

# HUMBERSIDE FIRE AND RESCUE SERVICE

## EMPLOYEE SPECIFICATION

### CREW MANAGER

	<b>Pre-requisite Specification (Essential)</b>	<b>How Measured</b>	<b>Competent Specification (Desirable)</b>
Experience	<ul style="list-style-type: none"> <li>• Experience in a wide range of training and operational incidents at Firefighter level</li> <li>• Actively participates in Public Safety activities to minimise risks to the community</li> <li>• Takes responsibility for effective performance and supports the development of teams and individuals</li> <li>• Promotes equality and inclusion with a commitment to fairness and dignity at work and in the community</li> </ul>	Application / PDR / Interview	<ul style="list-style-type: none"> <li>• Experience in leading crews in a wide range of training and operational incidents at Crew Manager level</li> <li>• Creates and implements effective team plans in line with strategic policy objectives</li> <li>• Conduct inspections, report on events and carry out investigations in line with Service requirements</li> <li>• Builds successful working relationships and partnerships with people to achieve more together</li> <li>• Takes decisions based on supporting evidence and prior knowledge of good practice</li> <li>• Knowledge of what the key organisational goals are and how own work contributes</li> </ul>
Education / Training / Qualifications	<ul style="list-style-type: none"> <li>• Competent in Current Substantive Role</li> <li>• In house leadership/management development modules/programmes</li> <li>• Incident Command Level 1 Development Pathway Phase 1 (Workbook complete &amp; IDP in place)</li> <li>• Hold (or working towards) Incident Command Foundation Course ICS Level 1 IC (Initial)</li> <li>• Hold (or working towards) IFE Level 3 Certificate in Fire Science, Operations, Fire Safety and</li> </ul>	Application / Course Management System (CMS)	<ul style="list-style-type: none"> <li>• Incident Command Foundation Course – ICS Level 1 Incident Command (Initial)</li> <li>• Incident Command Level 1 Development Pathway IDP (signed off)</li> <li>• IFE Level 3 Certificate in Fire Science, Operations, Fire Safety and Management Unit 2: Fire Operations (or WM Ops paper)</li> </ul>

Reviewed June 2022

	<p>Management Unit 2: Fire Operations (or WM Ops paper)</p> <ul style="list-style-type: none"> <li>• Hold (or working towards) IFE Level 3 Certificate in Fire Science, Operations, Fire Safety and Management Unit 3: Fire Safety (or WM Fire Safety paper)</li> <li>• IOSH Working Safely</li> </ul>		<ul style="list-style-type: none"> <li>• IFE Level 3 Certificate in Fire Science, Operations, Fire Safety and Management Unit 3: Fire Safety (or WM Fire Safety paper)</li> <li>• IOSH Managing Safely</li> <li>• Level 2 Certificate in the principles of Team Leading</li> </ul>
Ethical Principles & Behaviours	<ul style="list-style-type: none"> <li>• Consistently displays the ethical principles and behaviours of the Core Code of Ethics in their everyday work</li> </ul>	Application / PDR	
Underpinning knowledge	<ul style="list-style-type: none"> <li>• Knowledge and understanding of H&amp;S in the workplace</li> <li>• Knowledge of the Service, it's operations and partnership working</li> <li>• Knowledge and understanding of HFRS public safety prevention and intervention services</li> <li>• Awareness of multi-agency working in an operational context</li> <li>• Safeguarding and Prevent responsibilities</li> </ul>	Application / Interview	<ul style="list-style-type: none"> <li>• Working knowledge and application of Joint Emergency Services Interoperability Program (JESIP) principles and procedures</li> <li>• Knowledge and understanding of HFRS preparedness and resilience procedures</li> </ul>
Skills/Personal Attributes	<ul style="list-style-type: none"> <li>• Leads, involves and motivates others both within the Fire &amp; Rescue Service and the community</li> <li>• Maintains a confident, controlled and focussed attitude in highly challenging situations</li> <li>• Embraces and values diversity and demonstrates a fair and ethical approach</li> <li>• Proactively supports change, adjusting approach to meet changing requirements</li> <li>• Communicates effectively both orally and in writing</li> </ul>	Application / PDR / Interview	<ul style="list-style-type: none"> <li>• Leads others to achieve excellence by the establishment, maintenance and management of performance requirements</li> <li>• Ability to adjust appropriately to differing group dynamics and manage conflict where appropriate</li> <li>• Creates a sense of common purpose in own team and encourages pride and professionalism</li> <li>• Shows pride and passion for HFRS and own work and communicates with enthusiasm</li> </ul>

	<ul style="list-style-type: none"> <li>• Understands and applies relevant information to create practical solutions</li> <li>• Ability to devise and deliver presentations that engage, inform and enthuse to a wide range of audiences</li> <li>• Ability to work as part of a team</li> </ul>		<ul style="list-style-type: none"> <li>• Communicates positive messages about the organisation internally and externally</li> <li>• Open and honest in communication and praises others for their contribution. Challenges unhelpful behaviours</li> <li>• Spots opportunities to improve the way we do things and puts ideas forward</li> </ul>
Working Arrangements	<ul style="list-style-type: none"> <li>• Station based 24/7 rota system. Local arrangements will determine which shift system is adopted</li> </ul>	Interview	