



FEMA

POSITION TASK BOOK FOR THE POSITION OF

**ALL-HAZARDS NATIONAL INCIDENT
MANAGEMENT SYSTEM (NIMS)
COMMUNITY EMERGENCY RESPONSE TEAM
(CERT) SECTION CHIEF**

COMMUNITY EMERGENCY RESPONSE TEAM (CERT) SECTION CHIEF

1. Competency: Assume position responsibilities

Description: Successfully assume the role of CERT Section Chief and initiate position activities at the appropriate time according to the following behaviors.

1a. Behavior: Successfully assume the role of CERT Section Chief and initiate position activities

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
1. Initiate and maintain appropriate section activity log: <ul style="list-style-type: none"> ● Complete activity log and use to support shared situational awareness ● Transfer activity log information to other documents, positions, and displays 	E, F, I		

1b. Behavior: Gather, update and apply situational information relevant to the assignment

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
2. Collect information from outgoing Section Chief or other personnel responsible for the section: <ul style="list-style-type: none"> ● Information on incident relevant to the section's activities ● Information on the Incident Command System (ICS) organizational structure 	E, F, I		
3. Obtain initial briefing from the CERT Team Leader: <ul style="list-style-type: none"> ● Obtain current Incident Action Plan (IAP) or other relevant plans 	E, F, I		

1c. Behavior: Ensure availability, qualifications and capabilities of resources to complete assignment

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
4. Review the IAP or other relevant plans to identify resources assigned: <ul style="list-style-type: none"> ● Location and status of assigned resources ● Resource identifier, if assigned ● Supervisor name and contact information ● Resource kind, type and quantity 	E, F, I		

1d. Behavior: Establish effective relationships with relevant personnel

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
5. Coordinate with functional areas within the incident management structure: <ul style="list-style-type: none"> ● Participate in operational and functional area briefings 	E, F, I		

<p>6. Establish and maintain positive interpersonal and interagency working relationships:</p> <ul style="list-style-type: none"> ● Outgoing CERT, if applicable ● Local agencies ● Hosting unit ● Policy Group, if established ● Public 	E, F, I		
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1e. Behavior: Establish or determine organization structure, reporting procedures, and chain of command of assigned resources

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
<p>7. Determine section resource requirements:</p> <ul style="list-style-type: none"> ● Request and document additional personnel ● Recommend and document demobilization of excess personnel ● Seek and gain CERT Team Leader approval for personnel actions 	E, F, I		
<p>8. Organize assigned resources into configurations to meet incident/tactical objectives.</p>	E, F, I		

2. Competency: Communicate effectively

Description: Use suitable communication techniques to share relevant information with appropriate personnel on a timely basis to accomplish objectives in a potentially rapidly changing environment.

2a. Behavior: Ensure the exchange of relevant information during briefings and debriefings

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
9. Effectively communicate options, considerations and recommendations during briefings.	E, F, I		
10. Inform CERT Team Leader as appropriate: <ul style="list-style-type: none"> ● Conditions affecting section operations ● Hazardous conditions ● Situation status in assigned work area ● Unresolved conflicts with adjacent section ● Effectiveness of air operations within section area ● Underutilized assets 	E, F, I		
11. Obtain periodic progress reports from subordinates and adjacent resources	E, F, I		
12. Provide subordinates with tactical briefings: <ul style="list-style-type: none"> ● Discuss alternate plan based on strategies, control objectives and types of resources available 	E, F, I		

2b. Behavior: Behavior: Ensure documentation is complete and disposition is appropriate

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
13. Ensure that incident documentation and administrative requirements are complete, as the CERT Team Leader requires: <ul style="list-style-type: none"> ● Submit incident narrative to supervisor ● Complete and submit activity log to CERT Team Leader or appropriate personnel for each operational period ● Ensure all personnel and equipment time records are complete and submitted at the end of each operational period 	E, F, I		

2c. Behavior: Communicate incident priorities and operations

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
14. Communicate priorities, objectives and any changes throughout the section: <ul style="list-style-type: none"> ● Maintain shared situational awareness throughout the section 	E, F, I		
15. Monitor section support status and develop alternate strategies to meet incident objectives: <ul style="list-style-type: none"> ● Advise assigned staff of significant changes in incident status that may affect them 	E, F, I		
16. Provide timely feedback.	E, F, I		

<p>17. Report unexpected occurrences (such as injuries, illnesses, accidents, political contacts or property loss or damage):</p> <ul style="list-style-type: none"> ● Ensure that standard information contains nature of event, location, scope, personnel involved, initial action taken and appropriate subsequent action ● Protect Personally Identifiable Information (PII) while reporting 	E, F, I		
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2d. Behavior: Develop and implement plans

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
<p>18. Help prepare the IAP, planning meeting agenda and strategic plan for the next operational period:</p> <ul style="list-style-type: none"> ● Update section on current situation ● Help set priorities for next operational period ● Determine tasks and work assignments for next operational period ● Advise on current capabilities and limitations ● Determine resource needs or excess 	E, F, I		
<p>19. Participate in prepare other relevant section plans:</p> <ul style="list-style-type: none"> ● Action plan ● Contingency plans ● Safety plan 	E, F, I		

3. Competency: Ensure completion of assigned actions to meet identified objectives

Description: Identify, analyze and apply relevant situational information and evaluate actions to complete assignments safely and meet identified objectives. Complete actions within established time frame.

