



JOB TITLE:	Nutritionist and Physical Training Advisor
SALARY GRADE:	Grade 8
JE REFERENCE:	A823
DIRECTORATE:	People and Organisational Development
TEAM:	Health and Wellbeing Team
LOCATION OF WORK:	Service Headquarters
HOURS OF WORK:	21
DIRECTLY RESPONSIBLE TO:	Lead Health and Fitness Advisor

LEADERSHIP BEHAVIOUR LEVEL:	Leading Yourself
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MAIN JOB PURPOSE

Merseyside Fire and Rescue Service (MFRS) is committed to ensuring the health, wellbeing and operational readiness of its workforce. We are seeking a qualified and motivated Nutritionist with personal training experience to support firefighters and staff in achieving optimal physical fitness, nutritional health, and performance resilience.

The post holder will design, implement and manage evidence based nutritional strategies that optimise the physical performance, recovery and long-term health of firefighting personnel. The role involves translating nutritional science into practical, real work dietary solutions tailored to the unique metabolic and physical demands of operational firefighting duties.

KEY AREAS OF RESPONSIBILITY

Nutritionist

1. Deliver tailored, evidence based nutritional advice to firefighters and support staff
2. Conduct individual dietary assessments, including lifestyle, performance needs, and health risks
3. Develop personalised nutrition plans to support operational fitness, injury prevention/recovery and cardiovascular and metabolic health
4. To implement the Service weight management support protocol, including the assessment of staff, setting weight loss targets, monitoring indicators such as body mass index and percentage body fat.
5. Educate staff and support organisational wellbeing initiatives through workshops, briefings, and campaigns in relation to diet and nutrition
6. Contribute to the development of policies related to health, fitness and nutrition

Physical Training Advisor

1. To work with the physical training team to implement procedures and programmes for the Service related to fitness, rehabilitation, weight management and physical training, including guidance on the use of gym equipment
2. Assess and evaluate operational staff undertaking annual fitness assessments, to assess Firefighters who fail to achieve the standards in their routine Health Screenings or annual fitness tests. To develop fitness training programmes for these staff to support their attaining the required standard

3. To recommend actions and develop improvement plans should the fitness/health standard not be achieved
4. To work with the Health and Wellbeing team in assessing the training needs of the Service in the areas of fitness for work
5. To conduct gym inductions
6. To arrange and conduct functional fitness assessments and re-familiarisation training for firefighters to facilitate their returning to operational firefighting duties
7. To support staff (that are unfit for their usual role) with appropriate rehabilitation, fitness and health advice in order to advance a return to their usual role by developing bespoke fitness plans
8. To work with colleagues in the Health and Wellbeing Team to provide advice, support and health promotions in the improvement of employee health, wellbeing and fitness
9. To provide lifestyle and fitness advice to all employees of the Service
10. To undertake risk assessment of individuals and tasks in the areas of fitness training and testing
11. To undertake the duties of this post at various Fire Service locations throughout Merseyside

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**

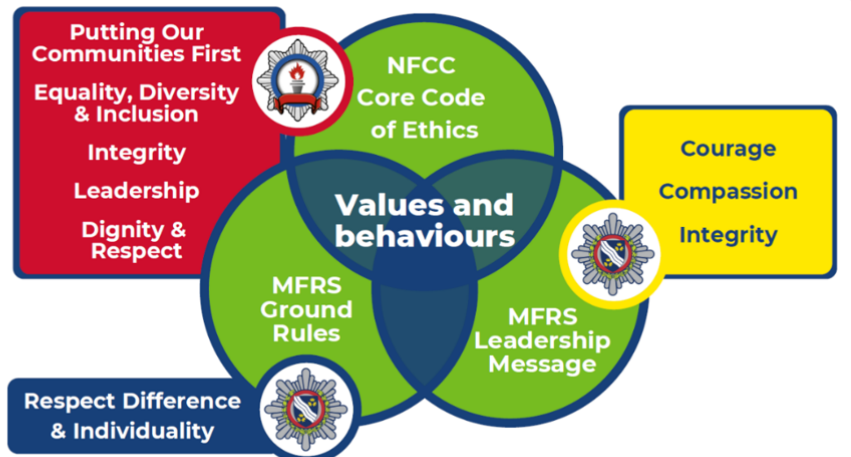
- By doing the right thing even when it is hard or no one is looking
- By leading by example
- By standing up for what matters
- By being open, honest and fair
- By making decisions based on facts
- By explaining the why
- By being consistent
- By always doing what we say we are going to do

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 MFRS'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.

