**Devon and Somerset Fire & Rescue Service Job Description, Core Values and Person Specification**

**Job Role/Size:** **Competent Firefighter**  **Job Title: Firefighter**

**Reports to: Station Commander**

**Line Manager Responsibilities: None**

**Job Purpose: To attend emergency incidents and undertake other duties commensurate to the role. To undertake risk reduction activities in the core duties of protection, prevention and response in line with the Firefighters Role Map**

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| **Job Description - Generic Role Map responsibilities, National Occupational Standards (NOS) and Job Specific responsibilities.** |
| **Role Map Responsibilities** | **As part of these responsibilities you will be required to -** | NOS | **The following is not an exhaustive list but illustrate the relevant Job specific responsibilities.** |
| Inform and educate your community to improve awareness of safety matters | * Promote safety matters to inform your community
* Facilitate learning through demonstration and instruction
 | FF1 | Deliver community safety and operational risk assessment programmes in line with IRMP and locally identified needs as outlined in Group and Local Community plans.To support the Service in the development of relationships in the community and with other organisations to improve and enhance the service’s profile |
| Take responsibility for effective performance | * Take responsibility for personal performance
* Establish and maintain effective working relationships with people
* Develop your own skills to improve performance
 | FF2 | Maintain a level of operational competence commensurate to the role including fitness standardsTo carry out station related duties and ensure administration is submitted within designated time spans to meet performance standardsTo participate in the Personal Performance and Development process to identify personal training and development needs and to attend training events as directedPromote a culture of health & safety, equality, diversity and fairness within the workplace. To embrace the Core Values and ensure compliance with appropriate legislation and policies.To comply with all service policies and Service Information Policy documents |
| Save and preserve endangered life | * Conduct a search to locate life involved in incidents
* Rescue life involved in incidents
* Provide treatment to casualties
* Support people involved in rescue operations
 | FF3 |  |
| Resolve operational incidents | * Control and extinguish fires
* Resolve incidents other than those involving fire or hazardous materials
* Support people involved in an operational incident
 | FF4 | To respond immediately and safely to all operational incidents and requests for assistance as required.To deal with emergencies as directed, and work effectively and efficiently as a member of a disciplined team. |
| Protect the environment from the effects of hazardous materials | * Mitigate damage to the environment from hazardous materials
* Decontaminate people and property affected by hazardous materials
* Support people involved in hazardous materials incidents
 | FF5 |  |
| Support the effectiveness of operational response | * Collect information on risks in your community
* Collect information on resources in your community
* Maintain internal resources
 | FF6 | To maintain station appliances and equipment and to take necessary action to ensure their operational state of readiness and that safe and working conditions are maintained at all times |
| Support the development of colleagues in the workplace | * Communicate your own skills and knowledge to colleagues
* Support development of colleagues
 | FF7 |  |
| Contribute to fire safety solutions to minimise risks to your community | * Inspect premises to minimise risks to people, property and the environment
* Report on issues arising from an inspection
 | FF8 |  |
| Drive, manoeuvre and redeploy fire service vehicles | * Drive vehicle to incidents
* Manoeuvre, site and re-deploy vehicles
 | FF9 | Must have light vehicle licence to be deemed competent |

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| **Core Values of the Service** |
| * We are proud to help
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| * We are honest
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| * We are respectful
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| * We are working together
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Please follow this link to the Service Core Values [behavioural framework](http://intranet/CoreValues/documents/Core%20Values%20Framework%20Final%20A4.pdf)

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| Signed acceptance of the Core Values of the Service and agreement that the Job Description is a fair and accurate statement of the requirements of the job: |
| Job Holder |  | Date |  |
| **Job Holder’s Manager** |  | **Date** |  |
| **Designated Senior Manager (if applicable)** |  | **Date** |  |

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| Person Specification |
| **Job Role/Size:** **Firefighter** **Job Title:** |
| Key Competencies |
| Essential | Desirable |
| * Ability to work in a team and on own initiative
* An appreciation of the environment in which the team operates
* Flexibility and adaptability
* Maintenance of a high level of fitness
* Self motivation
* Literacy and numeracy
 | * Good communication skills
* Evidence of problem solving skills
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| Work Experience |
| Essential | Desirable |
|  | * Experience of working with community groups or voluntary sector
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| Qualifications/Knowledge |
| Essential | Desirable |
|  |  |
| Personal Qualities and Attributes |
| Personal Style | Commitment to Diversity and Integrity | Understands and respects diversity and adopts a fair and ethical approach to others |
| Openness to Change | Is open to change and actively seeks to support it |
| Interpersonal skills | Confidence and Resilience  | Maintains a confident and resilient attitude in highly challenging situation |
| Working with Others | Works effectively with others both within the Fire and Rescue Service and in the community. |
| Effective Communication | Communicates effectively both orally and in writing |
| Commitment to Development | Committed and able to develop self and others |
| Working with information | Problem Solving | Understands, recalls, applies and adapts relevant information in an organised, safe and systematic way |
| Situational Awareness | Maintains an active awareness of the environment to promote safe and effective working |
| Commitment to Excellence | Adopts a conscientious and proactive approach to work to achieve and maintain excellent standards |

**Updated – 11/07/12**