

Security and Emergency Services Community of Interest 0081 - Fire Protection and Prevention

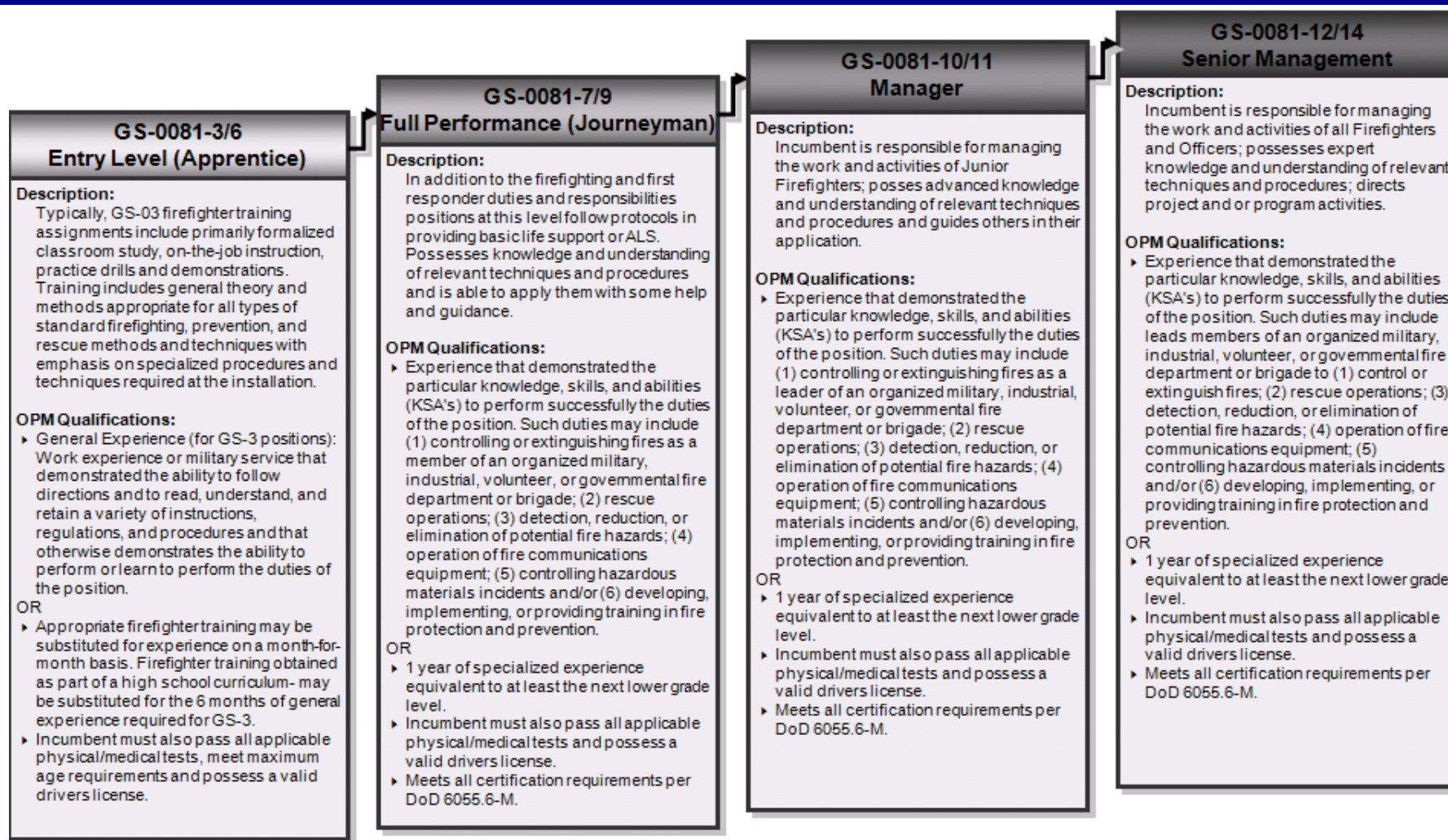
Career Road Map

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Career Progression within the 0081 Occupational Series is Marked by Advancing Levels of Expertise in Matters of Firefighting



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Proficiency and Skill Level Definitions for 0081

- ▶ The **Proficiency Rating Scale** below details the proficiency ratings and their corresponding definitions. Proficiency levels describe the levels of a 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.

