

**POSITION DESCRIPTION** (Please Read Instructions on the Back)

1. Agency Position No.  
404

2. Reason for Submission <input type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment		3. Service New <input type="checkbox"/> Hdqtrs. <input type="checkbox"/> Field <input checked="" type="checkbox"/> Other <input checked="" type="checkbox"/>		4. Employing Office Location		5. Duty Station		6. OPM Certification No.	
Explanation (Show any positions replaced)				7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests		9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>NPS Standard Position Description</b> <b>Fire Management Program</b>				10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Exempted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is: <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> 8 Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical Sensitive <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive	
				13. Competitive Level Code		14. Agency Use			

15. Classified/Graded	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. U.S. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review	<b>FUELS MANAGEMENT SPECIALIST</b>	<b>GS</b>	<b>0401</b>	<b>12</b>		
d. First Level Review						
e. Recommended by Supervisor or Initiating Office						

16. Organizational Title of Position (if different from official title)  
**REGIONAL FUELS SPECIALIST**

17. Name of Employee (if vacant, specify)

18. Department, Agency, or Establishment <b>DEPARTMENT OF THE INTERIOR</b>		c. Third Subdivision	
a. First Subdivision <b>NATIONAL PARK SERVICE</b>		d. Fourth Subdivision	
b. Second Subdivision		e. Fifth Subdivision	

19. Employee Review - This is an accurate description of the major duties and responsibilities of my position.

Signature of Employee (optional)

20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the

knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor		b. Typed Name and Title of Higher-Level Supervisor or Manger (optional)	
Signature	Date	Signature	Date

21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.

22. Position Classification Standards Used in Classifying/Grading Position

Forestry Series, GS-460, dated January 1980; Rangeland Management Series, GS-454, dated September 1993; and Fishery Biology Series/Wildlife Biology Series, GS-482/486, dated January 1991

Typed Name and Title of Official Taking Action

**J. LYNN SMITH**  
**HUMAN RESOURCES PROGRAM MANAGER**

Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

Signature: *J. Lynn Smith* Date: NOV 24 1998

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor										
c. Classifier	Department of Interior, FE/LE Retirement Team Specialist <i>M. Capaldi</i>									

24. Remarks This PD has been approved as follows under 5USC 8336(c) and 8412(d):

Firefighter  Law Enforcement  
 Primary  Secondary/Administrative  Secondary/Supvy  
 Approval Date December 17, 1998

25. Description of Major Duties and Responsibilities (See Attached)



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

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

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

Category of Coverage: Secondary-Administrative (Firefighter)

Bureau: National Park Service

Classification Title: FUELS MANAGEMENT SPECIALIST

Organization Title: Regional Fuels Specialist

Series and Grade: GS-0401-12

Fire Management Program Standard Position Description number: 404

**RECOMMENDATION FOR COVERAGE REVIEW:**

Secondary-Administrative coverage is recommended under both CSRS and FERS.

This is a professional position in an organization having a firefighting mission. This position serves as a technical/specialized authority for a Regional office providing specialized and professional guidance for parks within the region in the development, management, and implementation of fuels treatment programs and the use of wildland fire to achieve resource benefits. Participates with regional fire program coordinators in interpreting and implementing national fire program policies. Acts as liaison between the Regional Director, park Superintendents, and regional and national multi-agency coordinating groups for deciding appropriate management strategies during preparedness levels IV and V. Develops and evaluates methods for the documentation, analysis, and prediction of prescribed fire and wildland fire behavior and effects. Assists the regional fire program coordinator in reviewing, approving, and prioritizing park fire management plans and projects. Serves as prescribed fire training and qualifications coordinator. Prior firefighting experience, as gained by substantial service in a primary firefighter position or equivalent experience outside the Federal government is a **MANDATORY PREREQUISITE** for incumbents of this position.

