



THE PERSON

Apprentice Firefighter

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 2 standard of education (GCSE A-C / 9-4 English and Maths)* *If you do not have these formal qualifications, an online assessment can be undertaken as part of the application process	E	Certificates / *Online assessment
Public Services / Uniformed Services Level 3	D	Certificates
Knowledge & Experience		
Knowledge of the broader activities of Essex Fire & Rescue Service	E	Application & Interview
Previous experience as a Fire Cadet or Community volunteer	D	Application Form
Skills & Abilities		
Able to demonstrate the values and behaviours expected of a representative of ECFRS	E	Application & Interview
Excellent interpersonal skills, able to communicate effectively and professionally	E	Application & Interview
Able to support change in a positive and constructive manner	E	Application & Interview
Able to demonstrate resilience, and calmness under pressure	E	Application, assessment & Interview
Able to work independently and seek advice and guidance when needed	E	Application & Interview
Other		
To be able to demonstrate (and maintain) a required level of health & fitness (including VO2 = 42)	E	Assessment
The ability to travel around the county, including the flexibility to be based substantively anywhere within the county	E	Application Form
Working within an established duty-rota	E	Application Form
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults	E	Application Form
Contribute to a positive working environment ensuring commitment to equality and diversity	E	Application Form

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