MERSEYSIDE FIRE & RESCUE SERVICE

JOB PROFILE

JOB TITLE:	UK ISAR Training Officer & Assurance Co-ordinator
SALARY GRADE:	Station Manager B
DIRECTORATE:	ISAR
TEAM:	UK ISAR
LOCATION OF WORK:	An agreed base of work. Requirement for National and International travel.
HOURS OF WORK:	42 hours per week
DIRECTLY RESPONSIBLE TO:	UK ISAR National and Deputy National Coordinator

LEADERSHIP BEHAVIOUR LEVEL:	Leading Others

MAIN JOB PURPOSE

As a member of the UK ISAR capability your role will also ensure UK ISAR are fully prepared to respond to international incidents as outlined in the MOU UK Fire and Rescue Sector Support to His Majesty's Government for Emergency Response Operations Overseas.

The UK ISAR Training Officer will be responsible for planning, delivering, coordinating, assurance and evaluating training activities required to support the UK International Search And Rescue Team (UK ISAR) for the duration of the Emergency Deployable Team (EDT 2) program.

The role provides technical, operational, and instructional leadership across all expected capability areas, with a particular focus on:

- Rope Rescue
- Shoring Systems
- Lifting and Moving Operations
- K9 Search and Technical Search (including ASR2)
- Ex Con development and IER planning
- Assurance and competency verification
- SOP and Safety Protocol development

This is also includes delivery of capacity building and mentoring for new and existing INSARAG teams.

The post-holder will ensure the training programme aligns with INSARAG methodology and supports UK ISAR progress toward achieving international reclassification standards in 2028 and beyond.

KEY AREAS OF RESPONSIBILITY

Training Delivery & Programme Management

- Lead and support the delivery of a structured training programme for UK ISAR.
- Deliver specialist training modules including rope rescue, shoring, lifting and moving, and technical search.
- Provide mentoring and operational coaching to sector leads, safety officers, and team command staff.
- Support the development and enhancement of organisational Standard Operating Procedures (SOPs) and safety protocols.

Technical Expertise and Guidance

- Offer specialist advice in technical rescue disciplines, K9 search, and ASR2 methodology.
- Promote safe working practices, ensuring alignment with international best practice.
- Provide input into equipment standards, PPE requirements, and operational procedures.

Performance Assurance & Competency Development

- Conduct assurance visits and evaluate progress against agreed annual training objectives.
- Identify capability gaps and design bespoke training interventions to address them.
- Prepare teams for the operational, management, and technical aspects of the IER.
- Conduct practical assessments, scenario-based evaluations, and structured feedback sessions.

Exercise Control & IER Preparation

- Provide and lead expert support to the Exercise Control (ExCon) team, including planning injects, visual timelines, evaluation points, and observer management processes.

- Assist in the preparation of documentation, evidence portfolios, and readiness materials required for IER.
- Mentor teams and personnel on the expectations, flow, and format of INSARAG classification events.

Reporting and Documentation

- Produce written reports following each training visit, capturing strengths, gaps, and recommendations.
- Maintain accurate training records and competency documentation for UK ISAR personnel.
- Contribute to UK ISAR internal reporting requirements and national capability development.

INSARAG Classifier

To be an existing INSARAG Classifier or a registered classifier in training with INSARAG.

INSARAG Working group

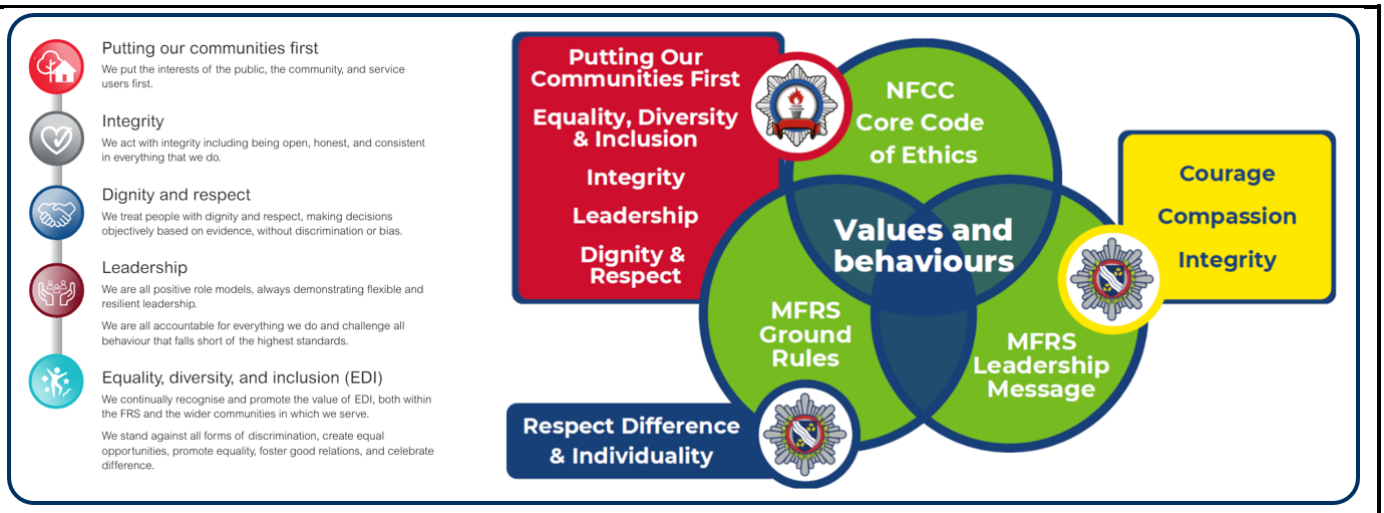
To be willing to become an INSARAG working group team member.