PROFICIENCY RATING	PROFICIENCY
0	N/A - Non Applicable/No Knowledge Necessary
1	No Proficiency - Conceptual Knowledge Only/No Experience
2	Low Proficiency - Able to Apply with Help
3	Moderate Proficiency - Able to Apply Autonomously
4	High Proficiency - Proficient/Able to Help Others
5	Very High Proficiency - Expert Knowledge

- ▶ The Communities of Interest have outlined a career progress structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the **Skill Level Structure**. It is associated with each Occupational Series and follows you from the time you are an entry-level employee until you reach management levels. Career progress in the USMC has traditionally been based on the Federal Government pay schedule system and the ranges within the pay schedule system are associated with the Skill Levels.

JOB SKILL LEVEL	SKILL BAND DEFINITION	JOB SKILL LEVEL PAY PLAN	BEGINNING GRADE	TARGET GRADE
1	Apprentice	GS	3	6
2	Journeyman	GS	7	9
3	Manager	GS	10	11
4	Senior Management	GS	12	14

- ▶ Behavioral Indicators: It is important to define how the competencies are manifested at different proficiency levels. In other words, what behaviors do incumbents in the Occupational Series demonstrate that indicate various levels of proficiency in each competency area. These demonstrations are referred to as behavioral indicators, and provide an objective description of the behavior that you might view in an individual that provides evidence that they either have or do not have the competency of interest. These are **examples of what behaviors could look like** and are not inclusive of all behaviors that demonstrate each level of performance for the competency. Rather, this is a tool to help guide evaluations of employee performance and should **not** be used as a checklist for employees' behaviors.



Desired Certifications, Academic Credentials and Training for 0081

Level 1	Level 2	Level 3	Level 4
Desired Academic Credentials			
State regional fire academy	State regional fire academy	AAS in Fire Science/Fire Technology/Paramedic Science	BS/MS Degree in Public Safety Admin/ Fire admin/ Public Admin/ Emergency Management/ Business Management
Goodfellow AFB Fire Academy	Goodfellow AFB Fire Academy	Goodfellow AFB Fire Academy	Executive Fire Officer Program (NFA)
Desired Training			
EMT/EMT-P	Fire Officer II	Fire Officer III	Fire Officer IV
Firefighter I and II	Fire Instructor II	Fire Instructor III	Fire Department Management
Driver/Operator	Strategy and Tactics for Initial C.O.	Fire Officer Supervision	Executive Leadership
Aerial Driver/Operator	Engine and Truck Company Operations	Command and Control Decision Making	Staff and Command Course
Pumper Driver/Operator		Fire Department Supervision	Organizational Theory in Practice

**The courses found on this page and throughout this roadmap are recommended courses and may not be inclusive of all training available.*



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Firefighter Certifications

Skillband		47201	47202	10011	10012	10013	47203	47205	10023	10027	10028	10024	10211	10212	10213	10214	10411	10412	10413	10311	10312	10313	10612	EMT-B	EMT-P
		Hazardous Materials - Awareness	Hazardous Materials - Operations	Fire Fighter I	Fire Fighter II	Airport Fire Fighter	Hazardous Materials - Technician	Hazardous Materials - Incident Commander	Apparatus Driver/Operator - Pumper	Apparatus Driver/Operator - ARFF	Apparatus Driver/Operator Water Tender	Apparatus Driver/Operator - Aerial	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	Telecommunicator I & II	(National or State Certification)	(National or State Certification)
	ORGANIZATIONAL DUTY POSITION																								
1	Entry Level Firefighter	C	C	C	C	N																			C
2	Firefighter (HAZMAT Technician)	X	X	X	X	N	X																		C
2	Firefighter (Basic Life Support)	X	X	X	X	N																			C
2	Firefighter (Intermediate Life Support)	X	X	X	X	N																			C
2	Firefighter (Paramedic)	X	X	X	X	N																			C
2	Driver Operator	X	X	X	X	N			X	K	K	K													C
1,2	Dispatcher (0081 series only)	X																					X		R
2,3	Captain	X	X	X	X	N							X				X			X					C
2,3	Station Captain/Chief	X	X	X	X	N	X						X	X			X			X					C
3	Asst Chief Operations/District Chief	X	X	X	X	N	X						X	X	X		X	X		X	X				R
3	Asst Chief Training	X	X	X	X	N	X						X	X	X		X	X	X	X	X				R
3	Asst Chief EMS	X	X	X	X	N	X						X	X	X		X	X		X	X				C R
3	Asst Chief Prevention (no fire fighting duties)	X															X	X		X	X	X			R
3	Asst Chief Prevention (with fire fighting duties)	X	X	X	X	N	X						X	X	X		X	X		X	X	X			R
1,2	Fire Inspector (no fire fighting duties)	X															X			X	X				R
1,2	Fire Inspector (with fire fighting duties)	X	X	X	X	N							X				X			X	X				C
4	Deputy Fire Chief	X	X	X	X	N	X						X	X	X	X	X	X		X	X				R
4	Fire Chief	X	X	X	X	N	X						X	X	X	X	X	X		X	X				R



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Firefighter Certifications - Legend

- ▶ The table below provides a legend to assist with the depiction of the Firefighting certificate table.

