



# THE PERSON

## Health & Safety Advisor

Criteria	Essential / Desirable	Method of Assessment
<b>Qualification</b>		
Level 3 standard of H&S education (e.g. NEBOSH General Certificate)	E	
Technical member of IOSH - mandatory CPD.	E	
Lead Accident Investigation qualification	E	
IOSH Graduate Member or equivalent – mandatory CPD.	D	
NVQ 6 in Management Health & Safety or equivalent. (Diploma of Higher Education or HNDs)	D	
Management qualification (e.g. ILM, CMI, MA)	D	
DSE Assessor	E	
RoSPa or 45001 Trained Auditor.	D	
Full diving licence.	E	
<b>Knowledge &amp; Experience</b>		
Previous experience of the application of H&S management in the workplace.	E	
Proven health and safety management and implementation of health and safety related legislation.	E	
Experience of developing and delivering training programmes.	E	
Experience of supervising a group of staff and overseeing the day-to-day running of a team.	D	
Experience of analysing and interpreting information to develop solutions or solve problems.	E	
Knowledge of the broader activities of Essex Fire & Rescue Service and working with Trade Unions.	E	
Experience in the development, maintenance, management, and the analysis of data.	E	
<b>Skills &amp; Abilities</b>		
Able to rapidly absorb new information and apply it effectively.	E	
Ability to effectively resolve health and safety issues without supervision	E	
Excellent written and verbal communication skills. Can interpret policy and procedures.	E	

Confident in using ICT systems such as Word, Excel, Outlook, PowerPoint, Office 365 including SharePoint	E	
Able to plan, manage and review tasks for team members.	E	
Excellent interpersonal skills, communicates professionally and develops constructive working relationships including Senior Managers.	E	
Excellent time management and planning and organisation skills.	E	
Able to support changes in service provision in a positive and constructive manner.	E	
Proficient at assessing problems and determining the most appropriate action.	E	
Is approachable and confident in developing team members to acquire skills and experience.	E	
<b>Other</b>		
The ability to travel around the county may be required.	E	Application Form
Willingness to work flexibly.	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

	Competency	Level
<b>Inspire</b>	<b>Leadership</b> Motivates and empowers others...	<b>B</b>
	<b>Effective Communication</b> Is open and honest...	<b>B</b>
	<b>Adaptability &amp; Change</b> Seizes opportunities to improve things...	<b>B</b>
<b>Engage</b>	<b>Develops Self &amp; Others</b> Is always seeking to improve...	<b>B</b>
	<b>Teamworking</b> Is a team player...	<b>B</b>
	<b>Commitment to Diversity &amp; Professional Integrity</b> Acts with integrity...	<b>B</b>
<b>A s p i r e</b>	<b>Strategic Perspective</b> Sees the big picture...	<b>B</b>

	<b>Effective Decision Making</b> Takes informed action...	<b>B</b>
	<b>Achieves Results</b> Makes things happen...	<b>B</b>