Marilee Pospahala  
 MARILEE POSPAHALA, FF/LEO Retirement Specialist, NPS Representative

12/4/98  
 Date

Richard T. Gale  
 RICHARD T. GALE, Deputy Chief Ranger, NPS

12-04-98  
 Date

Marcia L. Scifres  
 MARCIA L. SCIFRES, DOI Fire & Law Enforcement Team Leader

12/9/98  
 Date

Lester K. Rosenkrance  
 LESTER K. ROSENKRANCE, Director, Office of Fire and Aviation (BLM)

12/9/98  
 Date

APPROVAL The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date of 11-24-98. Approval is by DOI Secretary's Designee:

Mari R. Barr  
 MARI R. BARR, Secretary's Designee

12/17/98  
 Date

**NATIONAL PARK SERVICE  
STANDARD POSITION DESCRIPTION  
FIRE MANAGEMENT PROGRAM**

---

**CLASSIFICATION TITLE:           FUELS MANAGEMENT SPECIALIST**

**SERIES AND GRADE:               GS-401-12**

---

**Introduction**

This position serves as a technical/specialized authority as a Fuels Management Specialist for a Region. The incumbent provides specialized and professional guidance for parks within the region in the development, management, and implementation of fuels treatment programs and the use of wildland fire to achieve resource benefits. The Region served by this position is classified as having a highly complex prescribed fire and fuels program (e.g., currently 50+ workload/complexity points calculated by the FIREPRO analysis). The workload is complicated due to the number of parks, large burnable area, the prescribed fire and fuels management workload, risk potential, and human resource needs of the parks served. The parks and park groups served by this position include many complexity level II units (e.g., currently 30-49 FIREPRO workload and complexity points), and several complexity level III units (e.g., currently 50+ FIREPRO workload/complexity points). The fire management program of the region has Servicewide implications because of its resource needs and policy implications.

Prior firefighter experience as gained by substantial service in a primary firefighter position in the Federal government or equivalent experience outside the Federal government is a **MANDATORY PREREQUISITE** for incumbents of this position.

**Major Duties (80-100%)**

Directs a program to manage fuels and use wildland fire to achieve resource benefits. The program involves complex interactions with wide variety of natural and cultural resource concerns in the region. Participates with regional fire program coordinators in interpreting and implementing national fire program policies. Works cooperatively with program specialists in other regional offices to formulate regional fire policies and integrate fire management with natural and cultural resource management and other affected disciplines.

Acts as liaison between the Regional Director, park Superintendents, and regional and national multi-agency coordinating groups for deciding appropriate management strategies for wildland and prescribed fires during preparedness levels IV and V. Coordinates and confers with a variety of fire management organizations, e.g. other NPS regions, parks, DOI bureaus, the Forest Service, other agencies, and states to assure continuity, coordination, and compatibility of fire management plans, agreements and operations, and regional conformity with requirements of regulatory agencies. Serves as an interagency liaison expert, and on interagency coordination working teams. Negotiations may result in commitment of NPS resources to interagency operations, or commitments of interagency resources to NPS operations.

Serves as a consultant and authoritative expert to park fire management officers and as requested to the Regional Director on the use of prescribed fire and wildland fire to achieve resource

management objectives. Serves as a technical specialist, representing the region at professional meetings and symposia.

Develops and evaluates methods for the documentation, analysis, and prediction of prescribed fire and wildland fire behavior and effects. This information is used by the regional fire program coordinator in the review and evaluation of the region's fire management program, and by parks for the establishment of standard methods of prescribed fire monitoring and management.

In coordination with fire management officers, formulates Regional Director policies, writes plans and administers programs (monitors expenditures, project carryover, transfers funds as needed) necessary for the administration of fire management.

Directs the development and establishment of regional fire management standards and technical guides for:

- Fire program management, such as fire management decision protocols, contingency planning, prescribed fire project planning, fuels inventory methods, environmental coordination, and smoke management.
- Wildland fire use and prescribed fire, including resource objectives, fuels treatments, management strategies, and prescription development.
- Staffing and funding requests to support prescribed fire projects, prescribed fire modules, fire ecology research and technological support.

Assists the regional fire program manager in reviewing, approving, and prioritizing park fire management plans and projects.

