



THE PERSON

Watch Manager, Community Safety Lead

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 3 standard of education (e.g. GCSE or A-level) or demonstrable equivalent experience.	E	Application / supporting statement
Full Driving Licence.	E	Application / supporting statement
Incident Command verification level 1	E	Application / supporting statement
ILM Level 3 Certificate in Management, or equivalent gained through in-house programme or experience.	D	Application / supporting statement
Knowledge & Experience		
A working knowledge of how Tactical Fire Plans and Site Specific Risk Information is collected and managed	E	Application / supporting statement
Experience of commanding incidents as a level 1 incident commander	E	Application / supporting statement
Experience of supervising a group of staff and overseeing the day-to-day running of a team.	E	Application / supporting statement
Experience of analysing and interpreting information to develop solutions or solve problems.	E	Application / supporting statement
Knowledge of the broader activities of Essex Fire & Rescue Service and working with Trade Unions.	E	Application / supporting statement
Skills & Abilities		
An ability to deliver information, sometimes complex, to groups of people.	E	Application / supporting statement

Person Specification

Able to work independently and deliver work to a high standard	E	Application / supporting statement
Excellent written and verbal communication skills. Can interpret policy and procedures.	E	Application / supporting statement
Confident in using ICT systems such as Word, Excel, Outlook, PowerPoint.	E	Application / supporting statement
Able to plan, manage and review tasks for team members.	E	Application / supporting statement
Excellent interpersonal skills, communicates professionally and develops constructive working relationships.	E	Application / supporting statement
Excellent time management and planning and organisation skills.	E	Application / supporting statement
Able to support changes in service provision in a positive and constructive manner.	E	Application / supporting statement
Proficient at assessing problems and determining the most appropriate action.	E	Application / supporting statement
Is approachable and confident in developing team members to acquire skills and experience.	E	Application / supporting statement
Other		
<i>Role Specific - The ability to travel around the county may be required.</i>	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