-  **Putting our communities first**
We put the interests of the public, the community, and service users first.
-  **Integrity**
We act with integrity including being open, honest, and consistent in everything that we do.
-  **Dignity and respect**
We treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias.
-  **Leadership**
We are all positive role models, always demonstrating flexible and resilient leadership.
We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.
-  **Equality, diversity, and inclusion (EDI)**
We continually recognise and promote the value of EDI, both within the FRS and the wider communities in which we serve.
We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.



LEADERSHIP BEHAVIOURS

Personal Impact	I demonstrate Service values and behaviours.	I value inclusion and set a positive example to others.	I reflect on my own strengths and see the strengths of others (using colours).
Outstanding Leadership	I am an ambassador for the Service, taking pride and responsibility for the work we do and encouraging others to do the same.	I take responsibility and accountability for the quality of my own work.	I role model proactively, learning new skills and behaviours.
Service Delivery	I find out about my local community risks & associated behaviours to ensure we are offering the best service.	I plan ahead and prioritise my work, managing my time effectively to get things done.	I work to foster trust with others & build constructive working relationships to achieve goals.
Org. Effectiveness	I know what the key organisational goals are and how I contribute.	I work within the organisation's policies, procedures and processes.	I continuously seek to improve my performance & share my ideas.

Date job profile prepared / revised:

17.06.26 K Patterson

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION



Job Title:	Nutritionist and Physical Training Advisor	Team:	Health and Wellbeing Team
Salary:	Grade 8	Directorate:	People and Organisational Development
JE Reference:	A823		

QUALIFICATIONS & TRAINING		ESSENTIAL/DESIRABLE	ASSESSED BY
	A degree (or equivalent) in Human Nutrition, Dietetics or Sports Nutrition	E	PD
	A qualified fitness advisor, with a recognised fitness qualification (Minimum NVQ L2)	E	PD
	First Aid at Work certificate	D	PD
KNOWLEDGE & EXPERIENCE		ESSENTIAL/DESIRABLE	ASSESSED BY
	Experience of working as a practicing Nutritionist or Dietician	E	A&I
	Experience delivering nutritional support to those in physically demanding professions	E	A&I
	Experience advising on weight management and dietary issues	E	A&I
	Experience in designing and delivering educational workshops in the areas of health, nutrition and fitness	E	A&I
	Experience of developing and delivering fitness training programmes	E	A&I
	Experience of working in a rehabilitation support role	E	A&I
	Experiencing in maintaining administration systems	E	A&I
	Experiencing using Microsoft packages, including Excel and Word	E	A&I
	Experience at working as part of a team	E	A&I
	Experience of working within both a fitness environment and office environment	D	A&I
	Experience working within a confidential environment	D	A&I
	Knowledge of sports and performance nutrition	E	A&I
	Knowledge of exercise physiology, testing and measurement	E	A&I
	Knowledge of improving the physical wellbeing and health of individuals	E	A&I
	Knowledge of Occupational Health and Wellbeing Services	D	A&I
	Knowledge of Fire Service Fitness Tests	D	A&I
	Knowledge of the principles of Health and Safety	D	A&I
SKILLS & ABILITIES		ESSENTIAL/DESIRABLE	ASSESSED BY
	Ability to motivate people to improve their diet, health and fitness and influence behavioural change	E	A&I
	Ability to translate complex scientific data into simple, actionable dietary advice for staff	E	
	Well-developed interpersonal and communication skills	E	A&I
	Highly self-motivated	E	A&I
MEMBERSHIP/ REGISTRATION			
	Registered with a professional body, such as the Association for Nutrition (AfN), Health and Care Professionals Council (HCPC), the Sport and Exercise Nutrition Register (SENR)	E	PD
WORK RELATED CIRCUMSTANCES		ESSENTIAL/DESIRABLE	ASSESSED BY
	Full Manual UK Driving Licence	E	PD
	Availability to undertake occasional evening and weekend work	E	A&I

A Application **I** Interview **PD** Produce Documentation

