



## Job Description

<b>Date</b>	January 2022
<b>Family</b>	Fire and Rescue Service
<b>Purpose</b>	Firefighter

### Department

Operational Response

### Job Profile

As a Firefighter in Cumbria Fire and Rescue Service (CFRS), you will be working to the NJC role map for a Firefighter and be a key member of CFRS. Firefighters act as an integral part of both an emergency response and community safety team by working within the community to prevent emergencies occurring, minimise their impact when they do and intervene effectively when required.

You will need to be an inspirational, forward thinking and innovative individual with a strong focus on community outcomes. You should be confident in your ability to deliver continuous improvement in everything we do. You should be confident in engaging with a wide range of partners to ensure that Cumbria County Council coordinates and maximises the potential of all public services across the county.

You must be highly motivated to assist transformational change that will ensure that CFRS continues to maximise every opportunity to improve our community safety and emergency response services to the communities of Cumbria. The role and the future success of the organisation will require individuals that are innovative and creative problem solvers who can take people with them on a journey of improvement. You should be progressive, resilient, and willing to support decisions, and encourage decision making at the right level, supporting a true empowerment culture.

The requirements of the role will mean that you will be expected to demonstrate commitment to the values of the Service as outlined in the [National Fire Chief Council \(NFCC\) Code of Ethics framework](#), encourage all those that you work alongside to do the same.

The role will be subject to the NJC Scheme of Conditions of Service Sixth Edition 2004 (updated 2009).

## Key job specific accountabilities

- To respond swiftly and safely to all emergency calls and requests for assistance.
  - Work with all members of the community, being sensitive to the needs of others particularly having regard to equality and diversity issues.
  - Assist in Service initiatives, including the giving of general fire safety advice and guidance, to all members of the community, through a variety of agreed community safety initiatives designed to reduce the misery of fire and other emergencies.
  - Undertake routine inspections of premises as part of a direct or indirect fire safety legislative requirement.
  - Maintain all emergency equipment in a state of readiness, including cleanliness, repairing and testing as required to approved standards and procedures. To undertake checks on emergency resources provided for fire service use.
- Maintain a level of personal fitness necessary to carry out all the duties of a firefighter.
  - Undertake routine administration tasks as required in order to ensure all entries to records are correct and kept up to date.
  - To practice and promote the Health and Safety policies of the Service and to ensure the development and progression of Health and Safety within the sphere of responsibility of this job description, and the Health and Safety of all employees and customers.
  - To promote application of the County Council's Equality and Diversity Policy.
  - Comply with the broader requirements of a Firefighter Role map.
  - In addition to the above to undertake such other duties as directed from time to time by the Chief Fire Officer.

### Firefighter Role map

- FF1 Inform and educate your community to improve awareness of safety matters
- FF2 Take responsibility for effective performance in fire and rescue
- FF3 Save and preserve endangered life
- FF4 Resolve fire and rescue operational incidents
- FF5 Protect the environment from the effects of hazardous materials during fire and rescue incidents
- FF6 Support the effectiveness of operational response
- FF7 Support the development of colleagues in fire and rescue
- FF8 Contribute to fire safety solutions to minimise risks to the community
- FF9 Drive, manoeuvre and re-deploy fire and rescue vehicles
- Take part in continuous training and learning programmes by attending lectures, exercises, simulated incidents, practice drill sessions and other forms of training to achieve and maintain competence levels, in line with the national role maps.

Key facts and figures of the post	
Budget responsibilities	Nil
Staff management responsibilities	Nil
Other	Carry out work in support of Service objectives

## National Fire Chiefs Council Code of Ethics

A national Core Code of Ethics for Fire and Rescue Services in England has been developed in partnership with the National Fire Chiefs Council, Local Government Association, and the Association of Police and Crime Commissioners to support a consistent approach to ethics, including behaviours, by fire and rescue services in England. This outlines our behavioural framework, values, and cultural approaches and is at heart of everything we do.

For further information please visit <https://www.ukfrs.com/core-code-ethics>



The Core Code sets out five ethical principles, based on the Seven Principles of Public Life, which alongside the accompanying guidance provides a basis for promoting good behaviour and challenging inappropriate behaviour.

- **Putting our communities first** – we put the interest of the public, the community and service users first.
- **Integrity** – we act with integrity including being open, honest and consistent in everything we do.
- **Dignity and respect** - making decisions objectively based on evidence, without discrimination or bias.
- **Leadership** – we are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.
- **Equality, diversity, and inclusion (EDI)** – We continually recognise and promote the value of EDI both within the FRSs and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.

## Firefighter Person Specification

	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>Proven experience of working within a team</li> </ul>	<ul style="list-style-type: none"> <li>Proven experience of working with the Community</li> <li>Previous practical work experience</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>An understanding of the role of the Fire and Rescue Service within the Community</li> <li>Effective verbal and written communication skills</li> <li>Computer literacy</li> <li>The ability to establish and maintain effective working relationships with colleagues, the community and other agencies</li> <li>Proven organisational, planning and problem solving skills</li> <li>Able to work at height and in confined spaces</li> <li>Ability to swim and be confident in and around open water</li> <li>Ability to remain calm when working pressure and in highly challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>The ability to work methodically with attention to detail</li> <li>First Aid qualification</li> <li>Health and Safety qualification</li> </ul>
<b>Commitment</b>	<ul style="list-style-type: none"> <li>A commitment to promoting equality, diversity and inclusion</li> <li>A commitment to develop self and others</li> <li>A commitment to values of the Service and NFCC Code of Ethics framework</li> </ul>	

<b>Eligibility Criteria</b>	<p>In order to be eligible to apply for this role, you must meet the following criteria at the point of application:</p> <ul style="list-style-type: none"> <li>▪ Be eligible to live and work in the UK without restrictions</li> <li>▪ Not have any live formal disciplinary sanctions</li> <li>▪ Not be in a formal capability process</li> <li>▪ Hold a valid full UK (manual) drivers licence</li> <li>▪ Be medically fit to undertake the role</li> </ul> <p>Special considerations:</p> <ul style="list-style-type: none"> <li>▪ A current DBS check might be required prior to appointment</li> <li>▪ The post will involve travel throughout the county and sometimes country</li> <li>▪ Successful candidates will be expected to work at stations that operates various shift patterns in the county</li> <li>▪ References will be checked with current employers</li> </ul>	
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