

## Person Specification

<b>Post Title:</b>	FireFighter (Generic)		
<b>Directorate:</b>	Service Delivery		
<b>Location:</b>	Leicester, Leicestershire and Rutland		
<b>Grade:</b>	FireFighter	<b>Date:</b>	May 2021

### Guidance Notes

Please note that 'Essential' denotes those requirements, which the applicant **must** hold to be shortlisted for interview.

	<b>Requirements:</b> <b>E = Essential</b> <b>D = Desirable</b>	<b>E/D</b>	<b>Measure (see below)</b>
<b>Knowledge and Experience</b>			
<i>Applying Expertise and Technology</i>	Demonstrable experience of applying specialist technical expertise. Develops job knowledge, both theoretical and practical through continual professional development	E	2
<i>Coping with Pressure and Setbacks</i>	Experience of working in a pressurised environment whilst keeping emotions under control during difficult or challenging situations	E	1,3
<b>Equality and Fairness</b>			
<i>Minimum requirement Particular EO requirement for the post</i>	Security Clearance vetted	E	4
	Sound knowledge of and commitment to Equality, Diversity & Inclusion	E	1,3
<i>This is law and part 7 of the Code of Practice on the English Language requirements for public sector workers.</i>	The ability to converse at ease with members of the public and provide advice in accurate spoken English.	E	1,2,3
<b>Qualifications and Training</b>			
<i>Academic Professional Job related Vocational</i>	To pass an online Functional Vocational assessment.	E	2
	Possess a valid UK, EU or EEA driving licence.	E	1, 5
<b>Skills</b>			
<i>Following Instructions and Procedures</i>	Demonstrates ability to follow instructions or procedures. Complies with legal obligations and safety requirements of the role	E	2
<i>Adapting and Responding To Change</i>	Demonstrates ability to deal with ambiguity and the positive opportunities it presents. Drives and creates an environment for new ideas and change initiatives	E	3

<i>Working with People</i>	Well developed 'soft skills. Demonstrates ability to respect views of others, shows empathy, listens and supports. Builds teams and reconciles conflict	E	1
<i>Adhering To Principles &amp; Values</i>	Demonstrates personal credibility and political awareness and sensitivity to support and enact processes at a political level	E	1,2,3
	Displays ethical standards commensurate with a public sector role and is a positive role model	E	1,2,3
	Takes accountability for own actions and decisions	E	1,2,3
<i>Creating and Innovating</i>	Produces new ideas, approaches, or insights; creates innovative products or designs; produces a range of solutions to problems.	D	2,3
<b>Other</b>			
	To pass all elements of the Fitness and Point Of Entry Selection Tests (POEST).	E	2
	Must be willing to undertake a basic criminal record check.	E	1

### Guidance Notes

In weighing the factors "essential" denotes those requirements that the candidate **must** hold. The qualities specified must be strictly based on requirements to perform the job and must not be unnecessarily restrictive or demanding.

### Measures

**1** = Application form

**2** = Testing

**3** = Interview

**4** = Pre-screening

**5** = Other (e.g.: DBS check/ Certificates)