



PERSON SPECIFICATION

AREA MANAGER

Eligibility
<ul style="list-style-type: none">• Leadership & Management qualification (e.g., ILM Level 7, or equivalent including in-house programmes)• Current leadership experience at Group Manager (or equivalent) level, or above, in a UK Fire & Rescue Service• Incident Command Level 3• Emergency Response Driver qualification• In-depth knowledge of statutory requirements including Fire Safety and Health & Safety legislation• Able to work flexibly, including national travel and required, and respond to incidents as per the requirements of the Service's operations practices
Essential
<p>Managing & leading</p> <ul style="list-style-type: none">• Demonstrable success at Group Manager level, or above, in developing and leading high-performing teams• Experience of commissioning and managing complex organisational change processes which have significant resources and strategic impact to successful implementation• High level of interpersonal skills with the ability to build trust, confidence, credibility and integrity in the delivery of services• A clear understanding of the vision, priorities, strategies and plans of ECFRS and the ability to clearly articulate the contribution and value you will bring to achieving these <p>Effective & efficient</p> <ul style="list-style-type: none">• Demonstrable success at efficient and effective management of teams, departments and people, demonstrating achievement of value for money improvements• Managing and controlling budgets, resources and funding

Person Specification

Developing self & others

- Demonstrably engaged in a programme of continuous professional and personal development
- Exceptional verbal and written communication skills, including able to evidence creation and implementation of policies, plans, and complex reports, and able to engage with employees, and external stakeholders, being an ambassador for the Service in your communication style.

Risk & environment

- Demonstrable understanding of the risk concept and how it can be applied with a proactive safety culture
- Demonstrably positive working relationships with the political entities at work within the Fire and Rescue Service environment (e.g., PFCC, representative bodies, employee groups), and an understanding of the social, economic and political environment ECFRS operates in
- Able to anticipate and shape the political environment

Skills & Abilities

- Demonstrable high-level analytical skills allied to the ability to understand and plan for national and local issues that affect, or may influence, the objectives and strategic direction of the organisation
- Ability to think, plan and act strategically and corporately with a creative and innovative approach to problem solving, delivery of outcomes and managing organisational change
- The ability to influence and network both locally and nationally, including working collaboratively and positively influence others to break down silos and barriers to success

Safeguarding & inclusion

- Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults
- Demonstrable achievement in developing and ensuring a positive working environment, ensuring commitment to equality and diversity

Desirable

- Incident Command Level 4
- Multi-Agency Joint Incident Command course