

Security and Emergency Services Community of Interest

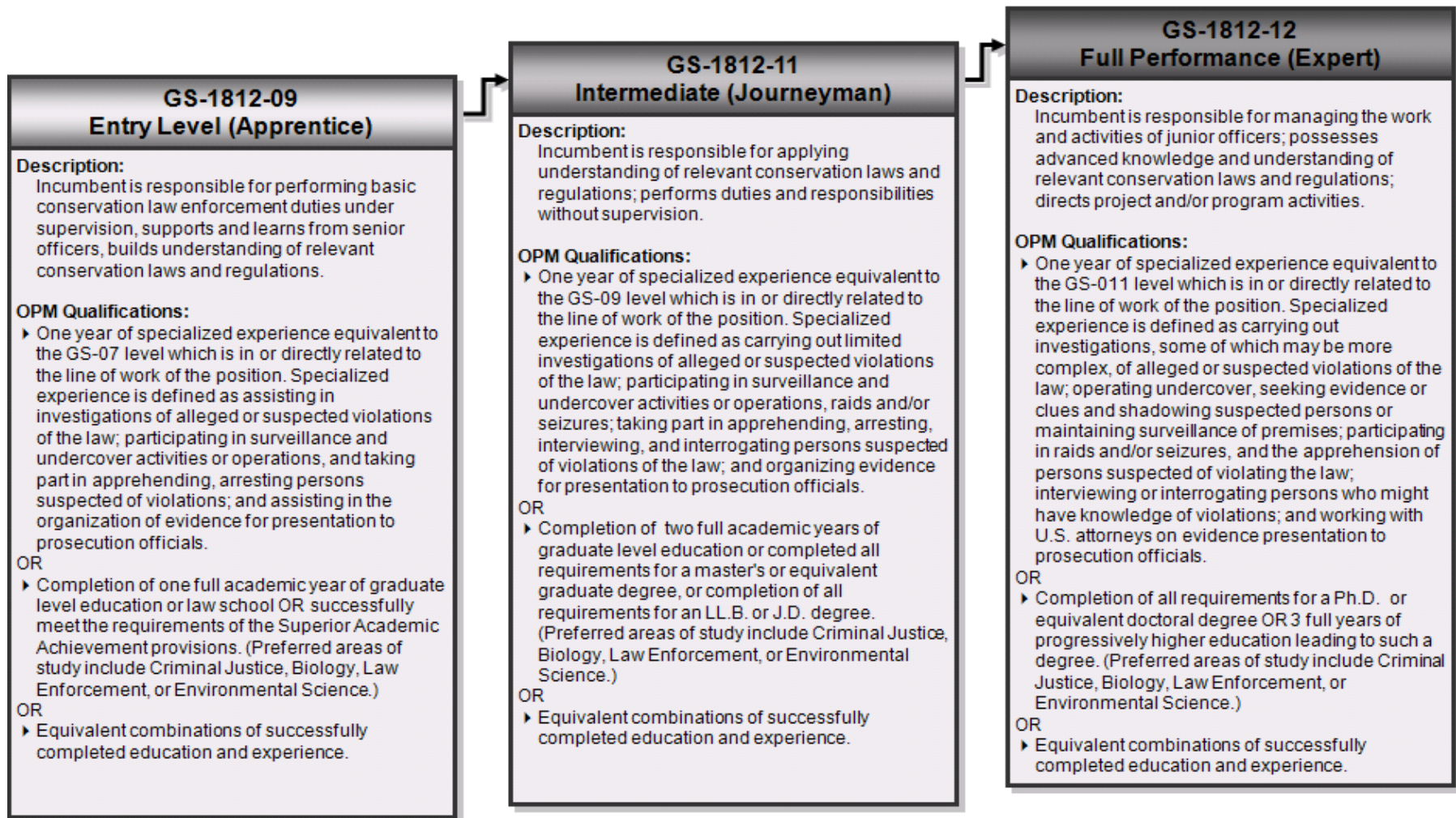
1812-Environmental Law Enforcement Career Road Map

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Career Progression within the 1812 Occupational Series is Marked by Advancing Levels of Expertise in Matters of Conservation Law Enforcement



Proficiency and Skill Level Definitions for 1812

- ▶ 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	9	9
2	Journeyman	GS	11	11
3	Expert	GS	12	12

