**Person Specification**

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| **Category** | **Criteria** | **Measure** |
| **Qualifications**  **Competences** | * Excellent numeracy & literacy skills (E) * Teaching qualification and/or A1 Vocational Assessor, (E) * Driving Licence – Class B, B+E, C ,D1(Manual) (E) * Banksman (E) * ADI (E) * Arial Instructor (D) * Dim Vehicle Inst. (D) * L&D units ie Coaching (D) * RTITB Instructor Lift Trucks (or equivalent) (D) * Demountable Instructor (Hooklift / Primemover) (D) | AF/C  AF/C  AF/C  AF/C  AF/C  AF/C  AF/C  AF/C  AF/C  AF/C |
| **Experience** | * Evidence of relevant instructional experience specifically aligned to driving licence class C, B, B+E, plus Emergency Response Driver Training, Defensive Driving and Off Road (4 wheel drive) (E) * Knowledge of training needs analysis and evaluation (E) * Evidence of Emergency Response Driver Training specifically relating to Fire Service (E) * Underpinning knowledge of:(E) * The Highway Code * Roadcraft: The Police Driver's Handbook – referred to as ‘Roadcraft’ or ‘the Roadcraft manual’ * Road traffic legislation * Service policies and procedures * Equality and diversity legislation and policy * Theory and techniques of assessment * Types of debrief and feedback techniques | AF/I  AF/I  AF/I  AF/I  AF/I |
| **Skills, Knowledge and Aptitudes** | * Knowledge of health and safety principles and practices (E) * Competent in the use of IT tools i.e Word, Excel, Powerpoint, Outlook (E) * Good organisational and planning skills (E) * Commitment to a high standard of service (E) * Excellent communication and interpersonal skills at all levels of the organisation (E) * Promote a professional image (E) | AF/I  AF/I  AF/I  AF/I  AF/I  AF/I |
| **Other** | * Ability to work closely with a team and independently (E) * Professional and confident attitude (E) * Flexibility specifically in relation to working hours (E) * Enthusiastic, self- motivated (E) * Ability to complete work under pressure (E) * Commitment to Equality and Diversity (E) * Commitment to Health and Safety (E) | AF/I  AF/I  AF/I  AF/I  AF/I  AF/I  AF/I |

Key:

E = Essential

D = Desirable

AF = Application Form

AC = Assessment Centre

I = Interview

R = References

C = Certificate