



JOB TITLE:	NR Capability Officer (USAR)
SALARY GRADE:	Station Manager B
DIRECTORATE:	National Resilience
LOCATION OF WORK:	An agreed base of work. Some requirements for national travel
HOURS OF WORK:	42
DIRECTLY RESPONSIBLE TO:	NR Capability Advisor

LEADERSHIP BEHAVIOUR LEVEL:	Leading the Function
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MAIN JOB PURPOSE

To work as part of the National Resilience USAR capability team supporting the Capability Advisor & Capability Officers to deliver key elements of the New Dimensions Two Project.

KEY AREAS OF RESPONSIBILITY

To identify and develop procurement specifications for equipment that is part of the new USAR first response inventory.
 To complete equality impact assessments as part of the development of equipment specifications.
 To evaluate training needs and impacts that may result from the introduction of new equipment and revised ways of working.
 To complete risk assessments and revise equipment notes prior to the introduction of new equipment.
 To support the trail of equipment and subsequent evaluation.
 To support the delivery of familiarisation training as part of the roll out of ND2 USAR
 To support the USAR capability team with elements of the USAR business plan, as necessary.

VALUES, BEHAVIOURS AND CODE OF ETHICS

As detailed in the Authority's IRMP, 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

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:

29th January 2026

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION



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

QUALIFICATIONS & TRAINING		ESSENTIAL/DESIRABLE	ASSESSED BY
	Successful completion of USAR primary and specialist phase 1 & 2 acquisition courses or experience of managerial responsibility for USAR capabilities	ESSENTIAL	A/I
	Evidence of USAR Continuous Professional Development	ESSENTIAL	A/I
	Successful completion of a recognized Incident Command Course	ESSENTIAL	A/I
	Evidence of Continuous Professional Development	ESSENTIAL	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 USAR Capability	ESSENTIAL	A/I
	Production and presentation of information including reports to managers and key stakeholders	ESSENTIAL	A/I
	Ability to anticipate and interpret changing requirements in a political context	ESSENTIAL	A/I
	Evidence of supporting quality management systems development and / or implementation	ESSENTIAL	A/I
	Experience of planning, chairing and recording meetings	ESSENTIAL	A/I
	Experience of managerial responsibility for USAR capabilities	ESSENTIAL	A/I
	Experience of Regional / Local Resilience Forums or other Multi Agency groups	ESSENTIAL	A/I
	Experience of working at middle manager	DESIRABLE	A/I
Disposition, Attitude and Motivation		ESSENTIAL/DESIRABLE	ASSESSED BY
	Highly self-motivated and able to work on own initiative	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
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 own vehicle for work use and 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 complete
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