- ▶ 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 1812

Level 1	Level 2	Level 3
Desired Certifications		
Desired Academic Credentials		
High School Graduate	Any BS/BA Degree	Any BS/BA Degree
Any AA/BS/BA Degree		
Desired Training		
FLETC LMPT	Case Organization and Presentation Training Program	FLETC CITP
Archeological Resources Protection Training Program	Law Enforcement Advanced Interviewing Techniques	
Land Management Police Training Program	Covert Electronic Surveillance	
Natural Resource Law		
Law for Non-Lawyers		

**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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Behavioral Indicators

Installation Security and Protection

DEFINITION

Uses knowledge of Mission Assurance (e.g., ATFP, CIP, CBRNE, etc.), installation infrastructure, and access control procedures. Detects and identifies defective perimeter barriers. Identifies trespassing violations and attempted removal of natural resources. Controls personnel access by monitoring the identification of individuals entering controlled areas. Acts as a deterrent by being present in the community or military installation.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Performs installation security and protection activities under the guidance and supervision of a field training officer - Has a basic understanding of the installations' fundamental rules and regulations - Applies knowledge of the installations' regulations to enforce laws with assistance and guidance from a field training officer 	<ul style="list-style-type: none"> - Performs installation security and protection activities with limited or no supervision - Provides operational support to staff and participating units in law enforcement matters - Responds and reacts to installation matters involving violations - Conducts routine patrols in a knowledgeable manner - Analyzes installation security and protection procedures and establishes lessons learned based on their experience; submits recommendations for improvement to supervisor(s) - Serves as an installation security field training officer for new/junior employees 	<ul style="list-style-type: none"> - Directs installation security and protection activities; evaluates recommendations for implementation - Directs the review of policies, guidelines, data documents, reports, processes, and procedures - Manages or supervises multiple personnel in a proficient manner; consistently displays comprehensive and thorough knowledge of installation security and protection - Supports the installation Commander and the Provost Marshall's Office in times of emergency and when expertise is required - Adapts to installation-specific requirements and is capable of responding to a multitude of scenarios - Develops new policies where none exist and revises existing policies/procedures as necessary



Competency-Based Training Opportunities

Installation Security and Protection

Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Uses knowledge of Mission Assurance (e.g., ATPF, CIP, CBRNE, etc.), installation infrastructure, and access control procedures. Detects and identifies defective perimeter barriers. Identifies trespassing violations and attempted removal of natural resources. Controls personnel access by monitoring the identification of individuals entering controlled areas. Acts as a deterrent by being present in the community or military installation.
2	2	4	
3	4	5	

Course	Skill Level	Institution
Boat Operators Anti-Terrorism Training Program	2,3	FLETC
Counter Terrorism Protection Level I	1,2	FLETC
Fundamentals of Terrorism Training Program	1	FLETC
Introduction to Hazardous Waste Generation and Handling	1,2,3	CECOS
Land Management Police Training Program	1	FLETC
Weapons of Mass Destruction Training Program Level I Operations-Mission Specific	1,2	FLETC



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Behavioral Indicators

Violation Detection

DEFINITION

Detects criminal acts and violations through the application and interpretation of local, State, and Federal Criminal and Natural Resource laws and regulations (e.g., Federal Criminal Code, SIKES Act, ARPA, Migratory Bird Treaty Act, etc.). Determines reasonable suspicion to develop evidence of probable cause to support arrest or further investigation. Uses electronic control devices.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Performs violation detection activities under the supervision and guidance of a field training officer - Has a basic understanding of violation detection (discernment) - Builds knowledge of basic violation detection operations (e.g., compliance checks, permit validation, roadblocks, surveillance) 	<ul style="list-style-type: none"> - Performs violation detection activities with limited or no supervision - Performs moderately complex surveillance activities (e.g., sets electronic surveillance, employs robotic decoys) - Operates a variety of surveillance equipment (e.g., night/thermal vision, video cameras, audio equipment, digital photographic equipment) - Makes arrests and issues citations and tickets for non-compliance with laws/regulations - Interviews and interrogates suspects and/or witnesses; collects and preserves physical and trace evidence of violations 	<ul style="list-style-type: none"> - Directs violation detection activities; evaluates recommendations for implementation - Plans and directs advanced violation detection activities (e.g., coordinating surveillance teams with internal and external entities) - Oversees and instructs other members of the unit on violation detection matters - Has extensive knowledge of base, State, and Federal laws and regulations; implements advanced knowledge in day-to-day duties - Initiates the need for investigations, undercover and/or surveillance activities; conducts and coordinates investigations in response to complex problems - Develops and implements Memorandums of Understanding (MOU) with other law enforcement agencies



