

# Humberside Fire & Rescue Service

## Person Specification

You will need to use the space within **Section B** of the application form headed **Supporting Statement** to say how you meet these selection criteria by giving concise examples. You are advised to use the headings on the person specification and write a short paragraph to address each.

**Job Title:** Watch Manager (Control)

	<b>Selection Criteria</b>
<b>Experience</b>	Competent Crew Manager (Control) essential.
	Competent Watch Manager (Control), including on a temporary basis, desirable.
<b>Skills</b>	Ability to manage a team of people on attendance, performance & motivation whilst maintaining good working relations.
	Ability to deliver training on technical /procedural subjects.
	Ability to respond effectively to operational demands.
<b>Organisational Effectiveness</b>	<b>Openness to Change</b> Proactively supports change, adjusting approach to meet changing requirements.
	<b>Commitment to Diversity and Integrity</b> Embraces and values diversity and demonstrates a fair and ethical approach in all situations.
	<b>Confidence and Resilience</b> Maintains a confident, controlled and focused attitude in highly challenging situations.
	<b>Working with Others</b> Leads, involves and motivates others both within the Fire & Rescue Service and in the community.
	<b>Effective Communication</b> Communicates effectively both orally and in writing.
	<b>Commitment to Development</b> Committed and able to develop self, individuals and teams to improve organisational effectiveness.

	<b>Problem Solving</b> Understands and applies relevant information to make appropriate decisions and create practical solutions.
	<b>Situational Awareness</b> Maintains an active awareness of the environment to promote safe and effective working.
	<b>Commitment to Excellence</b> Leads others to achieve excellence by the establishment, maintenance and management of performance requirements.
	<b>Planning and Implementing</b> Creates and implements effective team plans in line with organisational objectives.