X = Required

N = Recommended at locations with aircraft assigned

R = Recommended

K = Required when these vehicle types are assigned

C = Condition of employment - incumbent must complete all training/certification requirements for firefighter within one year

* = Table reflects the minimum qualifications. Incumbents in parenthetical positions must also satisfy the certification requirements and firefighter duty position they hold. For example, a firefighter (paramedic) filling a crew chief position must meet the certification requirements for crew chief.

Notes:

1. This chart depicts the minimum certification requirements to occupy positions indicated. Local managers determine additional training and certifications for service- or installation-specific missions

2. Time in grade is based on firefighter duties. Grades based on parenthetical duties do not satisfy time in grade requirements. For example, a GS-9 firefighter (paramedic) that would otherwise be a GS-6 firefighter will not meet time in grade requirements for a GS-10 firefighter position even though they may have one year experience as a GS-9 firefighter (paramedic).

**DISCLAIMER: DoD 6055.06-M "DoD Firefighter Certification Manual" This chart is for informational purposes only and does not replace, change or supersede DoD Firefighter Certification Manual. This chart is based on 6055.06-M but has been tailored to the USMC Fire Service.*



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Behavioral Indicators

Incident Management System (IMS)

DEFINITION

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).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Communicates fire details to co-workers and supervisors - Identifies potential hazards and on-scene characteristics - Maintains situational awareness for personal safety - Participates in training of such skills as fire suppression and radio communication 	<ul style="list-style-type: none"> - Collaborates with other emergency personnel as a member of a firefighting crew - Collaborates with emergency personnel to respond to accidents, disasters, and fire investigation calls - Communicates fire details to superiors using interagency dispatch center - Implements Incident Command System (ICS) as needed 	<ul style="list-style-type: none"> - Performs command staff functions (e.g., operations, logistics, finance, and planning) - Identifies the need for additional resources (e.g., ladder truck, medical unit, etc.) during emergency situations - Determines strategic goals and tactical objectives



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Competency-Based Training Opportunities

Incident Management System (IMS)

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	2	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).	
2	2	4		
3	3	5		
4	4	5		
Course			Skill Level	Institution
Command and Control Decision Making at Multiple Alarm Incidents			3,4	NFA
Command and Control of Fire Department Operations at Target Hazards			3,4	NFA
Command and Control of Fire Department Operations Natural and Man-Made Disaster			3,4	NFA
Emergency Response to Terrorism			1,2,3,4	NFA
Hazardous Materials Incident Management			2,3,4	NFA
ICS-100, Introduction to ICS			1,2	NFA
ICS-200, Basic NIMS ICS for Operational First Responders			1,2	NFA
ICS-300, Intermediate All-Hazard NIMS ICS Review for Expanding Incidents			3,4	NFA
ICS-400, Fundamentals Review for Command and General Staff			3,4	NFA
Incident Command for Highrise Operations			2,3,4	State & Local Fire Training Academy
Incident Command System for Structural Collapse Incidents			2,3,4	State & Local Fire Training Academy
Introduction to National Response Framework			1,2	NFA
Management of Major Hazardous Materials Incidents			2,3,4	State & Local Fire Training Academy



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Competency-Based Training Opportunities

Incident Management System (IMS)			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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).
2	2	4	
3	3	5	
4	4	5	
Course		Skill Level	Institution
NIMS an Introduction (IS-700)		1,2	NFA
Planning for Large Scale Disasters		3,4	State & Local Fire Training Academy



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Behavioral Indicators

Fire Scene Investigation

DEFINITION

Collects and preserves evidence to determine origin and cause of fires. Participates in and supports fire scene investigations; documents, investigates, and communicates fire indicators to other personnel.