Competency-Based Training Opportunitites

Violation Detection			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Detects criminal acts and violations through the application and interpretation of local, State, and Federal Criminal and Natural Resource laws and regulations (e.g., Federal Criminal Code, SIKES Act, ARPA, Migratory Bird Treaty Act, etc.). Determines reasonable suspicion to develop evidence of probable cause to support arrest or further investigation. Uses electronic control devices.
2	2	4	
3	4	5	
Course		Skill Level	Institution
ARPA Archeological Resource Protection Act		1,2,3	FLETC
Covert Electronic Surveillance Program		2,3	FLETC
Introduction to Cultural Resource Management Laws and Regulations		1,2,3	CECOS
Introduction to Hazardous Waste Generation and Handling		1,2,3	CECOS
Land Management Police Training Program		1	FLETC
Migratory Bird Conservation: A Trust Responsibility		1,2,3	USFWS
Monitoring and Adaptive Management for Endangered Species Conservation		2,3	USFWS
National Environmental Policy Act (NEPA) Application		1,2,3	CECOS
Natural Resources Compliance		1,2,3	CECOS
RCRA Waste Management Regulations Course		1,2,3	USFWS
Wetland Regulatory Program		1,2,3	USFWS



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Behavioral Indicators

Visual/Auditory Identification

DEFINITION

Accurately identifies human behavioral patterns indicative of illicit activity. Identifies animals or objects based on knowledge of their physical and auditory characteristics. Identifies and distinguishes various wildlife and plant species. Identifies hazardous materials and illegal dump sites. Skill in identifying archeological/historical sites, endangered species, and habitats.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Builds knowledge of the fundamentals of visual and auditory identification (e.g., physical traits, behavioral patterns, auditory cues) - Builds capabilities to use visual identification resources (e.g., duck identification book) to distinguishing between different animal and plant species and sub-species - Effectively displays basic tracking and land navigation techniques - Is capable of recognizing possible hazardous materials 	<ul style="list-style-type: none"> - Has a working knowledge of visual and auditory identification techniques (e.g., physical traits, behavioral patterns, auditory cues) - Utilizes learned methods of tracking in order to identify specific wildlife populations, individuals, and/or vehicles - Ability to distinguish between different animal and plant species and sub-species - Is capable of reading and interpreting body language during interviews and interrogations - Is familiar with local wildlife populations and sites requiring protection 	<ul style="list-style-type: none"> - Instructs and directs others in methods of visual and auditory identification; monitors the effectiveness of methods used - Organizes, coordinates, and employs advanced methods (e.g., helicopter/thermal tracking, canine tracking) to track individuals suspected of crimes or search and rescue operations - Organizes, coordinates, and employs advanced methods (e.g., trail cameras, sand/snow track counts, hair sample collection for DNA analysis) to identify animal species/sub-species for biological data collection - Educates others on the reading and interpreting of body language during interviews and interrogations - Has extensive knowledge of local wildlife populations and sites requiring protection



Competency-Based Training Opportunities

Visual/Auditory Identification

Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Accurately identifies human behavioral patterns indicative of illicit activity. Identifies animals or objects based on knowledge of their physical and auditory characteristics. Identifies and distinguishes various wildlife and plant species. Identifies hazardous materials and illegal dump sites. Skill in identifying archeological/historical sites, endangered species, and habitats.
2	2	4	
3	4	5	

Course	Skill Level	Institution
Advanced Plant ID: Grasses, Sedges, Rushes and Compost	1,2,3	DOI
Digital Photography for Law Enforcement	1,2,3	FLETC
Duck Identification Course	1,2,3	State & Local
Fish Identification	1,2,3	USFWS
Visual Identification of Soils, Earth School 2009	1,2,3	DOI
Wetland Plant Identification	1,2,3	DOI