Serves as prescribed fire training coordinator, including identification of regional and park fire training needs, and allocation of training funds on a priority basis. Selects personnel from within the region to instruct and attend training, and develops and teaches new fire training courses and workshops to keep fire personnel current with emerging technology.

Serves as prescribed fire qualifications coordinator, including oversight of the taskbook and certification process, for the region. Works closely with the national coordinator of the NPS automated qualifications analysis and tracking system.

At the request of the NPS Fire Management Program Center and the regional office, provides review and helps formulate national fire policy and policy implementation guidelines, such as Director's Orders, the Fire Management Policy Compendium, and the Reference Manual-18. May represent the Regional Director on fire management task forces and at meetings called by the Fire Management Program Center.

Helps parks and the regional office prepare prescribed fire budget proposals and enter required data into FIREPRO budget analysis software. Coordinates the prioritization and approval of projects for hazard fuels reduction and prescribed burning for resource benefits. Monitors prescribed fire and hazard fuels project expenditures by parks and act as a clearinghouse for reallocating surplus fuels management funds to other parks/regions to maximize overall program efficiency.

In cooperation with park fire management officers, develops and negotiates cooperative fire management agreements with various federal and state agencies and other land management partners within the region.

Conducts program reviews in parks in order to evaluate compliance with policies, objectives, and standards, and to assess overall program effectiveness. Provides technical advice to parks on management strategies and local problems. Recommends changes in park fire management operations and programs to increase program effectiveness and efficiency and to solve local problems.

Coordinates the development, testing, review and implementation of new procedures and technologies for wildland fire use for resource benefits fires and prescribed fires, such as decision protocols, fire behavior prediction, fuels assessments, fire weather forecasting support, and prescription development.

Conducts audits and program reviews of the effectiveness of fuels treatment programs and comprehensive fire management programs.

**Factor 1. Knowledge Required by Position** (Level 1-7, 1250 Points)

Knowledge of the techniques, policies, and practices of wildland fire management as obtained through substantial service as a primary wildland firefighter of the Federal government or in a similar firefighting position outside the Federal government. This knowledge is a **MANDATORY REQUIREMENT** of the position.

Professional knowledge of ecological concepts, principles, and practices applicable to natural and cultural resource management necessary to develop and implement the wildland and prescribed fire management program. This includes knowledge of fire ecology and the interrelationships of vegetation, wildlife, and soil resources necessary to interpret the findings from the analysis of long-term fire effects data and define the significance of ecological changes that are occurring.

Comprehensive knowledge of professional wildland fire science and land management principles, practices and concepts sufficient to serve as a technical authority on prescribed fire. This knowledge is required to advise, evaluate and review highly complex park fire management programs and to help implement park fire management plans.

Knowledge of other agency's practices and procedures in wildland and prescribed fire science to develop complementary fire management plans within the interagency fire community. The scope of the work extends not only to NPS programs but also to wildland and prescribed fire management programs in other cooperating agencies, such as the Forest Service, Bureau of Indian Affairs, Fish and Wildlife Service, Bureau of Land Management, and state fire management organizations.

Skill in designing and evaluating wildland fire management plans, prescribed burn plans, and fire management decision support documents which support complex fire and resource management

objectives, as well as integrating these plans with those developed by other federal and state fire and resource management agencies.

Knowledge of scientific data acquisition and analysis standards, methods and recording techniques to serve as technical expert in the management and summation of scientific data.

Knowledge and skills sufficient to provide technical direction, guidance, and coordination for a very broad, highly active, and diversified prescribed fire program, including prescribed fire for hazard fuels reduction and for ecosystem restoration, and unplanned ignitions managed for resource benefits, fire behavior assessment and prediction, and short and long term fire effects analysis.

Ability to resolve complex wildland and prescribed fire management issues that involve use and interpretation of complex and sometimes conflicting fire and resource management policies, as well as various environmental protection laws such as the National Environmental Policy Act, the Threatened and Endangered Species Act, the Clean Water Act, the Clean Air Act, and various laws protecting cultural resources.

