

JOB PROFILE



JOB TITLE:	MD (Mass Decontamination) Capability Officer
SALARY GRADE:	SMB
TEAM:	National Resilience
HOURS OF WORK:	42
DIRECTLY RESPONSIBLE TO:	MD Capability Advisor (Group Manager)

LEADERSHIP BEHAVIOUR LEVEL:	Leading the Function
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MAIN JOB PURPOSE

The main purpose of the role is to manage assurance, training activities and to support the wider MD capability work as required. The role must provide operational cover as part of National Resilience.

All activities will be undertaken under the oversight of the Group Manager to ensure alignment with National Resilience objectives.

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.

KEY AREAS OF RESPONSIBILITY**Training Responsibilities:**

- Develop MD training, reviewing current courses and identifying CPD opportunities for MD instructors, the Technical Leads Group (TLG) and FRS CBRNe Tactical Advisors (Tac-ads).
- Track and manage consumables, identifying cost-effective solutions.
- Support the development of MD Competence Training Framework (CTF) including the Maintenance of Skills (MOS) element for MD.

Assurance Responsibilities:

- Support an effective assurance process for MD capability, incorporating:
 - Scenario-based visits.
 - Self-assessment/remote assurance.
 - Regional exercises (England & Wales).
- Provide exercise support as part of the assurance process.

Operational & Administrative Duties:

- Undertake CBRN(e) on-call duties on the National Resilience rota.
- Support MD National User Group (NUG) administration, including scheduling meetings, circulating papers, and minute-taking. Support the Chair of the NUG during meetings.
- Where required act as an initial point of contact for:
 - MD Leads across FRSs.
 - MD Training & Operational Instructor teams.
 - Prime Contractor (Babcock).
- Assist with the Asset Refresh process, attending relevant meetings, including the Multi-Capability Meeting (MCM).
- Support the procurement process for new MD equipment through competitive tender.
- Support awareness and training delivery for external partners as required.
- Support number of key stakeholders to ensure interoperability between all responding agencies for example, MHCLG, Home Office, UKDVI, NCB RNC, 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

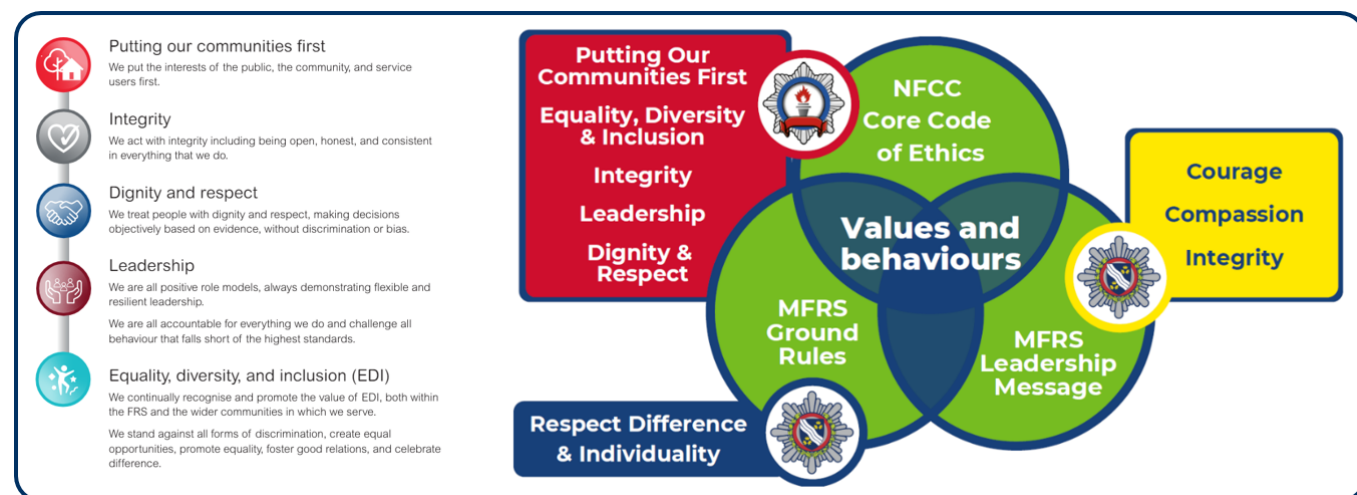
We serve with **Integrity**

- 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 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:

June 2025

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION



Job Title:	MD (Mass Decontamination) Capability Officer	Team:	National Resilience
Salary:	SMB		

	QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
	Successful completion of Mass Decontamination Unit Instructor (MDUi) course or experience of managing CBRNe DIM and Mass Decontamination capabilities	Essential	A, I
	Evidence of wider CBRNe specific continuous professional development	Essential	A, I
	Successful completion of a recognised Incident Command Course	Essential	A, I
	Knowledge of the Decontamination of Body Bags capability	Essential	A, I
	Knowledge of the Detection Identification & Monitoring capability	Essential	A, I
	Recognised Health & Safety qualification – minimum NEBOSH 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 MD capability	Essential	A, I
	Production and presentation of information including reports to managers and key stakeholders	Essential	A, I
	Evidence of an area of responsibility within a project	Essential	A, I
	Evidence of supporting assurance audits	Essential	A, I
	Experience of planning, chairing and recording meetings	Essential	A, I
	Experience of managerial responsibility for MD capabilities	Essential	A, I
	Experience of working in a multi-agency environment	Essential	A, I
	Experience of working at middle manager	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	Essential	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

	Full UK driving licence and access to a suitable vehicle	Essential	A, I
	Meet the medical and fitness standard required for the role	Essential	MFRS
	Enhanced Disclosure Barring Service check (verification of unspent criminal records will be undertaken)	Essential	MFRS
	Willing to undergo an SC Personal Security Standard check	Essential	MFRS
	Able to participate in the National Resilience On Call Rota	Essential	A, I

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