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Behavioral Indicators

Criminal Investigation

DEFINITION

Conducts criminal investigations. Applies investigative techniques and the laws of evidence, the rules of criminal procedure, trace evidence collection, jurisdictional boundaries, and precedent court decisions concerning the admissibility of evidence, constitutional rights, search and seizure, and related issues.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Assists with basic criminal investigation activities (e.g., secures crime scenes) under the supervision and guidance of a field training officer - Understands the fundamentals of criminal investigative procedures (e.g., basic crime scene investigation and protection) - Gains a basic knowledge of installation regulations - Observes interviews and interrogations conducted by more senior colleagues; learns effective investigative or data collection techniques 	<ul style="list-style-type: none"> - Performs criminal investigation activities with limited or no supervision - Applies knowledge of installation rules and regulations in relation to criminal investigative procedures (e.g., rules of evidence, chain of custody, rights of the accused) - Is competent in all aspects of crime scene processing protocol (e.g., identify, photograph, catalog, collect, preserve, store) - Conducts relevant data collection, searching, and undercover operations, procedures, tools, and techniques (e.g., interviews, photography, video, print collection, biological sample collection) - Writes thorough reports relating to criminal investigative activities - Participates in and conducts criminal investigative activities (e.g., arrest and search warrants); guides and assists junior colleagues in conducting criminal investigative activities - Collaborates with other law enforcement agencies on criminal investigative activities 	<ul style="list-style-type: none"> - Directs criminal investigation activities; evaluates recommendations for implementation - Oversees the full procedure for conducting a search warrant utilizing extensive knowledge of relevant protocols - Oversees relevant data collection, searching, and undercover operations and procedures - Leads investigative, surveillance, arrest, and other similar efforts in a multitude of scenarios - Evaluates information to determine the merits of investigative actions; monitors the investigation and after-action taking place - Initiates and maintains control over undercover law enforcement operations - Serves as the primary liaison to other law enforcement agencies in coordinated criminal investigative activities



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Competency-Based Training Opportunities

Criminal Investigation			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Conducts criminal investigations. Applies investigative techniques and the laws of evidence, the rules of criminal procedure, trace evidence collection, jurisdictional boundaries, and precedent court decisions concerning the admissibility of evidence, constitutional rights, search and seizure, and related issues.
2	2	4	
3	4	5	
Course		Skill Level	Institution
Archeological Resources Protection Training Program		1,2,3	FLETC
Clandestine Laboratory Awareness and Safety Training Program		1,2,3	FLETC
Criminal Investigator Training Program		2,3	FLETC
Investigating Fish Kills		1,2,3	USFWS
Land Management Police Training Program		1	FLETC



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Behavioral Indicators

Natural & Cultural Resource Laws

DEFINITION

Uses knowledge of Federal, State, local, and base natural resource laws, rules, and regulations. Uses knowledge of criminal laws pertaining to the violation of fish, wildlife, plants and environmental regulations. Understands the statutes, treaties, conventions, and regulations that regulate fish and wildlife trade on a national/international basis (e.g., Lacey Act).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Has a basic understanding of fish and wildlife laws and regulations; develops fundamental skills in the enforcement of fish and wildlife laws and regulations 	<ul style="list-style-type: none"> - Uses knowledge of fishing and wildlife laws and regulations in case development, criminal investigative activities, and making arrests - Leads fish and wildlife law and regulation compliance checks - Gathers information to support petitions for modifications to fish and wildlife laws and regulations 	<ul style="list-style-type: none"> - Has in depth knowledge of all local, state, and federal fishing, hunting, archeological, and environmental laws - Oversees, instructs, and leads installation protocol regarding all fishing and wildlife laws and regulations - Reviews petitions for modification to fish and wildlife laws and regulations; presents recommendations through the appropriate chain of command



Competency-Based Training Opportunities

Natural & Cultural Resource Laws

Skill Level	Proficiency		DEFINITION	
	Min	Max		
1	1	2	Uses knowledge of Federal, State, local, and base natural resource laws, rules, and regulations. Uses knowledge of criminal laws pertaining to the violation of fish, wildlife, plants and environmental regulations. Understands the statutes, treaties, conventions, and regulations that regulate fish and wildlife trade on a national/international basis (e.g., Lacey Act).	
2	2	4		
3	4	5		
Course			Skill Level	Institution
ARPA Archeological Resource Protection Act			1,2,3	FLETC
Land Management Police Training Program			1	FLETC
National Environmental Policy Act (NEPA) Application			1,2,3	CECOS
Natural Resources Compliance			1,2,3	CECOS



