

Person Specification

Post Title:	Firefighter (Generic)		
Directorate:	Service Delivery		
Location:	Leicester, Leicestershire and Rutland		
Grade:	Trainee/Development/Competent	Date:	May 2025

Guidance Notes

Please note that 'Essential' denotes those requirements, which the applicant **must** hold to be shortlisted for interview.

	Requirements: E = Essential D = Desirable	E/D	Measure (see below)
Knowledge and Experience			
<i>Applying Expertise and Technology</i>	Demonstrable experience of applying specialist technical expertise. Develops job knowledge, both theoretical and practical through continual professional development	E	2
<i>Coping with Pressure and Setbacks</i>	Experience of working in a pressurised environment whilst keeping emotions under control during difficult or challenging situations	E	2,3
Equality and Fairness			
<i>Commitment to Equality, Diversity and Inclusion.</i>	Sound knowledge of and commitment to Equality, Diversity & Inclusion	E	2,3
<i>Communication Skills</i>	The ability to converse at ease with members of the public and provide advice in accurate spoken English.	E	2,3
Qualifications and Training			
<i>Academic Professional Job related Vocational</i>	To pass online functional and vocational assessments.	E	2
Skills			
<i>Following Instructions and Procedures</i>	Demonstrates ability to follow instructions or procedures. Complies with legal obligations and safety requirements of the role	E	2
<i>Adapting and Responding to Change</i>	Demonstrates ability to deal with ambiguity and the positive opportunities it presents. Drives and creates an environment for new ideas and change initiatives	E	2,3
<i>Working with People</i>	Well developed 'soft skills. Demonstrates ability to respect views of others, shows empathy, listens and supports. Builds teams and reconciles conflict	E	2,3
<i>Adhering to Principles & Values</i>	Demonstrates personal credibility and political awareness and sensitivity to support and enact processes at a political level	E	2,3

	Displays ethical standards commensurate with a public sector role and is a positive role model	E	2,3
	Takes accountability for own actions and decisions	E	2,3
<i>Creating and Innovating</i>	Produces new ideas, approaches, or insights; creates innovative products or designs; produces a range of solutions to problems.	D	2,3
Other Requirements			
	To pass all elements of the Point Of Entry Selection Tests (POEST) including fitness tests.	E	2
	To declare convictions at application stage and undergo Disclosure and Barring Service (DBS-basic criminal records check)	E	1,5
	Possess a valid UK, EU or EEA driving license.	E	5

Guidance Notes

In weighing the factors “essential” denotes those requirements that the candidate **must** hold. The qualities specified must be strictly based on requirements to perform the job and must not be unnecessarily restrictive or demanding.

Measures

1 = Application form

2 = Testing – point of entry selection and online assessment

3 = Interview

4 = Pre-screening

5 = Other (e.g.: DBS check/ Certificates)