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| **CLEVELAND FIRE BRIGADE****PERSON SPECIFICATION – FIREFIGHTER**  |
|  | **Essential** | **How Measured** | **Desirable** | **How Measured** |
| **Qualifications/****Attainments** | * Valid driving licence
 | Certificate | * 5 GCSE Grade A – C including Maths and English (or equivalent).
 | Application, Certificates |
| **Experience and Knowledge** | * Experience of working as part of a team but with the ability to work on own initiative.
 |  | * Knowledge or experience of testing and maintaining equipment
* Knowledge of health and safety
 | Application, Interview |
| **Skills and Competence** | * Strong interpersonal skills and IT skills (Microsoft Office)
* Logical approach to problems
* Good organisational skills
* Understands, recalls, applies and adapts relevant information in an organised, safe and systematic way
* Self-disciplined
* High degree of practical ability
* Ability to build positive professional working relationships
* Good customer service skills
 | Application, Interview, Certificates |  |  |
| **Personal Qualities** | * Understands and respects diversity and adopts a fair and ethical approach to others
* Open to change and actively supports it
* Remain in control of own emotions during challenging situations and concentrate on the task despite pressure.
* Maintains a confident and resilient attitude in highly challenging situations
* Communicates effectively; orally and in writing
* Committed and able to develop self and others
* Maintains an active awareness of the environment to promote safe working
* Adopts a conscientious and proactive approach to work to achieve and maintain excellent standards
* Be committed to the organisational values.
* Passionate about keeping people and the community safe
 | Application, Interview, References |  |  |
| **Other Requirements** | * Committed to completing an apprenticeship training scheme.
* Minimum of 18 years of age on 5th June 2017
* Meet the Fire & Rescue Services medical standards for eyesight, colour vision, hearing, lung function and general fitness
* Ability to work shifts including night shift, weekends and public/bank holidays.
 | Application, Certificates |  |  |

Please note we are unfortunately able to accept applications from candidates who have previously successfully completed a Level 4 apprenticeship qualification as they are ineligible to apply for a second apprenticeship at the same or a lower level.