

# Course Catalogue

## Bushfire Centre of Excellence Training Products

Version 2.2

Current as at 28/10/2026

# Document Control

## Document History

| **Content Manager No.:** D38241 | | |
|---|---|---|
| **Version Number** | **Amendments** | **Date Published** |
| V1.0 | Initial development | Sept 2021 |
| V1.1 | Updated Fire Control Officer | Dec 2021 |
| V1.2 | Updated introduction and formatting | Jan 2022 |
| V1.3 | Updated training products<br>Updated Machine Supervision Training Programs. | Mar 2023 |
| V1.4 | Updated training product codes | April 2023 |
| V1.5 | Updated BSA Blended details | April 2024 |
| V1.6 | Added UXO and Tree Hazard Awareness courses | Oct 2024 |
| V1.7 | Minor changes to align with eAcademy information | Jan 2025 |
| V1.8 | Added Leadership Programs | Mar 2025 |
| V1.9 | Added Ground Observer (Bushfire) | Aug 2025 |
| V2.0 | Added Aviation Safety Fundamentals | Nov 2025 |
| V2.1 | Added Introduction to Fire Ecology | Apr 2026 |
| V2.2 | Added RPAS Awareness Course (online)<br>Added Fire Control Officer Refresher (online)<br>Updated Fire Control Officer | Aug 2026 |

© Bushfire Centre of Excellence, Department of Fire and Emergency Services 2025

**Enquiries should be addressed to:**

Bushfire Centre of Excellence
Department of Fire and Emergency Services
PO Box P1174
Perth WA 6844

**Web:** dfes.wa.gov.au/BushfireCoE
**Email:** BushfireCoE@dfes.wa.gov.au

# Acknowledgement

Department of Fire and Emergency Services (DFES) acknowledges the Traditional Owners of Country throughout Australia, and their connections to land, sea and community. We pay our respects to Elders past and present.

# Contents

**Bushfire Training Products ..... 7**

DFES0420 Advanced Bush Firefighting ..... 8

DFES1011 Assist with Planned Burning ..... 10

DFES1143 Aviation Safety Fundamentals ..... 11

DFES1047 Burn Planner (Simple) ..... 12

DFES1048 Burn Controller (Simple) ..... 14

DFES1055 Bushfire Fundamentals ..... 15

DFES0995 Bushfire Safety Awareness ..... 16

DFES1000 Crew Leader ..... 18

DFES0408 Fire Control Officer ..... 19

DFES0408 Fire Control Officer Refresher ..... 21

DFES1052 Fire Weather 1 ..... 22

DFES1023 Firefighting Skills ..... 24

DFES1064 Ground Observer (Bushfire) ..... 27

DFES1163 Introduction to Fire Ecology ..... 28

DFES0004 Machine Supervision for Bushfire ..... 29

DFES0009 Plantation Firefighting ..... 31

DFES1068 Remote Area Firefighting Awareness ..... 33

DFES1172 Remotely Piloted Aircraft Systems Awareness ..... 34

DFES1056 Rural Fire Awareness ..... 35

DFES1069 Tree Hazard Awareness ..... 36

DFES1121 Unexploded Ordnance - UXO ..... 37

**Leadership Programs in a Bushfire Context ..... 38**

DFES1051 Bushfire Officer Development Program.....39
Fireline Leadership (At the Point of the Spear).....40
Incident Leadership.....42

# Introduction

The Bushfire Centre of Excellence (BCoE) training team is focused on the development and delivery of bushfire and planned burning training and support material for the bushfire sector. Training is developed and delivered collaboratively with a range of relevant stakeholders.

Courses and programs are delivered from the BCoE facility and in the regions where support is provided by the BCoE team. Courses are open to DFES volunteers and staff, local government volunteers and staff, staff from Department of Biodiversity, Conservation and Attractions (DBCA) and other stakeholders in the sector, unless specifically stated.

This document has been developed to provide an overview of all published BCoE training products and programs.

TRAINING

# Bushfire Training Products



# DFES0420 Advanced Bush Firefighting

## Description

This course provides volunteer firefighters with advanced knowledge of the effect of fuel types, topography and weather on fire behaviour, and the considerations when using appropriate strategies to combat bushfires.

