

# THE PERSON

## Group Manager

Criteria	Essential / Desirable	Method of Assessment
<b>Qualification</b>		
Incident Command Level 2 (you will be required to demonstrate ability to achieve Level 3 during the assessment process, and if successful will then be placed on a learning pathway to achieve Level 3 within six months of appointment as a condition of the offer)	E	Application (CV / Accompanying documentation / Supporting Statement)
Level 5 Leadership and Management qualification (e.g., ILM 5) or equivalence gained through in-house programmes and / or demonstrable at work experience	E	Application
Emergency Response Drivers qualification and full UK driver licence	E	Application
Level 4 qualification related to role/s - e.g. Certificate/Diploma of Higher Education or HNDs), or demonstrable equivalent at work experience	E	Application
NEBOSH 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)	E	n/a
Graduate (GIFireE) member	D	Application
<b>Knowledge &amp; Experience</b>		
Minimum of twelve months in a substantive role as a Station Manager within a UK Fire and Rescue Service	E	Application
Experience of managing a service area or diverse group of staff, creating and leading high-performing teams, to ensure delivery against organisational strategy and objectives.	E	Application / Assessment Centre / Interview
Political, economic and organisational awareness, including of the governance of fire and rescue services and working with representative bodies including Staff Groups.	E	Application / Assessment Centre / Interview

Statutory requirements, including Fire Safety and Health & Safety legislation.	E	Application / Assessment Centre / Interview
Demonstrable ability to apply risk concepts within a proactive safety culture.	D	Application / Assessment Centre / Interview
Experience of dealing with financial accountability and procurement systems within a public sector environment.	D	Application / Assessment Centre / Interview
Experience of managing budgets, resources and funding.	D	Application / Assessment Centre / Interview
<b>Skills &amp; Abilities</b>		
Excellent verbal, written and presentation skills, including the ability to: <ul style="list-style-type: none"> <li>• explain complex ideas and engage people</li> <li>• draft policy, plans, reports, and engage with employees, managers and partners and articulate the mission of the Service.</li> </ul>	E	Application / Assessment Centre / Interview
The ability to define and use analytics to support credible decision making and planning: <ul style="list-style-type: none"> <li>• using data analysis and evidence to drive and inform credible decision making and planning.</li> <li>• using analytical skills to understand and plan for local and national issues that may impact the strategic direction of the organisation</li> </ul>	E	Application / Assessment Centre / Interview
Strong interpersonal skills including: <ul style="list-style-type: none"> <li>• motivational skills with the proven ability to improve performance &amp; develop others</li> <li>• negotiating, influencing and relationship building.</li> <li>• building trust, confidence and credibility</li> <li>• display integrity in the delivery of services</li> </ul>	E	Application / Assessment Centre / Interview
The ability to be creative and identify improvements (continuous improvement mindset); anticipating, responding and positively implementing change.	E	Application / Assessment Centre / Interview

Able to use professional judgement and diplomacy to make decisions.	E	Application / Assessment Centre / Interview
Knowledge, understanding or experience of networking and influencing at a regional level (or wider).	D	Application / Assessment Centre / Interview
Other		
Living in Essex and / or within the response times required during specified periods of duty.	E	Application
Willingness to work flexibly including the ability to travel when required.	E	Application
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application / Assessment Centre / Interview
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application / Assessment Centre / Interview