

PERSON SPECIFICATION – HR029



**DORSET & WILTSHIRE
FIRE AND RESCUE**

Job Title	Vehicle Technician
Department	Assets
Job Family	Technical

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 <i>Should you not possess original certificates we offer the opportunity to complete Ability Tests at interview stage for English and Mathematics</i>	E	A
	2.	A recognised Commercial Vehicle Apprenticeship in LGV/HGV (Large Goods Vehicle/Heavy Goods Vehicle) repair and maintenance	E	A
	3.	VOSA/IRTEC HGV Inspection Technician Accreditation	D	A
Knowledge & Experience	4.	IT Literate, including an ability to accurately maintain accurate electronic records and update electronic systems / software	E	A, I
	5.	Previous experience carrying out the full range of advanced repair and maintenance tasks on a variety of large goods vehicles	E	A, I
	6.	Experience of maintaining Fire and Rescue Service vehicles and/or equipment	D	A, I
	7.	Knowledge of related disciplines including welding, vehicle electrical systems, air/hydraulic systems	E	A, I
Skills & Abilities	8.	Excellent communication skills and a positive attitude to internal/external customer care	E	A, I
	9.	Good organisational and time management skills and an ability to prioritise work using own initiative	E	A, I
	10.	Ability to deliver individual project work and meet targets while maintaining quality control in an efficient and	E	A, I

		flexible manner		
	11.	Ability to follow processes, technical manuals and to use software to diagnose faults	E	A, I
	12.	Ability to work as part of a team, supporting your line manager and other team members	E	A, I
	13.	Experience of suggesting ways to improve efficiency and reduce costs	D	A, I
Additional Requirements	14.	Current valid driving licence including a Large Goods Vehicles – Category C (LGV / HGV) licence. Be able to fulfil the significant travel requirements of the role. Use of own vehicle will be required	E	A, I
	15.	Be willing to respond, in line with the requirement to take part in the 'out of hours' rota	E	A, I
	16.	Able to carry and use hand tools and capable of physical exertion for short periods working in cramped conditions and occasionally in all weathers to accomplish repairs	E	A, I
	17.	Access to own tools	E	A, I
	18.	Demonstrates a commitment to equality, diversity and inclusion, adopting a fair and ethical approach to others	E	I
	19.	A willingness to undertake Health & Safety training and comply with statutory responsibilities under Health & Safety legislation.	E	I
	20.	Prepared to undertake specific training as a part of the induction process to develop an understanding of Fire Service activities and acquire post entry related specialist vehicle skills	E	I
	21.	A willingness to travel and work throughout both Counties and outside the Service area as and when required	E	A, I

Key to Assessment

A) Application

I) Interview

P) Presentation

O) Selection Tests (Psychometric Testing / Job Related)