## Target Audience

Experienced firefighters with an interest in enhancing their bush firefighting skills and knowledge and potentially taking on more responsibility on the fireground.

It is recommended that personnel have a minimum of **3 years** of active operational experience.

## Entry Requirements

Participants must be on one of the following Training Programs:

- BFS Advanced Firefighter - Role Based
- VFRS Active Firefighter - Role Based
- VFES Active Firefighter - Role Based

To access this course, personnel must have obtained the following course competencies:

- DFES0995 Bushfire Safety Awareness
- DFES1023 Firefighting Skills

## Key Subject Area

- Reporting procedures and resource preparation when responding to bushfire
- Impact of different fuel types on fire behaviour
- Major weather conditions and the effect on fire behaviour

## Key Subject Area (continued)

- Different suppression techniques for different fuel types
- General principles of backburning for different fuel types
- Mop-up techniques and patrols
- Precautions to be taken when fighting bushfires

## Duration

1 day (face-to-face)

# DFES1011 Assist with Planned Burning

## Description

This course covers the skills and knowledge required for volunteers to assist in planned burning activities in a safe manner.

Participation at a planned burn offers newer firefighters the opportunity to gain valuable knowledge and experience on fire characteristics and behaviour in an environment with greater controls in place.

## Target Audience

Relevant personnel from the Bush Fire Service, Volunteer Fire and Rescue Service and Volunteer Fire and Emergency Service who are involved in planned burning.

It is recommended that personnel have a minimum of **1 year** of active operational experience.

## Entry Requirements

To access this course, personnel must have obtained the following course competencies:

- DFES0995 Bushfire Safety Awareness and DFES1023 Bush Firefighting Skills OR
- PUAFIR204 Respond to Wildfire or equivalent

## Key Subject Area

- Introduction to planned burning
- Preparation for planned burning
- Conducting the planned burn

## Duration

1 day (face-to-face)

# DFES1143 Aviation Safety Fundamentals

## Description

This training aims to improve the safety and efficiency of personnel who may work with aircraft on a non-routine basis, such as during deployment to rural and remote parts of the state. In addition, it provides an entry point for aircrew and support personnel who may work with aircraft on a more regular basis.

## Target Audience

All volunteer and career firefighters, DFES staff and volunteers from other services.

## Entry Requirements

Registered volunteer (DFES/Local Government) or DFES staff member.

## Key Subject Area

- General safely around aircraft

## Duration

Approx. 1 hour (online)

# DFES1047 Burn Planner (Simple)

## Description

This course provides personnel with the skills and knowledge required to:

- Develop a simple burn plan for a specified area to achieve identified objectives.
- Develop, conduct and evaluate a simple planned burn in accordance with an approved plan.

## Target Audience

Persons who are involved in planning and conducting simple burns. These may include but are not limited to:

- Experienced Volunteer Firefighters
- Brigade/Group/Unit Officers
- Traditional/Aboriginal Ranger Groups
- Community Emergency Services Managers (CESMs)
- Chief Bush Fire Control Officers, Deputy Chief Bush Fire Control Officers and Fire Control Officers
- DFES Rural District Officers and Area Officers
- DFES Bushfire Risk Management Officers
- Relevant DBCA Staff
- Other appropriate groups as identified

## Entry Requirements

To access this course, personnel must have obtained the following course competencies:

- DFES0420 Advanced Bush Firefighting
- DFES1000 Crew Leader
- DFES1031 Assist with Planned Burning

## Key Subject Area

- Burn Plan Template
- Reconnaissance
- Fire behaviour factors
- Weather conditions
- Permit to burn
- Practical assessment in the field - Burn Planner
- Knowledge assessment based on practical assessment

## Duration

4 days (face to face)

# DFES1048 Burn Controller (Simple)

## Description

This course is completed on the job under the guidance of a mentor or endorsed Trainer Assessor. It must be completed with 24 months of the successful completion of DFES1047 Burn Planner (Simple).

