



National Wildfire Coordinating Group Incident and Position Standards Committee

IPSC-2025-08

Date: 26 September 2025
To: Mike Ellsworth, Chair, Leadership Committee
From: Michael Froelich, Chair, Incident and Position Standards Committee
Subject: Approval of L-280 Course for all Single Resource Boss Positions (SRB)

Purpose: This memorandum approves the content of Incident and Position Standards Committee Request for Change 2025-02 received from the NWCG Leadership Committee

Action: Effective, January 2027 implementation of the new position standard for all Single Resource Boss positions (CRWB, ENGB, FELB, FIRB, HMGB and HEQB) has been approved to add L-280, Followership to Leadership as Required Training.

Current Qualified SRB: The process of historical recognition for all SRB positions will be utilized for all currently qualified SRB upon updating the *NWCG Standards for Wildland Fire Position Qualifications*, PMS 310-1, in January 2027. All qualified responders will remain qualified.

Current Trainee SRB: Current and future SRB trainees as of January 2027 will remain a trainee and must complete L-280 prior to certification.

NFPA Equivalency: Equivalency for L-280 can be obtained with an NFPA 1021 Fire Officer 1 certificate (ProBoard, IFSAC, etc.), or utilize the RPL process to determine if a Fire Department leadership curriculum meets the same objectives as L-280.

Background: Leadership training is foundational knowledge for our wildland fire community. This knowledge is key for our front-line leaders that make critical, time sensitive decisions on the fireline at the SRB level. By requiring L-280, we ensure key leadership skills and competencies are known by all qualified SRB and establish a baseline for leadership fundamentals as wildland fire personnel move through their wildland fire career.

L-280 is designed as a self-assessment opportunity for individuals preparing to step into an entry-level leadership role. The course combines one day of classroom instruction followed by a second day in the field with students working through a series of problem-solving events in small teams (Field Leadership Assessment Course). Topics include wildland fire leadership values and principles, transition challenges for new leaders, situational leadership, team cohesion factors, ethical decision-making, and after-action review techniques.

Coordination: Questions may be directed to Michael Froelich, michael.froelich@ky.gov, Chair, Incident and Position Standards Committee.

Attachment:

All Single Resource Boss Position Qualification Standards

Distribution:

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