



Derbyshire Fire & Rescue Service

Job Description

Job Title:	Wholetime Firefighter
Salary Grade:	Wholetime Firefighter
Portfolio:	Response
Department:	Delivery
Responsible to:	Line Manager
Post Objective:	To be an integral part of both an emergency response and community safety team by working within the community, in order to prevent emergencies occurring, minimise their impact when they do and intervene effectively when required. This will be to the benefit of that community and within a safe working environment.

The Core Values of DFRS are:

Leadership - We listen, develop and champion our people

Respect - We value the opinions of our people

Integrity - Our actions will always be well intended

Openness - We won't hide anything and will share our experiences and knowledge

Teamwork - We will achieve more together

Ambition - We will always do the best we can

Responsibilities:-

(aligned to Core Firefighter Role Map Duties & Competences e.g.; FF1 – FF9):

- 1 Respond immediately and safely to all emergency calls and requests for assistance, in-line with on-call and duty system commitments.
- 2 Deal with emergencies as directed and work effectively and efficiently as a member of a supportive and disciplined team.
- 3 Minimise distress and suffering including giving emergency care.
- 4 Be sensitive and have a commitment to the needs of others particularly with regards to inclusion, equality, fairness and diversity in the workplace along with an awareness

of protocols required for dealing with protected characteristics covered by Equality Legislation.

- 5 Actively engage in Service initiatives, including delivering effective community safety programmes (including fire safety advice and guidance) to all members of the community. This will be through a variety of agreed community safety initiatives designed to reduce the impact of fire and other emergencies as outlined in Service plans.
- 6 Undertake routine inspections of premises as part of fire safety legislative requirements.
- 7 Take part in continuous training and learning programmes to achieve and maintain competence levels.
- 8 To practice and promote Health and Safety, recognising health and safety issues at work and deal with them to minimise or eliminate the degree of hazard or risk.
- 9 Ensure personal safety and that of others at all times.
- 10 Maintain the required level of personal fitness necessary to carry out all the duties of a Firefighter, taking responsibility for maintaining personal fitness, health and wellbeing in order to undertake the role safely.
- 11 Maintain all fire fighting and emergency equipment in a state of readiness including cleaning, repairing and testing as required and to approved standards and procedures.
- 12 Be aware of general and specific risks, possible hazards and water supplies to be found within the Fire Station area.
- 13 Know the local streets, roads, buildings and fire fighting resources situated around the Fire Station area.
- 14 Complete administration tasks including accurate recording of information and keeping records up-to-date.
- 15 Understand and comply with all policies, procedures and relevant legislation.
- 16 To undertake any other reasonable duty commensurate with the grading and responsibility of the post.

General:-

- The post-holder must meet the knowledge requirements for each of the units and elements of the role.
- As directed by a supervisor, manage or participate as necessary in Service wide projects.
- The post-holder will be required to undertake periodic assessments in line with Service requirements to ensure the individual maintains the necessary competence to fulfil the purpose of the role.
- The post-holder will be required to undertake work commensurate with the grading and responsibility of the role at any DFRS location and/or any shift/work pattern, in order to meet DFRS priorities and business continuity requirements. In addition, the post-holder may also be required to move to a location of another organisation working in collaboration with DFRS.
- The post-holder will work with other Emergency Services or any other organisation working in collaboration with DFRS.



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Person Specification

Post Title Wholetime Firefighter
Scale Wholetime Firefighter

Evidence Codes

AF – Application Form

JRT – Job Related Test

I - Interview

M – Medical

D – Documentation

Job Criteria		
	Essential	Source Of Evidence
Knowledge	Be able to demonstrate relevant knowledge and understanding of the following:	
	• The role of the Fire & Rescue Service within the Community.	AF/I
	• Health and Safety issues relating to the duties of the post.	AF/I
	• Data protection/security of data.	AF/I
	Derbyshire Fire and Rescue Service's Core Values	
	• Leadership - We listen, develop and champion our people	AF/I
	• Respect - We value the opinions of our people	AF/I
	• Integrity - Our actions will always be well intended	AF/I
	• Openness - We won't hide anything and will share our experiences and knowledge	AF/I
	• Teamwork - We will achieve more together	AF/I
	• Ambition - We will always do the best we can	AF/I
Skills & Abilities	Be able to demonstrate the following:	
	• Being highly organised, with good time management skills.	AF/JRT/I
	• The ability to establish and maintain effective working relationships with colleagues, the community and other agencies.	AF/JRT/I
	• Effective written and oral communication skills.	AF/JRT/I
	• Effective problem solving skills.	AF/JRT/I

