

JOB PROFILE



JOB TITLE:	Marine Rescue Unit Crew Member
SALARY GRADE:	£33,116 plus allowances
JE REFERENCE:	
DIRECTORATE:	Operational Response
TEAM:	Marine Rescue Unit
LOCATION OF WORK:	Marine Rescue Unit Liverpool
HOURS OF WORK:	42
DIRECTLY RESPONSIBLE TO:	Marine Team Leader
RESPONSIBLE FOR:	

LEADERSHIP BEHAVIOUR LEVEL:	
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MAIN JOB PURPOSE

To provide rescue boat crew duties including: - helming and manoeuvring and deploying rescue boats, safety and support operations, educating and informing the community to improve water awareness, saving and rescuing endangered life, resolving operational incidents, protecting the environment from hazardous materials supporting pre-planned events as part of safety and contingency arrangements.

The post holder will be committed to, encourage and promote the values of MFRS, the National Core Code of Ethics for Fire & Rescue Services, and act in accordance with our Ground Rules.

KEY AREAS OF RESPONSIBILITY

1. Educate and inform the community to improve water awareness.
2. Take responsibility for effective performance.
3. Save and rescue endangered life.
4. Resolve operational incidents.
5. Protect the environment from the effects of hazardous materials.
6. Support effectiveness of operational response.
7. Support the development of colleagues in the workplace.
8. Contribute to water safety solutions to minimise risk to your community.
9. Helm manoeuvre and deploy rescue boats.
10. Use safety critical equipment.
11. To undertake any other duties deemed suitable by the Authority commensurate with the grade.

VALUES, BEHAVIOURS AND CODE OF ETHICS

As detailed in the Authority's CRMP, the Leadership Message clearly states our Values.

We serve with **Courage**

- By never settling for the status quo
- By being decisive and calm under pressure
- By having determination to see things through
- By being prepared to fail
- By celebrating diversity and being open to new opportunities and challenges
- By setting high standards and not being embarrassed for doing so
- By challenging ourselves to be better

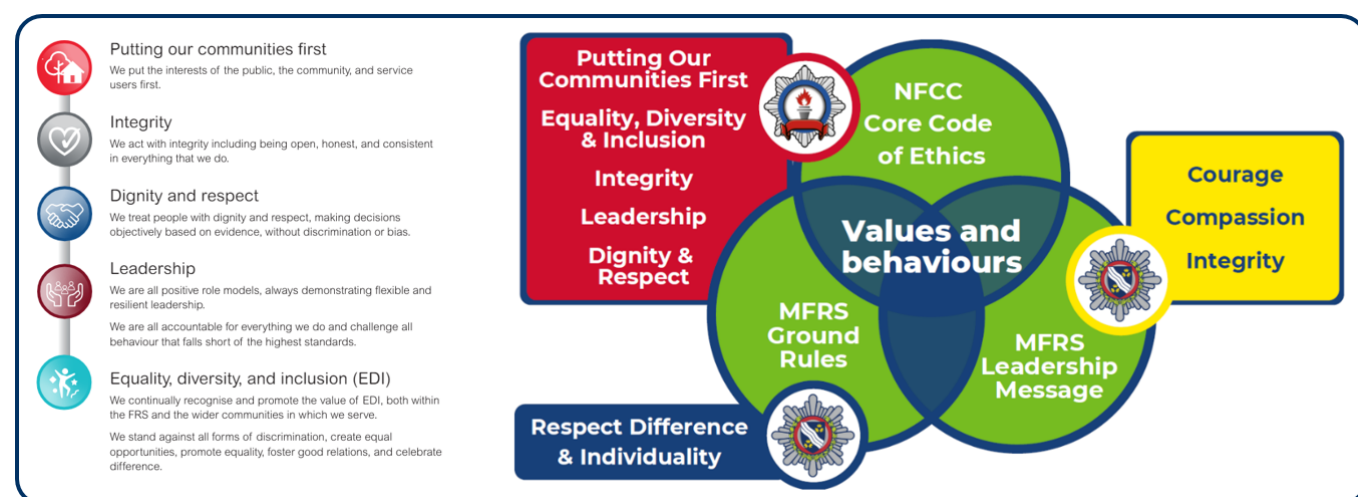
We serve with **Integrity**

- By doing the right thing even when it is hard or no one is looking
- By leading by example
- By standing up for what matters
- By being open, honest and fair
- By making decisions based on facts
- By explaining the why
- By being consistent
- By always doing what we say we are going to do