Behavioral Indicators

Case Development

DEFINITION

Capable of discerning reasonable suspicion that a crime has occurred based upon evidence. Determines probable cause through investigative techniques. Conducts interviews and interrogations. Develops contacts and informants. Prepares and presents case documentation to appropriate authorities (e.g., U.S. Attorney's Office, Staff Judge Advocate, State District Attorney, Base Inspector General, etc.). Assists and advises authorities in case prosecution.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Assists with basic case development activities (e.g., interviewing, evidence gathering) under the supervision and guidance of a field training officer - Has a basic understanding of the elements of proof (e.g., intent, means, opportunity) - Learns methods for developing contacts and informants - Prepares and presents case documentation for prosecution with guidance and supervision 	<ul style="list-style-type: none"> - Performs case development activities with limited or no supervision - Prepares and presents case documentation for prosecution; coordinates closely with case prosecutors - Serves as a case development training aid for less experienced colleagues - Identifies strengths and weaknesses in the case - Presents case for review to appropriate officials 	<ul style="list-style-type: none"> - Directs case development activities; evaluates recommendations for implementation - Coordinates the case development activities of numerous personnel; directs individuals through the appropriate processes - Provides stability to the investigation if staff changes occur (e.g., reassigns agents/officers to specific tasks) - Reviews cases for strengths and weaknesses - Directs modifications and additional data/evidence gathering as necessary - Serves as a liaison to the U.S. Attorney's Office on conducting search and arrest warrants



Competency-Based Training Opportunities

Case Development			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Capable of discerning reasonable suspicion that a crime has occurred based upon evidence. Determines probable cause through investigative techniques. Conducts interviews and interrogations. Develops contacts and informants. Prepares and presents case documentation to appropriate authorities (e.g., U.S. Attorney's Office, Staff Judge Advocate, State District Attorney, Base Inspector General, etc.). Assists and advises authorities in case prosecution.
2	2	4	
3	4	5	
Course		Skill Level	Institution
Advanced Forensic Techniques in Crime Scene Investigations		2,3	FLETC
Case Organization and Presentation Training Program		1,2,3	FLETC
Covert Electronic Surveillance Program		2,3	FLETC
Law Enforcement Advanced Interviewing Training Program		2,3	FLETC
Law for Non-Lawyers (Environmental Law)		1,2	USFWS
Natural Resource Law		1,2,3	USFWS
Report Writing		1,2,3	GS Grad School
Wildland Fire Investigation Case Development		1,2,3	FLETC
Wildland Fire Origin and Cause Determination		2,3	FLETC



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Behavioral Indicators

Use of Force

DEFINITION

Deters crime. Maintains order by applying an appropriate series of actions, per established Conservation Law Enforcement guidelines (i.e., NAVMC 5090). Employs non-lethal and lethal means, utilizes proper defense arrest tactics, and documents force used to control incidents.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Is capable of employing lethal and non-lethal use of force effectively and appropriately given the situation - Is familiar with the use of force policy and can document if needed 	<ul style="list-style-type: none"> - Advises and instructs others on the effective and appropriate use of force - Identifies legal standards for the use of force - Explains the justification for the use of force and relevant factors and details - Understands the factors affecting the use of force response (e.g., fear, anger, indecision, hesitation) 	<ul style="list-style-type: none"> - Formulates, develops, and reviews use of force policies and protocols - Conveys and maintains use of force standards throughout the organization by directing related information sharing, training, and education - Ensures that use of force training is documented throughout the organization in official training records - Understands and can explain the liability to the agency regarding inappropriate use of force



Competency-Based Training Opportunities

Use of Force			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	3	5	Deters crime. Maintains order by applying an appropriate series of actions, per established Conservation Law Enforcement guidelines (i.e., NAVMC 5090). Employs non-lethal and lethal means, utilizes proper defense arrest tactics, and documents force used to control incidents.
2	4	5	
3	5	5	
Course		Skill Level	Institution
Firearms Instructor Refresher Training Program		2,3	FLETC
Instructional Techniques for Non-Lethal Training Ammunition		2,3	FLETC
Law Enforcement Control Tactics Instructor Training Program		1,2,3	FLETC
Use of Force In-Service Training Program		2,3	FLETC



