



Job Description

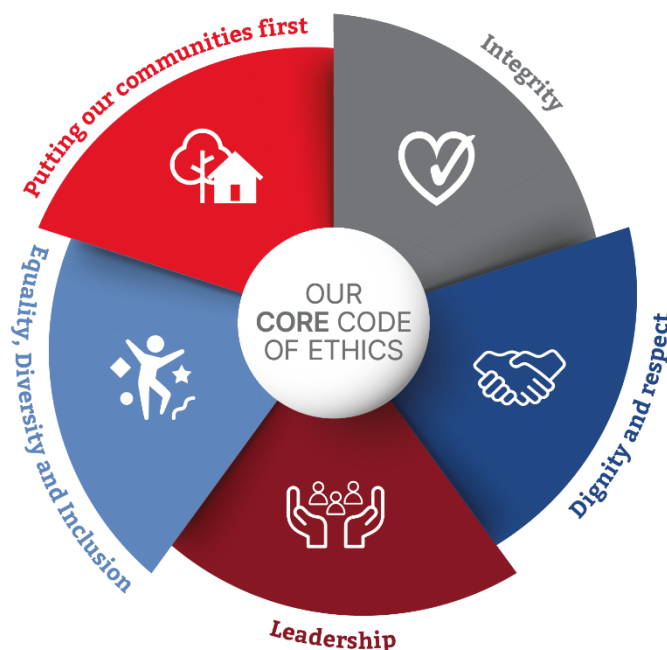
Firefighter

Department: Service Delivery

Responsible to: Crew / Watch Commander

Main purpose of the role

To be an integral part of both an emergency response and prevention team by working within the community, in order to prevent emergencies occurring, minimise their impact when they do and intervene effectively when required. This will be to the benefit of that community and within a safe working environment.



Putting our communities first

We put the interest of the public, the community and service users first.

Dignity and respect

We make decisions objectively based on evidence, without discrimination or bias.

Equality, Diversity and Inclusion

We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations and celebrate difference.

Integrity

We act with integrity including being open, honest and consistent in everything we do.

Leadership

As positive role models, we are accountable for everything we do and challenge all behaviour that falls short of the highest standards.

Key Duties and Responsibilities (aligned to national Firefighter Role Map)

	Examples of this include:
<ul style="list-style-type: none"> To respond immediately and safely to all operational incidents as required, undertaking firefighting, rescue and other actions in order to save and protect life, property and the environment, providing support and minimising distress to those affected and contributing to the resolution of the incident (FF3, FF4, FF5). 	<ul style="list-style-type: none"> Responding immediately and safely as part of a team to all operational incidents and requests for assistance e.g. incidents involving fire, persons trapped in vehicles/machinery, collapsed or dangerous structures, hazardous materials, adverse weather conditions, animal rescue, supporting other agencies. Dealing with emergencies as directed and working effectively and efficiently as a member of a disciplined and professional team. Providing both physical and emotional support to people directly and indirectly involved in an operational incident e.g. reassuring and comforting people, protecting privacy and dignity, giving first aid care.
<ul style="list-style-type: none"> To collect information on operational risk premises and sites in the station area, ensuring information and plans are disseminated to all relevant people in accordance with Service policies and procedures (FF6). 	<ul style="list-style-type: none"> Collecting and updating information on risks in the community e.g. sites that contain hazards that need special responses (chemical, biological, radioactive), sites that by their nature need special responses (hospitals), and risks such as derelict or unoccupied buildings. Collecting and updating information on resources in the community e.g. fixed installations, water supplies and Fire and Rescue Service access.
<ul style="list-style-type: none"> To participate in community safety initiatives, providing information, education and advice to promote understanding of safety matters so as to reduce risk in line with identified needs and foster positive relations with the local community in support of service objectives (FF1). 	<ul style="list-style-type: none"> Establishing and maintaining the confidence of members of the public and maintaining links within the community. Assisting in Service prevention initiatives to educate the community on the risks and hazards of fire and other emergencies e.g. conducting safe and well checks, taking part in community events, signposting vulnerable people to other agency support, giving advice on fire safety, road, and water safety.

