



JOB TITLE:	DIM Capability Officer (Detection, Identification and Monitoring)
SALARY GRADE:	SMB
TEAM:	National Resilience
HOURS OF WORK:	42
DIRECTLY RESPONSIBLE TO:	DIM Capability Advisor (Group Manager)

LEADERSHIP BEHAVIOUR LEVEL:	Leading the Function
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MAIN JOB PURPOSE
<p>The main purpose of the role is to manage assurance or training activities linked to NextGen PPE implementation; support wider DIM capability work as required; and provide operational cover as part of National Resilience.</p> <p>As lead employer for National Resilience, 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.</p>

KEY AREAS OF RESPONSIBILITY
<p>Training Responsibilities:</p> <ul style="list-style-type: none"> • Support training course reviews. • Track and manage consumables, identifying cost-effective solutions. • Support the development of a Maintenance of Skills (MOS) element for DIM. • Support the procurement process for a new DIM equipment through competitive tender. <p>Assurance Responsibilities:</p> <ul style="list-style-type: none"> • Lead/support an effective assurance process for DIM capability, incorporating: <ul style="list-style-type: none"> - Scenario-based visits. - Self-assessment/remote assurance. - Regional exercises (England & Wales). • Provide exercise support as part of the assurance process. <p>Operational & Administrative Duties:</p> <ul style="list-style-type: none"> • Undertake CBRN(e) on-call duties on the National Resilience rota. • Support DIM National User Group (NUG) administration, including scheduling meetings, circulating papers, and minute-taking (liaising with Devolved Administrations and external partners). • Support the Chair of the NUG during meetings. • Where required act as an initial point of contact for: <ul style="list-style-type: none"> - DIM Leads across FRSs. - DIM Training Provider & operational instructor team. - Prime Contractor (Babcock). • Assist with the Asset Refresh process, attending relevant meetings, including the Multi-Capability Meeting (MCM). • Support awareness and training delivery for external partners as required. • Provide support to the Group and Station Manager for Mass Decontamination capability as directed.