Behavioral Indicators

Firearms Usage		
DEFINITION		
Qualifies with issued duty weapons and demonstrates tactical proficiency. Is capable of recognizing and manipulating other types of firearms.		
Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Achieves bi-annual basic qualification standards with issued weapons - Carries issued weapons while on duty; understands guidelines pertaining to the appropriate use and carrying of weapons on and off duty - Maintains proper care of issued weapons 	<ul style="list-style-type: none"> - Instructs others on qualification standards with issued weapons - Conducts weapons qualifications trials (e.g., serves as a firearms instructor) - Conducts limited technical inspections (LTIs) to ensure that weapons are functioning properly 	<ul style="list-style-type: none"> - Ensures weapons qualifications documentation is completed, maintained, and stored - Advocates for and maintains weapon safety standards throughout the organization - Oversees and coordinates weapons qualifications



Competency-Based Training Opportunitites

Firearms Usage			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	3	4	Qualifies with issued duty weapons and demonstrates tactical proficiency. Is capable of recognizing and manipulating other types of firearms.
2	4	5	
3	4	5	
Course		Skill Level	Institution
Firearms Instructor Refresher Training Program		2,3	FLETC
Firearms Instructor Training Program		2,3	FLETC
Land Management Police Training Program		1	FLETC
Reactive Shooting Instructor Training Program		2,3	FLETC
Survival Shooting Training Program		1,2,3	FLETC
Tactics for Flying Armed Training Program		1,2,3	FLETC



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Behavioral Indicators

Community Outreach

DEFINITION

Initiates contact and builds rapport to establish or improve community relations by non-aggressive or non-intrusive interactions that provide assistance and information to the public. Conducts vehicle, bike, and foot patrols in order to interact with members of the community, making officers more accessible and approachable. Instructs the public on related topics (e.g., hunter education, career days, safety fairs, etc.).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Supports the conduction of education and outreach sessions (e.g., gathers information) - Observes experienced colleagues in providing education and outreach sessions - Conducts education and outreach sessions with supervision from more experienced colleagues 	<ul style="list-style-type: none"> - Conducts education and outreach sessions for a variety of audiences (e.g., base personnel, local communities, schools) - Develops and conducts education and outreach programs on and off the installation - Schedules and secures meeting locations and related logistics - Identifies opportunities for participation in education and outreach events 	<ul style="list-style-type: none"> - Reviews education and outreach programs on and off the installation; delegates implementation to subordinates - Evaluates the effectiveness of education and outreach programs; implements modifications and recommendations as appropriate - Represents conservation law enforcement in community meetings concerning environmental and/or NEPA issues



Competency-Based Training Opportunities

Community Outreach			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	1	2	Initiates contact and builds rapport to establish or improve community relations by non-aggressive or non-intrusive interactions that provide assistance and information to the public. Conducts vehicle, bike, and foot patrols in order to interact with members of the community, making officers more accessible and approachable. Instructs the public on related topics (e.g., hunter education, career days, safety fairs, etc.).
2	2	4	
3	4	5	
Course		Skill Level	Institution
Basics of Working with the News Media		2,3	USFWS
Building Community Support		2,3	USFWS
Creating an On-Line Course		1,2,3	USFWS
Delivering a Training Session		1	USFWS
Designing and Delivering a Training Session		2,3	USFWS
Education Programs for Youth: School's Out		1,2,3	USFWS
Environmental Education Methods		1,2,3	USFWS
Media and Outreach Academy		2,3	USFWS
Outreach Basics		1,2,3	USFWS



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., COPS, NCIC, AFIS, and CLEOC). 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 - Aids in the management, gathering, processing, storage, dissemination, and use of information by an organization of moderate size 	<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 - Designs programs and develops requirements to manage the gathering, processing, storage, dissemination, and use of information by a large organization - Makes modifications or improvements to a system designed to manage the gathering, processing, storage, dissemination, and use of information by a large organization (e.g., a local government, the branch of a state government, or a Federal agency) - Is responsible for the storage and security of Privacy Act information; disseminates Privacy Act information on a need to know basis



