

SOUTH WALES FIRE AND RESCUE SERVICE
PERSON SPECIFICATION

DEPARTMENT	Human Resources
POST TITLE	Senior Health & Fitness Adviser
POST NO	502422
GRADE	10
LOCATION	Occupational Health Unit (OHU) Pontyclun

Essential criteria marked in **bold with an asterisk*** will be used for short-listing purposes. Please ensure you address these requirements in your Application Form (under the '*Experience and Other Information*' section). You should provide clear evidence that demonstrates you meet each area based on your skills, knowledge, experience and abilities relevant to the post.

Where a qualification is highlighted as being an 'Essential Criteria', you will be required to provide a copy of your Certificates with your Application Form.

Factor	Evidence	Essential/ Desirable	How Identified
Qualifications	Bachelor's degree in a Sport / Exercise Science related subject which must have included the study of exercise physiology and testing throughout the course (years 1-3).	Essential *	Application*/ Selection
	Masters degree in Sport / Exercise Science related subject.	Desirable	Application
	Sports massage qualification / qualification in the treatment of sports injuries	Desirable	Application
	Accreditation to a certified health / fitness professional organisation such as American College of Sports Medicine (ACSM) / British Association of Sport & Exercise Scientists (BASES) / Register of Exercise Professionals (REPs)	Desirable	Application
Knowledge/ Experience	Advanced theoretical understanding of functional anatomy, exercise physiology and exercise testing	Essential*	Application*/ Selection
	Advanced practical experience in delivering a range of fitness testing protocols	Essential*	Application*/ Selection
	Practical experience in safe and effective	Essential	Application/

Date Updated: August 2020

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	<p>exercise prescription for a range of individuals</p> <p>Experience of leading / managing a team of Health and Fitness Advisers or equivalent.</p> <p>Theoretical and practical experience of providing dietary and nutrition advice / guidance for health and/or fitness improvements.</p> <p>Experience of health promotion in the workplace</p> <p>Sound working knowledge of Microsoft Office applications</p> <p>The ability to communicate through the medium of Welsh</p>	<p>Essential*</p> <p>Desirable</p> <p>Desirable</p> <p>Essential</p> <p>Desirable</p>	<p>Selection</p> <p>Application*/ Selection</p> <p>Application</p> <p>Application</p> <p>Application/ Selection</p> <p>Application</p>
Personal Style	<p>An understanding and respect for people's differences. Committed to adopting a fair approach to others.</p> <p>Ability to work in full compliance with confidentiality policies and procedures.</p> <p>Ability to maintain a confident and resilient attitude in highly challenging situations.</p> <p>Proactive in supporting change, and the ability to adjust approach to meeting changing requirements</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Selection</p> <p>Selection</p> <p>Selection</p> <p>Selection</p>
Intrapersonal	<p>Ability to lead, involve and motivate others</p> <p>Ability to work effectively with others both within the Fire & Rescue Service and with external candidates.</p> <p>Ability to communicate effectively both orally and in writing to a range of different audiences.</p> <p>Commitment to learning and ability to develop self and others.</p>	<p>Essential*</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Application* / Selection</p> <p>Selection</p> <p>Selection</p> <p>Application / Selection</p>
Task	<p>Ability to lead others and achieve excellence by the establishment, maintenance and management of performance requirements*</p>	<p>Essential*</p>	<p>Application* / Selection</p>

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	<p>Ability to understand, recall, apply and adapt relevant information in an organised, safe, systematic way.</p>	Essential	Selection
	<p>Ability to gather information in order to make safety critical decisions.*</p>	Essential*	Application*/ Selection

The successful candidate will be required to undertake a Drug and Alcohol Test prior to an appointment being made.

This role involves frequent travel between sites throughout the South Wales area. The successful candidate must be able to travel independently.

This document is available in both English and Welsh and we welcome communication in both of these languages.

