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**Crew Manager**

**Post Specification**

**Fire and Rescue Service**

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| **Date** | **Jan 2024** |
| **Post Title** | Crew Manager |
| **Department** | Service Delivery |

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| **Purpose of this post** | |
| To play a key role in making Cumbria’s communities safer through the planning, co-ordination, and delivery of service activities within the station area.  Reports to Watch Manager – Service Delivery/Operational Command | |
| **Key job specific accountabilities** | |
| 1. To support the delivery of the Cumbria Fire & Rescue Service Integrated Risk Management Plan (IRMP). 2. To provide a broad range of community services to ensure residents, businesses and visitors are supported through Prevention, Protection and Response, activities. 3. Plan, coordinate and deliver training to Regular and On Call employees within CFRS. 4. Work in partnership with other departments and agencies ensuring good relationships are established and maintained. 5. Inform and educate your community to improve awareness of safety matters. 6. Contribute to fire safety solutions to minimise risks to your community. 7. Line management of staff - lead the work of teams and individuals to achieve their objectives. 8. Maintain activities to meet requirements. 9. Take responsibility for effective performance and attend training and development courses as required. 10. Support the development of teams and individuals. 11. Investigate and report on events to inform future practice. 12. Lead and support people to resolve operational incidents and exercises. | |
| **Key facts and figures of the post** | |
| **Budget Responsibilities** | * None |
| **Staff Management Responsibilities** | * Manager staff and responsibilities as required |
| **Data Responsibilities** | * N/A |
| **Other** | * Carry out work in support of Service objectives |
| **Essential Criteria - Qualifications, knowledge, experience and expertise** | |
| **Experience**  **Essential**   * Hold the post of competent operational Firefighter or above. * Experience of informing and educating the community to improve awareness of safety matters. * Experience of contributing to Fire Safety solutions to minimise risks to the Community. * Experience of working with teams and individuals to achieve their objectives. * Experience of maintaining activities to meet requirements. * Experience of taking responsibility for effective performance. * Experience of supporting individual development. * Experience of investigating and reporting on events to inform future practice. * Experience of leading supporting people to resolve operational incidents.   **Knowledge**  **Essential**   * Knowledge of statutory requirements affecting role. * A knowledge of Health and Safety legislation and statutory requirements. * An understanding of the risk concept and how it can be applied within a proactive safety culture. * Understanding of equality legislation and its application in relation to the duties of a supervisory management post. * An understanding of Incident Command, and Command Support at operational incidents. * A knowledge of disciplinary, grievance and performance management procedures. * An understanding of how performance management impacts upon organisational performance.   **Desirable**   * Level 1 Incident Command qualification. * Health and Safety Qualification (Level 1 IOSH)   **Key Skills/Behaviours**   * Ability to demonstrate a comitment to CFRS behaviours, values and Code of Ethics * Ability to lead the work of teams and individuals to achieve their objectives. * Ability to support the implementation of change * Ability to maintain activities to meet requirements. * Ability to take responsibility for effective performance. * Ability to communicate effectively at all levels, with the ability to use a wide range of communication techniques. * Ability to utilise I.T systems for reports, performance management, monitoring etc. * Personal integrity with the ability to demonstrate high personal standards. * Evidence of Continual Personal Development. * Able to develop self, teams and individuals to enhance work-based performance.   **Commitment**   * A commitment to demonstrating and promoting equality, diversity, and inclusion. * A commitment to develop self, teams and individuals to enhance work based performance. * A commitment to values of the Service and NFCC Code of Ethics framework. * A commiment to be a role model and demonstrate high personal standards. | |
| **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, including overnight stays | |

**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.