## Target Audience

Persons who are involved in conducting simple burns. These may include but are not limited to:

- Experienced Volunteer Firefighters
- Brigade/Group/Unit Officers
- Traditional/Aboriginal Ranger Groups
- Community Emergency Services Managers (CESMs)
- Chief Bush Fire Control Officers, Deputy Chief Bush Fire Control Officers and Fire Control Officers
- DFES Rural District Officers and Area Officers
- DFES Bushfire Risk Management Officers
- Relevant DBCA Staff
- Other appropriate groups as identified

## Entry Requirements

To access this course, personnel must have obtained the following course competencies:

- DFES1027 Burn Planner (Simple)

## Key Subject Area

- Conduct planned burns

## Duration

12 months (from enrolment) to complete course.

# DFES1055 Bushfire Fundamentals

## Description

This course covers the knowledge required for personnel to provide incident support at bushfires.

It is not intended to replace DFES0995 Bushfire Safety Awareness that volunteer firefighters and SES/Marine Rescue members complete as part of their training program.

## Target Audience

- DFES corporate personnel
- Non-operational personnel on a DFES Pre-formed Team (PFT) roster and other rosters
- Utilities such as Western Power, Telstra, Synergy
- Lifelines such as Department of Communities, St John WA
- Other agencies such as Department of Defence, WA Police Force, Indigenous Rangers, contractors

## Entry Requirements

There are no pre-requisites for this course.

## Key Subject Area

- Describe Australasian Inter-Service Incident Management System (AIIMS) and the role of WA fire agencies in bushfire response
- Bushfire characteristics and behaviour
- Bushfire safety and survival procedures

## Duration

1 day (face-to-face)
or
2-3 hours (online)

# DFES0995 Bushfire Safety Awareness

## Description

This course covers the skills and knowledge required for volunteers to identify characteristics and behaviour of fire, methods/strategies to operate safely (and survive) on the fire ground and considerations when selecting fire suppression strategies.

Bushfire safety awareness is made up of three modules and has been designed to be completed in the following order:

- DFES1020 Bushfire Characteristics and Behaviour
- DFES1019 Bushfire Safety and Survival
- DFES1021 Suppress Bushfire* (including RUI)

*SES do not need to complete DFES1021 Suppress Bushfire.

## Target Audience

Relevant personnel who are involved in bushfire operations, either as a firefighter or support capacity.

## Entry Requirements

Participants must be on one of the following Training Programs:

- BFS Bush Firefighter
- VFRS Probationary Firefighter
- VFES Foundation Firefighter
- SES Role Based Training

There are no competency pre-requisites for this course.

## Key Subject Area

- Safety and survival procedures for self and others
- Factors that influence bushfire behaviour
- Fire characteristics
- Strategies to suppress bushfire
- Relevant documentation

## Duration

2 days (face-to-face)*
or
Blended: 3–4 hrs theory online self-paced and 4.5 hrs face-to-face.

*For SES and Marine Rescue personnel, the blended version is not applicable, and the face-to-face training can be completed in 1 day.

# DFES1000 Crew Leader

## Description

The purpose of this course is to provide volunteer firefighters with the knowledge and skills to work autonomously in leading their crew and/or controlling an emergency incident (safely, effectively and efficiently) using the principles of the Australasian Inter-Service Incident Management System (AIIMS).

## Target Audience

It is recommended that personnel have a minimum of **3 years** of active operational experience.

## Entry Requirements

Participants must be on one of the following Training Programs:

- BFS Advanced Firefighter - Role Based
- VFRS Active Firefighter - Role Based
- VFES Active Firefighter - Role Based

To access this course, personnel must have obtained the following course competencies:

- DFES0995 Bushfire Safety Awareness
- DFES1023 Firefighting Skills
- DFES0420 Advanced Bush Firefighting

## Key Subject Area

- Procedures to prepare for crew tasks
- Techniques to lead a crew to perform tasks
- Duties to conclude tasks

## Duration

1 day (face-to-face)

# DFES0408 Fire Control Officer

## Description

This course has been developed to provide Fire Control Officers (FCOs) with an understanding of:

- The relevant legislation relating to FCOs
- Permits to Burn

The participants will have the skills and knowledge required to ensure that a high standard of Local Government fire prevention and protection is maintained, to assume control at fires, and to encourage compliance with the requirements of the Bush Fires Act 1954, Bush Fires Regulations 1954, Fire Brigades Act 1942, Fire and Emergency Services Act 1998, Conservation and Land Management Act 1984 and Local Government Laws.

