



NFCC
National
Resilience

MERSEYSIDE FIRE & RESCUE SERVICE

JOB PROFILE



**MERSEYSIDE
FIRE & RESCUE
SERVICE**

JOB TITLE:	National Resilience (NR) Flood Rescue Capability Advisor
SALARY GRADE:	Group Manager B Plus Flexible Duty Allowance
DIRECTORATE:	National Resilience
TEAM:	National Resilience – Flood Rescue Capability
LOCATION OF WORK:	An agreed base of work. Requirement for National travel.
HOURS OF WORK:	42 hours per week plus cover
DIRECTLY RESPONSIBLE TO:	National Resilience Lead Officer (Area Manager)
RESPONSIBLE FOR:	Flood Rescue Capability Officer (Station Manager)

LEADERSHIP BEHAVIOUR LEVEL:	Leading the Function
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MAIN JOB PURPOSE
<p>In accordance with the agreement between the National Resilience (NR) Lead Authority and MHCLG to support the delivery of assurance of maintenance of competence and capability development and co-ordination of Flood Rescue Response assets.</p> <p>To provide operational cover as a member of the NRAT Duty Officer team and provide operational cover for NR as directed by the NR Lead Officer and in accordance with the Lead Authority rota duty system.</p> <p>To operate in support of the National Co-ordination Advisory Framework (NCAF).</p> <p>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
<ul style="list-style-type: none"> <input type="checkbox"/> To provide support and advice to the NFCC HVP/Flood Strategic Leads <input type="checkbox"/> To act as the FRS focal point for National Resilience for a range of governmental/non-governmental stakeholders with a particular emphasis on Flood <input type="checkbox"/> To manage, direct and review the work of the Flood Rescue Capability Team <input type="checkbox"/> To lead on the development and delivery of the Capability annual business plan <input type="checkbox"/> Contribute to the development and delivery of the National Resilience functional plan <input type="checkbox"/> To deliver the annual Capability assurance process and complete requisite reports to DEFRA and other stakeholders <input type="checkbox"/> To deliver updates and reports to the NRAT Lead Officer, the National Resilience Board and other stakeholders as required <input type="checkbox"/> To represent the Capability and wider NR team by contributing to and attending meetings, seminars and conferences <input type="checkbox"/> Provide capability updates to the strategic lead as required

- ❑ To Coordinate the NR response to requests for assistance through the NCAF arrangements as an NRAT Duty Officer
- ❑ Attend or provide tactical advice at significant, serious or catastrophic incidents/exercises in support of NCAF
- ❑ To coordinate the Flood Rescue asset response to requests for assistance for National Mutual Aid
- ❑ To undertake the production of reports to a series of key stakeholders, including NFCC coordinating committees, National Resilience Board, FRS sector and DEFRA
- ❑ Actively contribute to DEFRA instigated reviews of the Flood Rescue Concept of Operations
- ❑ To manage capability budgets and procurement utilising online systems
- ❑ To establish communication and create a single point of contact with the organisations on or wishing to join the DEFRA National Asset Register and for matters relating to the Flood Rescue Capability.
- ❑ To adhere to Lead Authority policies and procedures where applicable to the role and management of the capability

