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**Cumbria Fire & Rescue Service**

**Person specification Form – WM Process**

Name:

Please use the following headings to outline how you meet the person specification for this role:

**Experience – Essential**

Hold the post of competent operational Firefighter or above

Experience of leading the work of teams and individuals to achieve their objectives

Experience of maintaining activities to meet requirements

Experience of managing information for action

Experience of taking responsibility for effective performance

Experience of supporting the development of teams and individuals

Experience of investigating and reporting on events to inform future practice

Experience of leading and supporting people to resolve operational incidents

Experience of supporting the efficient use of resources

Experience of acquiring, storing and issuing resources to provide Service Delivery

Experience of responding to poor performance in your team

**Experience – Desirable**

Experience of assessing performance using a range of methods

**Knowledge/ Understanding - Essential**

An in-depth knowledge of statutory requirements affecting role.

A knowledge of Health and Safety legislation and statutory requirements including accident investigations.

A clear understanding of the risk concept and how it can be applied within a proactive safety culture.

Understanding of equality legislation and its application in relation to the duties of a supervisory management post.

A good knowledge and understanding of Incident Command, and Command Support at operational incidents.

A knowledge of disciplinary, grievance and performance management procedures.

A clear understanding of how performance management impacts upon organisational performance

**Knowledge/ Understanding - Desirable**

IOSH/NEBOSH Qualification

**Key Skills and Behaviours**

Ability to demonstrate a comitment to CCC/CFRS behaviours

Ability to provide leadership in both a community and organisational context

Ability to manage and deliver change in a challenging environment

Ability to manage the performance of teams and individuals, setting and monitoring objectives

Ability to communicate effectively at all levels, with the ability to use a wide range of communication techniques

Ability to utilise I.T systems for reports, performance management, monitoring etc.

Personal integrity with the ability to demonstrate high personal standards

Evidence of Continual Personal Development

Able to develop self, teams and individuals to enhance work based performance

**Other**

Ability to travel throughout Cumbria and beyond including overnight stays where necessary.