Skill in oral and written communication in order to ensure that plans are well written and easily understood, scientific reports and policy documents are credible and unambiguous, and that pertinent information is shared effectively with parks, cooperators and the resource management community in general.

**Factor 2. Supervisory Controls**

**(Level 2-4, 450 points)**

The supervisor sets the overall goals and resources available. Guidance is provided only to determine priorities, approve work plans, and assist in working through unprecedented situations that have a bearing on the overall program.

The incumbent is expected to plan, design, implement, and manage the program with a minimum of direct supervision. The incumbent keeps the supervisor informed of progress, potentially controversial problems and concerns, issues or other matters having far-reaching implications. Independent judgment is required on a regular basis in developing, testing, and refining procedures and methods and in the application of these methods in the field.

The supervisor evaluates work completed based on general adequacy in meeting program objectives, expected results, and compatibility with other work. Analyses, recommendations, and suggestions are relied on as technically authoritative; the review of work is usually for agreement with overall policies and attainment of land management objectives.

**Factor 3. Guidelines**

**(Level 3-4, 450 points)**

The assignments are undertaken within the broad framework of agency regulations, policies, and existing guides which require professional interpretation to deal with the more complex or unusual problems or problems concerned with novel, undeveloped or controversial aspects of resources or fire management. Environmental law or policy guides may point toward conflicting requirements or provide few precedents pertinent to specific problems; proven methods of

treating a problem may be lacking or incomplete. The guidelines and regulations permit broad latitude for independent and innovative action due to a wide variety of physical, biological and socioeconomic conditions and issues, which are found, over the area of responsibility.

Must exercise leadership and ingenuity in researching and designing new techniques and providing solutions for fire and resource management problems to field managers which may include the modification of existing plans and criteria, or refinement of regional or national fire policy.

**Factor 4. Complexity**

**(Level 4-4, 225 Points)**

Wildland fire and prescribed fire assignments involve developing a broad and diversified array of programs throughout a multi-state/park area, including both planning and operational phases. The parks and park groups served by this position include many moderately complex parks (e.g., currently 30-49 FIREPRO points), and several highly complex parks (e.g., currently 50+ FIREPRO points). Work takes place in a wide variety of complex fire management situations, i.e. several parks served by this position utilize both wildfire use for resource benefits and prescribed fire. There is a significant amount of coordination between federal, state and local agencies, various levels of the NPS organization, and specialized fire and resource management disciplines, including air resource management, natural and cultural resources, threatened and endangered species, and wildlife management. Many other phases of park management are also affected, such as visitor protection, interpretation, and concessions.

The incumbent independently assesses proposed fire plans and operations, which are frequently characterized by numerous and various complications and where conflicting viewpoints often exist between fire and resource managers, or environmental laws conflict with each other. In cooperation with resource managers, the incumbent evaluates fire and resource management objectives, analyzes and integrates the comprehensive physical, social, and biological impacts and advises parks on appropriate management methods.

Methods and techniques used to resolve wildland and prescribed fire issues developed by the incumbent are often used to resolve similar types of issues in other parks and regions. The incumbent's analyses, recommendations and suggestions are relied upon as technically authoritative and may be incorporated into national wildland fire management policy.

**Factor 5. Scope and Effect**

**(Level 5-4, 225 Points)**

The incumbent's work significantly impacts the full scope of prescribed fire management activities throughout the region. The incumbent is responsible for overseeing planning for wildland fire used for resource benefits and prescribed fire and the execution of all planned ignitions in the region. The incumbent is recognized as a professional authority on wildland and prescribed fire management. Recommendations are considered to be optimum solutions and serve as the basis for determining new programs or for setting priorities for existing programs.

The technical expertise provided by the incumbent has a significant influence on the direction and effectiveness of fire management programs at the park, cluster, regional and national levels.

