

SOUTH WALES FIRE AND RESCUE SERVICE
PERSON SPECIFICATION

DEPARTMENT	Finance
POST TITLE	Senior Accountant
POST NO	NU125
GRADE	17
LOCATION	Fire Service Headquarters

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	Qualified CCAB member with relevant graduate qualification and/or equivalent business experience.	Essential*	Application*
	Certificate in Treasury Management – Public Finance	Desirable	Application
Knowledge/ Experience	Experience of public sector finance, i.e. management accounting, financial accounting, reporting, and the annual closure of accounts process.	Essential*	Application & Selection*
	Experience of local government finance, accounting practices and legislative requirements	Desirable	Application & Selection
	Proven experience of team supervision, demonstrating the ability to lead and develop people and effectively manage performance.	Essential*	Application & Selection*
	Knowledge and experience of Treasury Management practices, policies and reporting.	Essential	Application & Selection
	Experience of presenting to Board, supporting the work of Finance & Audit Committee and providing professional advice to senior leaders.	Desirable	Application & Selection

	<p>Ability to demonstrate experience of continuous improvement in developing and improving services to stakeholders</p> <p>Understanding of the business partnering approach in delivering services and enabling and supporting the strategic direction of the organisation.</p> <p>Practical experience of Microsoft Office packages i.e. Outlook, Word, Excel*</p> <p>The ability to communicate through the medium of Welsh</p>	<p>Essential*</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>	<p>Application & Selection*</p> <p>Application & Selection</p> <p>Application</p> <p>Application</p>
Personal Style	<p>A strong collaborator with ability to support, challenge and connect with team members, peers, and external stakeholders.</p> <p>A commitment to leading and managing sensitive and confidential issues.</p>	<p>Essential*</p> <p>Essential</p>	<p>Application & Selection*</p> <p>Application and Selection</p>
Intrapersonal	<p>Commitment to continuous self-improvement, including the willingness to seek feedback, engage in ongoing learning and proactively address areas for development.</p> <p>Strong self-discipline and self-motivation, demonstrating the ability to manage time effectively, prioritise, and maintain focus and productivity in a high-pressure environment.</p>	<p>Essential</p> <p>Essential*</p>	<p>Application & Selection</p> <p>Application & Selection*</p>
Task	<p>Accurately prepare and analyse financial statements, budgets, forecasts, and other financial information to provide actionable insights and recommendations for decision making.</p> <p>Ability to interpret and convey information found in financial regulations and accounting standards, ensuring a common and compliant understanding through effective communication.</p>	<p>Essential</p> <p>Essential</p>	<p>Application & Selection</p> <p>Application & Selection</p>

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

This role can involve frequent travel between sites throughout the South Wales area and must be able to travel independently.

A Disclosure Barring Service (DBS) check will be required in the event of a successful application.

