

**SOUTH WALES FIRE AND RESCUE SERVICE**  
**PERSON SPECIFICATION**

<b>DEPARTMENT</b>	Community Safety and Partnerships
<b>POST TITLE</b>	Fire Cadet Instructor (Operational)
<b>POST NO</b>	N/A
<b>GRADE</b>	N/A
<b>LOCATION</b>	Various Fire Cadet Branch Venues

Essential criteria marked in **bold with an asterisk\*** will be used for short-listing purposes. Please ensure you address these requirements in your Expression of Interest form. You should provide clear evidence that demonstrates you meet each area based on your skills, knowledge, experience and abilities relevant to the post.

<b>Factor</b>	<b>Evidence</b>	<b>Essential/ Desirable</b>	<b>How Identified</b>
<b>Qualifications</b>	First Aid at Work or equivalent qualification.	Desirable	Application
<b>Knowledge/ Experience</b>	<b>Current Operational Firefighter (having completed initial 6 months assessment)</b>	<b>Essential*</b>	<b>Application/ Selection*</b>
	<b>Experience of delivering presentations to a range of different audiences.*</b>	<b>Essential*</b>	<b>Application/ Selection*</b>
	<b>Ability to communicate/engage with children and young people.*</b>	<b>Essential*</b>	<b>Application/ Selection*</b>
	Practical experience of Microsoft Office packages i.e. Outlook, Word, PowerPoint, Excel.	Essential	Application
	Ability to plan and supervise the activities of others.	Essential	Application/ Selection
	Experience and/or knowledge of supporting community safety related projects.	Desirable	Application
	Ability to communicate through the medium of Welsh.	Desirable	Application

Factor	Evidence	Essential/ Desirable	How Identified
Personal Style	<p><b>Ability to maintain a confident and resilient attitude in highly challenging situations.*</b></p> <p>An understanding and respect for matters of diversity and the ability to adopt a fair and ethical approach to others.</p> <p>Ability to work in full compliance with confidentiality policies and procedures.</p>	<p>Essential*</p> <p>Essential</p> <p>Essential</p>	<p><b>Application/ Selection*</b></p> <p>Selection</p> <p>Selection</p>
Intrapersonal	<p><b>Ability to work effectively with others both within the Fire &amp; Rescue Service and in the Community.*</b></p> <p>Ability to communicate effectively both orally and in writing to a range of different audiences.</p>	<p>Essential*</p> <p>Essential</p>	<p>Application/ Selection</p> <p>Application/ Selection</p>
Task	<p><b>Ability to adopt a conscientious and proactive approach to work to achieve and maintain excellent standards.*</b></p>	<p>Essential*</p>	<p><b>Application/ Selection*</b></p>

**An Enhanced Disclosure Barring Service (DBS) check will be required in the event of a successful application. Having a criminal record will not necessarily be a bar to obtaining a position.**

