

# Person Specification

Job Title: On-call firefighter



| CORE COMPETENCIES | CRITERIA   | ESSENTIAL | DESIRABLE |
|-------------------|--|-----------|-----------|
| SKILLS            | Effective communication skills                                   | ✓         |           |
|                   | Practical / manual ability                                       | ✓         |           |
|                   | Logical approach to problems                                     | ✓         |           |
|                   | Ability to follow instructions                                   | ✓         |           |
|                   | Previous practical work experience                               |           | ✓         |
|                   | Ability to work under pressure                                   | ✓         |           |
| KNOWLEDGE         | Awareness of elements of job                                     | ✓         |           |
|                   | Awareness of Cambridgeshire Fire and Rescue Service and the role | ✓         |           |

|                             |   |   |   |
|-----------------------------|---|---|---|
|                             | Elements of teamwork  | ✓ |   |
| <b>EXPERIENCE</b>           | Successful contribution to teamwork   | ✓ |   |
|                             | Contact with members of the public through work or other capacity               |   | ✓ |
|                             | Work related to community service   |   | ✓ |
|                             | Team working within a disciplined environment                                   |   | ✓ |
| <b>EQUAL OPPORTUNITIES</b>  | Commitment to equality and fairness   | ✓ |   |
| <b>PERSONAL DEVELOPMENT</b> | Responsible for updating own practices and knowledge                            | ✓ |   |
|                             | Commitment to undertaking person development activities of both self and others | ✓ |   |

|                               |   |   |  |
|-------------------------------|---|---|--|
| <b>OTHER<br/>REQUIREMENTS</b> | Physically fit/good aerobic capacity and healthy weight   | ✓ |  |
|                               | Satisfactory unaided eyesight and colour vision   | ✓ |  |
|                               | Satisfactory hearing  | ✓ |  |
|                               | Ability to work at heights  | ✓ |  |
|                               | Ability to work in a confined space   | ✓ |  |
|                               | Commitment to the Service   | ✓ |  |
|                               | Commitment of care to the community   | ✓ |  |
|                               | Permanently reside within 5 minutes of an on-call station within Cambridgeshire as determined by Cambridgeshire Fire and Rescue Service                   | ✓ |  |
|                               | Successful applicants will be required to complete a standard or enhanced Disclosure and Barring Service (DBS) check as part of the pre-employment checks | ✓ |  |

\*Reasonable adjustment will be made for those candidates who may have a disability under the Equality Act 2010. However, it is essential that the successful candidate can travel to any part of the county when required