Essex County
Fire & Rescue Service

THE PERSON

Temporary Station Manager – Operational Assurance

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Incident Command Level 1 (Wholetime applicants), or Competence within Service Control (and able to pass an assessment equivalent to IC Level 1 for applicants with a Service Control background)	E	Application (CV / accompanying documentation / Supporting Statement)
Level 4 qualification related to role/s** – (e.g. Certificate/Diploma of Higher Education or HNDs), or demonstrable equivalent in-house programmes, or demonstrable at work experience	E	Application (CV / accompanying documentation / Supporting Statement)
Emergency Response Drivers qualification	D	Application (CV / accompanying documentation / Supporting Statement)
IOSH Managing Safely qualification (while it is essential for the role, this qualification can be achieved once in post and does not form part of the eligibility criteria at this time)	E	Application (CV / accompanying documentation / Supporting Statement)
Level 3 Leadership and Management qualification (e.g., ILM 3) or equivalence gained through in-house programmes, equivalent qualifications (e.g., NVQ) and / or demonstrable at work experience	D	Application (CV / accompanying documentation / Supporting Statement)
Knowledge & Experience		
Minimum of twelve months in a substantive role as a Watch Manager (or equivalent) in a UK Fire & Rescue Service	E	Application (CV / accompanying documentation / Supporting Statement)
Experience of managing a diverse group of staff to ensure effective service delivery against organisational and departmental objectives	E	Supporting statement
Experience of managing changing priorities and situations and ensured organisational effectiveness while role modelling a positive attitude to change and improvement	E	Supporting statement

Experience of planning the use of resources and contributing to financial decisions.	E	Supporting statement
An understanding of the Fire and Rescue Service, including governance and operating model, and working with Trade Unions.	E	Supporting statement
Skills & Abilities		
Excellent written, verbal and presentation skills including the ability to produce and share complex information.	E	Supporting statement / Assessment Centre / interview
Able to analyse and interpret data and information to support decision making, use professional judgement and diplomacy to make decisions.	E	Supporting statement / interview
Excellent level of interpersonal and negotiation skills, able to communicate professionally and tactfully to build constructive relationships.	E	Supporting statement / interview
Can effectively balance own work, priorities and deadlines against managing team(s).	E	Supporting statement / interview
Able to identify the need for positive change and improvement and successfully led a team through periods of change.	E	Supporting statement / interview
Other		
The ability to travel around the county and Country may be required.	E	Supporting statement
Willingness to work flexibly.	E	Supporting statement
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Supporting statement
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Supporting statement
Full UK Drivers Licence	E	Supporting statement