



**NFCC**  
National  
Resilience

**MERSEYSIDE FIRE & RESCUE SERVICE**

**JOB PROFILE**



**MERSEYSIDE  
FIRE & RESCUE  
SERVICE**

<b>JOB TITLE:</b>	National Resilience (NR) Capability Advisor USAR
<b>SALARY GRADE:</b>	Group Manager B plus flexi allowance
<b>DIRECTORATE:</b>	National Resilience
<b>TEAM:</b>	National Resilience
<b>LOCATION OF WORK:</b>	An agreed base of work. Requirement for National travel.
<b>HOURS OF WORK:</b>	42 hours per week
<b>DIRECTLY RESPONSIBLE TO:</b>	NFCC NR USAR Capability Lead Officer
<b>LEADERSHIP BEHAVIOUR LEVEL:</b>	Leading Others

**MAIN JOB PURPOSE**

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 Response assets.

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.

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

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**

- To support the NR capability response to operational incidents as required.
- To undertake the role and responsibilities of a NR Duty Officer as required.
- To coordinate and support the NR assurance process, ensuring the participation of FRSs and other organisations within an identified area.
- To provide advice and guidance to a range of stakeholders to maximise the benefits of the national capability.
- To support exercises deploying NR capabilities as directed by the NFCC NR USAR Capability Lead.
- To attend national operational incidents in support of the NCAF as required.
- To undertake a support, advisory or evaluation role in national/regional exercises deploying NR capabilities as directed by the NR Capability Advisor team when not acting as NR Duty Officer
- To lead the USAR National User Group (NUG) as directed by the NFCC USAR Capability Lead.
- To be available to attend operational incidents and exercises (including outside normal working hours) in support of the NCAF, providing tactical support nationally and regionally as requested or directed.

- To manage allocated workloads and feedback on performance, through regular one to one meetings with the NFCC NR USAR National Capability Lead, utilising the Lead Authority appraisal process.
- To manage the workload and development of the USAR Capability Offices, through regular one to one meetings and utilising the Lead Authority Appraisal process.
- To achieve identified key deliverables within the USAR capability by actively contributing to the development and delivery of the USAR NR Business/Work Plan on behalf of the NFCC NR USAR National Capability Lead.
- To actively lead on and contribute to the USAR New Dimensions Two program and revisions across all aspects of the USAR capability.
- To provide support to national user/sub groups, technical working groups, task and finish workgroups as directed by the NFCC NR USAR National Capability Lead.
- To communicate and develop single points of contact (SPOCs) from within the UK FRS for matters relating to NR USAR Capability.
- To represent the interest of NR by attending meetings, seminars and conferences as directed by the NR Lead Officer.
- To develop and support all elements of the Fire and Rescue Service (FRS) USAR capability providing advice and support with training, documentation and USAR capability assurance.