**Factor 6. Personal Contacts**

**(Level 6-3, 60 points)**

Contacts are with co-workers, professionals, and scientists involved in wildland fire management and research such as the Forest Service, National Biological Resources Division, Bureau of Land Management, Bureau of Indian Affairs, Fish and Wildlife Service, state fire management organizations, the Environmental Protection Agency, state, regional and county Air Pollution Control authorities, State Historic Preservation Offices, as well as the media.

**Factor 7. Purpose of Contacts**

**(Level 7-3, 120 Points)**

Contacts are for the purpose of providing technical expertise and guidance to implement existing and new information in the wildland and prescribed fire management fields; to exchange ideas and concepts; provide technical alternatives to management decision making; and achieve the multi-cluster/region and NPS goals in planning and implementing the wildland and prescribed fire management programs.

The contacts are also to provide training and leadership to the region's parks and the public in fire management programs and to foster cooperative efforts to ensure that required actions are implemented. This requires tact, determination, and persuasion, especially to convince the public and outside organizations of the resource benefits, cost effectiveness, and safety advantages of NPS wildland and prescribed fire management strategies.

**Factor 8. Physical Demands**

**(Level 8-2,20 Points)**

The work requires the ability to travel into the backcountry or developed areas by foot, stock or aircraft under a variety of climatic conditions and elevations. Also requires the ability to travel over extremely rough terrain during wildland and prescribed fire operations.

**Factor 9. Work Environment**

**(Level 9-2,20 Points)**

Much of the work is performed in an office setting, but it also involves outdoor environments with exposure to a variety of climatic conditions and elevations. Wildland and prescribed fire management work involves an exposure to smoke and intense heat.



## CLASSIFICATION EVALUATION

**Classification Allocation:** Fuels Management Specialist, GS-401-12

### **Position Classification**

#### **Standards Used:**

Forestry Series, GS-460, 1/80; Rangeland Management Series, GS-454, 9/93; Fishery Biology Series/Wildlife Biology Series, GS-482/486, 1/91

### **Background**

This position is located in a Region and serves as a specialized/technical authority on the development, management, and implementation of fuels treatment programs to parks in a wide geographical area (e.g., multi-Cluster or Regions, etc.). The parks and park groups served by this position include many complexity level II units (e.g., currently 30-49 FIREPRO workload and complexity points), and several complexity level III units (e.g., currently 50+ FIREPRO workload/complexity points). The fire management program of the region has Servicewide implications because of its resource needs and policy implications. The fire management program is among the largest in the NPS, making it complex due to the significantly large acreage, risk potential, and manpower needs of the parks served.

### **Title and Series Determination**

The duties described in this standard position description require a professional knowledge of the related fields of ecology, wildland fire science, and land management. The incumbent serves as the technical authority in fuels treatment and provides advisory, consulting, and review services to the parks; develops and reviews fire management programs; and implements fire management plans. The work requires professional and technical knowledge applicable to a wide range of fire disciplines (fuels treatment management and monitoring; hazard abatement and resource management; fire behavior assessment and prediction, and short and long term fire effects); and professional knowledge of ecological concepts, principles, and practices applicable to natural and cultural resource management.

As no series is specifically designated for positions that deal with the science of fire, and a general rather than specialized knowledge of biology is required in order to effectively operate the program, the most appropriate series for this position is the GS-401, General Biological Sciences Series. The GS-401 series includes positions which involve professional work in biology, agriculture, or related natural resource management, when there is no other more appropriate series. The title Fuels Management Specialist is considered most descriptive of the type of duties the incumbent will be required to perform, since no titles are specified for positions in the General Biological Series, GS-401. Therefore, the proper title and series are Fuels Management Specialist, GS-401.

### **Grade Level Determination**

Since no published standards exist for the GS-401 series, the grade level for this position will be determined by comparison to the GS-460, Forestry Series, as well as the GS-454, Rangeland Management Series. This position description was also compared to the Fishery Biology Series/Wildlife Biology Series, GS-482/486. All these professional series are in the FES format.