Entry	Intermediate	Full Performance
<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 	<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) 	<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



Competency-Based Training Opportunities

Fire Scene Investigation

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	2	Collects and preserves evidence to determine origin and cause of fires. Participates in and supports fire scene investigations; documents, investigates, and communicates fire indicators to other personnel.	
2	2	3		
3	3	4		
4	4	5		
Course			Skill Level	Institution
Analysis of Arson Management			2,3	NFA
Arson Detection for First Responders			1,2,3	State & Local Fire Training Academy
Courtroom Preparation and Testimony for First Responders			2,3	State & Local Fire Training Academy
Fire and Explosion Investigations			2,3,4	IAAI, NFPA
Fire Cause Determination for Company Officers			2,3	NFA
Fire Dynamics Fire Modeling			2,3	NFA
Fire Investigator			2,3,4	State & Local Fire Training Academy
Fire/Arson Origin-and-Cause Investigation			2,3	NFA
Forensic Evidence Collection			2,3,4	NFA
Interviewing-Interrogation Techniques and Courtroom Testimony			2,3,4	NFA



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Behavioral Indicators

Fire Protection Policy Advocacy & Oversight

DEFINITION

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.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Performs administrative duties such as compiling and maintaining records, completing forms, preparing reports, and composing correspondence - Assists other personnel in policy implementation activities - Possesses awareness of departmental procedures and guidelines (e.g., SOPs and SOGs) - Provides input for updating SOPs and SOGs when asked - Attends training classes to remain current in knowledge of codes, laws, ordinances, and regulations 	<ul style="list-style-type: none"> - Conducts self-assessments of fire and emergency services programs - Establishes collaboration planning, preparedness actions, and routine execution of standard operating guides/procedures - Provides voluntary input for updating SOPs and SOGs to superiors 	<ul style="list-style-type: none"> - Evaluates fire station procedures to ensure efficiency and enforcement of departmental regulations - Assists with internal investigations to determine negligence and violation of laws and regulations by fire department employees - Drafts updated SOPs and SOGs



Competency-Based Training Opportunities

Fire Protection Policy Advocacy & Oversight

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	1	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.	
2	1	3		
3	3	4		
4	4	5		
Course			Skill Level	Institution
Executive Analysis of Community Risk Reduction			3,4	NFA
Executive Analysis of Fire Service Operations in Emergency Management			3,4	NFA
Executive Development			3,4	NFA
Executive Leadership			3,4	NFA
Executive Planning			3,4	NFA
Fire Department Management			2,3,4	State & Local Fire Training Academy
Fire Department Supervision			2,3,4	State & Local Fire Training Academy
National Fire Service Staff and Command Course			3,4	NFA
Standards of Cover: Fire Prevention and Risk Mitigation			3,4	NFA



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Behavioral Indicators

Fire Prevention

DEFINITION

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.).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Performs daily activities related to fire prevention, safety education, surveys and inspections and preplanning - Assists 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 standards - Issues forms to building owners listing fire regulation violations - Assists in the inspection of buildings for fire hazards and compliance with fire prevention ordinances 	<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 compliance - Writes detailed reports of fire inspections performed, fire code violations observed, and corrective recommendations offered - Inspects 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 standards - Inspects buildings for fire hazards and compliance with fire prevention ordinances 	<ul style="list-style-type: none"> - Develops and coordinates fire prevention programs such as fire inspection reporting and hazardous materials management - Reviews construction plans or engineering designs to ensure code and operational environments - Directs and schedules inspections of facilities and testing of fire protection systems - Directs 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 standards - Ensures inspection documentation is accurate, complete, and timely



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Competency-Based Training Opportunities

Fire Prevention			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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.).
2	1	3	
3	3	5	
4	4	5	
Course			Skill Level
Institution			
Alternative Water Supply: Planning and Implementing Programs			2,3
Basic Fire Chemistry			1,2
Changing American Family at Risk			2,3
Code Management: A Systems Approach			2,3
Demonstrating your Fire Prevention Program's Worth			3,4
Developing Fire and Life Safety Strategies			3,4
Evaluating Performance-Based Designs			3,4
Executive Analysis of Community Risk Reduction			3,4
Fire and Life Safety Educator I/II			2,3
Fire Inspection Principles			2,3
Fire Inspector I			1,2
Fire Inspector II			1,2,3
Fire Inspector III			2,3,4



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Competency-Based Training Opportunities

