



JOB TITLE:	National Resilience (NR) High Volume Pump (HVP) Capability Officer
SALARY GRADE:	Station Manager B
DIRECTORATE:	National Resilience
TEAM:	National Resilience – HVP Capability
LOCATION OF WORK:	An agreed base of work. Requirement for National travel.
HOURS OF WORK:	Up to 21 hours per week
RESPONSIBLE TO:	HVP Advisor (Group Manager B)

LEADERSHIP BEHAVIOUR LEVEL:	Leading Others
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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 High Value Pump Response assets.</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"> ▪ To support the successful delivery of the Lead Authority National Resilience Functional Plan and the HVP Capability Business Plan. ▪ To support the National Resilience (NR) response to operational incidents as required in accordance with the NCAF. Including, being available to attend operational incidents and exercises as directed and in accordance with any agreed duty rota. ▪ To co-ordinate and deliver the National Resilience HVP Capability assurance process. ▪ To deliver HVP capability specific advice to a range of stakeholders to maximise the benefits of the HVP capability. ▪ To support and / or evaluate any exercises that utilise National Resilience capabilities as directed. ▪ To support the governance of the HVP Capability by attending capability or other meetings as directed. ▪ To manage and review allocated workload and feedback on performance through regular one to one meetings with the HVP Capability Advisor and through the Lead Authority Appraisal process. ▪ To actively contribute to the HVP capability Business Plan to achieve identified key deliverables. ▪ To actively contribute to the asset refresh or procurement process for the HVP Capability. ▪ To identify opportunities for capability enhancement and undertake any required Research & Development.

- To provide support to Governance meetings and any task and finish workgroups as directed by the respective HVP Capability Advisor.
- To represent the interests of National Resilience and specifically the HVP Capability, by attending meetings, seminars and conferences as directed.
- To deliver practical and theoretical training to stakeholders as directed.
- Support number of key stakeholders to ensure interoperability between all responding agencies for example, MHCLG, Home Office, UKDVI, NCBRNC, Emergencies Capabilities Unit (ECU) etc.
- Support the Mass Decontamination Capability Advisor 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 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 OTHERS

Personal Impact	I consistently lead by example.	I take responsibility for inclusion, and encourage different points of view.	I give and receive feedback.
Outstanding Leadership	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.
Service Delivery	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.
Org. Effectiveness	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:

Mick Dale 7 December 2023



NFCC
National
Resilience

MERSEYSIDE FIRE & RESCUE SERVICE
PERSON SPECIFICATION



MERSEYSIDE
FIRE & RESCUE
SERVICE

Job Title:	NR HVP Capability Officer	Team:	HVP – National Resilience
Salary:	SMB Plus Flexible Duty Allowance	Directorate:	National Resilience

QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
Successful completion of a recognised Incident Command Course	E	A, P
Recognised Health & Safety qualification – minimum NEBOSH General Certificate or equivalent	E	A, P
Evidence of Continuous Professional Development	E	A, I
Current HVP Instructor, or previous experience within the HVP Instructor role.	D	A, I
National HVP Tactical Advisor	D	A, I
Have attended a National Resilience HVP Capability CPD event for HVP Instructor/ Tac Adviser within the last 3 years.	D	A, I
JESIP qualification	D	A, P
Recognised Quality assurance/ auditor qualification	D	A, P
Recognised level 3 assessor qualification or above	D	A, P
Experience of delivering training to a range of stakeholders	D	A, I
Recognised Equality & Diversity Qualification or evidence of continuous workplace application	D	A, P
KNOWLEDGE & SKILLS	ESSENTIAL/DESIRABLE	ASSESSED BY
Highly motivated individual able to work on own initiative	E	A, I
Resilient and flexible approach to work demands	E	A, I
Positive approach to change and new challenges/ experiences	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 plan effective use of resources	E	A, I
Able to identify innovative solutions to improve delivery or realise efficiencies	D	A, I
Able to develop and implement organisational strategy	D	A, I
EXPERIENCE	ESSENTIAL/DESIRABLE	ASSESSED BY
Experience of working in Fire and Rescue Service environment to resolve operational incidents	E	A, I
Experience and knowledge of the HVP Capability	E	A, I
Competence in using IT applications in support of work requirements	E	A, I
Experience of managing own workload and working to deadlines	E	A, I
Production and presentation of information to a wide range of managers and key stakeholders	E	A, I
Evidence of an area of responsibility within a project	E	A, I
Evidence of supporting quality assurance.	E	A, I
Experience of working in Fire and Rescue Service environment to resolve operational incidents involving HVP or other NR capabilities	D	A, I
Experience of working in a multi-agency / environment	D	A, I

	Thorough knowledge of the NCAF	D	A, I
	Knowledge of National Resilience beyond HVP Capability	D	A, I
	Production and presentation of information to senior managers	D	A, I
	Evidence of responsibility for delivery of a project	D	A, I
	Understanding of budget management and financial processes	D	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.	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 a 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
	Permission from the Chief Fire Officer – to be seconded	E	A, I

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