## Target Audience

Personnel appointed or likely to be appointed to the role of FCO. It is optional for personnel including Bushfire Risk Management Officers, Bushfire Risk Planning Coordinators and Community Emergency Services Managers.

It is recommended that personnel have a minimum of **5 years** of active operational experience.

## Entry Requirements

Volunteers may access this course as part of one of the following Training Programs:

- BFS Leadership
- VFES Training Program Specialist Courses
- VFRS Training Program Specialist Courses

It is recommended that students have obtained the following course competencies:

- DFES1055 Bushfire fundamentals, OR
- DFES1056 Rural fire awareness, OR
- DFES0995 Bushfire safety awareness, OR
- Equivalent basic bushfire training

## Key Subject Area

- Legislation - Acts and Regulations
- Bush Fires Act and Bush Fires Regulations
- Role of FCOs
- Judicial process
- Permits to burn

## Duration

1 day (face-to-face)

# DFES0408 Fire Control Officer Refresher

## Description

The Fire Control Officer (FCO) role is a high-risk one due to its basis in legislation and the exercise of lawful powers. The skills acquired are highly perishable and can diminish without regular application. To ensure ongoing competence and legal compliance, this refresher course is recommended to support knowledge retention and operational confidence.

## Target Audience

Existing Fire Control Officers

Local Government Officers that perform FCO duties

## Entry Requirements

You must have completed a face-to-face course prior to being eligible for this course.

Be a current FCO

## Key Subject Area

This refresher course is recommended to support knowledge retention and operational confidence.

The refresher covers legislation and the exercise of lawful powers.

## Duration

1 hour (online)

# DFES1052 Fire Weather 1

## Description

This course covers knowledge and skills required to assess and interpret weather information in relation to its impact on fire behaviour. It includes collecting, interpreting, analysing and recording weather information.

## Target Audience

It is recommended that personnel have a minimum of **5 years** of active operational experience and undertake one of the following roles:

- Sector and Divisional Commander, Operations Officer, Incident Controller, Planning Officer or Intelligence Officer or those preparing to undertake these roles.
- Duty Officer, Regional Duty Coordinator, Fire Control Officer or Fire Weather Officer.
- Fire behaviour analysts/modelling and prediction officers.

It is also optional for Crew Leaders, Lieutenants and Senior Firefighters.

## Entry Requirements

To access this course, personnel must have obtained one of the following course competencies:

- DFES0420 Advanced Bush Firefighting OR
- DBCA Firefighting Crew Leader OR
- PUAFIR303 Suppress Wildfire or equivalent

## Key Subject Area

- Describe methods to collect weather information
- Interpret weather information
- Interpret weather information for fire context
- Record and report weather information and potential fire impacts

## Duration

2 days (face-to-face)

# DFES1023 Firefighting Skills

## Description

This course covers the skills and knowledge required for volunteers to use equipment safely on the fire ground.

The recommended minimum standard for all personnel undertaking bushfire suppression or planned burning activities is the completion of both DFES0995 Bushfire Safety Awareness and DFES1023 Firefighting Skills.

This course is made up of five different modules:

- DFES1022 Introduction to map reading
- DFES1026 Introduction to communications
- DFES0996 Tools and equipment
- DFES1010 Ropes and ladders (optional*)
- DFES0999 Crew protection

**Introduction to map reading** provides the skills to interpret and use maps.

**Introduction to communications** covers the use of basic communication systems, equipment and techniques used by fire agencies in Western Australia.

**Tools and equipment** covers the safe use of firefighting tools and equipment.

**Ropes and ladders** covers the safe use of ropes and ladders.

**Ropes and ladders is optional and may not be delivered as part of this course.*

**Crew protection** covers safety procedures and the use of safety equipment.

## Target Audience

Relevant personnel who are involved in bushfire operations from the Bush Fire Service, Volunteer Fire and Rescue Service and Volunteer Fire and Emergency Service.

