



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

Employee Services

July 18, 2023

Memorandum For Human Resources Directors

From: Karen R. Jacobs
Acting Deputy Associate Director
Talent Acquisition, Classification and Veterans Programs

Subject: Draft Position Qualification Standard for Wildland Fire Management, 0456

The United States Office of Personnel Management is releasing the Draft Qualification Standard for Wildland Fire Management, 0456, for a 30-day comment period. The U.S. Office of Personnel Management (OPM) Public Law 117-58, also known as the “Infrastructure Investment and Jobs Act” was enacted on November 15, 2021. This Act called for the Secretary of the Interior and the Secretary of Agriculture to coordinate with the Director of the Office of Personnel Management to develop a distinct “wildland firefighter” occupational series.

To further fulfill the requirement set forth in Public Law 117-58, OPM is issuing the draft position qualification standard used for work properly classified to the Wildland Fire Management, 0456. OPM consulted with Federal agency technical fire management and human resources subject matter experts to identify the key skills and qualifications needed for performing wildland fire management work governmentwide. The Wildland Fire Management, 0456 qualification standard includes the minimum qualifications required for performing wildland fire management work and will be used by agencies to help improve the recruitment and hiring of talent with the needed wildland fire fighting skills.

Both technical agency fire management and human resources subject matter experts provided key insights into the duties and skills needed to perform wildland firefighting work. The process and steps for the study included a literature review; stakeholder engagement (e.g., meetings and focus groups) with wildland fire management staff, human resources, and union experts; data collection and analysis activities; drafting classification policy for agency comments; finalizing classification policy based on agency feedback; issuing the classification policy for agency implementation; and drafting qualification policy for agency comments.

As this is a new occupation, the draft shall be implemented upon issuance and used to qualify candidates for positions in this series. Please review the application of this draft qualification standard for impact, clarity, and ease of use over the next 30 days. We rely on agency human resources officials to ensure subject matter experts and

program management officials are aware of the release of this draft standard and to seek their input. We depend on your feedback to assist us in making the appropriate updates to ensure the final standards contain clear, accurate and complete occupational requirements that meet your needs. Agency comments should be consolidated by agency headquarters Human Resources Policy Offices and forwarded to fedclass@opm.gov. Comments must be received no later than 30 days after the date on this memorandum.

If you have any questions on your agency's implementation of the Wildland Fire Management, 0456, Draft Qualification Standard, please contact your human resources servicing office. The Classification and Assessment Policy team is available to answer agency Human Resources Leadership questions concerning application of the draft qualification standard via email at fedclass@opm.gov.

cc: Chief Human Capital Officers and Deputy Chief Human Capital Officers

Attachment(s)