

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

<b>DEPARTMENT</b>	Training and Development
<b>POST TITLE</b>	Multimedia Developer
<b>POST NO</b>	504044
<b>GRADE</b>	8
<b>LOCATION</b>	Cardiff Gate Training and Development Centre (Expected to work from other locations across service)

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
<b>Knowledge/ Experience</b>	<b>Previous experience of providing multimedia solutions</b>	<b>Essential*</b>	<b>Application Form*/ Selection</b>
	An understanding of creating a variety of materials with the end-user/customer in mind.	Essential	Selection
	<b>Practical experience of working with Adobe Creative Suite Applications (including Photoshop and Premier Pro)*</b>	<b>Essential*</b>	<b>Application Form*/ Selection</b>
	Experience of working with Lectora, Articulate or similar Software packages	Desirable	Application Form/Selection
	Experience of Microsoft Packages including Power Point and Word	Essential	Application Form/ Selection
	Experience of capturing and working with video and still images	Desirable	Application Form/ Selection
	Ability to speak Welsh	Desirable	Application Form

<b>Personal Style</b>	<p>Ability to embrace and value diversity and demonstrate a fair and ethical approach in all situations</p> <p><b>Ability to maintain a confident and resilient attitude in highly challenging situations.*</b></p> <p><b>Proactive in supporting change, and the ability to adjust approach to meet changing requirements.*</b></p>	<p>Essential</p> <p>Essential*</p> <p>Essential*</p>	<p>Selection</p> <p>Application Form/ Selection*</p> <p>Application Form/ Selection*</p>
<b>Intrapersonal</b>	<p>Ability to communicate effectively both orally and in writing to a wide range of audiences</p> <p>Ability to lead, involve and motivate others both within the Fire and Rescue Service and in the community.</p> <p><b>Commitment to and ability to develop self, individuals, teams and others, to improve organisational effectiveness.*</b></p>	<p>Essential</p> <p>Essential</p> <p>Essential*</p>	<p>Selection</p> <p>Selection</p> <p>Application Form/ Selection*</p>
<b>Task</b>	<p>Ability to understand and apply relevant information to make appropriate decisions and create practical solutions.</p> <p>Ability to maintain an active awareness of the environment to promote safe and effective working.</p>	<p>Essential</p> <p>Essential</p>	<p>Selection</p> <p>Selection</p>

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

This role may involve 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.

