

## Person Specification

<b>Post Title:</b>	Firefighter (Generic)		
<b>Directorate:</b>	Service Delivery		
<b>Location:</b>	Leicester, Leicestershire and Rutland		
<b>Grade:</b>	Trainee/Development/Competent	<b>Date:</b>	August 2023

### Guidance Notes

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

	Requirements: E = Essential D = Desirable	E/D	Measure (see below)
Knowledge and Experience			
Applying Expertise and Technology	Demonstrable experience of applying specialist technical expertise. Develops job knowledge, both theoretical and practical through continual professional development	E	2
Coping with Pressure and Setbacks	Experience of working in a pressurised environment whilst keeping emotions under control during difficult or challenging situations	E	2,3
Equality and Fairness			
Commitment to Equality, Diversity and Inclusion.	Sound knowledge of and commitment to Equality, Diversity & Inclusion	E	2,3
Communication Skills	The ability to converse at ease with members of the public and provide advice in accurate spoken English.	E	2,3
Qualifications and Training			
Academic Professional Job related Vocational	To pass online functional and vocational assessments.	E	2
	Driving licence (UK, EU or EEA) or to be willing to work towards achieving a driving licence.	D	1,5
Skills			
Following Instructions and Procedures	Demonstrates ability to follow instructions or procedures. Complies with legal obligations and safety requirements of the role	E	2
Adapting and Responding to Change	Demonstrates ability to deal with ambiguity and the positive opportunities it presents. Drives and creates an environment for new ideas and change initiatives	E	2,3
Working with People	Well developed ‘soft skills. Demonstrates ability to respect views of others, shows empathy, listens and supports. Builds teams and reconciles conflict	E	2,3

<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	2,3
	Displays ethical standards commensurate with a public sector role and is a positive role model	E	2,3
	Takes accountability for own actions and decisions	E	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 Requirements</b>			
	To pass all elements of the Point Of Entry Selection Tests (POEST) including fitness tests.	E	2
	To declare convictions at application stage and undergo Disclosure and Barring Service (DBS-basic criminal records check)	E	1,5

### 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 – point of entry selection and online assessment
- 3** = Interview
- 4** = Pre-screening
- 5** = Other (e.g.: DBS check/ Certificates)