



THE PERSON

Station Manager – Operational Training Competency Management & Group Trainers

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 3 standard of education (e.g. A-level or equivalent)	E	Application
Incident Command Level 1 (you will be required to demonstrate ability to achieve Level 2 during the assessment process, and if successful will then be placed on a learning pathway to achieve Level 2 within six months of appointment as a condition of the offer)	E	Application
Emergency Response Drivers qualification and full UK driver licence	E	Application
Technical or Vocational Qualification (e.g. RSA, NVQ, CPP, vehicle driving licences).	E	Application
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
Knowledge & Experience		
Minimum of twelve months in a substantive role as a Watch Manager (or equivalent) in a UK Fire & Rescue Service	E	Application
Experience and knowledge of operational policy, procedures and supporting legislation	E	Application / Interview
Experience of managing a diverse group of staff to ensure effective service delivery.	E	Application / Assessment Centre

Person Specification

Experience of managing changing priorities and situations.	E	Application / Assessment Centre
Experience of planning the use of resources and contributing to financial decisions.	E	Application / Interview / Assessment Centre
An understanding of the broader activities of the Fire and Rescue Service and working with Trade Unions.	E	Application / Assessment Centre
Able to analyse and interpret data and information to support decision making.	E	Application / Assessment Centre
Skills & Abilities		
Ability to influence and network to build relationships internally and externally	E	Interview / Assessment Centre
Excellent written, verbal and presentation skills including the ability to produce and share complex information.	E	Interview / Assessment Centre
Excellent level of interpersonal and negotiation skills, able to communicate professionally and tactfully to build constructive relationships.	E	Interview / Assessment Centre
Can effectively balance own work, priorities and deadlines against managing team(s).	E	Interview / Assessment Centre
Able to identify the need to change and successfully lead teams through periods of change.	E	Interview / Assessment Centre
Able to use professional judgement and diplomacy to make decisions.	E	Interview / Assessment Centre
Other		
Role Specific - The ability to travel around the county may be required.	E	Application
Willingness to work flexibly.	E	Application

Person Specification

Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application