Fire Prevention			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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.).
2	1	3	
3	3	5	
4	4	5	
Course		Skill Level	Institution
Fire Marshal Certification		3,4	State & Local Fire Training Academy
Fire Protection for the Built Environment		2,3	NFA
Fire Protection Systems and Building Components		2,3	State & Local Fire Training Academy
Fire Pumps		2,3	NFPA
Fireworks Enforcement/Special Effects		2,3	State & Local Fire Training Academy
Hydraulic Calculations for Water-Based Fire Protection Systems Plan Review		2,3	NFA
Inspection of Fire Protection Systems and Special Hazards		2,3	State & Local Fire Training Academy
Inspection, Testing and Maintenance of Water-Based Fire Protection Systems		2,3	NFPA
Juvenile Firesetter Intervention Specialist I and II: Leadership		2,3	NFA
Leading Community Fire Prevention		1,2,3	NFA
Life Safety Code Essentials		2,3	NFPA
Management of Fire Prevention Programs		2,3	NFA
Marketing Fire Prevention in your Community		2,3	State & Local Fire Training Academy



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Competency-Based Training Opportunities

Fire Prevention			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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.).
2	1	3	
3	3	5	
4	4	5	
Course		Skill Level	Institution
NEC Essentials		2,3	NFPA
Plans Examiner I		2,3	State & Local Fire Training Academy
Presenting Effective Public Education Programs		2,3	NFA
Principles of Building Construction: Combustible		1,2,3	State & Local Fire Training Academy
Principles of Building Construction: Non-Combustible and Fire Resistive		1,2,3	State & Local Fire Training Academy
Principles of Fire Protection: Structures and Systems		2,3	NFA
Special Hazard Occupancies		2,3	State & Local Fire Training Academy



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Behavioral Indicators

Firefighting

DEFINITION

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, handtools, etc.).

Entry	Intermediate	Full Performance
<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 	<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 	<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 - Trains firefighters and give instructions in evacuation, fire prevention, firefighting, rescue, and use of breathing apparatus - Trains personnel in fire protection and prevention, by applying various fire protection, fire theory, and techniques



Competency-Based Training Opportunities

Firefighting

Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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, handtools, etc.).
2	3	4	
3	3	5	
4	4	5	

Course	Skill Level	Institution
Airport Fire Fighter	1,2	State & Local Fire Training Academy
Basic Fire Chemistry	1,2	State & Local Fire Training Academy
Division/Group Supervisor	2,3	State & Local Fire Training Academy
Engine Boss	2,3	State & Local Fire Training Academy
Fighting Fires in Sprinklered Buildings	1,2	State & Local Fire Training Academy
Fire Fighter I/II	1,2	State & Local Fire Training Academy
Fire Operations in the Wildland/Urban Interface	2,3	State & Local Fire Training Academy
Fire Protection Systems and Building Components	2,3	State & Local Fire Training Academy
Fire Protection Systems for Emergency Operations	2,3	NFA
Flammable Gases and Liquids Fire Fighting	1,2	State & Local Fire Training Academy
High-Rise Fire Fighting Tactics	2,3	State & Local Fire Training Academy
Ignition Operations	2,3	State & Local Fire Training Academy
Interior Search and Rescue	1,2	State & Local Fire Training Academy



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Competency-Based Training Opportunities

Firefighting			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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, handtools, etc.).
2	3	4	
3	3	5	
4	4	5	
Course			Skill Level
Institution			
Intermediate Wildland Fire Behavior			2,3
Introduction to National Fire Incident Reporting System 5.0			2,3
Pipeline Emergencies			2,3,4
Positive Pressure Ventilation			1,2,3
Principles of Building Construction: Combustible			1,2,3
Principles of Building Construction: Non-Combustible and Fire Resistive			1,2,3
Rapid Intervention Crew Tactics			1,2,3,4
Strategy and Tactics for Initial Company Operations			2,3
Tactical Decision Making in Wildland Fire			2,3
Truck Company and Support Ops			2,3



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Behavioral Indicators

Emergency Medical Services

DEFINITION

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.).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Assists in providing emergency medical services as required and performs light to heavy rescue functions at emergencies - Administers first aid and oxygen therapy - Lifts and moves patients and equipment as necessary to perform emergency medical treatment and transport - Prepares and maintain appropriate life support documentation and electronic data - Maintains required EMT or EMT-P certifications - Participates in drills, demonstrations, and simulations in firefighting/EMS/technical rescue 	<ul style="list-style-type: none"> - Provides medical interventions to treat the patient at the scene of the incident - Transports to medical facility and continue to provide appropriate medical care throughout journey - Evaluates and assess the condition of patients - Provides emergency medical services as required, and performs light to heavy rescue functions at emergencies 	<ul style="list-style-type: none"> - Directs personnel in emergency medical services - Coordinates after-action reviews and summarizes findings to other personnel - Instructs others in ALS and BLS procedures - Develops, plans, and coordinates drills