	<ul style="list-style-type: none"> • The ability to identify hazards and risks. 	AF/JRT/I
	<ul style="list-style-type: none"> • Demonstrate situational awareness in relation to risk. 	AF/JRT/I
	<ul style="list-style-type: none"> • Ability to use IT systems. 	AF/JRT/I
	<ul style="list-style-type: none"> • Planning and implementing skills. 	AF/JRT/I
	<ul style="list-style-type: none"> • Organisational awareness. 	AF/JRT/I
	<ul style="list-style-type: none"> • Ability to work methodically and with attention to detail. 	AF/JRT/I
Experience	Be able to demonstrate experience in the following:	
	<ul style="list-style-type: none"> • Proven experience of working with the Community. 	AF/I
	<ul style="list-style-type: none"> • Proven experience of working within a team. 	AF/I
Qualifications	<ul style="list-style-type: none"> • 3 GCSE's including Mathematics, English and a third in any subject Grades A-C / 4 and above (or equivalent qualifications). 	AF/D
Equal Opportunities	<ul style="list-style-type: none"> • Understanding of and commitment to Inclusion & Equality in the workplace. 	I
Other Requirements	<ul style="list-style-type: none"> • Be confident in and around water. Must be able to swim a continuous distance of 100 metres un-aided and tread water. 	AF/JRT
	<ul style="list-style-type: none"> • No known phobia of heights or confined spaces. 	
	<ul style="list-style-type: none"> • Maintain a level of personal fitness to 42 VO2 Max or above. 	M
	<ul style="list-style-type: none"> • Medical clearance subject to reasonable adjustments under the Equality Act 2010 (where appropriate). 	M
	<ul style="list-style-type: none"> • Satisfactory basic criminal records check. 	D
	<ul style="list-style-type: none"> • Full valid UK manual car driving licence (in order to prevent fraud and any illegal driving activities the applicant must satisfy a DriverCheck mandate). 	AF/D
	<ul style="list-style-type: none"> • Ability to travel throughout the County to carry out the requirements of the post. 	I
	<ul style="list-style-type: none"> • Must be a resident of Derbyshire. 	AF



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Derbyshire Fire & Rescue Service **Firefighter Role Map**

There are 9 key roles that a firefighter undertakes, these are:

1. Inform and educate your community to improve awareness of safety matters (FF1);-

- Promoting safety matter to inform your community.
- Facilitating learning through demonstration and instruction.

2. Take responsibility for effective performance (FF2);-

- Taking responsibility for personal performance.
- Establishing and maintaining effective working relationships with people.
- Developing skills to improve performance.

3. Save and preserve endangered life (FF3);-

- Conducting searches to locate life involved in incidents.
- Rescuing life involved in incidents.
- Providing treatment to casualties.
- Supporting people involved in rescue operations.

4. Contribute to resolving operational incidents (FF4);-

- Controlling and extinguishing fires.
- Resolving incidents other than those involving fire or hazardous materials.
- Supporting people involved in an operational incident.

5. Protecting the environment from the effects of hazardous materials (FF5);-

- Mitigating damage to the environment from hazardous materials.
- Decontaminating people and property affected by hazardous materials.
- Supporting people involved in hazardous materials incidents.

6. Supporting effectiveness of operational responses (FF6);-

- Collecting information of risks in the community.
- Collecting information on resources in your community.
- Maintaining internal resources.

7. Support the development of colleagues (FF7);-

- Communicating skills and knowledge to colleagues.
- Supporting development of colleagues.

8. Contributing to fire safety solutions to minimise risks in the community (FF8);-

- Inspecting premises to minimise risks to people, property and the environment.
- Reporting on issues arising from inspections.

9. Driving, manoeuvring and re-deploying fire service vehicles (FF9);-

- Driving vehicles to incidents.
- Manoeuvring, sitting and re-deploying vehicles.

