

# Incident Management COREs

## Frequently Asked Questions



### **Will hiring for the Incident Management CORE positions be advertised in one application period or accomplished in additional phases as was done with the Reservist Program?**

The hiring of CORE personnel will be based upon meeting the agency's requirements for Force Structure within each program area.

### **When is the application period for the initial Incident Management CORE positions?**

The positions will be posted on June 26, 2013 and will remain open for a five day period that closes on July 2, 2013.

### **Will the CORE positions be advertised in USAJobs.gov?**

Yes, the positions will be posted on the USAJobs.gov site.

### **If the Incident Management CORE positions are filled as a two year appointment, will the same positions potentially be announced at the end of the two year assignment?**

All positions with a NTE (Not to Exceed) date are evaluated on a regular basis. The decision to retain a CORE position is generally weighed on the merits of the position and meeting the needs of the agency.

### **What are the primary duties of the Incident Management COREs?**

The intent is for Incident Management CORE personnel to maintain a regular state of readiness, for the purpose of responding to major events that are deemed critical by the agency.

### **What is the period of time that an Incident Management CORE is expected to deploy?**

The intent of the agency is to maintain a workforce that is ready to deploy at all times in order to respond to critical events.

### **Will Incident Management COREs be aligned to a FEMA region or Headquarters?**

Incident Management CORE personnel are considered National assets. However, general management and oversight will be maintained geographically by each Region.

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### **How will Incident Management COREs be deployed?**

Deployments of Incident Management CORE personnel will be closely coordinated between Headquarters and the impacted Region. The primary goal is to effectively respond to a given event.

### **Based on recent discussions, most of the Incident Management CORE Positions appear to hold a management title. Will individuals hired to these positions really fulfill these roles?**

Individuals that are hired to the Incident Management CORE personnel positions are expected to fully execute the requirements of each position as described and outlined.

### **What is the direct relationship of an Incident Management CORE to Regional Operations?**

Although Incident Management CORE personnel are National assets, this workforce will regularly be utilized to optimize Regional efforts before, during and after an event.

### **As with previous announcements for agency positions, are applicants encouraged to apply for any position for which they feel qualified?**

Individuals are encouraged to apply for any position they feel they are qualified.

### **Once selected for an Incident Management CORE position, what responsibilities will an employee hold if there is no need for deployment?**

Incident Management CORE personnel are expected to maintain a constant state of readiness and preparation. The agency is committed to regularly exercising and utilizing this workforce. Each program area will coordinate closely with regions to meet this commitment.

### **Who will make the hiring decision for the Incident Management CORE positions?**

A panel of Subject Matter Experts and program leadership will review the applications and recruit the most qualified candidates. The applications will first be reviewed for Basic qualifications by HR Specialist and the best qualified will be referred to program management to make their selections.

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**Assuming that some Incident Management CORE employees will be new to the agency, are there any training requirements specific to them once they are placed in the positions?**

The training for all personnel that hold an Incident Management Position will continue to be coordinated the Incident Workforce Management Directorate's (IWMD) FQS Curriculum Development Team

**Is it true that all Incident Management COREs hired under the Workforce Transformation Initiative will be based out of their homes?**

The duty station for Incident Management CORE personnel will vary by position and is identified on each job announcement. The duty location will be determined upon selection and that is the way the announcement will read.

**What is the difference between an Incident Management CORE and employees within the FEMA Reservist Program?**

The fundamental difference is that while employees under the Reservist Program are deployed to work specific incidents on an intermittent basis, Incident Management CORE personnel will work on a full time work schedule.

**Are Incident Management COREs able to work only within their Region or is travel a requirement?**

Incident Management CORE personnel are National assets and can be assigned to any geographic location.

**Will the salary of current FEMA Reservists be grandfathered or will the higher rates apply?**

Salary information will vary by position and will be posted in each position announcement.

**If FEMA Reservists are accepted to an Incident Management CORE position and later decide to return to FEMA Reservist position, will the rate of pay revert to the original FEMA Reservist rate?**

No, the decision to return to an intermittent position does not reside with the employee. Any future positions within the agency, whether full-time or intermittent, will be advertised as the need for the positions arise and must be applied to.

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**If an individual is accepted to an Incident Management CORE position, will his/her sick leave transfer to that position?**

Yes, accrued Leave will transfer to an Incident Management CORE position.

**Do the Incident Management CORE positions carry with them benefits such as medical, retirement, sick leave, and vacation?**

The full time work schedule affords employees these benefits.

**Is it true that Incident Management COREs will be paid even if they are not deployed?**

Yes, Incident Management COREs will be hired on a full time work schedule, even when not deployed they will continue to work at their duty station

**Who is the point of contact for Incident Management CORE personnel regarding Time and Attendance?**

All Incident Management CORE personnel will be given a reporting chain, and management structure. The assigned supervisor of record is the contact for Time and Attendance.