others in accomplishing tasks• Commits to shared organizational values and supports the accomplishment of goals			
Journeyman	<ul style="list-style-type: none">• Influences and inspires others to commit to shared organizational values and to support the accomplishment of goals• Uses sound judgment in a variety of situations and is able to work with different personalities• Encourages/elicits participation in implementing policies and procedures through mentoring• Recognizes the impact of one's behavior on others			
Fire Officer	<ul style="list-style-type: none">• Mentor subordinates and encourage career development• Identify talent within the organization and utilize that talent to achieve goals and objectives• Assist superiors with the acceptance and implementation of new policies, guidelines and procedures			
Senior Officer	<ul style="list-style-type: none">• Guides and motivates others and gains the confidence and support of others in accomplishing tasks• Ensures others are committed to shared organizational values and goal accomplishment• Demonstrates the ability to respond to challenging/unusual situations, or deal with a variety of personalities or groups• Leads an organization-wide effort to develop the organization presence• Encourages and promotes subordinate’s ideas that are controversial in nature or impact organizational goals to ensure commitment at all levels• Recognizes personnel for achievements, i.e., DoD F&ES Awards Program, Marine Corps Lifesaving Awards• Prepare subordinates for succession			

Appendix- Acronyms Defined

Acronym	Definition
AHA	American Heart Association
ALS	Advanced Life Support
BLS	Basic Life Support
CBRNE	Chemical, Biological, Radiological, Nuclear, Explosives
CDL	Commercial Driver's License
CPR	Cardiopulmonary Resuscitation
ER	Emergency Reporting
EVOC	Emergency Vehicle Operator Course
F & ES	Fire and Emergency Service
ICS	Incident Command System
MCFIRS	Marine Corps Fire Incident Records System
NFA	U.S. Fire Administration
NFPA	National Fire Protection Association
NFIRS	National Fire Incident Reporting System
NIMS	National Incident Management System
SOG	Standard Operating Guidelines
SOP	Standard Operating Procedures