<ul style="list-style-type: none"> To undertake fire safety inspections of premises, completing reports and taking action as required so as to reduce risk and ensure compliance with legislative requirements (FF8). 	<ul style="list-style-type: none"> Inspecting premises to minimise risks to people, property and the environment e.g. minimise and, where possible, deal with any risks presented by the occupier or by the conditions within the premises. Reporting on issues arising at the inspection e.g. changes to premises in terms of use and storage, failure to comply with requirements.
<ul style="list-style-type: none"> To undertake the routine testing and maintenance of station operational appliances, equipment and other resources and personal protective equipment in order to ensure its operational readiness (FF6). 	<ul style="list-style-type: none"> Maintaining all firefighting and emergency equipment in a state of readiness including cleaning, repairing and testing as required to approved standards and procedures. Completing paperwork and routine administration via accurate recording of information.
<ul style="list-style-type: none"> To participate in a structured programme of training and development and to undertake self-development activities in order to achieve and maintain competence against National Occupational Standards for that role and in line with Service objectives (FF2). 	<ul style="list-style-type: none"> Taking part in a continuous training programme by attending lectures, exercises, practice drill sessions and other forms of training to develop and maintain competence levels. Developing own skills and knowledge through personal development to maintain competence. Completing paperwork and routine administration via accurate recording of information and keeping own personal records up to date.
<ul style="list-style-type: none"> To assist in the training and development of colleagues, as required, communicating own skills and knowledge, and through demonstration and instruction (FF7). 	<ul style="list-style-type: none"> Supporting your colleagues to develop themselves in their job role e.g. communicating your skills and knowledge, encouraging feedback, respecting diversity and promoting our values and core purpose.
<ul style="list-style-type: none"> To take personal responsibility for own performance, ensuring personal appearance, conduct and levels of fitness are maintained in line with Service standards (FF2). 	<ul style="list-style-type: none"> Developing own skills and knowledge through personal development. Maintaining the level of physical and medical fitness necessary to carry out all duties. Maintain personal appearance, hygiene and standards of dress in keeping with a disciplined and professional service.
<ul style="list-style-type: none"> To undertake driving of Fire and Rescue Service vehicles including their operation and deployment at incidents commensurate with the level of training received (FF9). 	<ul style="list-style-type: none"> Driving a Fire and Rescue vehicle safely to and from an incident via the most effective route. Siting the vehicle safely and securely at incidents.

	<ul style="list-style-type: none"> • Complying with all relevant regulations and guidelines.
<ul style="list-style-type: none"> • To actively promote and demonstrate personal commitment in respect of the Service's purpose, vision, mission and, values and policies concerning quality of service and customer care, equality, diversity and inclusion, safeguarding and health, safety and welfare. 	<ul style="list-style-type: none"> • Being sensitive to the needs of others, particularly with regards to fairness, equality and diversity issues. • Recognising health and safety issues at work and dealing with them to minimise or eliminate the degree of hazard or risk. • Ensuring personal safety and that of others at all times. • Adhering to the policies and procedures of the Service.

The postholder will be required to undertake any other reasonable duty commensurate with the grading and responsibility of the post. This could be at any location across the Service working a variety of shift patterns, in order to meet Service priorities, business continuity requirements or personal development.

Person Specification

Requirements	Essential or Desirable	Identified by
Qualifications and Training		
Maths and English GCSE grade C (grade 4) or above, or equivalent qualifications	Essential	Application, Production of certificates
Experience and Knowledge		
Experience of working in a team	Desirable	Interview
Experience of undertaking tasks of a practical nature	Desirable	Interview, Practical tests
Awareness of the role of a Firefighter	Essential	Interview, Online Assessments
Awareness of the role of the Fire and Rescue Service within the community	Essential	Interview, Online Assessments
An understanding of and commitment to the Core Code of Ethics and the national Fire and Rescue Service Leadership behaviours for a Firefighter	Essential	Application, Interview, Online Assessments
Demonstrates an understanding of the importance of equality, diversity and inclusion to HWFRS as an employer and service provider	Essential	Application, Interview, Online Assessments
Skills and Abilities		
Ability to work comfortably at height	Essential	Application, Practical tests
Ability to work comfortably in confined spaces	Essential	Application, Practical tests
Ability to swim a minimum of 50 metres	Essential	Application
Other Factors		
At least 18 years of age on commencement of employment	Essential	Application, pre-employment checks
Eyesight and colour vision in line with entry standards (subject to reasonable adjustments under the Equality Act 2010 where appropriate)	Essential	Medical assessment
Good hearing in line with functional standards (subject to reasonable adjustments under the Equality Act	Essential	Medical assessment

2010 where appropriate)		
Have and be able to maintain a level of personal fitness to 42 VO ² max or above	Essential	Fitness test
Able to work rostered shifts including weekends and public holidays	Essential	Application
Hold a full driving licence with no pending issues	Essential	Application form, Driving Licence Check
Fluency in the use of English Language (as set out in English Language Fluency Duty Part 7 Immigration Act)	Essential	Interview