

Person Specification

Post Title:	Estates & Facilities Maintenance Technician		
Directorate:	Service Support		
Location:	LFRS HQ		
Grade:	F	Date:	March 2025

NFCC Leadership Framework Level: Leading Yourself

	Requirements: E = Essential D = Desirable	E/D	Measure (see below)
Knowledge and Experience			
<i>Service Delivery</i>	Demonstrate commitment to safety, compliance, and excellence in service delivery within a public service or emergency service environment.	D	1
	Experience in facilities maintenance, property managements, or a similar role, with a proven track record of meeting customer expectations and delivering results.	E	1,3
<i>Organisational Effectiveness</i>	Experience in analysing maintenance needs, identifying root causes of issues, and developing practical solutions to address challenges.	E	1
	Prior experience in planning and organising maintenance activities, schedules, and resources to optimise efficiency and effectiveness.	E	1,3
	Proficiency in adhering to established protocols, procedures and regulatory requirements, ensuring compliance with health and safety standards and organisational policies in all maintenance activities.	D	1
<i>Job Specific</i>	Comprehensive understanding of mechanical systems, equipment maintenance, and repair techniques.	E	1
Equality and Fairness			
<i>Minimum requirement Particular EO requirement for the post</i>	Sound knowledge of and commitment to Equality, Diversity & Inclusion.	E	1,3
<i>This is law and part 7 of the Code of Practice on the English language requirements for public sector workers.</i>	The ability to converse at ease with members of the public and provide advice in accurate spoken English.	E	1,2,3
Qualifications and Training			

<i>Academic Professional Job related Vocational</i>	Minimum level 2 qualification in English and maths.	E	5
	Relevant Plumbing qualification and/or trade experience	E	1,5
Skills			
<i>Personal Impact</i>	Excellent communication skills, both verbal and written, with the ability to convey technical information clearly and effectively to diverse audiences.	E	1,3
<i>Outstanding Leadership</i>	Demonstrate ability to collaborate effectively with colleagues, contractors, and stakeholders, fostering positive working relationships and teamwork to achieve shared goals.	E	1,3
<i>Service Delivery</i>	Ability to manage competing priorities to meet deadlines and deliver results.	E	1,3
	Ability to assess and address maintenance needs in order of urgency while ensuring the efficient allocation of resources.	E	1,3
<i>Organisational Effectiveness</i>	Ability to apply technical expertise and knowledge to identify maintenance issues and implement effective solutions.	E	1
<i>Job Specific</i>	Physical capability to perform the full range of movement required for maintenance tasks.	E	1
	Proficient in the use of tools, equipment, and technology relevant to facilities maintenance.	E	1
	Experience in Plumbing installation, maintenance and repairs to current legislative standards.	D	1,3
Other			
Must be willing to undertake a criminal record check.		E	4
The post holder will be required to regularly visit a range of locations within Leicestershire.		E	3
Must be able to work on a ladder and be able to carry out physical tasks (lifting, reaching, loading)		E	5
Must be flexible in terms of working hours, able to work evenings and weekends if required.		E	5
Possess a valid UK, EU or EEA driving license.		E	1,5

Measures

1 = Application Form

2 = Testing

3 = Interview

4 = Other (e.g.: DBS Check/Certificates)