

## **SOUTH WALES FIRE AND RESCUE SERVICE** **PERSON SPECIFICATION**

<b>DEPARTMENT</b>	<b>Service Delivery</b>
<b>POST</b>	<b>Director of Service Delivery</b>
<b>ROLE</b>	<b>Assistant Chief Fire Officer</b>
<b>LOCATION</b>	<b>South Wales Fire &amp; Rescue Service Headquarters</b>

Please note that your Curriculum Vitae should contain clear evidence of how you meet the Essential Criteria marked with an asterix\* below. The evidence linked to these criteria must not exceed 3000 words overall.

<b>Factor</b>	<b>Evidence</b>	<b>Essential/ Desirable</b>	<b>How Identified</b>
<b>Qualifications</b>	A relevant Higher Management Qualification and/or successful completion of the Executive Leadership Programme.	Desirable	Selection
	Corporate Membership of the Institute of Fire Engineers.	Desirable	Selection
<b>Knowledge/ Experience</b>	Substantive and Competent Area Manager.	Essential	Selection
	<b>Proven experience of substantively managing a geographic or functional area in a Fire &amp; Rescue Service.</b>	<b>Essential*</b>	<b>Curriculum Vitae and Selection*</b>
	<b>Proven experience of providing strategic advice and support to resolve operational incidents where there has been multi agency engagement (Gold Command or experience at a strategic co-ordination group).</b>	<b>Essential*</b>	<b>Curriculum Vitae and Selection*</b>
	<b>Proven experience of formulating, leading and implementing strategies and improvement programmes which cross service or professional boundaries and raise performance standards.</b>	<b>Essential*</b>	<b>Curriculum Vitae and Selection*</b>

	Knowledge and understanding of the political, financial and resource implications for a Fire and Rescue Service, particularly in Wales.	Essential	Selection
	Knowledge and understanding of Fire & Rescue Service specific legislation and statutory duties.	Essential	Selection
	Knowledge of the current pressures for a progressive Fire & Rescue Service Authority in Wales and an understanding of the implications.	Essential	Selection
	Proven experience of working to Continuous Improvement principles including performance management and knowledge of the Wales Programme for Improvement.	Essential	Selection
	<b>Proven experience in formal and informal Trade Union negotiation/consultation.</b>	<b>Essential*</b>	<b>Selection</b>
	The ability to communicate through the medium of Welsh	Desirable	Selection
<b>Personal Style</b>	An understanding of and commitment to driving and implementing equality principles and practices across the Service – leading high standards of conduct, integrity and probity.	Essential	Selection
	A commitment to shaping the Service to meet the rapidly changing Public Sector context.	Essential	Selection
	A commitment to leading and managing highly sensitive issues.	Essential	Selection
<b>Intrapersonal</b>	Strong interpersonal skills, with the ability to work collaboratively and inclusively within and across organisational boundaries.	Essential	Selection
	<b>Effective communication and collaboration skills with the ability to negotiate with and influence a range of audiences, generating confidence and trust.</b>	<b>Essential*</b>	<b>Selection</b>
<b>Working with Information</b>	The ability to research, develop and implement cost effective solutions to a variety of issues.	Essential	Curriculum Vitae and Selection

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	An understanding of and commitment to driving Health & Safety in the workplace.	Essential	Selection
<b>Organisational Effectiveness</b>	Ability to deliver high standards of work within tight timescales and competing priorities, ensuring that key projects and programmes are co-ordinated and delivered in accordance with organisational priorities.	Essential	Curriculum Vitae and Selection
	<b>Ability to work effectively within the political environment developing practical and creative solutions to strategic issues that are sensitive to management and political interests and sustain positive working relationships with partners.*</b>	<b>Essential*</b>	<b>Curriculum Vitae and Selection*</b>
<b>Other</b>	Suitable levels of health and fitness to undertake duties at level 3 and 4 Incident Command, Strategic Command Centre (SCC) or Emergency Control Centre (Wales) (ECC (W)).	Essential	Medical

Please note that the successful candidate will be:-

- Required to provide cover on an operational rota which includes Public Holidays and weekends.
- Required to live within the South Wales Fire & Rescue Service area.
- Required to undertake security clearances and vetting.

