Job Description

Job Title:
Operational Wholetime Firefighter

Responsible To:
Crew/Watch Manager

Grade:
Firefighter in development

Hours:
42hpw shift system as allocated

Location:
A Station within the Lancashire Area

For some vacancies there will be requirement to provide a base within 5 minutes of the Station

Other terms and conditions:
National Joint Council for Local Authorities Fire Brigades (Grey Book)

Special Requirements

- Able to drive and possession of a full UK category B car Driving licence that entitles you to drive both manual and automatic vehicles in the UK without restrictions.
- Ability to work at heights.
- Ability to work in confined spaces.
- Ability to work in situations where you may see blood, seriously injured and deceased people.
- Good aerobic capacity.
- Willing to work on any of LFRS current shift systems which will include nights, weekends and public holidays including FDC and DCP shift systems and at any location in Lancashire.
- Ability to serve at any station on any full-time duty system according to the changing needs of the service.
- Willing to undertake apprentice standard learning with successfully completing an end point assessment.

Successful candidates will either be appointed as an apprentice firefighter and will undertake the Level 3 Operational Firefighter Apprenticeship standard which will typically take up to 24 months or they will be appointed as a firefighter in development and will undertake an internal development programme. Both development programmes will be delivered by Lancashire Fire and Rescue Service and there is no difference in terms and conditions.

This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and is therefore subject to a Standard check with the Disclosure and Barring Service (DBS).

Our Aim
The intended result of all our efforts is to: make Lancashire safer.

This is what we are here to achieve. We seek to do this by delivering prevention, protection, and emergency response services; using our trusted position in the community to influence the wider safety of people and working in partnership with other organisations where we have shared objectives.

Our Priorities

- Valuing our people so they can focus on making Lancashire safer.
- Preventing fires and other emergencies from happening.
- Protecting people and property when fires happen.
- Responding to emergencies quickly and competently.
- Delivering value for money in how we use our resources.

The way we work to achieve our priorities is as important as what we do, and our Service values ‘Strive’ reflects the behaviours we expect from our staff:

- Service: Making Lancashire safer is the most important thing we do.
- Trust: We trust the people we work with.
- Respect: We respect each other.
- Integrity: We do what we say we will do.
- Valued: We actively listen to others.
- Empowered: We contribute to decisions and improvements.

The Service values are underpinned by the national Core Code of Ethics for Fire and Rescue Services in England. The Core Code sets out five ethical principles, which provide 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: We continually recognise and promote the value of equality, diversity, and inclusion both within the Fire and Rescue Service's 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.

Everyone in Lancashire Fire and Rescue Service is expected to behave in accordance with the Service values and to follow the Core Code, including those working with or on behalf of us.

You can read our full Community Risk Management Plan.

Job Role
To deliver an emergency service by performing firefighting, rescue and other work as part of a team which resolves incidents, saves and preserves life, property and the environment.

To deliver a range of community safety programmes and services to protect the public and make communities safer.

Duties

- To provide an immediate response to all emergency and special services calls (including fire, transport and HAZMAT incidents), saving and preserving endangered life and property.
- To assess risk, understand risk and undertake appropriate risk assessments.
- To treat casualties and support people involved in incidents and emergencies.
- To collect and record information from incidents for future use in reports etc.
- To prepare and present evidence for formal proceedings if required.
- To monitor, check, test and maintain fire appliances and related equipment to ensure a high state of preparedness and maintain operational readiness.
- To drive, manoeuvre and deploy LFRS vehicles as required.
- To effectively utilise Information Technology
- To maintain an up to date knowledge and apply health, safety and risk management legislation and practice.
- To acquire and maintain a good working knowledge of buildings and structures, local topography, environmental or special risks and controls, potential hazards, water supplies and fixed installations.
- To take responsibility for personal performance and attend drills, exercises, lectures, training programmes and fitness programmes to maintain a high standard of fitness, practical and technical knowledge and competence.
- To maintain a high standard of personal discipline.
- To consistently display excellent positive workplace behaviours towards colleagues and members of the public.
- To create and maintain a good working relationship with colleagues and contribute to decision-making for the effectiveness of the team.
- To work collaboratively with other partners, agencies and other blue light services.
- To inform and educate the community to improve awareness of community safety matters and to deliver risk reduction programmes, including presentations, to protect the public and to make communities safe.
- To engage with the media and provide information about community safety.
- At all times promote a positive image of LFRS in dealing with other organisations and members of the public.
- To support and contribute to local initiatives that may arise from the Station, Watch and local community.
- Demonstrate a commitment to personal development and actively participate in the appraisal process.
- To undertake emergency driving duties.