Positions covered by FES standards are graded on the basis of the following nine factors:

**Factor 1. Knowledge Required by the Position** (Level 1-7, 1250 points)

The fuels management program of parks in this region are characterized by heavy ground fuels, intermingled private, State, BIA, USFS, BLM, and NPS lands, high human activity levels, mountainous terrain, hot-dry-windy summer days, and high lightning activity. The fuels management programs of the parks served address a wide range of complex multiple resource management and environmental issues, including social-economic concerns resulting from the heavy concentration of urban/sub-urban wild land interface, wilderness study/scenic areas, recreation, and cultural resources. This requires a comprehensive knowledge of professional wildland fire science and land management principles, practices and concepts sufficient to serve as the region's subject matter expert in fuels treatment and provide advisory, consulting, problem solving, and review services to the highly complex parks; to develop and review fire management programs; and to implement the park's fire management plans.

This knowledge compares to the knowledge required in the 460/482/486 series at level 1-7 which is that of a subject matter expert who has the knowledge and expertise to operate independently without day-to-day oversight, and the skill to solve problems covering diverse situations and assignments, professional knowledge and skill to modify or adapt standard techniques, to assess, select, apply precedents, and devise strategies and plans to overcome significant resource problems related to program management and evaluation.

The level of knowledge of this position was judged to exceed that found at Level 1-6, where knowledge of the principles, concepts, and methodology of a professional occupation (supplemented by on-the-job experience or additional education) are sufficient to perform recurring assignments of moderate difficulty, and where the methods and techniques are well established, apply to most situations, and do not require significant deviation from established methods.

**Factor 2. Supervisory Controls** (Level 2-4, 450 points)

This position meets the supervisory controls described at Factor Level 2-4 in 460/482/486 series. At this level, the supervisor sets overall objectives and, in consultation with the employee, develops deadlines, projects and work to be done. The employee plans and carries out the assignment, resolving most conflicts which arise. Work is reviewed for feasibility, compatibility with other work, and effectiveness in meeting requirements or expected results.

**Factor 3. Guidelines** (Level 3-4, 450 points)

The factor description for this position is a match for Factor Level 3-4 (460/482/486), where policies and precedents are applicable, but where guidelines for performing the work are scarce or inadequate to deal with the more complex or unusual problems, or problems concerned with novel, undeveloped, or controversial aspects. At this level the employee uses initiative and resourcefulness in deviating from traditional methods.

**Factor 4. Complexity****(Level 4-4, 225 points)**

The Complexity factor is made up of three sub-elements.

The first sub-element covers “the nature, number, variety, and intricacy of tasks, steps, processes, and methods in the work performed.” At Level 4-4, the 460 series describes the assignment that involves land management problems requiring in-depth analysis and evaluation of alternatives due to such complicating factors as environmental problems and conflicting requirements whose resolutions may have serious public or tribal impacts. This position description meets level 4-4, where the incumbent serves as a Fuels Management Specialist responsible for the development, management, and implementation of fuels treatment programs to parks in a wide geographical area. The fuels management program is among the largest in the NPS, making it complex due to the significantly large acreage; risk potential; diversity of terrain, vegetation, climate, ignition sources and rates of spread which complicate planning and program implementation; high public interest and political sensitivity; and heavy dependence on prescribed fire to achieve ecosystem management objectives.

The second sub-element covers the “difficulty in identifying what needs to be done.” At Level 4-4, the 460 series states that “the forester independently identifies the boundaries of the problems involved, the kinds of data needed to solve the problem, and the criteria and techniques to be applied in accomplishing the assignment.” This describes this position description where the incumbent assesses proposed fire plans and operations, which are frequently characterized by numerous and various complications and where conflicting viewpoints often exist between fire and resource managers, or environmental laws conflict with each other. The incumbent independently evaluates fire and resource management objectives, analyses and integrates the physical, social, biological, and social impacts and advises parks on appropriate management methods.

The third sub-element is “the difficulty and originality involved in performing the work.” At Level 4-4, the 460 series describes work assignments that require the forester to relate new work situations to precedent situations, extend or modify existing techniques, or develop compromises with standard forestry practice to adequately solve the forestry problems. This meets the description of this position description where the incumbent must be innovative and versatile in approach and must modify or adapt standard techniques and practices, and improvise solutions to solve the various problems.