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

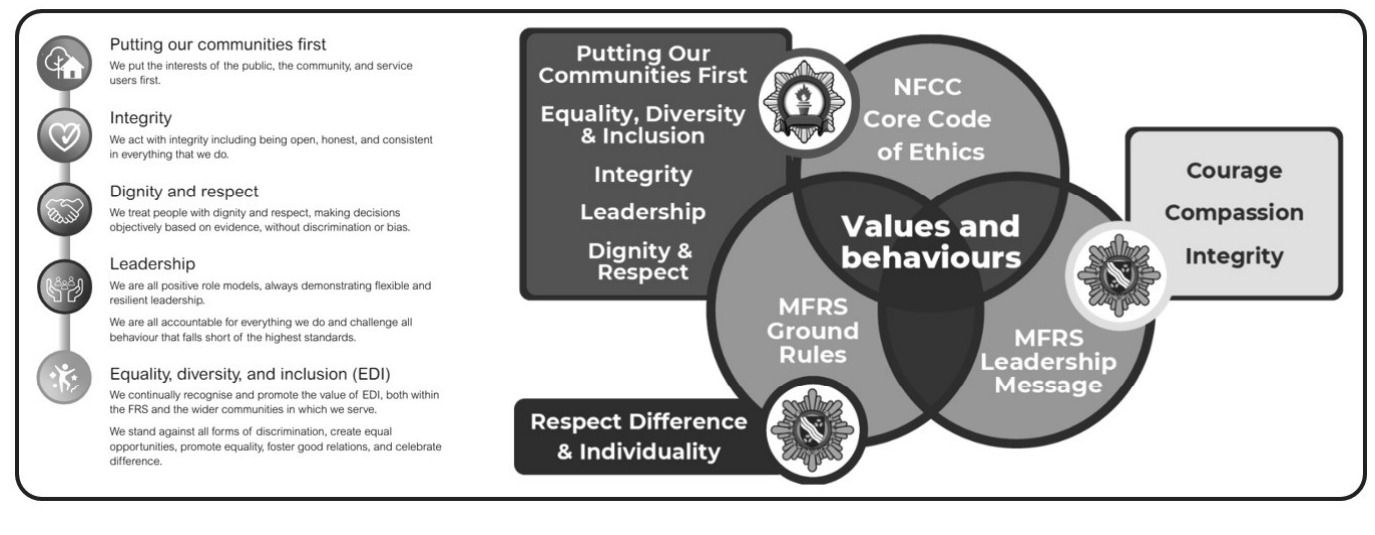
We serve with **Integrity**

- 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 THE FUNCTION

Personal Impact	Set standards of behaviour in line with Service values and behaviours.	Role model and mentor others in how they communicate and engage to encourage inclusion.	Provide a visible presence and recognise the contribution of others.
Outstanding Leadership	Work internally and externally to set clear work and objectives, actively monitoring the performance of the team and giving positive developmental feedback.	Accountable for the output of my teams and devolve responsibility for work to the appropriate level.	Nurture future talent and proactively plan for succession. I look for opportunities to coach, mentor and support people outside of my teams.
Service Delivery	Take a business-like broad approach that considers how to achieve better outcomes for communities.	Monitor the quality-of-service delivery and share information so that people know how well we are performing and plan accordingly	Seek out opportunities to work collaboratively across teams and functions to improve service delivery.
Org. Effectiveness	Aware of wider organisational and political priorities and how my function contributes more widely.	Actively seek to understand the nature of risk in various projects and act to mitigate those risks or report them.	Apply latest business processes & not settle for the status quo.

Date job profile prepared / revised:

S. Fielding

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION



MERSEYSIDE
FIRE & RESCUE
SERVICE

Job Title:	DIM Capability Officer	Team:	National Resilience
Salary:	SMB		

	QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
	Successful completion of all DIM initial acquisition courses	Essential	A, I
	Currently an operational DIM Advisor/Operator	Essential	A, I
	Evidence of DIM Continuous Professional Development	Essential	A, I
	Successful completion of a recognised Incident Command Course	Essential	A, I
	Recognised Equality & Diversity Qualification or evidence of continuous workplace application	Essential	A, I
	Evidence of Continuous Professional Development	Essential	A, I
	Full UK driving licence and access to a suitable vehicle	Essential	A, I
	Knowledge of the Mass Decontamination & the Decontamination of Body Bags capability (MD and DBB)	Desirable	A, I
	Recognised Health & Safety qualification – minimum IOSH General Certificate or equivalent	Desirable	A, I
	Recognised Quality Management auditor qualification	Desirable	A, I
	KNOWLEDGE & EXPERIENCE	ESSENTIAL/DESIRABLE	ASSESSED BY
	Experience of working in a Fire and Rescue Service environment to resolve operational incidents	Essential	A, I
	Experience of NR assets & procedures with a particular focus on the CBRN(e) DIM Capability	Essential	A, I
	Production and presentation of information including reports to managers and key stakeholders	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
	Evidence of an area of responsibility within a project	Desirable	A, I
	Evidence of supporting quality management systems development and / or implementation	Desirable	A, I
	Experience of planning, chairing and recording meetings	Desirable	A, I
	Experience of working in a multi-agency environment	Desirable	A, I
	Experience of working at middle manager	Desirable	A, I
	Experience of Regional / Local Resilience Forums or other Multi Agency groups	Desirable	A, I
	SKILLS & ABILITIES	ESSENTIAL/DESIRABLE	ASSESSED BY
	Positive approach to change and new challenges / experiences	Essential	A, I
	Able to communicate effectively with a wide range of people	Essential	A, I
	Able to operate in new areas of work with limited support	Essential	A, I
	Able to develop and implement organisational strategy	Essential	A, I
	Able to plan effective use of resources	Essential	A, I
	Ability to anticipate and interpret changing requirements in a political context	Desirable	A, I

	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.	Essential	A, I
	Be willing to undergo vetting to Security Check (SC) level and Non-Police Personnel Personal Vetting Level 3 (NPPP3)	Essential	A
	Able to participate in the National Resilience On Call Rota	Essential	A
	Travel to undertake Assurance activities, support meetings, training, CPD and other events. This necessitates staying away overnight on occasions	Essential	A

A	Application	I	Interview	PD	Produce Documentation
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