

**Instructor Selection Criteria**  
**-for-**  
**Incident Safety Officer**

Individuals interested in becoming a contract instructor for the revised *Incident Safety Officer* course must attend the In-Service Program for the revised course. In addition, instructor candidates must meet the following requirements and criteria:

1. Must possess a minimum of Associates Degree or equivalent, preferably a Bachelor's Degree, from an institution that is a nationally recognized Regional Accrediting Organization for Higher Education in Fire Science, Occupational Safety, or related field.
2. Must have three years demonstrated experience as an instructor for upper-level adult education fire service courses in technical content areas.
3. Must have at least 10 years experience in a volunteer department with at least 5 years at a Chief Officer level; or 10 years experience in a paid department with at least 5 years at the Company Officer level or higher, and a demonstrated knowledge of volunteer department operations.
4. Must have experience in the field of hazardous materials emergency response as it relates to the First Responder Operational level or above, and demonstrated knowledge about weapons of mass destruction.
5. Must have:
  - a. Demonstrated emergency response command experience at the Command or General Staff level, including specific experience as Safety Officer.
  - b. Demonstrated thorough knowledge or experience in the FIRESCOPE Incident Command System.

The candidate must provide information that demonstrates this experience and knowledge. This can be satisfied by identifying three incidents that the candidate was involved in while using ICS. (No more than three paragraphs.)

6. Must show proof of Continuing Education: Certification of completion or satisfactory attendance at a nationally recognized fire service conference, or State and local training conference. (Must be within the responder safety or Incident Command program area and will be required every two years.)
7. Must have knowledge/experience in the use of computers and related software, as it relates to presentations and training.

NOTE: Consideration may be given to those instructor applicants with exemplary qualifications who cannot attend the In-Service Program. In these cases, the applicant must attend the revised course, *Incident Safety Officer*, and successfully teach a component of the course that is designated and evaluated by the Training Specialist.

**Instructor Selection Criteria**  
**-for-**  
**Health and Safety Officer**

Individuals interested in becoming a contract instructor for the revised *Health and Safety Officer* course must attend the In-Service Program for the revised course. In addition, instructor candidates must meet the following requirements and criteria:

1. Must possess a minimum of Associates Degree or equivalent, preferably a Bachelor's Degree, from an institution that is a nationally recognized Regional Accrediting Organization for Higher Education in Fire Science, Occupational Safety, or related field.
2. Must have three years demonstrated experience as an instructor for upper-level adult education fire service courses in technical content areas.
3. Must have at least 10 years experience in a volunteer department with at least 5 years at a Chief Officer level; or 10 years experience in a paid department with at least 5 years at the Company Officer level or higher, and a demonstrated knowledge of volunteer department operations.
4. Must have experience in the field of hazardous materials emergency response as it relates to the First Responder Operational level or above, and demonstrated knowledge about weapons of mass destruction.
5. Must have:
  - a. Demonstrated experience as Health and Safety Officer or similar position, or commensurate training and related experience that would qualify a reasonable person for that position.
  - b. Demonstrated experience managing a program within a fire or emergency services department.
  - c. Demonstrated thorough knowledge or experience in the FIRESCOPE Incident Command System.

The candidate must provide information that demonstrates this experience and knowledge. This can be satisfied by providing a narrative that describes how the candidate meets these requirements, and must include a description of one emergency incident that the candidate was involved in while using ICS. (No more than three paragraphs.)

6. Must show proof of Continuing Education: Certification of completion or satisfactory attendance at a nationally recognized fire service conference, or State and local training conference. (Must be within the occupational safety program area and will be required every two years.)
7. Must have knowledge/experience in the use of computers and related software, as it relates to presentations and training.

NOTE: Consideration may be given to those instructor applicants with exemplary qualifications who cannot attend the In-Service Program. In these cases, the applicant must attend the revised course, *Health and Safety Officer*, and successfully teach a component of the course that is designated and evaluated by the Training Specialist.