

PERSON SPECIFICATION – HR029



DORSET & WILTSHIRE
FIRE AND RESCUE

Job Title	Network Fire Service Partnership (NFSP) Partnership Manager
Department	NFSP
Job Family	Head of Department

Category	No.	Requirements	Essential (E) or Desirable (D)	Evidence: A, I, P, O (see key)
Education & Qualifications	1.	Educated to Level 7 (Masters) or have significant working experience working at this level	E	A
	2.	A formally recognised programme or project management qualification	D	A
Knowledge & Experience	3.	Proven significant working experience as an effective portfolio or programme manager in a similar working environment	E	A, I
	4.	Demonstratable experience working at a Senior Manager level and providing leadership in a similar working environment	E	A
	5.	Knowledge of change management principles and credible approaches to evaluation	E	I
	6.	Experience of developing and maintaining effective working relationships and reporting to senior stakeholders	E	A, I
	7.	Experience of creating legal agreements and overseeing contract management activities.	D	A
Skills & Abilities	8.	Proven ability to demonstrate strong and effective leadership, motivating and coaching teams towards shared goals, while applying excellent organisational skills to manage priorities, resources, and deadlines in a changing environment.	E	A, I
	9.	Possesses excellent verbal and written communication skills, with the ability to convey information clearly, confidently, and appropriately to a range of audiences, with the ability to actively listening and adapting style to suit different circumstances	E	A, I
	10.	Has an analytical approach to problem-solving, with the ability to identify root causes, evaluate options, and	E	A, I

		implement effective solutions.		
	11.	Evidence of effective budget management including setting budgets for the longer term	E	A
	12.	Experience of managing quality, risks and issues at a senior level and presenting these to board level	E	A, I
	13.	Understanding of the fire sector and national drivers including the NFCCs work programme and HMICFRS	D	A, I
Additional Requirements	14.	Full valid driving licence and be able to fulfil the significant travel requirements of the role. Use of own vehicle will be required	* ₁ E	A
	15.	Demonstrates a commitment to equality, diversity and inclusion, adopting a fair and ethical approach to others	E	I
	16.	Demonstrates a commitment to health and safety in the work environment	E	I
	17.	Prepared to undertake specific training as required to develop understanding of Fire Service activities and acquire post entry skills	E	I

*₁ A Service vehicle may be available, please note Service vehicles are manual transmission only.

Key to Assessment

A) Application

I) Interview

P) Presentation

O) Selection Tests (Psychometric Testing / Job Related)