



THE PERSON

Vehicle Technician

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 2 or 3 standard of education (e.g. GCSE or A-level) or equivalent experience.	E	
Technical or Vocational Qualification (e.g. NVQ, vehicle driving licences, forklift licence).	D	
Associate member or above of a recognised professional road transport institution. (By qualification preferably).	D	
Full Driving Licence	E	
LGV Driving licence	D	
A fully indentured apprenticeship within the motor vehicle repair trade, with certification to C&G Technician's levels or equivalent.	D	
Evidence of training courses and / or qualifications obtained relevant to Vehicle repair.	D	
Knowledge & Experience		
Experience working as an Engineer in a light or commercial vehicle repair workshop, (retail or fleet).	E	
Knowledge and understanding of current Health & Safety legislation, appertaining to Vehicle repair workshops.	D	
Experience using diagnostic equipment to identify and rectify faults.	E	
Experience of working within an ISO 9001 registered company.	D	
Experience driving counterbalance forklift.	D	
Experience of analysing and interpreting information to develop solutions or solve problems.	E	
Knowledge of the broader activities of Essex Fire & Rescue Service.	D	
Skills & Abilities		
Ability to prioritise workloads and work to targets/KPI's.	E	
Skills to repair vehicle Electrical Systems.	D	
Excellent written and verbal communication skills. Can interpret policy and procedures.	E	
Confident in using ICT systems such as Word, Excel, Outlook, PowerPoint.	D	
Able to work on own initiative without constant supervision.	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		
The ability to travel around the country will 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
Inspire	Leadership Motivates and empowers others...	B
	Effective Communication Is open and honest...	B
	Adaptability & Change Seizes opportunities to improve things...	B
Engage	Develops Self & Others Is always seeking to improve...	B
	Teamworking Is a team player...	B
	Commitment to Diversity & Professional Integrity Acts with integrity...	B
Aspire	Strategic Perspective Sees the big picture...	B
	Effective Decision Making Takes informed action...	B
	Achieves Results Makes things happen...	B

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