

Person Specification

Post Title:	Firefighter (Generic)		
Directorate:	Service Delivery		
Location:	The post-holder may, as part of individual and organisational development/needs, be moved to a role/location within Leicestershire Fire & Rescue Service, if required.		
Pay Grade:	Development/Competent	Date:	September 2026
NFCC Leadership Framework Level: Leading Yourself			
Personal Impact	- Value, respect and promote equality and diversity. - Being a positive presence on others, having personal integrity and an ability to self-manage. - Use leadership to create a positive, open-working environment focusing on ethics and wellbeing.		
Outstanding Leadership	- Communicating with integrity, being open and honest to foster trust and building collaborative working partnership. - An ambassador and role model for the fire and rescue service.		
Service Delivery	- Delivery of high-quality services now and into the future. - Employing intelligent problem solving with an outcome focussed approach, continuous improvement and value for money to our customers.		
Organisational Effectiveness	- Ensuring everything they do is linked to organisational plans and values. - Driving the mission and ensuring decisions and actions are beneficial to the customer.		
Commitment to Equality, Diversity and Inclusion	Sound knowledge of and commitment to Equality, Diversity & Inclusion.		
This is law and part 7 of the Code of Practice on the English language requirements for public sector workers.	The ability to converse at ease with members of the public and provide advice in accurate spoken English.		
Role Specific – Firefighter Role Map			
Inform and educate your community to improve awareness of safety matters (FF1)	- Provide Information - Support Community Safety Events		
Take responsibility for effective performance in fire and rescue (FF2)	- Take responsibility for your personal performance - Work with others - Develop your skills and knowledge		
Search for, rescue and support endangered life (FF3)	- Conducting a search for life - Rescue life involved in incidents - Provide treatment to casualties - Support people involved in an operational incident		

Resolve fire and rescue operational incidents (FF4)	• Respond to Fire and Rescue incidents • Support people involved in an operational incident
Protect life and the environment from the effects of hazardous materials (FF5)	• Minimise damage to the environment from hazardous materials • Decontaminate people and property • Support operational incidents
Maintain readiness for Fire and Rescue operational response (FF6)	• Collect information on risks in your community • Collect information on resources in your community • Maintain internal resources
Support the development of colleagues in Fire and Rescue (FF7)	• Share skills knowledge and learning resources with colleagues • Support the development of colleagues
Contribute to fire safety solutions to minimise risk (FF8)	• Inspect premises to minimise risk to people including firefighters, property, and the environment • Report on issues arising at inspection
Drive Fire and Rescue service vehicles (FF9)	• Prepare to drive Fire and Rescue service vehicles • Drive Fire and Rescue service vehicles for non-emergency purposes • Drive Fire and Rescue service vehicles for emergency responses (Where applicable)
<i>Qualifications and Training</i>	To pass online functional and vocational assessments
	A valid full car driving licence which can be manual or automatic (UK, EU or EEA) is required
<i>Other Requirements</i>	To have the right to work in the UK
	To pass all elements of the Point of Entry Selection Tests (POEST) including fitness and medical assessments
	To declare all convictions (spent and unspent) at application stage and undergo Disclosure and Barring Service (DBS - standard criminal records check)