## Entry Requirements

Participants must be on one of the following training programs:

- BFS Bush Firefighter
- VFRS Probationary Firefighter
- VFES Foundation Firefighter

There are no course competency pre-requisites for this course, although it is recommended to complete DFES0995 Bushfire Safety Awareness first.

## Key Subject Area

**Introduction to Map Reading:**

- Describe the use and features of a map
- Explain a range of maps
- Determine current location on a map
- Plan a route to the incident location

**Introduction to Communications:**

- Communication systems
- Communication equipment
- Operating procedures
- Call signs and pro words
- Radio voice procedures

## Key Subject Area (continued)

**Tools and Equipment:**

- Hydrants, hoses, extinguishers
- Use hand tools and equipment
- Range of firefighting tools and equipment
- Purpose and use of firefighting tools and equipment
- Hand signals used by firefighters

**Ropes and Ladders (optional):**

- Knots
- Extension ladders

**Crew Protection:**

- Wear or operate the relevant safety equipment to ensure crew protection
- Identify safety issues when wearing or operating the relevant safety equipment

## Duration

2 days (face-to-face)

# DFES1064 Ground Observer (Bushfire)

## Description

This course equips experienced firefighters with the skills and knowledge needed to effectively perform the role of Ground Observer during an incident. It focuses on how to gather, record, and communicate incident/fireground intelligence to the Incident Management Team.

## Target Audience

Personnel who may undertake the role of Ground Observer for any bushfires, or those who may form part of the Situation unit in an Incident Management Team.

It is recommended that personnel have a minimum of **5 years** of active operational experience.

## Entry Requirements

To access this course, personnel must have obtained the following course competencies:

- DFES0420 Advanced Bush Firefighting
- DFES1052 Fire Weather 1
- AIIMS 2017

## Key Subject Area

- Manage personal safety on the fire ground
- Describe the reporting and role of Ground Observers
- Explain/demonstrate the tasks and resources required to complete duties

## Duration

2 days (face-to-face)

# DFES1163 Introduction to Fire Ecology

## Description

This course will help to provide essential underpinning knowledge to staff and stakeholders on the link between the Western Australia's varied ecological biomes, the variants of mitigation and response required within each biome and the effects of sustainable bushfire management.

## Target Audience

All volunteers and career firefighters and bushfire mitigation staff. These may include but are not limited to:

- Volunteer Firefighters
- Indigenous Ranger groups
- Community Emergency Services Managers (CESMs)
- Chief Bush Fire Control Officers, Deputy Chief Bush Fire Control Officers and Fire Control Officers
- DFES Rural District Officers and Area Officers
- DFES Bushfire Risk Management Officers
- Relevant DBCA Staff

## Entry Requirements

There are no pre-requisites for this course.

## Key Subject Area

- Fire ecology principals and how they facilitate environmentally sustainable Bushfire mitigation and response procedures.
- Effective fuel management.
- Reducing damage to native flora and fauna.

## Duration

3-4 hours (online)

# DFES0004 Machine Supervision for Bushfire

## Description

This course provides the knowledge required to supervise the use of machines used in bush fire suppression, employing them to best advantage whilst also maintaining safety.

## Target Audience

Personnel such as Crew Leaders, Task Force Leaders and Sector Commanders.

It is recommended that personnel have a minimum of **3 years** of active operational experience.

## Entry Requirements

Volunteers must be on one of the following Training Programs:

- BFS Advanced Firefighter – Role Based
- VFRS Active Firefighter - Role Based
- VFES Active Firefighter - Role Based

To access this course, personnel must have obtained one of the following course competencies:

- DFES1000 Crew Leader OR
- DBCA Crew Leader OR
- PUAFIR303 Suppress wildfire or equivalent.

## Key Subject Area

- Machines in fire control operations
- Role of machine supervisors
- Machines used in fireline construction

## Key Subject Area (continued)

- Techniques for bushfire attack
- Location and construction of fire control lines
- Mop-up and rehabilitation
- Pre-planning and use of machines
- Briefings and monitoring performance

## Duration

1 day (face-to-face)

# DFES0009 Plantation Firefighting

## Description

This course provides participants with the knowledge and skills to undertake the relevant suppression techniques safely and effectively for plantation firefighting. It is designed to provide an understanding of how fire behaviour varies with plantation age and which firefighting techniques are appropriate at each age of the plantation life cycle for soft wood and hard wood plantations.