- To undertake associate training as required.
- To be aware of the LFRS Safeguarding Procedures and to make referrals as appropriate to the role.
- Promote a positive image of the Service in dealing with all other organisations and members of the public.
- To promote the principles of equality and diversity and comply with Lancashire Fire and Rescue Service Equality, Diversity, and Inclusion Policy at all times.
- To observe all rules governing health and safety and use safety equipment where it is provided.
- To support LFRS in its commitment to prevent pollution and minimise its impact on the environment.
- The post holder may be requested to undertake the duties of higher graded staff subject to consultation. In addition, other duties at the same responsibility level may be interchanged with/added to this list at any time.

It is unacceptable for any Lancashire Fire and Rescue Service employee to be under the influence of alcohol or illegal drugs at work. Such employees pose unnecessary risks to themselves and to their colleagues. Further, the behaviour of those who work in safety critical roles and safety critical support roles can affect both the safety of members of the public and public confidence in the Authority. Lancashire Fire and Rescue Service has legal obligations under the Health and Safety at Work Act 1974 to take reasonable steps to ensure the safety of its employees, and employees are obliged not to endanger the health or well-being of others by their acts or omissions.

To this end, LFRS will screen all candidates selected for employment for illegal drugs and alcohol. This will be carried out at our Occupational Health Unit, under strict protocols and confidentially. Any candidate who refuses to be screened will not be employed. Any candidate who tests positive for illegal drugs or unsafe levels of alcohol will not be employed.

Employee Specification
Please note all criteria are essential unless otherwise stated.

Qualifications

- Possession of a current category ‘B’ car full UK driving licence that entitles you to drive both manual and automatic vehicles in the UK without restrictions.

Experience

- Paid, Unpaid, or voluntary work experience in any capacity.
- Supporting, or working with, or contributing to your own, or a local community
- Working in a practical way and identifying solutions to problems
- Using IT in particular Microsoft Office

Knowledge, Skills, and Abilities

- An awareness of the role of a Firefighter.
- Ability to serve at any station on any full-time duty system according to the changing needs of the service.
- Evidence of an understanding of diversity and some involvement with different communities and with people from different back grounds.
- An ability to work as a member of a team.
- The ability to support vulnerable people with different needs.
- The ability to deal sensitively with people in difficult situations.
- The ability to present written work neatly, accurately and concisely.
- The ability to communicate clearly and at a level appropriate to the audience.
- Actively seeks to support change and improvement in the workplace.
- Is committed to developing oneself and can demonstrate a commitment to self - improvement.
- An ability to maintain a calm, confident and resilient response in highly challenging situations.
- An ability to understand the importance of a safe working environment and an ability to take active steps to promote safe working and effectively assess risk.
- The ability to learn, understand, retain, recall and apply information and follow instructions.
- The ability to apply a knowledge of safeguarding (as appropriate to the role)
- The ability to apply knowledge of health and safety as it is applicable to the job role.
- A commitment to inclusion, equality, and diversity.

Desirable

- Possession of a current Category ‘C’ driving licence.
- Able to swim 50 metres in less than 70 seconds, able to jump/dive into deep water, tread water for 30 seconds.

Special Requirements of the Post
Please note all special requirements are essential.

- Ability to work at heights.
- Ability to work in confined spaces.
- Ability to work in situations where you may see blood, seriously injured and deceased people.
- Good aerobic capacity.
- Willing to work any of LFRS rostered shifts including nights, weekend and public holidays also including DC, FDC and DCP
- Willing to work at any location within LFRS.
- Willing to undertake apprentice standard learning with successfully completing an end point assessment.
- This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and is therefore subject to a Standard check with the Disclosure and Barring Service (DBS).

Terms and Conditions

Job Title:
Operational Wholetime Firefighter

Responsible To:
Crew/Watch Manager

Grade:
Firefighter in development

Hours:

42hpw shift system as allocated

Location:
A Station within the Lancashire Area

For some vacancies there will be requirement to provide a base within 5 minutes of the Station

Car Parking:
Free Car Parking Facilities are available at all LFRS locations

Pension:
Fire Fighters Pension Scheme

Annual Leave Entitlement:
Grey Book – Shift Duty / Day Crewing / Flexible Day Crewing / DCP

Under 5 years' service:

23 days total including 21 pre-programmed and 2 floating*

Over 5 years' service:

26 days total including 21 pre-programmed, 2 floating*, 3 days LSA (Long Service Annual)

*floating days to be taken by arrangement.

Other Terms and Conditions:

- National Joint Council for Local Authorities Fire Brigades.

Car Categorisation

Current Category 'B' (car) full driving licence that entitles you to drive both manual and automatic vehicles. If it carries any endorsements, clearance will be required from the Head of Fleet and Engineering Services before you can be appointed even if you are successful at interview.

Clearances:

- Satisfactory references
- Standard Disclosure and Barring Service Check
- Occupational Health Assessment