3a. Behavior: Execute assigned tasks, assess progress, and make necessary adjustments

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
20. Adjust tactics in response to opportunities or problems encountered.	E, F, I		
21. Apply a continuous risk management process: <ul style="list-style-type: none"> ● Situational awareness ● Hazard assessment ● Hazard control ● Decision point ● Evaluation 	E, F, I		
22. Determine appropriate tactics: <ul style="list-style-type: none"> ● Make resource assignments when applicable and document 	E, F, I		
23. Determine need for assistance: <ul style="list-style-type: none"> ● Identify need for additional assistance by monitoring work progress or obtaining reports from subordinates ● Coordinate with CERT Team Leader and request assistance according to procedures discussed in briefing ● Notify CERT Team Leader when resources shift within the section or exceed operational needs 	E, F, I		
24. Identify and communicate logistical support needs: <ul style="list-style-type: none"> ● Apply the CERT Size-Up continual size up: ● Gather Facts ● Assess and Communicate ● Consider Probabilities ● Assess Your Own Situation ● Establish Priorities ● Make Decisions ● Develop Plan of Action ● Take Action ● Evaluate Progress 	E, F, I		
25. Identify kind, type and number of resources required to achieve objectives.	E, F, I		
26. Implement objectives and special instructions for section: <ul style="list-style-type: none"> ● Monitor work progress and evaluate incident situation ● Evaluate different uses of single and combined resources based on tactical needs within section ● Evaluate section accomplishments against set objectives ● Develop recommendations for next operational period 	E, F, I		

3b. Behavior: Transfer position duties while ensuring continuity of authority and knowledge and while taking into account the increasing or decreasing incident complexity

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE

<p>27. Coordinate an efficient transfer of position duties when mobilizing/demobilizing resources:</p> <ul style="list-style-type: none"> ● Inform assigned personnel and supervisor ● Communicate with incoming personnel concerning when and where transition of positions will occur ● Conduct transition effectively ● Document follow-up actions 	E, F, I		
<p>28. Provide a face-to face-briefing to the incoming CERT Section Chief:</p> <ul style="list-style-type: none"> ● Discuss current conditions, concerns and actions ● Identify potentially hazardous conditions 	E, F, I		

3c. Behavior: Plan for demobilization and ensure staff follow demobilization procedures

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
<p>29. Complete process for demobilizing section responsibilities:</p> <ul style="list-style-type: none"> ● Reinforce emphasis on safety and accountability during this phase of the operations ● Brief subordinate staff on demobilization responsibilities ● Ensure all subordinate staff demobilize in a timely and complete manner ● Demobilize equipment, as necessary ● Brief replacement, if necessary 	E, F, I		
<p>30. Help develop, approve and implement demobilization plan:</p> <ul style="list-style-type: none"> ● Coordinate with supervisor during development and implementation ● Coordinate with appropriate partners regarding demobilization procedures ● Coordinate section needs and responsibilities ● Provide information to supervisor to assist with decisions on release priorities 	E, F, I		
<p>31. Participate in agency administrator’s organization closeout and After-Action Review (AAR).</p>	E, F, I		

4. Competency: Lead assigned personnel

Description: Influence, lead and direct assigned personnel to accomplish objectives and desired outcomes in a potentially rapidly changing environment.

4a. Behavior: Model leadership values and principles

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
32. Exhibit principles of duty, respect and integrity: <ul style="list-style-type: none"> ● Be proficient in the job, both technically and as a leader ● Make sound and timely decisions ● Supervise staff to ensure they understand and can accomplish duties and tasks ● Train and mentor assigned subordinates ● Keep assigned personnel informed ● Seek and accept responsibility for actions 	E, F, I		

4b. Behavior: Ensure the health, safety, welfare and accountability of assigned personnel

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
33. Comply with relevant health and safety requirements: <ul style="list-style-type: none"> ● Direct operations based on health and safety considerations and guidelines ● Ensure that assigned personnel follow safety guidelines appropriately ● Spot-check operations to ensure compliance with safety considerations ● Account for assigned resources 	E, F, I		
34. Evaluate mental and physical fatigue of assigned personnel and make resources available to support: <ul style="list-style-type: none"> ● Appropriate work/rest ratio ● Crisis counseling 	E, F, I		

4c. Behavior: Establish work assignments and performance expectations, monitor performance and provide feedback

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
35. Determine assigned resources' ability to complete assignment within time frame and provide feedback through the chain of command	E, F, I		
36. Develop schedules and assignments based on IAP or relevant plan: <ul style="list-style-type: none"> ● Assign responsibilities for segments within the CERT section 	E, F, I		
37. Ensure that subordinates understand assignment for each operational period.	E, F, I		

4d. Behavior: Coordinate interdependent activities

TASK	CODE	EVALUATION RECORD #	EVALUATOR INITIALS AND DATE
38. Coordinate across functional areas.	E, F, I		
39. Coordinate activities with adjacent sections: <ul style="list-style-type: none"> ● Review assignments to determine specific areas or tasks requiring coordination ● Maintain communications with adjoining sections 	E, F, I		
40. Establish cohesiveness among assigned resources: <ul style="list-style-type: none"> ● Promote an environment of open communication ● Demonstrate and encourage commitment to the team and mission ● Set expectations for accountability ● Focus on the team result 	E, F, I		