**Factor 5. Scope and Effect****(Level 5-4, 225 points)**

This factor consists of two sub-elements which cover “the relationship between the nature of the work and the effect of work products or services both within and outside the organization.”

The first sub-element deals with “the purpose, breadth, and depth of the assignment.” Level 5-4 in the 460 series as well as in the 482/486 describes incumbents who develop essentially new or vastly improved techniques or solutions to specific problems in a subject matter program and coordinate results with related resource activities. They furnish advisory, planning, or review services on specific programs. They are typically concerned with problems which occur at a number of locations within a broad geographic area. This describes the incumbent of this position description who is responsible for overseeing fuels treatment management planning and for the execution of all fuels activity in a multi-park cluster/regional area. The incumbent is

recognized as a professional authority of the effects of fire on natural and cultural resource management practices.

The second sub-element deals with “effect”. The GS-460 series describes the “effect sub-element” of Level 5-4: “The results of the work directly influences the effectiveness and acceptability of agency goals, programs, and/or activities.” This describes this position description where the incumbent serves as the fuels management expert and recommendations and implementation of plans and activities significantly influence the direction and effectiveness of fire management as well as natural and cultural resource management programs at Park, Cluster, Regional, and national levels.

**Factor 6. Personal Contacts**

**(Level 6-3, 60 points)**

Personal contacts are with co-workers, professionals, and scientists involved in fire management and fire research both within and outside the agency; with State and County officials, as well as the media. The above contacts are representative of Level 6-3, in which incumbents regularly deal with a variety of professional subject matter specialists, within and outside the agency. The extensive contacts described above exceed Level 6-2, in which contacts are with employees in the agency, inside and outside the immediate organization, or occasionally with resource persons from State or local forestry units.

**Factor 7. Purpose of Contacts**

**(Level 7-3, 120 points)**

Contacts are for the purpose of providing technical expertise and guidance to implement existing and new information and procedures. Contacts provide training and leadership and foster cooperative efforts to insure that required actions are implemented. This requires tact, determination, and persuasion especially to convince the public and outside organizations of the benefits of fire. Contacts also justify the feasibility and desirability of implementing the fire management program and may take place under adverse conditions.

The incumbent deals with a wide range of fire program officials, elected officials and publics concerning fire management issues, decisions and goals. Due to the extensive interagency cooperative efforts, the incumbent is often placed in a position where he/she must defend NPS fire management policies and resolve conflicts with other federal, state, and local agencies, in order to negotiate acceptable fuels management plans with other federal, state, and local fire districts. The very nature of this cooperative working arrangement demands a high degree of conflict resolution to insure the effectiveness of fire management operations. The purpose of contacts described above is identified under Level 7-3 in the 460 series, in which contacts are made to negotiate controversial issues with various parties in a way that will obtain agency objectives and result in retention of good will; to justify the feasibility and desirability or significant forestry resource plans and proposals; or to influence or persuade other experts to adapt techniques or methods about which there may be conflicting opinions.

**Factor 8. Physical Demands**

**(Level 8-2, 20 points)**

The work requires the ability to travel into the backcountry or front country on foot or by stock under a wide variety of climatic conditions and elevations.

This meets the definition of Level 8-2, in which the work requires regular and recurring work in a forest area where there is considerable walking, bending, or climbing, often over rough, uneven surfaces or mountainous terrain.

**Factor 9. Work Environment**

**(Level 9-2, 20 points)**

Much of the work is performed in an office setting, but also involves outdoor environments with exposure to a variety of climatic conditions and elevations. Fire management work involves an exposure to smoke and intense heat. Protective clothing and special precautions are necessary. This meets Level 9-2.

**Conclusion**

The total points allocated to this position equal 2820, which falls with the GS-12 range of 2755 - 3150. The appropriate classification of this position is Fuels Management Specialist, GS-401-12.