Competency-Based Training Opportunities

Information Management			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	0	3	Identifies a need for and knows where or how to gather information. Organizes and maintains information or information management systems (e.g., COPS, NCIC, AFIS, and CLEOC). Performs office and administrative functions as required.
2	3	4	
3	4	5	
Course		Skill Level	Institution
Computer Systems Management in the Fish and Wildlife Service		1,2,3	USFWS
Effective Business Writing		1,2,3	GS Grad School
GIS Design for Natural Resource Management		2,3	USFWS
GIS Introduction for Conservation Professionals		1,2	USFWS
GIS Overview for Natural Resource Conservation		2,3	USFWS
Map and Orienteering Skills		1	USFWS
Practical Writing		1,2,3	GS Grad School
Report Writing		1,2,3	GS Grad School
Technical Writing		1,2,3	GS Grad School



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Behavioral Indicators

Physical Demands

DEFINITION

Capable of withstanding considerable physical exertion, including long periods of standing, working long periods of time alone, walking over rough terrain, recurring bending, lifting, reaching, swimming, wearing body armor, and other law enforcement equipment (e.g., duty belt, rifle, etc.), exposure to various animals (infectious and/or dangerous) and hazardous materials, operating specialized equipment (e.g., ATV, boat, etc.) and similar activities in adverse weather conditions.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Passes Federal Law Enforcement Training Center (FLETC) standard Physical Efficiency Battery (PEB) - Stands, walks, lays and sits for extended periods of time - Works extended hours 	<ul style="list-style-type: none"> - Works in extreme weather conditions (e.g., hot and cold) - Operates specialized equipment (e.g., ATVs, watercraft, 4-wheel drive vehicles) - Rides in fixed wing and rotary aircraft 	<ul style="list-style-type: none"> - Works in close proximity with wild and dangerous animals and reptiles - Works with weapons and other hazardous equipment - Utilizes heavy machinery and equipment (e.g., chain saws) - Works in areas with unexploded ordinance - Works in highly stressful situations (e.g., armed and dangerous encounters, high-speed pursuits)



Competency-Based Training Opportunities

Physical Demands			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	3	4	Capable of withstanding considerable physical exertion, including long periods of standing, working long periods of time alone, walking over rough terrain, recurring bending, lifting, reaching, swimming, wearing body armor, and other law enforcement equipment (e.g., duty belt, rifle, etc.), exposure to various animals (infectious and/or dangerous) and hazardous materials, operating specialized equipment (e.g., ATV, boat, etc.) and similar activities in adverse weather conditions.
2	4	4	
3	4	5	
Course		Skill Level	Institution
Advanced Driver Instructor Training Program		2,3	FLETC
Backcountry Tactics and Tracking Training Program		1,2,3	FLETC
Law Enforcement Control Tactics Instructor Training Program		1,2,3	FLETC
Physical Fitness Coordinator Training Program		2,3	FLETC



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Behavioral Indicators

Spatial Orientation

DEFINITION

Demonstrates situational awareness. Knows one's location in relation to the environment. Determines where other objects are in relation to one's self (e.g., when using a map).

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Operates GPS devices, compasses and other land navigation equipment - Utilizes topographical maps - Navigates water channels under the supervision of the Field Training Officer - Has understanding of officer safety as it pertains to situational awareness and knowledge of surroundings 	<ul style="list-style-type: none"> - In-depth knowledge of site-specific landmarks and installation infrastructure - Trains others in operating GPS devices, compasses and other land navigation equipment - Develops training scenarios on officer safety as it pertains to situational awareness and knowledge of surroundings 	<ul style="list-style-type: none"> - Develops topographical maps using Geospatial Information System (GIS) - Interprets atmospheric cues and astrological data (e.g., cloud formulations, tides, sunrise/sunset) to gather information about location - Implements training scenarios on officer safety as it pertains to situational awareness and knowledge of surroundings



Competency-Based Training Opportunities

Spatial Orientation			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	2	3	Demonstrates situational awareness. Knows one's location in relation to the environment. Determines where other objects are in relation to one's self (e.g., when using a map).
2	3	4	
3	4	5	
Course		Skill Level	Institution
Backcountry Tactics and Tracking Training Program		1,2,3	FLETC
Computer Systems Management in the Fish and Wildlife Service		1,2,3	USFWS
GIS Design for Natural Resource Management		2,3	USFWS
GIS Introduction for Conservation Professionals		1,2	USFWS
GIS Overview for Natural Resource Conservation		2,3	USFWS
Map and Orienteering Skills		1	USFWS



Behavioral Indicators

Search and Rescue

DEFINITION

Conducts search and rescue operations for lost, injured, or fugitive individuals. Conducts water rescues for capsized or distressed vessels. Develops search and rescue plans; executes search and rescue operations in coordination with other emergency and law enforcement agencies. Assists the PMO in locating lost individuals in training areas.