VALUES, BEHAVIOURS AND CODE OF ETHICS

As detailed in the Authority's CRMP, the Leadership Message clearly states our Values.



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 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:	Russ Gauden October 2026

UK FIRE & RESCUE ISAR INTERNATIONAL SEARCH AND RESCUE

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION

MERSEYSIDE FIRE & RESCUE SERVICE

Job Title:	ISAR Training Officer KSA IER Project	**Team:**	UK ISAR
Salary:	SM (B) Flexi	**Directorate:**	UK ISAR

	QUALIFICATIONS & TRAINING	ESSENTIAL/ DESIRABLE	ASSESSED BY
	Be a current substantive Watch Manager or above within a UK Fire & Rescue Service	E	A
	Recognised instructor or teacher qualification	E	A
	Completion of International disaster related training courses	E	A
	Recognised Health & Safety qualification	E	A
	Recognised Equality & Diversity Qualification or evidence of continuous workplace application.	E	A
	Prior involvement in international mentoring programmes or capacity building.	E	A
	Recognised qualifications or demonstrable competence in Rope Rescue, Shoring, Lifting & Moving, or Technical Search.	E	A
	Direct experience in INSARAG External Classification (IEC) or INSARAG External Reclassification (IER), either as: • A member of a classified USAR team undertaking IEC/IER, or • A participant within Exercise Control (ExCon) for an IEC/IER, or • An INSARAG Classifier/Observer during an IEC/IER.	E	A
	Proven understanding of the structure, expectations, and flow of IER assessments.	E	A
	KNOWLEDGE & EXPERIENCE	**ESSENTIAL/ DESIRABLE**	**ASSESSED BY**
	Knowledge of current UK ISAR structure and key stakeholders	E	A & I
	Knowledge of current UK ISAR standard operational procedures	E	A & I
	Knowledge of UN OCHA, INSARAG, and other international humanitarian structures	E	A & I
	Knowledge of HMG Departments and roles in UK disaster response	E	A & I
	Knowledge of procurement and finance regulations	E	A & I
	Knowledge of safeguarding	E	A & I
	Knowledge of BoO design, logistics, and team deployment structures.	E	A & I
	A developed and demonstrable understanding of the INSARAG IER Checklist, including operational, management, technical, and safety components.	E	A & I
	Familiarity with INSARAG Guidelines (2020 or later), including team capability criteria and assessment methodology.	E	A & I
	Experience of deputy or team leader in UK ISAR/USAR team	D	A & I
	Experience of leading a training team event internationally in their Search and Rescue role	E	A & I
	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 leading or area of high responsibility within a project	E	A & I
	Experience operating within an internationally deployable USAR team.	E	A & I
	Experience with ICMS, scenario development, and exercise coordination.	E	A & I
	Evidence of planning and delivering training and exercises	E	A & I
	Experience of using MS Office and other IT packages	E	A & I
	Experience delivering multi-day, multi-disciplinary training courses.	E	A & I
	Experience of planning meetings, and other events	E	A & I
	Experience of international disaster response in a management capacity	E	A & I
	SKILLS & ABILITIES	**ESSENTIAL/ DESIRABLE**	**ASSESSED BY**
	Highly self-motivated and able to work on own initiative	E	A & I
	Flexible and adaptable to accommodate changing priorities	E	A & I
	Able to communicate effectively with a wide range of stakeholders	E	A & I
	Able to operate in new areas of work with limited support	E	A & I
	Able to produce detailed reports to support decision making	E	A & I

	Able to plan effective use of resources	E	A & I
	Able to manage sensitive/confidential information	E	A & I
	Able to chair meetings and produce minutes/actions	E	A & I
	Strong instructional and coaching skills, with the ability to train diverse teams.	E	A & I
	Excellent communication and reporting capabilities (written and verbal).	E	A & I
	Ability to work in demanding environments and maintain professional composure.	E	A & I
	Culturally aware, adaptable, and capable of building strong international partnerships.	E	A & I
	High standards of safety awareness, leadership, and operational integrity.	E	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
	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. Must be able to travel internationally for extended periods.	E	A & I
	To hold and maintain a current full UK valid driving license and access to a suitable vehicle.	E	PD
	Must maintain operational fitness in line with UK ISAR standards.	E	I
	Must hold a valid passport and meet FCDO deployment health/security requirements.	E	PD

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