

JOB PROFILE



JOB TITLE:	National Resilience Flood Rescue Capability Officer
SALARY GRADE:	Station Manager B
TEAM:	National Resilience
LOCATION OF WORK:	An agreed base of work. Requirement for national travel
HOURS OF WORK:	42
DIRECTLY RESPONSIBLE TO:	National Resilience Flood Rescue Capability Advisor

LEADERSHIP BEHAVIOUR LEVEL:	Leading the function
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MAIN JOB PURPOSE

To support delivery of the agreement between the National Resilience Lead Authority and DEFRA to assure, maintain and co-ordinate national assets and Tactical Advisors for Flood Rescue.

To provide operational cover for National Resilience as directed and in accordance with the Lead Authority rota system.

To operate in support of the National Co-ordination Advisory Framework (NCAF).

KEY AREAS OF RESPONSIBILITY

- Manage the successful delivery of objectives agreed between DEFRA and the Lead Authority.
- Support any National Resilience (NR) response to operational incidents as required in accordance with NCAF.
- Attend operational incidents in support of NCAF as directed and in accordance with the National Resilience duty rota.
- Liaise with the Lead Government department (Defra) and other relevant stakeholders for Flood Rescue.
- Actively contribute to the Flood Rescue Business Plan to achieve identified key deliverables.
- Co-ordinate, deliver and report on any agreed assurance process for national Flood Rescue assets (including associated travel and frequent overnight requirements).
- Lead the development and enhancement of Flood Rescue assets and Tactical Advisors.
- Promote awareness of the national capability for Flood Rescue to relevant stakeholders.
- Promote awareness of the FRCO to relevant stakeholders.
- Deliver advice to a range of stakeholders to maximise the benefits of the FRCO and national Flood Rescue assets.
- Support the governance of National Resilience by attending Flood Rescue meetings or other meetings as directed.

- Support any regional and national exercises that involve Flood Rescue assets as required.
- Support to national user/sub-groups and any task and finish workgroups as directed by the Flood Rescue Capability Advisor, including the HVP national groups.
- Represent the interests of NFCC National Resilience and specifically that of Flood Rescue, by attending meetings, seminars and conferences as directed.
- Manage and review allocated workload and feedback on performance through regular one to one meeting's with the Flood Rescue Capability Advisor and through the Personal Development Review 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

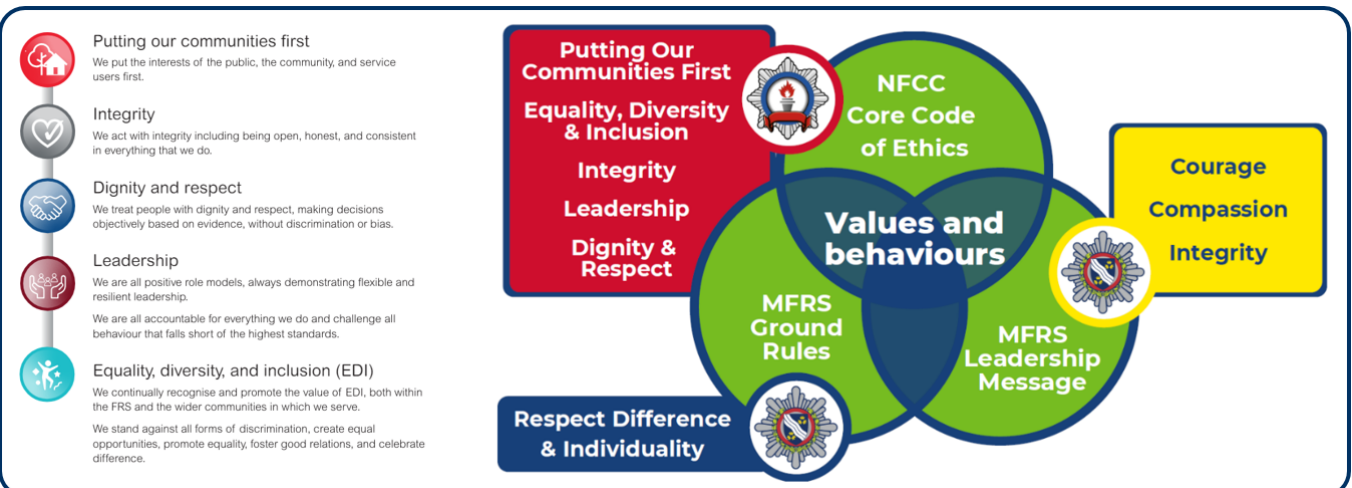
We serve with **Integrity**

- 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 MFRS'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:

June 2025

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION



Job Title:	Flood Rescue Capability Officer	Team:	National Resilience
Salary:	Station Manager B		

QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
Successful completion of a recognised Incident Command Course	E	A & P D
Evidence of Flood associated Continuous Professional Development	E	A & I
Recognised Equality & Diversity Qualification or evidence of continuous workplace application	E	A
Recognised Health & Safety qualification – minimum IOSH or equivalent	D	A
Recognised Quality Management auditor qualification	D	A
PREVIOUS EXPERIENCE	ESSENTIAL/DESIRABLE	ASSESSED BY
Experience of working in a Fire and Rescue Service environment to resolve operational incidents	E	A & I
Experience of NR assets & procedures with a particular focus on the Flood Capability	E	A & I
Experience in using MS Office products	E	A
Experience of managing own workload and working to deadlines	E	A & I
Production and presentation of information including reports to managers and key stakeholders	E	A & I
Evidence of an area of responsibility within a project	E	A
Evidence of supporting quality management systems development and / or implementation	E	A & I
Experience of planning, chairing and recording meetings	E	A
Knowledge of DEFRA Flood Rescue Concept of Operations	E	A & I
Experience of working in a multi-agency environment	D	A
Knowledge and awareness of voluntary sector involvement in Flood Rescue	D	A & I
DISPOSITION, ATTITUDE AND MOTIVATION	ESSENTIAL/DESIRABLE	ASSESSED BY
Highly self-motivated and able to work on own initiative	E	A & I
Positive approach to change and new challenges / experiences	E	A & I
Flexible and adaptable to accommodate changing priorities	E	A & I
Able to communicate effectively with a wide range of people	E	A & I
Able to operate in new areas of work with limited support	E	A & I
Willingness to learn and develop	E	A & I
Able to provide information to support decision making	E	A & I
Able to develop and implement organisational strategy	E	A & I
Able to plan effective use of resources	E	A & I
Can demonstrate credibility when it comes to influencing stakeholders	E	A & I

	WORK RELATED CIRCUMSTANCES	ESSENTIAL/DESIRABLE	ASSESSED BY
	Ability to anticipate and interpret changing requirements in a political context	E	A & I
	Willing to undergo an SC Personal Security Standard check	E	MFRS
	Able to work flexibly at various locations across the country including overnight when required	E	A/I
	Access to own vehicle for work use and able to participate in the National Resilience On Call Rota (hold a full UK and valid driving licence)	E	A
	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
	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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