

Station Manager B



Job Description

Purpose:

Leadership is key to Cumbria Fire and Rescue deliver the best services possible to residents, businesses, and communities within Cumbria.

Delivering excellent service to our communities, being adaptable to evolving requirements of a modern day fire and rescue service, and leading others to meet Service strategic objectives is key to our future success.

Key job specific accountabilities:

- Assist in the development and implementation of strategic Service and departmental objectives and ensure their effective and efficient implementation.
- Provide cover on the Station Managers rota and respond to operational incidents adopting the appropriate role within the incident command system . Post holders must be able to provide a base in county to respond on the Station Manager duty system.
- Demonstrate a commitment to equality, diversity and inclusion, and provide leadership to deliver outstanding culture.
- To be accountable for the efficient and effective management of a service area ensuring all objectives are successfully achieved through proactive performance management.
- Provide leadership, support and guidance for staff and promote continuous improvement.
- Research, develop and deliver policies and service projects where appropriate to meet the current and emerging needs of the Service.
- Develop and co-ordinate links with key stakeholders, other external bodies and partners as required to support the achievement of Service aims.
- Support the operation and management of the Service by carrying out aspects of operational station management commensurate with the role.
- Carry out Investigations & Inspections in relation to incidents, accidents, people, equipment and vehicles etc.
- Support county-wide community safety activities where appropriate.

- Develop and produce risk information for use by operational staff.
- Prepare and review Site Specific Risk Information as appropriate to location.
- Be accountable for the delivery of Operational / Training exercises as appropriate to location.
- Quality Assure operational competence and workplace assessment processes.
- Comply with the broad requirements of the Station Manager Role Profile.

Station Manager Rolemap:

- EFSM2 Lead, monitor and support people to resolve operational incidents.
- EFSM3 Determine solutions to hazards and risks identified through inspection and investigation.
- EFSM10 Plan and implement activities to meet service delivery needs.
- EFSM12 Manage the effective use of resources.
- EFSM13 Select required personnel.
- EFSM14 Manage the performance of teams and individuals to achieve objectives.
- EFSM15 Develop teams and individuals to enhance workplace performance.
- EFSM16 Manage yourself to achieve work objectives.
- EFSM21 Provide information to support decision making.

(Please note annual targets will be discussed during the appraisal process)

Key facts and figures of the post

Budget responsibilities

None

Staff management responsibilities

Lead and manage teams and individuals, including applying relevant policies and procedures as required. Provide leadership, mentorship, training, support and guidance for staff, promoting continuous improvement. Implement and preside over disciplinary, grievance and other employee matters commensurate with the role. Support the recruitment of staff to support high performing and flexible teams.

Other

Carry out work in support of Service objectives.

Person Specification

	Essential
Experience	• Hold the post of competent Watch Manager. • Experience of leading, monitoring and supporting staff to resolve operational incidents. • Experience of determining solutions to hazards and risks identified through inspection and investigation. • Experience of designing and delivering presentations and training events.
Knowledge/ Understanding	• Knowledge of Health and Safety at work legislation and its application to the Fire and Rescue Service. • IOSH Qualification. • A working knowledge of the specific legislation applicable to the Fire and Rescue Service in relation to Fire Safety and Fire Service operations. • Possess an up to date knowledge of current Fire and Rescue Service developments applicable to this level of role. • A clear understanding of the equality and diversity agenda and how it relates to the Fire & Rescue Service. • Knowledge of disciplinary, grievance and performance management procedures.
Skills / Behaviours	• Plan and implement activities to meet service delivery needs. • Ability to manage the effective use of resources. • Ability to manage the performance of teams and individuals, setting and monitoring objectives. • Ability to develop self, teams and individuals to enhance work based performance. • Ability to manage self to achieve work objectives. • Ability to provide information to support decision making. • Proven success at managing change in the workplace and can demonstrate commitment to taking forward the modernisation agenda. • Ability to communicate effectively at all levels, with the ability to use a wide range of communication techniques. • Computer literacy skills. • Ability to implement and monitor compliance with quality policies, practices and assurance systems. • Personal Integrity with the ability to demonstrate high personal standards. • Evidence of Continual Personal Development.
Other	• Ability to travel throughout Cumbria and beyond, including overnight stays where necessary.