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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.