



<b>JOB TITLE:</b>	CBRN(e) Detection, Identification and Monitoring (DIM) Capability Advisor
<b>SALARY GRADE:</b>	Group Manager B plus flexi duty allowance
<b>DIRECTORATE:</b>	National Resilience
<b>TEAM:</b>	National Resilience – CBRN(e)
<b>LOCATION OF WORK:</b>	An agreed base of work. National travel required.
<b>HOURS OF WORK:</b>	42 hours per week
<b>DIRECTLY RESPONSIBLE TO:</b>	National Resilience Area Manager and CBRN(e) Strategic Advisor
<b>RESPONSIBLE FOR:</b>	DIM Capability Officer
<b>LEADERSHIP BEHAVIOUR LEVEL:</b>	Leading Others

#### MAIN JOB PURPOSE

The National Fire Chiefs Council (NFCC) National Resilience (NR) CBRN(e) capability encompasses Detection, Identification, and Monitoring (DIM) and Mass Decontamination (MD) capabilities. The existing team of officers works collaboratively to address CBRN(e) cross-capability challenges and ensure effective multi-agency interoperability.

The DIM Capability Advisor will lead the DIM capability in both the remaining elements of the DIM ND2 Uplift and business as usual (BAU) activities.

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. Direct and support the procurement process for asset upgrades or new DIM equipment via competitive tendering.
2. Oversee the activities of one or more Station Managers in relation to Assurance, the DIM ND2 Uplift project, DIM Training, and BAU operations.
3. Undertake CBRN(e) on-call duties on the National Resilience rota.
4. Perform National Duty Officer responsibilities as part of the National Resilience rota—reporting to MHCLG Duty Officers and the NSAT cadre on national incidents of note.
5. Supervising Station Managers in managing DIM NUG admin tasks, including meeting organisation, document distribution, minute-taking, and coordination with Devolved Administrations and external partners.
6. Chair the NUG meetings.
7. Assist the CBRN Strategic Advisor with administrative tasks related to the National Working Group (NWG) and deliver a summary of the DIM Capability tailored to the appropriate level of detail for NWG members.
8. Serve as the primary point of contact, when necessary, for the following:
  - DIM Leads within FRSs
  - DIM Training Provider and operational instructor team
  - Prime Contractor (Babcock)
9. Provide timely and accurate submissions in support of the NR AM, including:
  - The annual development and quarterly updates of the NR Functional Plan
  - The CBRN(e) Capability Business Plan
  - Preparation of the quarterly dashboard report for MHCLG
  - Compilation of the Annual Statement of Assurance

10. Support the NR AM with specific project tasks that extend beyond CBRN(e) capability. Previously this has included reviewing and amending national incident triggers that require FRS to notify the NRFC and NR Duty Officer.
11. Support the DIM equipment Asset Refresh process by participating in relevant meetings, such as the Multi-Capability Meeting (MCM), or by assigning attendance to a designated SM.
12. Support CBRN(e) awareness and training delivery for external partners as required.
13. Provide support to the Group and Station Manager for Mass Decontamination capability as directed.
14. Provide CBRN(e) expertise to Fire and Rescue Services (FRSs) during actual or suspected incidents by advising incident commanders and sharing specialist knowledge. This support aligns with NILO's tactical advisory role and is based on current Level 2 or 3 operational command proficiency.

**Training Responsibilities:**

15. Facilitate and oversee training course evaluations.
16. Set direction and provide oversight for consumable inventory management, ensuring systems, processes, and staff deliver value for money through the identification of cost-effective alternatives
17. Lead and contribute to the creation of a Maintenance of Skills (MOS) component for DIM.

**Assurance Responsibilities:**

18. Lead and support an effective assurance process for DIM capability, incorporating:
  - Scenario-based visits.
  - Self-assessment/remote assurance.
  - Regional exercises (England & Wales).
19. Provide exercise support as part of the assurance process.

## 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 OTHERS

<b>Personal Impact</b>	I consistently lead by example.	I take responsibility for inclusion, and encourage different points of view.	I give and receive feedback.
<b>Outstanding Leadership</b>	I work with the team to establish a clear sense of purpose and set expectations to achieve our goal.	I have responsibility for team effectiveness which focusses on improving outcomes and decisions.	I look for opportunities to support others through appraisal, coaching and mentoring.
<b>Service Delivery</b>	I seek to understand, prioritise & address the specific risks and diverse needs of people and communities.	I look ahead to anticipate issues with local service delivery and performance and make plans to resolve or minimise issues.	I encourage my team to build constructive working relationships with others to achieve our aims.
<b>Org. Effectiveness</b>	I make sure the team understands how our work contributes to and delivers organisational priorities.	I manage quality in my team, and use various sources of feedback and evidence to understand how we are performing and managing risk.	I promote continuous improvement for the team and the organisation through listening and implementing ideas.

