



SOUTH WALES FIRE AND RESCUE SERVICE
PERSON SPECIFICATION

Department	Service Delivery (Operations)
Post	Wholetime Firefighter
Location	Station posting confirmed
Responsible to	The Station Manager

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 within a separate Word or PDF document uploaded to the 'Supporting Information Attachments' 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
General Ability	<p>GCSE Maths and English or Essential Skills Level 2 in Application of Number and Communication. Candidates who do not have these qualifications may be asked to undergo assessments to confirm their levels at these subjects.</p> <p>Operational firefighters will be expected to drive a variety of Fire Service Vehicles; therefore, a Full UK Driving Licence is essential. *</p> <p>Working as a firefighter will result in a variety of emergency service calls some of which may be water related for example flooding and water rescue. Candidates must be confident and able to swim unaided in open water. *</p>	<p>Desirable at application</p> <p>Essential at application*</p> <p>Essential at application*</p>
Knowledge/ Experience	<p>Ability to communicate through the medium of Welsh.</p> <p>Awareness of the role of the Firefighter.</p>	<p>Desirable</p> <p>Essential at application*</p>
Personal Style	<p>An understanding and respect for people's differences and committed to adopting a fair approach to others.</p> <p>Ability to maintain confident and resilient attitude in highly challenged situations.</p> <p>Openness to change and the desire to actively seek to support it.</p>	<p>Essential at Selection</p> <p>Essential at Application*</p> <p>Essential at Selection</p>

Intrapersonal	<p>Ability to work effectively with others both within the Fire and Rescue Service and in the community.</p> <p>Ability to communicate effectively both orally and in writing to a range of different audiences.</p> <p>Commitment to and ability to develop self and others.</p> <p>Commitment to promoting equality, diversity and inclusion.</p> <p>Commitment to values of the Service and NFCC Code of Ethics framework.</p>	<p>Essential at Selection</p> <p>Essential at Selection</p> <p>Essential at Application*</p> <p>Essential at Selection</p> <p>Essential at Selection</p>
Task	<p>Ability to understand, recall, apply and adapt relevant information in an organized, safe, systematic way.</p> <p>Ability to maintain an active awareness of the environment to promote safe and effective working.</p> <p>Ability to adopt a conscientious and proactive approach to work to achieve and maintain excellent standards.</p> <p>Ability to maintain a high level of appropriately directed activity showing determination and the capacity to work hard in a challenging environment.</p> <p>Ability to follow orders and take direction.</p> <p>Appropriate aerobic capacity/fitness.</p> <p>Satisfactory unaided eyesight and colour vision.</p> <p>Satisfactory hearing.</p> <p>Ability to work at heights and in confined spaces.</p>	<p>Essential at Selection</p> <p>Essential at Selection</p> <p>Essential at Application*</p> <p>Essential at Selection</p> <p>Essential at Selection</p> <p>Essential at Selection</p> <p>Essential at Selection</p> <p>Essential at Selection</p> <p>Essential at Selection</p>

Our Commitment to you...

If **you believe** that you are able to meet the essential requirements of an Operational Firefighter as detailed in the Job Description and Person Specification, but the assessment process prevents you from fully demonstrating your abilities, reasonable adjustments to the process will be considered. **To ensure that support is readily available, you are required to bring your specific needs to the attention of the Recruitment and Resourcing Team in advance of the assessments.**

Please note: Candidates must be over 17 years and 6 months at the time of application.