**NOTTINGHAMSHIRE FIRE AND RESCUE SERVICE**



**PERSON SPECIFICATION**

**Post: On-Call Firefighter**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **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** |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **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** |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **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**