

PERSON SPECIFICATION – HR029



DORSET & WILTSHIRE
FIRE AND RESCUE

Job Title	Equipment Workshop Supervisor		
Department	Assets		
Job Family	Supervisor		

Category	No.	Requirements	Essential (E) or Desirable (D)	Evidence: A, I, P, O (see key)
Education & Qualifications	1.	4 GCSE passes - Grade A*- C / 9 - 4, including English and Mathematics or equivalent Level 2 qualification (including L2 functional skills), or higher-level relevant qualification	E	A
	2.	A Level 3 Management qualification or proven relevant supervisory / managerial experience	E	A
	3.	A range of post entry qualifications in fire service operational equipment	D	A
Knowledge & Experience	4.	Experience of managing a maintenance workshop	E	A, I
	5.	Experience of managing a team, ability to manage performance and make decisions within guidelines	E	A, I
	6.	Experience of managing budgets	D	A, I
	7.	Experience of repairing and maintaining plant and equipment	E	A, I
	8.	Knowledge and experience of working on hydraulic, pneumatic, and electrical systems	D	A, I
	9.	Experience of managing health and safety in the work environment, with an effective approach to ensuring good health and safety practice	E	A, I
	10.	Previous experience of using a range of ICT applications including Emails, Word and Excel	E	A, I
	11.	Excellent communication skills and a positive attitude to internal/external customer care	E	A, I
	12.	Ability to work under pressure and meet deadlines whilst maintaining quality standards	E	A, I
	13.	Effective organisational and time management skills with the ability to prioritise workloads and meet deadlines	E	A, I
	14.	Ability to work as part of a team	E	A, I

	15.	Able to work in a changing environment, and able to respond to unplanned work demands	E	A, I
Additional Requirements	16.	Full valid driving licence (Category C) and be able to fulfil the travel requirements of the role.	* E	A, I
	17.	Demonstrates a commitment to equality, diversity and inclusion, adopting a fair and ethical approach to others	E	I
	18.	A willingness to undertake Health & Safety training and comply with statutory responsibilities under Health & Safety legislation.	E	I
	19.	Prepared to undertake specific training as a part of the induction process to develop understanding of Fire Service activities and acquire post entry skills	E	I
	20.	A willingness to travel and work throughout both Counties and outside the Service area as and when required	E	A, I

*₁ A Service vehicle may be available, please note Service vehicles are manual transmission only.

Key to Assessment

- A)** Application
- I)** Interview
- P)** Presentation
- O)** Selection Tests (Psychometric Testing / Job Related)