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Competency-Based Training Opportunities

Emergency Medical Services

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	2	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.).	
2	3	4		
3	3	5		
4	4	5		
Course			Skill Level	Institution
Advanced Cardiac Life Support			2,3	State & Local Fire Training Academy
Advanced Leadership Issues in Emergency Medical Services			3,4	NFA
Advanced Life Support Response to Hazardous Materials Incidents			2,3,4	NFA, State & Local Fire Training Academy
Advanced Safety Operations and Management			2,3	NFA
Air Ops			1,2,3	State & Local Fire Training Academy
CPR / BLS - Healthcare Provider			1,2,3,4	AHA, American Red Cross
EMS Operations at Multi-Casualty Incidents			2,3	NFA
EMS: Management of Community Health Risks			2,3	NFA
EMS: Quality Management			2,3	NFA
EMS: Special Operations			2,3	NFA
EMT			1,2,3	State & Local Fire Training Academy
EMT Instructor			2,3	State & Local Fire Training Academy
EMT Refresher			1,2,3,4	State & Local Fire Training Academy



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Competency-Based Training Opportunities

Emergency Medical Services			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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.).
2	3	4	
3	3	5	
4	4	5	
Course		Skill Level	Institution
EMT-P		1,2,3	State & Local Fire Training Academy
International Trauma Life Support		2,3	ITLS
Management of Emergency Medical Services		2,3,4	NFA
Pediatric Advanced Life Support		2,3	AHA



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Behavioral Indicators

Specialized/Technical Rescue

DEFINITION

Conducts specialized rescue practices (e.g., high/low angle ropes, trench/confined space, structural collapse, vehicle extraction, water rescues, etc.).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Creates openings in structures, vehicles, or aircraft for forcible entry utilizing hand, power and hydraulic tools under supervision - Searches burning buildings to locate fire victims under supervision - Rescues victims from a variety of hazards (e.g., burning buildings, vehicle accidents, entrapments) under supervision - Participates in drills, demonstrations, and simulations in firefighting/EMS/technical rescue 	<ul style="list-style-type: none"> - Creates openings in structures, vehicles, or aircraft for forcible entry utilizing hand, power and hydraulic tools - Searches burning buildings to locate fire victims - Rescues victims from a variety of hazards (e.g., burning buildings, vehicle accidents, entrapments) - Undertakes vertical, confined space, trench, and aquatic rescue - Undertakes a rescue operation in a small powercraft - Undertakes structural collapse rescue 	<ul style="list-style-type: none"> - Directs the opening of structures, vehicles, or aircraft utilizing hand, power and hydraulic tools - Directs the search of burning buildings to locate fire victims - Directs the rescue of victims from a variety of hazards (e.g., burning buildings, vehicle accidents, entrapments) - Provides situation assessment and determines additional resource needs - Determines strategic goals and tactical objectives - Develops, plans, and coordinates drills



Competency-Based Training Opportunities

Specialized/Technical Rescue

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	2	Conducts specialized rescue practices (e.g., high/low angle ropes, trench/confined space, structural collapse, vehicle extraction, water rescues, etc.).	
2	1	3		
3	3	4		
4	3	5		
Course			Skill Level	Institution
Auto Extrication			1,2,3	State & Local Fire Training Academy
Confined Space Refresher			1,2,3	State & Local Fire Training Academy
Confined Space Rescue Awareness			1,2,3	State & Local Fire Training Academy
Confined Space Rescue Technician			2,3	State & Local Fire Training Academy
Introduction to Technical Rescue			1,2,3	State & Local Fire Training Academy
Rescue Boat Operations			2,3	State & Local Fire Training Academy
Rescue Technician			2,3	NCOSFM
Rescue Technician			2,3	State & Local Fire Training Academy
Rescue Technician: Confined Space			2,3	State & Local Fire Training Academy
Rescue Technician: Public Safety Diver			2,3	NAUI, PADI
Rescue Technician: Rope			2,3	State & Local Fire Training Academy
Rescue Technician: Structural Collapse			2,3	State & Local Fire Training Academy
Rescue Technician: Surface Water			2,3	State & Local Fire Training Academy



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Competency-Based Training Opportunities

Specialized/Technical Rescue			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	Conducts specialized rescue practices (e.g., high/low angle ropes, trench/confined space, structural collapse, vehicle extraction, water rescues, etc.).
2	1	3	
3	3	4	
4	3	5	
Course		Skill Level	Institution
Rescue Technician: Trench		2,3	State & Local Fire Training Academy
Rescue Technician: Vehicle and Machinery		2,3	State & Local Fire Training Academy
Swift Water Rescue		1,2,3	State & Local Fire Training Academy