We serve with **Compassion**

- By acting with empathy and kindness
- By actively listening - hearing what is being said
- By going the extra mile to help
- By looking after and supporting each other, noticing what is going on for people
- By recognising each other's contribution
- By creating a sense of belonging
- By embracing and understanding difference

The National Core Code of Ethics for Fire & Rescue Services sets out five Key Principles, which provide a basis for promoting good behaviour and challenging inappropriate behaviour. The code is complemented by MFRA's Ground Rules, which outlines how we welcome difference and individuality, create a sense of belonging in the most inclusive way and provide some key, simple rules surrounding how we act.



LEADERSHIP BEHAVIOURS

LEADING YOURSELF

Personal Impact	I demonstrate Service values and behaviours.	I value inclusion and set a positive example to others.	I reflect on my own strengths and see the strengths of others (using colours).
Outstanding Leadership	I am an ambassador for the Service, taking pride and responsibility for the work we do and encouraging others to do the same.	I take responsibility and accountability for the quality of my own work.	I role model proactively, learning new skills and behaviours.
Service Delivery	I find out about my local community risks & associated behaviours to ensure we are offering the best service.	I plan ahead and prioritise my work, managing my time effectively to get things done.	I work to foster trust with others & build constructive working relationships to achieve goals.
Org. Effectiveness	I know what the key organisational goals are and how I contribute.	I work within the organisation's policies, procedures and processes.	I continuously seek to improve my performance & share my ideas.

Date job profile prepared / revised:

S Nugent 17.4.25

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION



Job Title:	Marine Rescue Unit Crew Member	Team:	Marine Rescue Unit
Salary:	£33,116 plus allowances	Directorate:	Operational Response
JE Reference:			

QUALIFICATIONS & TRAINING		ESSENTIAL/DESIRABLE	ASSESSED BY
	Good level of literacy and numeracy	E	A
	RYA powerboat certificates	D	PD
KNOWLEDGE & EXPERIENCE		ESSENTIAL/DESIRABLE	ASSESSED BY
	Knowledge of navigational rules for coastal waters	D	A
	Experiencing of working with the community	D	A
	Experience of working within a team	D	A
	Experience of working in the marine environment.	D	A
	Experience of physical work	D	A
	Experience of working with machinery and/or tools	D	A
	Experience of operating powered and non-powered craft	D	A
	Experience of marine rescue	D	A
	Knowledge of navigational rules for coastal waters.	E	A
SKILLS & ABILITIES		ESSENTIAL/DESIRABLE	ASSESSED BY
	Confident whilst working on, in or near water	E	A and water test
	Able to maintain a confident and resilient attitude in highly challenging and emotional situations	E	AI
	Good verbal and written communication skills	E	AI
	Ability to understand, recall, apply and adapt relevant information in an organised, safe and systematic way	E	AI
	Ability to work effectively with others both within the Fire and Rescue Service and in the community	E	AI
	Able to maintain an active awareness of the environment to promote safe and effective working	E	AI
	Ability to adopt a conscientious and proactive approach to work to achieve and maintains excellent standards	E	AI
	Committed to diversity, integrity and adopting a fair and ethical approach to others	E	AI
	Open to change and actively seeks to support it	E	AI
WORK RELATED CIRCUMSTANCES		ESSENTIAL/DESIRABLE	ASSESSED BY
	A commitment to model our values and behaviours; promoting a culture which embraces collaboration, inclusivity, high performance and wellbeing, striving to make a real difference to the communities we serve.	E	A/I
	Able to work unsocial hours when required (depending on shift system).	E	AI
	To work at any location across Merseyside area as required and in case of exceptional circumstances outside of area	E	AI
	Good level of physical fitness/strength and good health. In accordance to the Maritime and Coastguard (MCA) ML5 certificate of medical fitness	E	AI and medical
	Eyesight requirements of 6/6 or 6/9 aided or unaided in each eye separately	E	AI and medical

	Basic Disclosure check (verification of unspent criminal records will be undertaken in the form of a Basic Disclosure check).	E	PD
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A	Application	I	Interview	PD	Produce Documentation
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