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

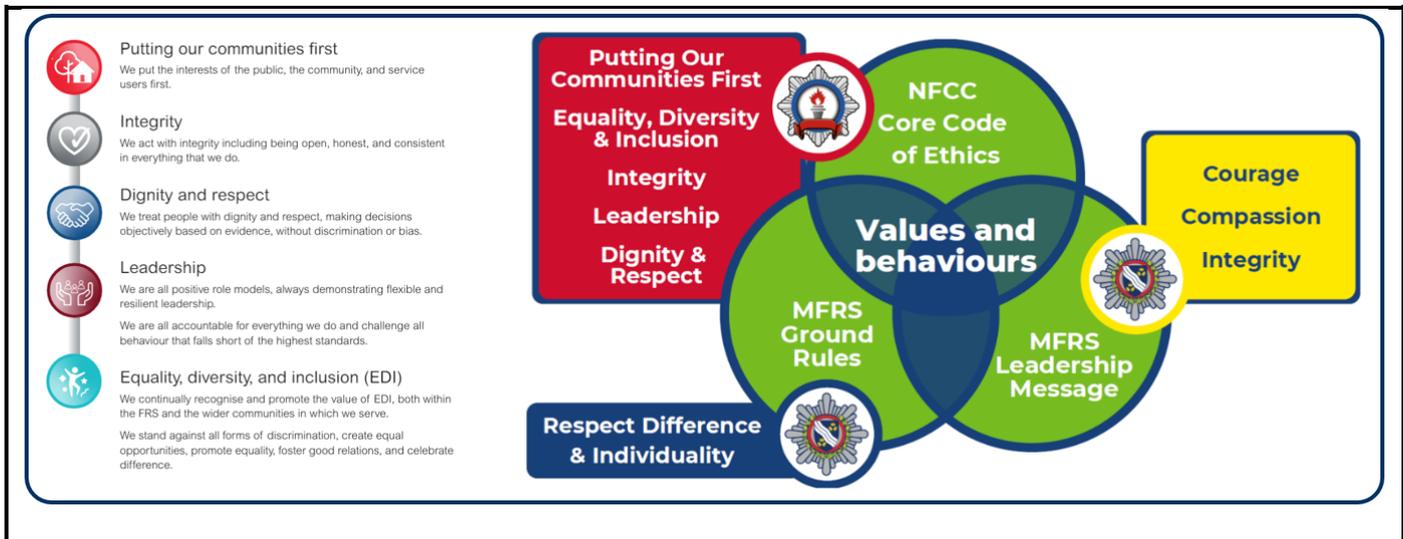
We serve with Integrity

- 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

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:

Mark Evans 2026



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MERSEYSIDE FIRE & RESCUE SERVICE
PERSON SPECIFICATION



MERSEYSIDE
FIRE & RESCUE
SERVICE

Job Title:	NR Flood Rescue Capability Advisor	Team:	Flood Rescue – National Resilience
Salary:	Group Manager B Plus Flexible Duty Allowance	Directorate:	National Resilience

	QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
	Minimum rank of Substantive and Competent Station Manager	E	PD
	Successful completion of a recognised Incident Command Course (Level 2 or 3)	E	PD
	Knowledge of the Flood Rescue Capability	E	A & I
	Evidence of Continuous Professional Development (CPD) within Flood Rescue	E	A & I
	Experience of managing Flood Rescue assets	E	A & I
	National Inter Agency Liaison Officer	D	PD
	Recognised Health & Safety qualification – NEBOSH General Certificate or equivalent	D	PD
	Recognised Equality & Diversity Qualification or evidence of continuous workplace application	D	PD
	KNOWLEDGE & EXPERIENCE	ESSENTIAL/DESIRABLE	ASSESSED BY
	Possess practical experience of emergency operations, including consistently effective operational experience at Tactical Manager level	E	A & I
	Experience of NR assets & procedures with a particular focus on JESIP and the Flood Rescue Capability	E	A & I
	Production and presentation of information including reports to managers and key stakeholders	E	A & I
	Experience of developing constructive partnership working with internal and external stakeholders	E	A & I
	Experience of working in a multi-agency environment	E	A & I
	Experience of managing own workload, that of others and working to deadlines	E	A
	Experience of planning, chairing and recording meetings	E	A
	Experience of influencing and managing others effectively within an organisation	E	A & I
	Demonstrate experience in leading projects and teams, a high level of commitment and flexibility to meet objectives	E	A & I
	Awareness and understanding of National Coordination and Advisory Framework	E	A & I
	Evidence of supporting assurance audits, writing business cases and policies	D	A
	Experience of budget and resource management	D	A
	Experience of working in a politically sensitive environment with external stakeholders	D	A
	An understanding of and commitment to providing a high quality standard of service to all stakeholders both internal and external	E	A
	Demonstrable commitment to equality and diversity issues in both service provision and employment practices	E	A
	Demonstrate commitment to good data quality within all areas of work	E	A
	SKILLS & ABILITIES	ESSENTIAL/DESIRABLE	ASSESSED BY
	Ability to use Microsoft Office and other IT packages	E	A
	Strong communication and interpersonal skills	E	A & I
	High level of planning, analytical and problem-solving skills	E	A

	Demonstrates confidentiality when dealing with sensitive information	E	A
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
	Meet the medical and fitness standard required for the role	E	MFRS
	Enhanced Disclosure Barring Service check (verification of unspent criminal records will be undertaken in the in the form of an enhanced disclosure barring service check).	E	MFRS
	Flexibility to work at locations across the country and work away overnight on a regular basis.	E	A
	To hold and maintain a current full valid driving license and access to a suitable vehicle.	E	PD
	Able to participate in the National Resilience on-call rota.	E	I
	Experience of Regional / Local Resilience Forums or other Multi Agency groups.	D	A&I

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