## Target Audience

Relevant operational personnel involved in plantation firefighting.

It is recommended that participants have a minimum of **3 years** of active operational experience.

## Entry Requirements

Participants may access this course as part of the:

- BFS Training Program Specialist/Optional Courses
- VFES Training Program Specialist Courses
- VFRS Training Program Specialist Courses

To access this course, personnel must have obtained the following course competencies:

- DFES0995 Bushfire Safety Awareness and DFES1023 Firefighting Skills, or
- DFES1056 Rural Fire Awareness, or
- DBCA Firefighter Crew Member

## Key Subject Area

- Plantation fuel characteristics and life cycles
- Weather factors in plantations of different ages
- Plantation management practices
- Methods of fire suppression in plantation fires
- Hose lay and relay pumping in plantations
- Hand tools in plantations

## Duration

1 day (face-to-face)

# DFES1068 Remote Area Firefighting Awareness

## Description

This course provides participants with an overview of the challenges, constraints and considerations that need to be applied whilst working in a remote environment.

## Target Audience

The primary target audience is active firefighters eligible for intrastate deployment.

A range of other personnel in IMT positions may complete this training to support their IMT roles, including:

- Community Emergency Services Managers (CESMs)
- DFES Area Officers
- DFES District Officers
- Chief Bush Fire Control Officers, Deputy Chief Bush Fire Control Officers and Fire Control Officers
- DBCA personnel

## Entry Requirements

To access this course, personnel must have obtained the following course competencies:

- DFES0995 Bushfire Safety Awareness
- DFES1023 Firefighting Skills
- Recommended – First Aid

## Key Subject Area

- Describe preparation requirements to deploy to remote areas
- Describe remote firefighting strategies

## Duration

1 day (face-to-face)

# DFES1172 Remotely Piloted Aircraft Systems Awareness

## Description

The intent of the course is to provide a general awareness level understanding of RPAS regulations and operations, including safety-related considerations, normal operating parameters, and applicable emergency procedures.

## Target Audience

All volunteer and career firefighters, DFES operational/non-operational staff and operational/ non-operational volunteers.

## Entry Requirements

Registered volunteer (DFES/Local Government) DFES staff (FTE or PTE) or contracted employee.

## Key Subject Area

- Regulations and operations
- Safety-related considerations
- Normal operating parameters
- Applicable emergency procedures.
- Commercial RPAS operational compliance requirements.

## Duration

1 hour (online)

# DFES1056 Rural Fire Awareness

## Description

This course covers the knowledge required for personnel to provide incident support at bushfires including bushfire response strategies.

It is not intended to replace DFES0995 Bushfire Safety Awareness that volunteer firefighters and SES/Marine Rescue members complete as part of their training program.

## Target Audience

- Farmers/Pastoralists
- Rural Landowners/Managers

## Entry Requirements

There are no pre-requisites for this course.

## Key Subject Area

- Describe AIIMS and the role of WA fire agencies in bushfire response
- Bushfire characteristics and behaviour
- Bushfire safety and survival procedures
- Strategies to support bushfire response

## Duration

1 day (face-to-face)
or
2-3 hours (online)

# DFES1069 Tree Hazard Awareness

## Description

This course provides essential knowledge on identifying and mitigating tree hazards in the field. It covers topics such as tree hazard recognition, risk assessment, and safe work practices around hazardous trees.

## Target Audience

This course has been designed for firefighting personnel.

DFES staff and volunteers from other services can also access the course, although the context of the training is working on a fireground.

## Entry Requirements

There are no pre-requisites for this course.

## Key Subject Area

- Identify common tree hazards
- Identify risk control measures for hazardous trees
- Identify organisation policy and procedures for tree hazard management
- Define roles and responsibilities in tree hazard management

## Duration

30 mins (online)

# DFES1121 Unexploded Ordnance - UXO

## Description

This awareness course provides an overview of the challenges, constraints and considerations that need to be applied when a UXO is found whilst conducting firefighting or fire mitigation activities.

## Target Audience

Firefighting and operational personnel

## Entry Requirements

There are no pre-requisites for this course.

