

HUMBERSIDE FIRE AND RESCUE SERVICE

EMPLOYEE SPECIFICATION

Post Ref: PROTECTION MANAGER

	Essential	Desirable	How Measured
Experience	<ul style="list-style-type: none"> • Significant experience undertaking complex fire safety inspections, investigations and enforcement. • Performance management and coaching experience. • Supervision and management of a team of people. • Experience managing relationships with regulators. 	<ul style="list-style-type: none"> • Experience contributing to policy, procedures or guidance. • Experience in multi-agency groups such as Safety Advisory Groups. • Experience managing relationships with legal representatives. 	Application Form Interview
Education Training Qualifications	<ul style="list-style-type: none"> • Ongoing Continual Professional Development. • Level 4 Diploma in Fire Safety. • IOSH Managing Safely. • Level 5 Management qualification. 	<ul style="list-style-type: none"> • NEBOSH certificate or Fire Safety management certificate. • Specialist fire safety competence (hospitals, stadiums etc.). 	Application Form Interview Certificates
Knowledge	<ul style="list-style-type: none"> • Thorough knowledge of Fire Safety legislation. • Knowledge of project management principles. • Understand multi-agency partnership responsibilities. • Knowledge of prosecution processes including PACE interviewing. 	<ul style="list-style-type: none"> • Knowledge of national Protection developments including NFCC guidance. 	Application Form Interview
Skills	<ul style="list-style-type: none"> • Ability to manage workload, deadlines and complex cases. • Excellent verbal skills including the ability to chair meetings and deliver presentations. • Excellent written skills including the ability to produce detailed technical reports and letters. • Strong IT skills including the use of MS Office 	<ul style="list-style-type: none"> • Ability to lead preparation of prosecution case files. • Ability to contribute to developing risk profiling and targeted risk reduction approaches. 	Application Form Interview

	<p>products, databases, and mapping software.</p> <ul style="list-style-type: none"> • Ability to lead, motivate and develop staff. • Strong analytical, risk assessment, and organisational skills, with the ability to work unsupervised and meet tight deadlines. 		
Behavioural Criteria	<ul style="list-style-type: none"> • Excellent team working and interpersonal skills. • Ability to work autonomously and make decisions under pressure. • Leads by example and promotes inclusivity. • Proactive and solution focused. 		Application Form Interview
Working Arrangements	<ul style="list-style-type: none"> • Able and willing to be flexible with working hours, with the ability to work evenings and weekends when required. • Be part of a self-rostering out of hours rota. • Able and willing to regularly travel within and occasionally beyond the Service area at short notice. 		Application Form Interview