

Person Specification

Job Title	Commercial Training Instructor	Team	Training & Development Academy
Salary Grade	Grade 7	Directorate	Operational Preparedness

	Qualifications & Training	Essential	Desirable	Assessment
	Qualified Firefighter, or hold a NVQ Level 3 Operations in the Community.		✓	A & I / P D
	Workplace Learning Award, PTLLS or equivalent.		✓	P D
	Breathing Apparatus Instructor.		✓	P D
	Fire Behaviour Instructor.		✓	P D
	IOSH Managing Safely.		✓	P D
	NEBOSH Fire Safety (FC1).		✓	P D
	First Aid at Work or equivalent.		✓	P D
	Experience	Essential	Desirable	Assessment
	Firefighting experience.	✓		A & I
	Experience of training or coaching others.	✓		A & I
	Knowledge	Essential	Desirable	Assessment
	Knowledge of the Regulatory Reform Order.		✓	A & I
	Skills	Essential	Desirable	Assessment
	Good written and verbal communication skills.	✓		A & I
	Good IT skills.	✓		A & I
	Able to maintain own knowledge and skills.	✓		A & I
	Develop learning materials.		✓	A & I
	Produce lesson / session plans.		✓	A & I
	Carry out assessment of competence in accordance with occupational or workplace standards.		✓	A & I
	Evaluate course delivery and improve courses as necessary.		✓	A & I
	Work Related Circumstances	Essential	Desirable	Assessment
	Full UK driving licence.	✓		P D
	Physically fit.	✓		M
	Basic Disclosure check (verification of unspent criminal records will be undertaken in the	✓		MFRS

	form of a Basic Disclosure check).			
	Large Goods Vehicle driving licence CAT 'C'.		✓	P D

Key to assessment methods:

A – Application form

I – Interview

P D - Produce documentation

M – Pre-employment medical upon conditional offer of employment.

MF&RS - MF&RS will complete a Basic Disclosure check upon conditional offer of employment.

Date person specification prepared: S Fielding 22.1.2025

