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**Firefighter**

**Post Specification**

**Fire and Rescue Service**

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| **Date** | **Jan 2024** |
| **Post Title** | Firefighter (On-Cal) |

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| **Purpose of this post** | |
| * To act as an integral part of an emergency response team by working with and within the community * to prevent emergencies occurring, minimise their impact when they do and intervene effectively when required, to the benefit of that community and within a safe working environment. | |
| **Key job specific accountabilities** | |
| **Incidents:**   * To respond to the fire station within 5 minutes at the time of an emergency call and when booked available. * Attend and deal with incidents involving fire and other emergencies * Minimise distress and suffering to casualties, including giving first aid. * Instigate protective measures to safeguard members of the public from hazards arising from emergency incidents * Mitigate the effects of damage to property * Prevent suffering to and affect the rescue of animals trapped by fire or other causes. * Provide physical assistance and rescue skills to aid other Emergency Services at major incidents. * Assist authorities at incidents involving hazardous substances and protect the public and the environment from the effects of those substances. * Drive, manoeuvre and redeploy fire service vehicles if qualified and required to do so.   **Community Safety:**   * Assist in Service initiatives, including the giving of general fire safety advice and guidance, to all members of the community, through a variety of agreed community safety initiatives designed to reduce the impact of fire and other emergencies.   **Routine duties:**   * Check, test, clean and maintain all firefighting equipment. * Maintain paper and electronic records and undertake administrative tasks.   **Personal:**   * **•** Maintain standards of dress and personal appearance as required by Service policy, reflecting a proper image of a uniformed service. * Maintain the level of fitness necessary to carry out all the duties of a Firefighter. * Know the local geography and be aware of the risks and hazards within the area. * Have an understanding of and commitment to equal opportunities and treat all colleagues and members of the public with dignity and respect. * Ensure personal safety and that of others, co-operating fully with health and safety initiatives, guidance and instructions. * Participate in a continuous training programme by attending courses, lectures, exercises, practice drills and other forms of training to maintain competence, in line with national role maps and CFRS Maintenance of Core Skills Scheme.   **Other**   * Undertake routine inspections of premises as part of a direct or indirect fire safety legislative requirement. | |
| **Key facts and figures of the post** | |
| **Budget Responsibilities** | * N/A |
| **Staff Management Responsibilities** | * N/A |
| **Data Responsibilities** | * N/A |
| **Other** | * Carry out work in support of Service objectives |
| **Essential Criteria - Qualifications, knowledge, experience and expertise** | |
| **Personal Skills and Abilities**  **Essential**   * Good verbal and written communication skills. * Understands and respects diversity and adopts a fair and ethical approach to others. * High degree of practical / manual ability. * Committed and able to develop self and others. * A conscientious and proactive approach to work. * Open to, and supportive of, change. * Able to work at height and in confined spaces. * A commitment to the values of CFRS   **Experience**  **Essential**   * Experience of working effectively with others. * Experience of remaining calm under pressure and in highly challenging situations   **Desirable**   * Teamwork in a disciplined environment * Experience of community safety work   **Knowledge and Qualifications**  **Essential**   * Aware of the main elements of the firefighter role. * Aware of the role of the Fire Service in the community.   **Desirable**   * The ability to work methodically with attention to detail * Effective ICT skills * First Aid qualification * LGV Driving Licence   **Eligibility Criteria**  **In order to be eligible to apply for this role, you must meet the following criteria at the point of application:**   * Be eligible to live and work in the UK without restrictions * Hold a valid full UK driver’s licence * Be medically fit to undertake the role | |
| **Disclosure and Barring Service – DBS Checks** | |
| * This post requires a DBS check. * The level of check required is: DBS Standard | |
| **Other Factors** | |
| * The post will involve travel throughout the county and sometimes country. | |

**National Fire Chiefs Council Code of Ethics**



A national Core Code of Ethics for Fire and Rescue Services in England has been developed in partnership with the National Fire Chiefs Council, Local Government Association, and the Association of Police and Crime Commissioners to support a consistent approach to ethics, including behaviours, by fire and rescue services in England. This outlines our behavioural framework, values, and cultural approaches and is at heart of everything we do.

For further information please visit <https://www.ukfrs.com/core-code-ethics>

The Core Code sets out five ethical principles, based on the Seven Principles of Public Life, which alongside the accompanying guidance provides a basis for promoting good behaviour and challenging inappropriate behaviour.

* **Putting our communities first** – we put the interest of the public, the community and service users first.
* **Integrity** – we act with integrity including being open, honest and consistent in everything we do.
* **Dignity and respect** - making decisions objectively based on evidence, without discrimination or bias.
* **Leadership** – we are all positive role models, always demonstrating flexibility 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 FRSs 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.