## Key Subject Area

- Identify Unexploded Ordnance (UXO)
- Identify procedures around finding UXO
- Recognise the risks of UXO

## Duration

1 hour (online)

TRAINING

# Leadership Programs in a Bushfire Context



# DFES1051 Bushfire Officer Development Program

## Description

The week-long live-in course will cover personnel management and leadership mentoring to assist current serving Brigade Officers in conducting their operational and administrative duties.

## Target Audience

The course targets personnel with the following attributes:

- Five years active, operational bush firefighting experience
- Currently hold an operational officer/leadership position within a Brigade/Group/Unit e.g. Captain, Lieutenant, Fire Control Officer, Apparatus Officer, etc.

## Entry Requirements

To access this course, personnel must:

- Be an active member of BFS/VFES/VFRS
- Hold a Level 1 Incident Controller endorsement
- Have CBFCO/LG/CESM endorsement for BFS members, or
- Regional endorsement (AO/DO/SUPT) for VFES/VFRS members

## Key Subject Areas

- Presence, poise and bearing
- Briefings and debriefings
- Managing challenging people and difficult conversations
- Decision-making under pressure
- Managing sub-performance in a bushfire context
- Leading an effective team in a bushfire context

## Duration

5 days (face-to-face)

# Fireline Leadership (At the Point of the Spear)

## Description

This training focuses on helping emergency response leaders build more cohesive, adaptive, and resilient teams. The program includes a mix of theory, case studies, classroom exercises and field exercises designed to reinforce mission-driven operational culture at the team level.

This program is jointly coordinated by the Department of Biodiversity, Conservation and Attractions (DBCA) and Bushfire Centre of Excellence and is widely used in the North American wildland fire community.

It is a product of Mission-Centered Solutions, Inc. and is facilitated by Red Flag Real Time Leadership Solutions.

## Target Audience

The program targets personnel with the following attributes:

- Five years active, operational bush firefighting experience
- Currently hold an operational officer/leadership position within a Brigade/Group/Unit or DFES e.g. CFRS Station Officer, CESM, Captain, Lieutenant, Fire Control Officer, etc.

## Entry Requirements

To access this program, personnel must hold:

- AIIMS 2017 or previous equivalent
- Advanced Bush Fire Firefighting
- Crew Leader
- Sector Commander and/or Incident Controller Level 1

## Key Subject Areas

- Memory and behaviour
- Leadership influence and leading adaptively
- Building, training and learning as a team
- Error resiliency
- Stress as an operational risk
- Accountability, standards and expectations
- Communications and conflict resolution
- Leading ethically

## Duration

4 days (face-to-face)

# Incident Leadership

## Description

Incident Leadership offers hands-on experience leading a response during an escalating incident. Students take on leadership responsibilities in simulation blocks – lasting 16 hours over five days – mirroring events in an emerging incident.

Iterative learning cycles and a variety of perspectives provide students with opportunities to learn, practice, and improve incident management skills and leadership behaviours. The training targets bushfire management personnel by thrusting them into a situation out of their comfort zone.

This program is jointly coordinated by the Department of Biodiversity, Conservation and Attractions (DBCA) and Bushfire Centre of Excellence and is widely used in the North American wildland fire community.

It is a product of Mission-Centered Solutions, Inc. and is facilitated by Red Flag Real Time Leadership Solutions.

## Target Audience

The course targets personnel with the following attributes:

- Ten years active, operational incident management experience, preferably in a bushfire context.
- Currently hold an operational officer/leadership position within a Brigade/Group/Unit or DFES e.g CESM, Chief or Deputy Chief Fire Control Officer, Area Officer, District Officer.

## Entry Requirements

To access this course, personnel must hold:

- AIIMS 2017 or previous equivalent

Participants must hold one or more of the following competencies:

- Level 1 Incident Controller (Bushfire)
- Level 2 Incident Controller (Bushfire)
- Level 2 Operations Officer (Bushfire)
- Level 2 Planning Officer (Bushfire)

## Key Subject Areas

- Command presence
- Commander's guidance and leader's intent
- Team communication and feedback
- Effective teams
- Managing error
- Operational tempo
- Mission command

## Duration

5 days (face to face)