MERSEYSIDE FIRE & RESCUE SERVICE

JOB PROFILE

JOB TITLE:	National Resilience Capability Officer (Wildfire)
SALARY GRADE:	Station Manager B, plus flexible duty allowance
DIRECTORATE:	National Resilience
LOCATION OF WORK:	An agreed base of work. Some requirements for National travel.
HOURS OF WORK:	42 hours plus Operational Cover
DIRECTLY RESPONSIBLE TO:	NR Capability Advisor (Wildfire Capability)

LEADERSHIP BEHAVIOUR LEVEL:	Leading the Function

MAIN JOB PURPOSE

To support delivery of the agreement between the National Resilience Lead Authority and Ministry of Housing, Communities and Local Government (MHCLG) for the National Resilience Wildfire Capability.

To provide operational cover for the National Resilience team as directed and in accordance with the Lead Authority rota system.

To operate in support of the National Co-ordination Advisory Framework (NCAF).

KEY AREAS OF RESPONSIBILITY

- Manage the successful delivery of objectives agreed between MHCLG and the Lead Authority.
- Manage the delivery of components of a National Resilience Wildfire capability project including (but not limited to) elements such as a training/competence framework, concept of operations and the coordination and delivery of associated training.
- Act as a Wildfire Capability Officer and provide advice and guidance to a range of stakeholders to maximise the benefits of the national capability.
- Source equipment, vehicles, PPE, training and other associated resources as may be required to support project delivery and work collaboratively with support services and suppliers to achieve these goals.
- Manage costs to project budget and manage project risks in conjunction with capability lead.
- Provide communications on project progress and report updates as per NR governance arrangements, and link into NFCC tactical and strategic groups as may be required.
- Support the National Resilience (NR) capability responses to operational incidents as required.
- Coordinate and support the National Resilience Assurance process, ensuring the successful participation by FRS and other organisations within an identified area.

- Support training and exercises that utilise National Resilience capabilities as directed by the Capability Advisor, including providing and delivering training.
- Attend national operational incidents in accordance with the National Coordination Advisory Framework (NCAF) as directed by the National Resilience Duty Officer.
- Lead National Resilience user subgroup(s) as directed by the Wildfire Capability Advisor/Lead Officer.
- Maintain availability to attend operational incidents and exercises (including outside normal working hours) in support of the National Coordination Advisory Framework, providing tactical support nationally and regionally as requested or directed.

VALUES, BEHAVIOURS AND CODE OF ETHICS

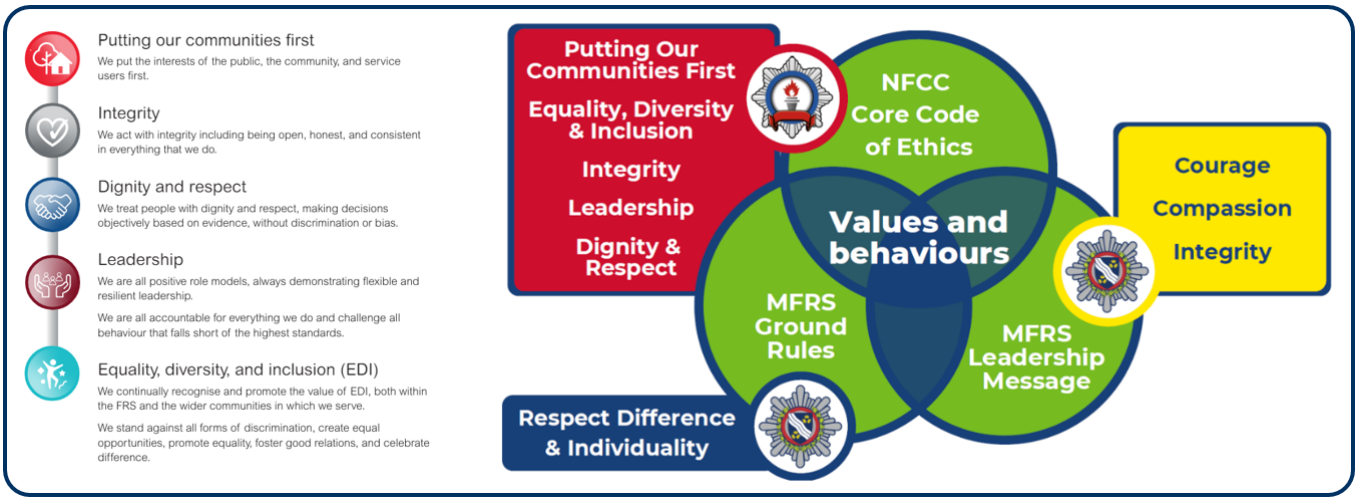
As detailed in the Authority's CRMP, the Leadership Message clearly states our Values.

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

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:	16th Dec 2025.

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION

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

	QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
	Minimum rank of substantive and competent Watch Manager within a UK Fire & Rescue Service	Essential	A & I
	Evidence of relevant wildfire-related continuous professional development.	Essential	A & I
	Successful completion of a recognised Incident Command Course	Essential	A & I
	Recognised Equality & Diversity Qualification or evidence of continuous workplace application	Essential	A & I
	Evidence of operational Continuous Professional Development (ICL)	Essential	A & I
	Recognised Health & Safety qualification – minimum NEBOSH General Certificate or equivalent	Desirable	A & I
	Recognised Quality Management auditor qualification	Desirable	A & I
	Recognised Project Management qualification	Desirable	A & I
	KNOWLEDGE & EXPERIENCE	**ESSENTIAL/DESIRABLE**	**ASSESSED BY**
	Experience of working in a Fire and Rescue Service environment to resolve operational incidents (minimum ICL2)	Essential	A & I
	Experience of Regional / Local Resilience Forums or other Multi Agency groups	Essential	A & I
	An understanding of the wildfire risks, drivers, and operational challenges facing the UK.	Essential	A & I
	Experience in using MS Office products	Essential	A & I
	Experience of managing own workload and working to deadlines	Essential	A & I
	Production and presentation of information including reports to managers and key stakeholders	Essential	A & I
	Evidence of effective project management	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 working in a multi-agency environment	Desirable	A & I
	Experience of working at middle manager level	Desirable	A & I
	Evidence of managing complex wildfire incidents	Desirable	A & I
	SKILLS & ABILITIES	ESSENTIAL/DESIRABLE	ASSESSED BY
	Highly self-motivated and able to work on own initiative	Essential	A & I
	Positive approach to change and new challenges / experiences	Essential	A & I
	Flexible and adaptable to accommodate changing priorities	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
	Willingness to learn and develop	Essential	A & I
	Able to provide information to support decision making	Essential	A & I
	Able to develop and implement organisational strategy	Essential	A & I
	Able to plan effective use of resources	Essential	A & I
	Ability to anticipate and interpret changing requirements in a political context	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
	Meet the medical and fitness standard required for the role	Essential	P D
	Full UK driving licence and access to a suitable vehicle	Essential	P D
	Commitment to undergo an SC Personal Security Standard check	Essential	MFRS
	Enhanced Disclosure Barring Service with adult & child barred lists check (verification of unspent criminal records will be undertaken in the in the form of an enhanced disclosure barring service check)	Essential	MFRS
	Access to own vehicle for work use ad 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