

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)

	Selection Criteria
Experience	Competent Crew Manager (Control) essential. Competent Watch Manager (Control), including on a temporary basis, desirable.
Skills	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.
Organisational Effectiveness	Openness to Change Proactively supports change, adjusting approach to meet changing requirements. Commitment to Diversity and Integrity Embraces and values diversity and demonstrates a fair and ethical approach in all situations. Confidence and Resilience Maintains a confident, controlled and focused attitude in highly challenging situations. Working with Others Leads, involves and motivates others both within the Fire & Rescue Service and in the community. Effective Communication Communicates effectively both orally and in writing. Commitment to Development Committed and able to develop self, individuals and teams to improve organisational effectiveness.

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