HUMAN RESOURCES NWCG QUALIFICATION HIERARCHY JOB AID
IFPM/ FS-FPM

Qualification Hierarchy – The positions listed in the top row are the minimum NWCG qualifications per the IFPM and FS-FPM Standards. The positions listed directly below the minimum NWCG qualifications are considered higher qualifications. If an employee holds one of the higher qualifications they meet the minimum NWCG qualification listed in the top row. The qualification hierarchy listed below is based on the National Interagency Incident Management System Wildland Fire Qualification System Guide (PMS 310-1, October 2018).
https://www.nwcg.gov/sites/default/files/publications/pms310-1.pdf

ICT5	ICT4	ICT3	RXB2	FIRB	TFLD	DIVS	CRWB	ENGB[1]	FFT1	ENOP	HECM	HMGB	HEBM	ASGS	EDSD	EDRC
ICT4	ICT3	ICT2	RXB1	TFLD	DIVS	OSC2	STL[2]	STL	SRB[3]	ENGB	HMGB	HEBM[5]	ASGS	AOBD	EDSP	EDSD
ICT3	ICT2	ICT1	RXM2	DIVS	OSC2	OSC1	TFLD	TFLD	STL	STL	HEBM	ASGS	AOBD		CORD	EDSP
ICT2	ICT1		RXM1	OSC2	OSC1	OPBD	DIVS	DIVS	TFLD	TFLD	ASGS	AOBD				CORD
ICT1				OSC1	OPBD		OSC2	OSC2	DIVS	DIVS	AOBD					
				OPBD			OSC1	OSC1	OSC2	OSC2						
							OPBD	OPBD	OSC1	OSC1						
									OPBD	OPBD						

Command and General Staff Requirement – One of the qualification pathways for the Secondary Core Requirement for National and Geographic Fire Program Manager positions is as Command and General Staff qualification. If the employee possesses any of the following qualifications, they can be considered as meeting the minimum NWCG qualifications requirement.

Area Command and General Staff Positions	Type 1 Command and General Staff Positions[4]	Type 2 Command and General Staff Positions
Area Commander (ACDR)	Incident Commander Type 1 (ICT1)	Incident Commander Type 2 (ICT2)
Assistant Area Commander, Planning (ACPC)	Safety Officer Type 1 (SOF1)	Safety Officer Type 2 (SOF2)
Assistant Area Commander, Logistics (ACLC)	Information Officer (IOF1)	Information Officer (IOF2)
Service Branch Director, Logistics (SVBD)	Operations Section Chief Type 1 (OSC1)	Operations Section Chief Type 2(OSC2)
Support Branch Director, Logistics (SUBD)	Logistics Section Chief Type 1 (LSC1)	Logistics Section Chief Type 2 (LSC2)
	Plans Section Chief Type 1 (PSC1)	Plans Section Chief Type 2 (PSC2)
	Finance Section Chief Type 1 (FSC1)	Finance Section Chief Type 2 (FSC2)

[1]Applicants for Engine Module Supervisor (EMLS) and Supervisory Fire Engine Operator (SEOP) positions must have obtained the ENGB qualification.
[2]Strike Team Leader (STL) is a common terminology for STCR, STEN, STEQ to describe the different types of Strike Team Leaders positions.
[3]Single Resource Boss (SRB) is a common terminology for CRWB, HEQB, FELB, FIRB, or ENGB to describe the different type of Single Resource Boss positions.
[4]Type 1 Command and General Staff are higher qualifications than Type 2 Command and General Staff.
[5]Helibase Manager Type 1 & 2 (HEB1, HEB2) were combined into a single qualification as of 1 October 2018.

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