

Position Description - Pacific Southwest Region  
Human Performance Specialist PhD Director  
and Lead Coordinator  
THSP - Exception Position 5 - AD-K

Positions at this level require expert knowledge and very high skill level in applying a wide range of concepts, principles, and practices associated with professional or administrative work. Most often, the positions at this level are commensurate with knowledge gained from successful completion of Incident Command System (ICS) 400 level and above courses, qualifications at the Type 1 or 2 level, or "ologist" type positions (such as hydrologist) that require a higher level of education or certification. Incumbents of these positions may be required to supervise other professionals or a group of technical specialists (THSPs).

**Introduction:** This position serves as an expert in human performance for a variety of field duties including wildland fire duties. The incumbent helps those involved and their colleagues better understand how to prepare for specific field work and how to execute the duties in a way that prevents physical injury. The individual is knowledgeable in the theories and concepts of the "Human Performance" principles and understands relations to Forest Service employees working in the field and wildland firefighting activities. Individuals possess a background in sport and performance, sports medicine, physical therapy and may have experience in corrective movement training.

**Duties:**

Evaluate on the job physical movement of forest Service employees and personnel engaged in wildland firefighting.

Able to communicate with Forest Service employees on safe practices for movement training. Demonstrate safe practices of movement and physical training to Forest Service employees. Participate in firefighter duties as assigned in an incident environment to produce the following.

- a. Obtain comprehensive knowledge of the variety of tasks wildland firefighters perform and the environments in which they operate.
- b. Lead course development of fitness courses for Forest Service employees.
- c. Re-in force physical movement behaviors for Forest Service employees to promote injury prevention and build injury resilience.
- d. Travel to Forest Service offices to review movement and physical training, provide functional movement testing, and work with employees to review injury prevention training.
- e. Obtain data for tracking long term healthy outcomes.
- f. Produce reports on healthy outcomes the Forest Service is obtaining.
- g. Lead a group of students in field testing in VO<sub>2</sub>, lactate threshold, power,
- h. Able to provide direction in physical fitness routines and nutrition guidance that enhances performance of Forest Service employees and employees engaged in wildland firefighter activities.
- i. Collaborate with Incident staff (safety officers) to assist with injury prevention.
- j. Generate scientific paper generate reports or findings and share with agency Human Performance staff (MTDP).
- k. Able to author papers to be published for Forest Service employees.
- l. Perform wildland firefighting duties equivalent to the FFT2 level.

**Qualification Requirements:**

- a. Must possess experience or education PhD in physiology, kinesiology, or certification in physical or sports therapy.
- b. Have a working knowledge of the wildland firefighting occupation.
- c. Meet NWCG position requirements of a FFT2 and be current with RT-130 and Arduous WCT.

**Kris Armstrong**  
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