

**UNITED STATES DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT
COLORADO STATE OFFICE
2850 YOUNGFIELD STREET
LAKEWOOD, CO 80215**

November 28, 2003

In Reply Refer To:
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EMS Transmission 11/28/2003
Information Bulletin No. CO-2004-009

To: All Fire Managers, Supervisors, and Senior Fire Employees

From: State Director

Subject: Nominations for Wildland Fire Management Officer Development Program DD: 12/19/03

After a successful pilot program, we have decided to continue the Wildland Fire Management Officer Development Program within BLM Colorado. The goal of this program is to develop a cadre of well-qualified applicants, ready for Fire Management Officer/Assistant Fire Management Officer positions at all levels. These positions require individuals who are able to make the transition from fire operations leadership to fire program management. The program is based on the 27 competencies identified by the Office of Personnel Management as critical to the success of supervisors, managers, and executives in the Federal government.

All fire supervisors and managers, as well as senior fire specialists (GS-9 and above), are encouraged to apply. Individuals at lower supervisory levels; such as Engine Foreman, Squad Boss, or Dispatch Supervisor are also encouraged to participate, even if they haven't yet decided to pursue fire management as a career goal. The knowledge you will gain and the skills and abilities you will develop over the year will only serve to enhance your effectiveness in your current position. Unit and Zone Fire Management Officers are also encouraged to apply if they believe they may be interested in a higher-level position sometime in the future.

The program is open to permanent fire/fuels employees of BLM Colorado (full-time and career seasonals) and permanent fire/fuels employees of the Forest Service assigned to Service First organizations.

The Wildland Fire Management Officer Development Program includes:

- Transitions – an overview course that addresses the movement from fire operations leadership to fire program management;
- The Leadership Needs Assessment Tool;
- Individualized Development Plans;
- Targeted management development courses;
- Selected management readings;
- Mentors; and
- Developmental assignments

While participation is voluntary, I encourage all of you to consider participating in this program. The fire program needs the best managers available. Please be aware that participation is limited to 20 individuals per year.

If you are interested in participating, please contact Kim Bang by December 19, 2003. Bill Wallis, State Fire Management Officer, will review the list of applicants and, in consultation with the Zone Fire Management Officers, will select the participants.

Questions can be addressed to Marie Piltz-Elliott, Training Officer, at 303-239-3959 or via Lotus Notes.

Signed by
Douglas M. Koza
Acting State Director

Authenticated by
Don Snow
EMS Operator

cc: SLT