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Behavioral Indicators

Hazardous Materials

DEFINITION

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).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Has a knowledge and understanding of the components and requirements of NFPA 472 and 29CFR 1910.120 - Maintains annual HAZMAT training requirements - Operates as a member of a HAZMAT team under supervision of team members - Responds in a defensive manner (e.g., sets perimeters, isolating and denying entry) and supports other personnel - Attempts to identify hazardous materials from a distance (e.g., via binoculars, technical reference materials) 	<ul style="list-style-type: none"> - Operates as a member of a HAZMAT team - Acts as a functional group leader position (e.g., entry-team, decontamination unit, medical unit) - Collects and analyzes HAZMAT samples to determine chemical properties - Tests and calibrates monitoring/sampling equipment 	<ul style="list-style-type: none"> - Functions as HAZMAT group leader, as appropriate - Functions as the HAZMAT assistant safety officer, as appropriate - Develops specialty areas around different hazardous materials (e.g., pesticides, herbicides, modes of transportation, flammables) - Makes recommendations for improved techniques and technologies



Competency-Based Training Opportunities

Hazardous Materials				
Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	2	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).	
2	3	4		
3	3	4		
4	4	5		
Course			Skill Level	Institution
Advanced Life Support Response to Hazardous Materials Incidents			2,3,4	NFA, State & Local Fire Training Academy
Chemistry for Emergency Response			2,3	NFA, State & Local Fire Training Academy
Explosives Recognition and Reconnaissance			1,2,3	State & Local Fire Training Academy
Hazardous Materials - Awareness/Operations			1,2	State & Local Fire Training Academy
Hazardous Materials - Incident Command			2,3,4	State & Local Fire Training Academy
Hazardous Materials - Incident Management			2,3,4	NFA
Hazardous Materials - Technician			1,2,3	State & Local Fire Training Academy
Hazardous Materials Operating Site Practices			2,3,4	NFA
Management of Major Hazardous Materials Incidents			2,3,4	State & Local Fire Training Academy
Pipeline Emergencies			2,3,4	State & Local Fire Training Academy



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Behavioral Indicators

Emergency Vehicle Driver/Operator

DEFINITION

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.

Entry	Intermediate	Full Performance
<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, aerals) - Assists in the minor maintenance on vehicles - Drives and operates minor vehicles (e.g., utility vehicles, trucks, and staff vehicles) 	<ul style="list-style-type: none"> - Drives and operates a variety of emergency vehicles (e.g., engines, rescues, ambulances, HAZMAT units, aerals) - 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 	<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, aerals) - Instructs others in understanding of fireground hydraulics - Schedules inspections and maintenance for vehicles - Directs minor maintenance on vehicles



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Competency-Based Training Opportunities

Emergency Vehicle Driver/Operator

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	2	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.	
2	1	3		
3	3	5		
4	4	5		
Course			Skill Level	Institution
Basic Emergency Vehicle Operations (EVOC)			1,2	State & Local Fire Training Academy
Driver Operator - Aerial - NFPA 1002			2	State & Local Fire Training Academy
Driver Operator - Pumper - NFPA 1003			2	State & Local Fire Training Academy
Driver Operator Mobile Water Supply - NFPA 1003			2	State & Local Fire Training Academy
Driver Operator Tiller - NFPA 1003			2	State & Local Fire Training Academy
Practical Fire Ground Hydraulics			2	State & Local Fire Training Academy



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Behavioral Indicators

Fire Communication & Emergency Dispatch

DEFINITION

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.

Entry	Intermediate	Full Performance
<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 	<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 an appropriate response is determined and a resource allocation prepared 	<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



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Competency-Based Training Opportunities

Fire Communication & Emergency Dispatch

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	3	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.	
2	2	4		
3	3	5		
4	3	5		
Course			Skill Level	Institution
Emergency Medical Dispatch			1,2	OMD
Fire Service Communication			2,3	NFA
Public Safety Telecommunicator I/II			1,2	State & Local Fire Training Academy
Regional/State Emergency Communicator Academy			1,2	



