

SOUTH WALES FIRE AND RESCUE SERVICE

PERSON SPECIFICATION

DEPARTMENT **OPERATIONS**

POST TITLE **WATCH MANAGER**

GRADE **WATCH MANAGER 'B' WDS**

LOCATION **VARIOUS**

FACTOR	SPECIFICATION	ESSENTIAL/ DESIRABLE	HOW IDENTIFIED
KNOWLEDGE/ EXPERIENCE	Experience of operational incident management.	Essential	Application form / ♦ Selection process
	Experience of leading teams and / or individuals.	Essential	Application Form/ Selection process
	Experience of incident command	Essential	Application form / Selection process
MENTAL SKILLS	Able to prioritise tasks effectively.	Essential	Application form / Selection process
	Manage information/situations to deliver effective learning.	Essential	Application form / Selection process
	Ability to deal with a variety of tasks at the same time.	Essential	Application form / Selection process
INTERPERSONAL AND COMMUNICATION SKILLS	Proven ability to communicate effectively in a confident and professional manner, both verbally and in writing.	Essential	Application form / ♦ Selection process
	Ability to recognise and address poor performance in individuals and teams	Essential	Application form/ ♦ Selection process
INITIATIVE AND INDEPENDENCE	Ability to prioritise tasks and manage own workload	Essential	Application form / ♦ Selection process
	Ability to interpret and work within set policies / procedures / guidelines.	Essential	Application form/ Selection process

FACTOR	SPECIFICATION	ESSENTIAL/ DESIRABLE	HOW IDENTIFIED
MENTAL DEMANDS	Ability to deal with conflicting demands.	Essential	Application form/ Selection process
	Proactive self-motivated and enthusiastic.	Essential	Application form/ ♦ Selection process
EMOTIONAL DEMANDS	Ability to deal with difficult situations/conflict	Essential	Application form/ Selection process
	Ability to proactively engage with the community on a number of levels, taking account of diversity issues	Essential	Application form/ ♦ selection process
RESPONSIBILITY FOR PEOPLE, SUPERVISION DIRECTION & CO-ORDINATION	Proven ability to develop others.	Essential	Application form/ ♦ Selection process
	Ability to supervise direct and co-ordinate personnel	Essential	Application form / Selection process
RESPONSIBILITY FOR FINANCIAL RESOURCES	Experience of internal budget arrangements.	Desirable	Application form/ selection process
RESPONSIBILITY FOR PHYSICAL RESOURCES	Implement the effective use of resources.	Essential	Application form / Selection process
	Maintaining the quality of products and services	Essential	Application form / Selection process
	Ability to maintain and develop records	Essential	Application form / Selection process
OTHER	Ability to speak or willingness to learn Welsh	Desirable	Application form / ♦ Selection process
	Commitment to the promotion and the understanding of Equal Opportunities	Essential	Application Form / Performance in Role/ ♦

♦ Denotes short-listing criteria in the following areas.