Date job profile prepared / revised:

Feb 2026



<b>Job Title:</b>	CBRN(e) Detection, Identification and Monitoring (DIM) Capability Advisor	<b>Team:</b>	National Resilience – CBRN(e)
<b>Salary:</b>	GMB plus flexi duty allowance	<b>Directorate:</b>	National Resilience

<b>QUALIFICATIONS &amp; TRAINING</b>		<b>ESSENTIAL/DESIRABLE</b>	<b>ASSESSED BY</b>
Successful completion of all DIM initial acquisition courses		Essential	A & PD
Current operational DIM Advisor/Operator		Essential	A, PD & I
Evidence of DIM Continuous Professional Development (CPD)		Essential	A, PD & I
Successful completion of a recognised Incident Command Course (Level 2)		Essential	A & PD
Full UK driving licence and access to a suitable vehicle		Essential	A & PD
Knowledge of the Mass Decontamination & the Decontamination of Body Bags capability (MD and DBB)		Desirable	A & I
Successful completion of a recognised Incident Command Course (Level 3)		Desirable	A & PD
Recognised Health & Safety qualification – minimum IOSH General Certificate or equivalent		Desirable	A & PD
Recognised Quality Management auditor qualification		Desirable	A & PD
Recognised Equality & Diversity Qualification or evidence of continuous workplace application		Desirable	A & PD
<b>KNOWLEDGE &amp; EXPERIENCE</b>		<b>ESSENTIAL/DESIRABLE</b>	<b>ASSESSED BY</b>
Demonstrated experience with NR assets and procedures, with an emphasis on the CBRN(e) DIM Capability.		Essential	A & I
Demonstrated ability to independently manage tasks and consistently meet established deadlines.		Essential	A & I
Preparing and presenting information, such as reports, for managers and key stakeholders.		Essential	A & I
Demonstrated experience in managing and coordinating the activities of other middle managers to achieve established objectives.		Essential	A & I
Awareness of the current arrangements for delivery of NR DIM Training, DIM Assurance, Prime Contractor/Long-Term Capability Maintenance (LTCM), NCAF, the governance of the NR Lead Authority and the position of the NFCC Lead for CBRN(e) (London Fire Brigade Commissioner)		Essential	A & I
Demonstrated experience in managing and resolving operational incidents within a Fire and Rescue Service (FRS) environment at Level 3. While NR does not directly manage or command operational incidents, Group Managers (GMS) may offer CBRN subject matter expertise to FRS Incident Commanders (L2-L4) and provide support to help resolve incidents.		Desirable	A & I
Demonstrated experience functioning as a NILO, including knowledge of multi-agency collaboration and ongoing maintenance of NILO CPD.		Desirable	A & I
Evidence of supporting assurance visits		Desirable	A & I
Experience of planning, chairing and recording meetings		Desirable	A & I
Evidence demonstrating a designated area of responsibility within the project		Desirable	A & I
Experience of working in a multi-agency environment (eg LRF)		Desirable	A & I
Experience handling expenses and working with established finance or procurement systems.		Desirable	A & I
<b>SKILLS &amp; ABILITIES</b>		<b>ESSENTIAL/DESIRABLE</b>	<b>ASSESSED BY</b>
Flexible and adaptable to accommodate changing priorities and demonstrates a positive attitude to change		Essential	A & I
Provide evidence of motivating and leading teams to achieve objectives		Essential	A & I

	Highly self-motivated and able to work on own initiative	Essential	A & I
	Willingness to learn and develop	Essential	A & I
	Able to provide information to support decision making	Essential	A & I
	Able to develop and implement organisational strategy	Essential	A & I
	Provide evidence of planning effective use of resources	Essential	A & I
	<b>WORK RELATED CIRCUMSTANCES</b>	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.	Essential	A & I
	Meet the medical and fitness standard required for the role	Essential	MFRS
	Meet the requirement of SC clearance. (Individuals may be asked to complete an Enhanced Disclosure Barring Service check whilst an SC application is on-going.)	Essential	MFRS
	Travel to undertake Assurance activities, support meetings, training, CPD and other events. This necessitates staying away overnight on occasions	Essential	A & I
	Be willing to undergo vetting to Developed Vetting (DV) level if required	Essential	A & I
	Able to participate in the National Resilience On Call Rota	Desirable	A & I

<b>A</b>	Application	<b>I</b>	Interview	<b>PD</b>	Produce Documentation	<b>MFRS</b>	If successful & conditionally offered the role, MFRS will complete
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