**NOTTINGHAMSHIRE FIRE AND RESCUE SERVICE**

**PERSON SPECIFICATION**

**Post: On-Call Firefighter**

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|  | **Essential**  | **Desirable**  | **Source of evidence / assessment**  |
| **Personal** **Qualities and** **Attributes**  | **Commitment to diversity and integrity:** • Understands and respects diversity and adopts a fair and ethical approach to others. •Take personal responsibility for actions  |  | **I**  |
|  | **Openness to change** • Is open to change and actively seeks to support it |  | **I**  |
|  | **Confidence and resilience** • Maintains a confident and resilient attitude in highly challenging situations  |  | **JRT’s & I**  |
|  | **Working with others / Teamwork** • Works effectively with others both within the Fire and Rescue Service and in the community  |  | **I**  |
|  | **Effective communication** • Communicates effectively both orally and in writing  |  | **I**  |
|  | **Commitment to development** • Committed and able to develop self and others  |  | **I**  |
|  | **Problem solving** • Understands, recalls, applies and adapts relevant information in an organised, safe and systematic way |  | **JRT’s & I**  |
|  |  **Situational Awareness** • Maintains an active awareness of the environment to promote safe and effective working  |  | **JRT’s & I**  |
|  | **Commitment to Excellence** • Adopts a conscientious and proactive approach to work to achieve and maintain excellent standards  |  | **I**  |

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|   | **Essential**  | **Desirable**  | **Source of evidence** **/ assessment**  |
| **Knowledge**  | • The role of the Fire and Rescue Service within the Community  |   | **AF & I**  |
|  | • Basic awareness of Health and Safety issues  |   | **I**  |
|  |   |   |  |
| **Experience**  | • Proven experience of working in the community  |   | **AF & I**  |
|  | • Proven experience of working within a team  |   | **AF & I**  |
|  | • Proven experience of being able to work alone without supervision  |   | **AF & I**  |
|  |   |   |  |
|  **Other** **Requirements** | • Minimum age 18 at commencement of first trainee course  |   | **AF**  |
|  | • Level 2 Maths and English (Grades A-C or equivalent qualifications)  |   | **JRT & I**  |
|  | • No known phobia of heights or confined spaces  |   | **JRT**  |
|  | • Physical strength required to undertake the role of an On-Call Firefighter  |   | **JRT**  |
|  | • Have and be able to maintain a level of personal fitness to VO 42 max or above (Level 8.7)  |   | **JRT/M**  |
|  | • Medical clearance subject to reasonable adjustments under the Equality Act 2010 (where appropriate)  |   | **M**  |
|  | • Satisfactory completion of baseline personnel security standard check (BPSS)  |   | **D**  |

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|  | **Essential**  | **Desirable**  | **Source of evidence** **/ assessment**  |
|  | • Resident of Nottinghamshire, or a serving or ex member of the armed forces within last 3 years, or direct family member ofsomeone that is serving in the Armed Forces  |   | **AF/D**  |
|  |   | Full valid UK manual car driving license  | **D**  |
|  | • Ability to travel throughout the County of Nottinghamshire to carry out the requirements of the post  |   |  |
|  | • Fluent in the use of English Language (As set out in English Language Fluency Duty Part 7 Immigration Act)  |   | **JRT & I**  |
|  | • Demonstrate an understanding and a positive attitude towards the corporate values of the Service  |   | **I**  |
|  | • Ability to use IT systems  |   | **JRT**  |

**Source of evidence/assessment method:**

**AF – Application Form I – Interview D – Documentation JRT – Job Related Tests M – Medical**