Person Specification

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). You must have held your large goods vehicle license for at least 3 years. • Registered on the National Fire Chiefs Council (NFCC) list of approved emergency response driving instructors (E) • Banksperson (E) • ADI (E) • Arial Instructor (D) • Dim Vehicle Instructor (D) • L&D units i.e., Coaching (D) • RTITB Instructor Lift Trucks (or equivalent) (D) • Demountable Instructor (Hooklift / Prime mover) (D)	AF/C 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)	AF/I
	• Competent in the use of IT tools i.e Word, Excel, Powerpoint, Outlook (E)	AF/I
	• Good organisational and planning skills (E)	AF/I
	• Commitment to a high standard of service (E)	AF/I
	• Excellent communication and interpersonal skills at all levels of the organisation (E)	AF/I
	• Promote a professional image (E)	AF/I
Other	• Ability to work closely with a team and independently (E)	AF/I
	• Professional and confident attitude (E)	AF/I
	• Flexibility specifically in relation to working hours (E)	AF/I
	• Enthusiastic, self- motivated (E)	AF/I
	• Ability to complete work under pressure (E)	AF/I
	• Commitment to Equality and Diversity (E)	AF/I
	• Commitment to Health and Safety (E)	AF/I

Key:

E = Essential
D = Desirable
AF = Application Form
AC = Assessment Centre
I = Interview
R = References
C = Certificate