## 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

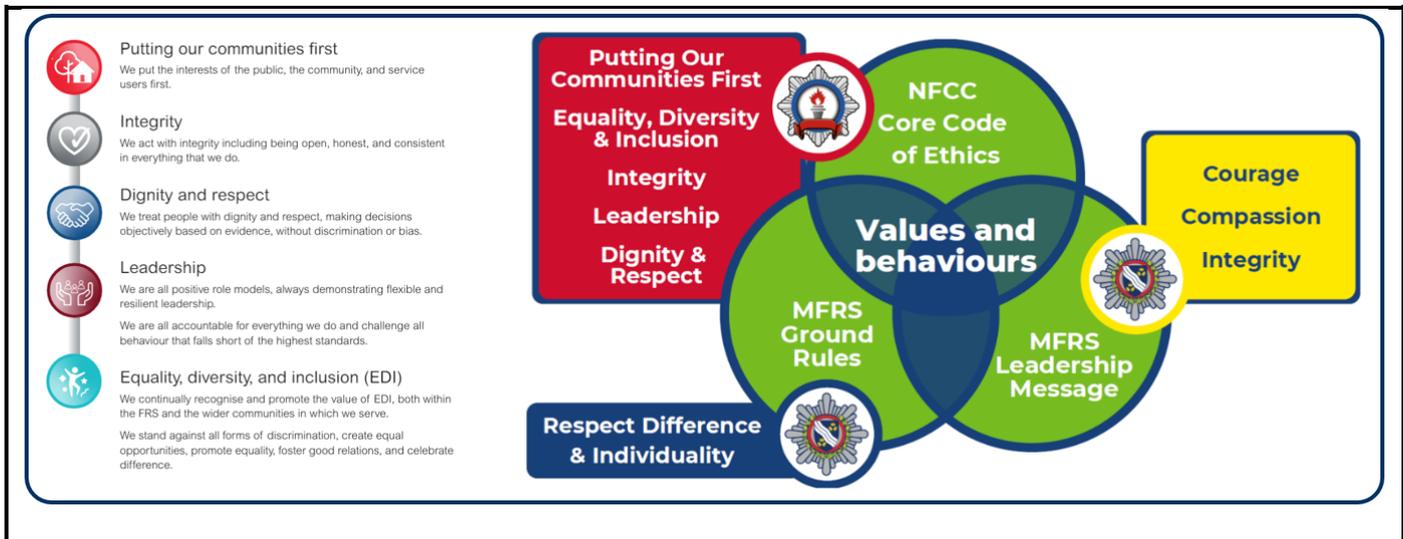
### We serve with **Integrity**

- 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.



<b>LEADERSHIP BEHAVIOURS</b>			
<b>LEADING OTHERS</b>			
<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.

<b>Date job profile prepared / revised:</b>	March 2026
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**NFCC**  
National  
Resilience

**MERSEYSIDE FIRE & RESCUE SERVICE**  
**PERSON SPECIFICATION**



**MERSEYSIDE**  
**FIRE & RESCUE**  
**SERVICE**

<b>Job Title:</b>	National Resilience (NR) Capability Advisor USAR	<b>Team:</b>	National Resilience
<b>Salary:</b>	Group Manager B Plus Flexible Duty Allowance	<b>Directorate:</b>	National Resilience

<b>QUALIFICATIONS &amp; TRAINING</b>		<b>ESSENTIAL/DESIRABLE</b>	<b>ASSESSED BY</b>
	Minimum rank of Substantive and Competent Station Manager	E	A&I
	Successful completion of a recognised Incident Command Course (Level 2 or 3)	E	A&I
	Knowledge of the USAR capability	E	A&I
	Evidence of Continuous Professional Development (CPD) within USAR	E	A&I
	National Inter Agency Liaison Officer	D	A&I
	Recognised Health & Safety qualification – NEBOSH General Certificate or equivalent	D	A&I
	Recognised Equality & Diversity Qualification or evidence of continuous workplace application	D	A&I
<b>KNOWLEDGE &amp; EXPERIENCE</b>		<b>ESSENTIAL/DESIRABLE</b>	<b>ASSESSED BY</b>
	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 USAR 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
	Experience of managing change within an organisation	E	A&I
	Awareness and understanding of National Coordination and Advisory Framework	E	A&I
	Evidence of supporting assurance audits	D	A&I
	Experience of writing business cases and policies	D	A&I
	Experience of budget and resource management	D	A&I
	Experience of working in a politically sensitive environment with external stakeholders	D	A&I
	An understanding of and commitment to providing a high quality standard of service to all stakeholders both internal and external	E	A&I
	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
	Experience of managing USAR teams	D	A&I
	Experience of negotiating with representative bodies and strategic managers	D	A

SKILLS & ABILITIES		ESSENTIAL/DESIRABLE	ASSESSED BY
		E	
	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
	Ability to use Microsoft Office and other IT packages	E	A
	Strong communication and interpersonal skills	E	A&I
	Demonstrates confidentiality when dealing with sensitive information.	E	A
	High level of planning, analytical and problem solving skills	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 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

<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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