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Behavioral Indicators

Information Management

DEFINITION

Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems (e.g., NFIRS); performs office and administrative functions as required.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Gathers information from one or two sources identified by others; organizes and maintains routine information using clearly outlined guidelines - Knows where technical references are maintained in own work area - Arranges information in database according to previously established guidelines - Retrieves 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 applications - Has a basic understanding of Privacy Act requirements 	<ul style="list-style-type: none"> - Identifies information needs; gathers information from several sources; organizes and maintains moderately complex information, using general guidelines or precedents - Identifies, consolidates, and disseminates pertinent information from various sources to specific individuals, groups, and offices in the workforce - Makes modifications to an information management system to be used for the gathering, processing, storage, and use of information - Makes modifications or improvements to a system designed to manage the gathering, processing, storage, dissemination, and use of information 	<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/data - Is responsible for the storage and security of Privacy Act information; disseminates Privacy Act information on a need to know basis - Ensures compliance of all regulations



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Competency-Based Training Opportunities

Information Management				
Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	0	1	Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems (e.g., NFIRS); performs office and administrative functions as required.	
2	1	3		
3	3	5		
4	3	5		
Course			Skill Level	Institution
Emergency Reporting Training			2,3,4	ER
Executive Planning			3,4	NFA
Fire Department Management			2,3,4	State & Local Fire Training Academy
Fire Service Financial Management			3,4	NFA
Introduction to National Fire Incident Reporting System 5.0			2,3	State & Local Fire Training Academy
Partnering for Fire and Emergency Services Planning			3,4	NFA
Standards of Cover: Fire Prevention and Risk Mitigation			3,4	NFA



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Behavioral Indicators

Firefighter Leadership

DEFINITION

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.

Entry	Intermediate	Full Performance
<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 	<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 	<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



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Competency-Based Training Opportunities

Firefighter Leadership			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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.
2	1	4	
3	3	5	
4	4	5	
Course		Skill Level	Institution
Advanced Leadership Issues in Emergency Medical Services		3,4	NFA
Executive Analysis of Community Risk Reduction		3,4	NFA
Executive Development		3,4	NFA
Executive Leadership		3,4	NFA
Executive Planning		3,4	NFA
Fire Department Management		2,3,4	State & Local Fire Training Academy
Fire Department Supervision		2,3,4	State & Local Fire Training Academy
Fire Officer I		2	State & Local Fire Training Academy
Fire Officer II		2,3	State & Local Fire Training Academy
Fire Officer III		2,3	State & Local Fire Training Academy
Fire Officer IV		3,4	State & Local Fire Training Academy
Leadership I: Strategies for Company Success		2,3	State & Local Fire Training Academy
Leadership II: Strategies for Personal Success		2,3,4	State & Local Fire Training Academy



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Competency-Based Training Opportunities

Firefighter Leadership			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	2	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.
2	1	4	
3	3	5	
4	4	5	
Course		Skill Level	Institution
Leadership III: Strategies for Supervisory Success		3,4	State & Local Fire Training Academy
National Fire Service Staff and Command Course		3,4	NFA
Organizational Theory in Practice		3,4	NFA



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Security Emergency Services Internal Community Career Path

0081 Fire Protection and Prevention

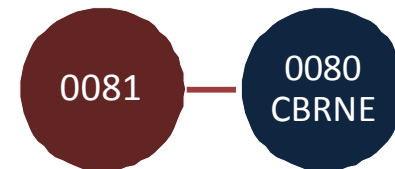
0080 CBRNE

- No Competency Gaps
- No Certification Gaps
- GS 9-11 is the recommended level to cross over

This graphic shows the 0081 series other series that they can cross over into and be competitive in the hiring process.

A **Competency Gap** is the difference between the current competency level of employees and the required competency level.

A **Certification Gap** is the difference between the current certification levels of employees and the required certification levels.



Acronyms Defined

Acronym	Acronym Defined
AHA	American Heart Association
ER	Emergency Reporting
IAAI	International Association of Arson Investigators
ITLS	International Trauma Life Support
MFRI	Maryland Fire and Rescue Institute
NAUI	National Association of Underwater Instructors
NFA	U.S. Fire Administration
NFPA	National Fire Protection Association
PADI	Professional Association of Diving Instructors

**For additional courses supporting the following behavioral competencies: Communication, Leadership, Self Management and Planning, Decision Making Problem Solving, Teamwork, and Health Safety please refer to the Civilian leadership Development (CLD Course Catalog. This catalog can be found on this website:*

https://www.manpower.usmc.mil/pls/portal/docs/PAGE/M_RA_HOME/MP/MPC/CWM/TRAININGRESOURCES/CIVILIAN%20LEADERSHIP%20COURSE%20CATALOG/MP_MPC_TR_C LCC_REF/FULL%20COURSE%20CATALOG.PDF



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