MERSEYSIDE FIRE & RESCUE SERVICE

JOB PROFILE

JOB TITLE:	High Volume Pump - Capability Officer
SALARY GRADE:	Station Manger B plus Flexi
DIRECTORATE:	National Resilience
TEAM:	National Resilience Assurance Team
LOCATION OF WORK:	An agreed base location. Some requirements for national travel.
HOURS OF WORK:	42 hours per week
DIRECTLY RESPONSIBLE TO:	HVP Capability Advisor

LEADERSHIP BEHAVIOUR LEVEL:	Leading the Function

MAIN JOB PURPOSE

To support delivery of the agreement between the National Resilience Lead Authority and the Ministry of Housing, Communities and Local Government.

To provide operational cover as directed in accordance with the Lead Authority rota 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

Key Responsibilities:

To support the successful delivery of the Lead Authority National Resilience Functional Plan and the High Volume Pump (HVP) Capability Business Plan.

To support the National Resilience (NR) response to operational incidents as required in accordance with the NCAF.

To co-ordinate and deliver the National Resilience HVP Capability assurance process.

To deliver HVP capability specific advice to a range of stakeholders to maximise the benefits of the HVP capability.

To support and / or evaluate any exercises that utilise National Resilience capabilities as directed.

To support the governance of the HVP Capability by attending capability or other meetings as directed.

To be available to attend operational incidents and exercises in support of the NCAF as directed and in accordance with any agreed duty rota.

To manage and review allocated workload and feedback on performance through regular one to one meetings with the HVP Capability Advisor and through the Lead Authority Appraisal process.

To actively contribute to the HVP Capability Business Plan to achieve identified key deliverables.

To actively contribute to the asset refresh and procurement process for the HVP Capability.

To identify opportunities for capability enhancement and undertake any required Research and Development.

To provide support to Governance meetings and any task and finish workgroups as directed by the HVP Capability Advisor.

To represent the interests of National Resilience and specifically the HVP Capability, by attending meetings, seminars and conferences as directed.

To deliver practical and theoretical training to stakeholders as directed.

To adhere to all health and safety instructions and to take all reasonable care not to do anything that might endanger themselves or others; to report any dangerous situations in the workplace.

VALUES, BEHAVIOURS AND CODE OF ETHICS

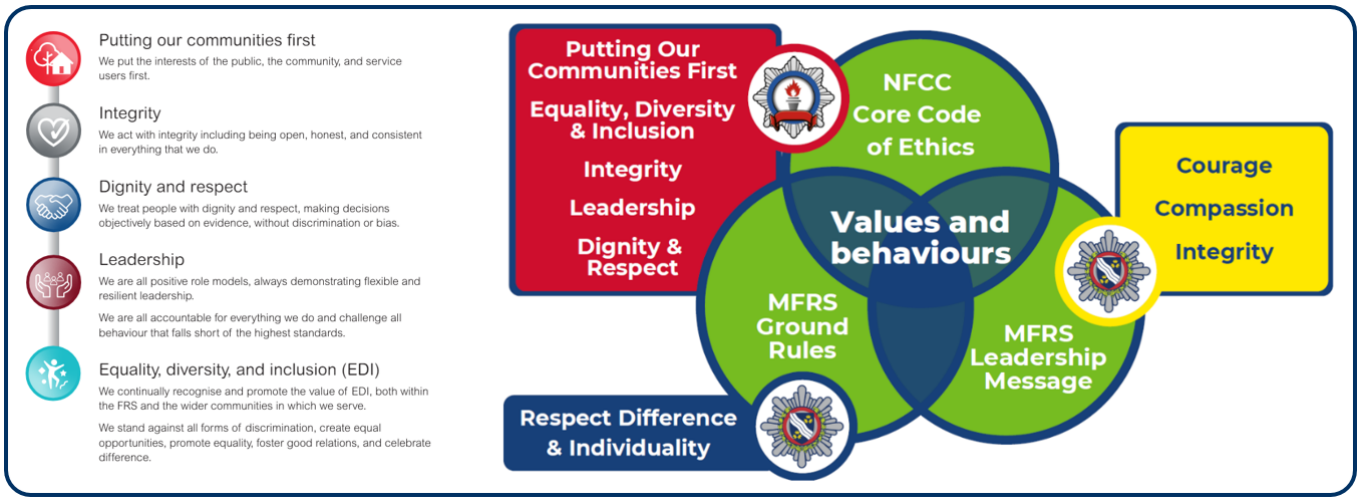
As detailed in the Authority's CRMP, the Leadership Message clearly states our Values.

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:	26/11/2026

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION

Job Title:	High Volume Pump Capability Officer	**Team:**	National Resilience Assurance Team
Salary:	Station Manager B	**Directorate:**	National Resilience

	QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
	Be a current substantive Watch Manager or above within a UK Fire & Rescue Service.	E	A & PD
	Successful completion of a recognised Incident Command Course		
	Recognised Health & Safety qualification	E	A & PD
	Evidence of Continuous Professional Development	E	A & I
	Full UK driving license and access to a suitable vehicle	E	A & PD
	Current or previous HVP Instructor	D	A & I
	National HVP Tactical Advisor	D	A & I
	Have attended a National Resilience HVP Capability CPD event for HVP instructor/ Tac Advisor within the last 3 years	D	A & I
	JESIP qualification	D	A & PD
	Recognised Quality Assurance/ Auditor qualification	D	A & PD
	Recognised level 3 Assessor qualification or above	D	A & PD
	Experience of delivering training to a range of stakeholders	D	A & I
	Recognised Equality & Diversity Qualification or evidence of continuous workplace application	D	A & PD
	KNOWLEDGE & EXPERIENCE	**ESSENTIAL/DESIRABLE**	**ASSESSED BY**
	Experience of working in Fire and Rescue Service environment to resolve operational incidents	E	A & I
	Experience and knowledge of the HVP Capability	E	A & I
	Competence in using IT applications in support of work requirements	E	A & I
	Experience of managing own workload and working to deadlines	E	A & I
	Production and presentation of information to a wide range of managers and key stakeholders	E	A & I
	Evidence of an area of responsibility within a project	E	A & I
	Evidence of supporting quality assurance	E	A & I
	Experience of working in Fire and Rescue Service environment to resolve operational incidents involving HVP or other NR capabilities	D	A & I
	Experience of working in a multi-agency environment	D	A & I
	Thorough knowledge of the NCAF	D	A & I
	Knowledge of National Resilience beyond HVP Capability	D	A & I
	Understanding of budget management and financial processes	D	A & I
	SKILLS & ABILITIES	**ESSENTIAL/DESIRABLE**	**ASSESSED BY**
	Highly motivated individual able to work on own initiative	E	A & I
	Resilient and flexible approach to work demands	E	A & I
	Positive approach to change and new challenges / experiences	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 plan effective use of resources	D	A & I
	Able to identify innovative solutions to improve delivery or realise efficiencies	D	A & I

	WORK RELATED CIRCUMSTANCES	ESSENTIAL/DESIRABLE	
	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 an enhanced disclosure barring service check)	E	MFRS
	Permission from the Chief Fire Officer to be seconded	E	A & I

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