



THE PERSON

Operational Trainer (Watch Manager B)

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Role Specific - Level 2 or 3 standard of education (e.g. GCSE or A-level or equivalent).	E	
Technical or Vocational Qualification (e.g. RSA, NVQ, CPP, vehicle driving licences).	E/D	
Role Specific – may be professional qualifications relevant to the position.	E/D	
Level 3 - Teaching qualification	E/D	
Level 3 - Assessor course (assessing vocationally related achievement).	D	
Knowledge & Experience		
Role specific – an example of previous practical experience/knowledge that could be gained in a work or learning environment.	E/D	
Experience of supervising a group of staff and overseeing the day-to-day running of a team.	E	
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.	D	
Skills & Abilities		
Role specific – an example of a skill specific to the role.	E/D	
Role specific – an example of an ability relevant to the role.	E/D	
Ability to work independently	E	
Excellent written and verbal communication skills. Can interpret policy and procedures.	E	

Person Specification

Confident in using ICT systems such as Word, Excel, Outlook and PowerPoint (may be role specific systems).	E	
Able to plan, manage and review tasks for team members.	E	
Excellent interpersonal skills, communicates professionally and develops constructive working relationships.	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	
Other		
<i>Role Specific - The ability to travel around the county may be required.</i>	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