

Person Specification

Job Title	USAR Capability Officer	Team	National Resilience
Salary Grade	Station Manager B plus flexible duty allowance		

	Qualifications & Training	Essential	Desirable	Assessment
	Successful completion of USAR primary and specialist phase 1 & 2 acquisition courses or experience of managerial responsibility for USAR capabilities	✓		A/I
	Evidence of USAR Continuous Professional Development	✓		A/I
	Successful completion of a recognized Incident Command Course	✓		A/I
	Recognised Equality & Diversity Qualification or evidence of continuous workplace application	✓		A/I
	Evidence of Continuous Professional Development	✓		A/I
	Full UK driving licence and access to a suitable vehicle	✓		A/I
	Recognised Health & Safety qualification – minimum NEBOSH General Certificate or equivalent		✓	A/I
	Recognised Quality Management auditor qualification		✓	A/I
	Previous Experience	Essential	Desirable	Assessment
	Experience of working in a Fire and Rescue Service environment to resolve operational incidents	✓		A/I
	Experience of NR assets & procedures with a particular focus on the USAR Capability	✓		A/I
	Experience in using MS Office products	✓		A/I
	Experience of managing own workload and working to deadlines	✓		A/I
	Production and presentation of information including reports to managers and key stakeholders	✓		A/I
	Evidence of an area of responsibility within a project	✓		A/I
	Evidence of supporting quality management systems development and / or implementation	✓		A/I
	Experience of planning, chairing and recording meetings	✓		A/I

Experience of managerial responsibility for USAR capabilities	✓		A/I
Experience of working in a multi-agency environment		✓	A/I
Experience of working at middle manager		✓	A/I
Disposition, Attitude and Motivation	Essential	Desirable	Assessment
Highly self-motivated and able to work on own initiative	✓		A/I
Positive approach to change and new challenges / experiences	✓		A/I
Flexible and adaptable to accommodate changing priorities	✓		A/I
Able to communicate effectively with a wide range of people	✓		A/I
Able to operate in new areas of work with limited support	✓		A/I
Willingness to learn and develop	✓		A/I
Able to provide information to support decision making	✓		A/I
Able to develop and implement organisational strategy	✓		A/I
Able to plan effective use of resources	✓		A/I
Work Related Circumstances	Essential	Desirable	Assessment
Ability to anticipate and interpret changing requirements in a political context	✓		A/I
Willing to undergo an SC Personal Security Standard check	✓		A/I
Access to own vehicle for work use and able to participate in the National Resilience On Call Rota	✓		A/I
Experience of Regional / Local Resilience Forums or other Multi Agency groups		✓	A/I

Key to assessment methods: A – Application form AC - Assessment Centre I - Interview PD - Produce Documentation
P – Presentation T- Test MF&RS - MF&RS will process NPVV3 check upon offer of conditional employment.

Date person specification prepared / revised: 14.1.2022
Revised by: Sara Fielding