Entry	Intermediate	Full Performance
<ul style="list-style-type: none"> - Has a basic knowledge and understanding of search and rescue plans - Participates in search and rescue operations and drills with the aid and supervision of a Field Training Officer - Maintains First Responder and CPR Certifications 	<ul style="list-style-type: none"> - Initiates and implements search and rescue operations - Identifies the need to advance search and rescue operations in response to medical/safety concerns and/or weather conditions - Is proficient in all aspects of search and rescue operations (e.g., Emergency Medical Technician or first response, tracking) - Instructs others on tracking, survival, and search and rescue techniques 	<ul style="list-style-type: none"> - Assists in the creation of search and rescue protocols and orders; develops operational plans for search and rescue missions - Ensures that employees are trained in search and rescue operations - Establishes and maintains control of Command Posts during search and rescue operations - Serves as the primary liaison to other search and rescue entities (e.g., emergency response, air support, or other law enforcement agencies) during coordinated operations



Competency-Based Training Opportunities

Search and Rescue			
Skill Level	Proficiency		DEFINITION
	Min	Max	
1	2	3	Conducts search and rescue operations for lost, injured, or fugitive individuals. Conducts water rescues for capsized or distressed vessels. Develops search and rescue plans; executes search and rescue operations in coordination with other emergency and law enforcement agencies. Assists the PMO in locating lost individuals in training areas.
2	3	4	
3	4	5	
Course		Skill Level	Institution
Advanced Search and Rescue		2,3	NASAR
ATV Safety Course		1	State & Local
Backcountry Tactics and Tracking Training Program		1,2,3	FLETC
Boater Safety / Refresher		1	State & Local
Fundamentals of Search and Rescue		1,2	NASAR
Introduction to Search and Rescue		1,2	NASAR
Map and Orienteering Skills		1	USFWS
Motorboat Operator Refresher Course		2,3	USFWS



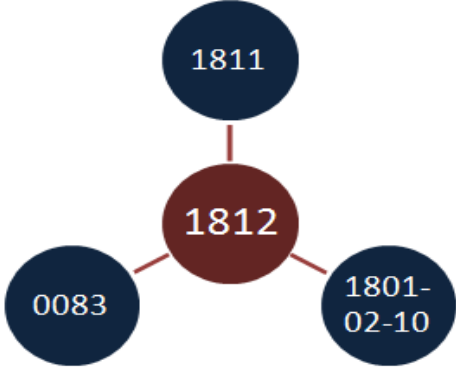
Security Emergency Services Internal Community Career Path

1812 Environmental Law Enforcement		
<p style="text-align: center;">1811 Criminal Investigation</p> <ul style="list-style-type: none"> • No Competency Gaps • Certification Gaps: ASAC/FLETC CITP; • Qualification Gap: Eligibility to obtain and maintain Top Secret Clearance • GS 7-12 is the recommended level to cross over 	<p style="text-align: center;">0083 Police</p> <ul style="list-style-type: none"> • Competency Gaps: Community Policing • No Certification Gaps • GS 7-9 is the recommended level to cross over 	<p style="text-align: center;">1801-02-10 General Investigation</p> <ul style="list-style-type: none"> • No Competency Gaps • No Certification Gaps • GS 9-13 is the recommended level to cross over

This graphic shows the 1812 Environmental Law Enforcement 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
BLM	U.S. Department of the Interior
CECOS	Naval Civil Engineer Corps Officer School
DOI	U.S. Department of the Interior
EPA	U.S. Environmental Protection Agency
FLETC	Federal Law Enforcement Training Center
GS Grad School	USDA Graduate School
NASAR	National Association for Search & Rescue
USFWS	U.S. Fish and Wildlife Service

**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

