



THE PERSON

Head of Health & Safety

Criteria	Essential / Desirable	Method of Assessment
Qualification		
IOSH degree or equivalent qualification	E	Application / Supporting statement
Graduate IOSH	E	Application / Supporting statement
Full UK driving licence	E	Application / Supporting statement
Chartered IOSH member	D	Attainment of Chartered status within 24 months of starting in the role will be a condition of offer
OHSAS: 18001/45001 Audit Qualification.	D	Application / Supporting statement
Management qualification (e.g. ILM, CMI, MA).	D	Application / Supporting statement
Knowledge & Experience		
Substantial experience of the application of H&S management in the workplace.	E	Application / Supporting statement
Up to date knowledge of Health and Safety policies and procedures and how they function in organisations.	E	Application / Supporting statement
Experience of leading a service area or diverse group of staff.	E	Application / Supporting statement
Experience of working with a diverse portfolio of risk activities and environments	D	Application / Supporting statement
Experience of managing budgets, resources and funding.	D	Application / Supporting statement
An understanding of the social, economic and political environment of the Fire and Rescue Service and working with Trade Unions or Staff Groups.	D	Application / Supporting statement
Experience of dealing with financial accountability and procurement systems within a public sector environment.	D	Application / Supporting statement

Skills & Abilities		
Able to comprehend, evaluate and present data.	E	Application / Supporting statement
Able to rapidly absorb new information and apply it effectively.	E	Application / Supporting statement
Capable of keeping up to date with relevant knowledge to ensure validity of work.	E	Application / Supporting statement
Excellent verbal, written and presentation skills, including the ability to explain complex ideas and engage people.	E	Application / Supporting statement
The ability to define and use analytics to support decision making.	E	Application / Supporting statement
Strong interpersonal skills including motivational negotiating, influencing and relationship building.	E	Application / Supporting statement
The ability to be creative and identify improvements and anticipate and respond to change.	E	Application / Supporting statement
Able to use professional judgement and diplomacy to make decisions.	E	Application / Supporting statement
Other		
The ability to travel around the county may be required.	E	Application / Supporting statement
Willingness to work flexibly.	E	Application / Supporting statement
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application / Supporting statement
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application / Supporting statement