

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

<b>DEPARTMENT</b>	Training and Development.
<b>POST TITLE</b>	Driver Training Instructor
<b>POST NO</b>	504084
<b>GRADE</b>	10
<b>LOCATION</b>	Cardiff Gate Training and Development Centre.

Essential criteria marked in **bold with an asterisk\*** will be used for short-listing purposes. Please ensure you address these requirements in your Application Form (under the '*Experience and Other Information*' section). You should provide clear evidence that demonstrates you meet each area based on your skills, knowledge, experience and abilities relevant to the post.

Where a qualification is highlighted as being an 'Essential Criteria', you will be required to provide a copy of your Certificates with your Application Form.

<b>Factor</b>	<b>Evidence</b>	<b>Essential/ Desirable</b>	<b>How Identified</b>
<b>Qualifications</b>	<b>Current and clean Driving Licence held for a minimum of 3 years.*</b>	<b>Essential*</b>	<b>Application*</b>
	<b>Current and clean Large Goods Vehicle (LGV) Licence held for a minimum of 3 years.*</b>	<b>Essential*</b>	<b>Application*</b>
	First Aid at Work Certificate. Or relevant experience.	Desirable	Application
	<b>Qualified in one or more of the following:</b>  <ul style="list-style-type: none"> <li>• <b>RTITB or other Health &amp; Safety Executive nationally recognised Instructor qualification (ITSSAR, NPORS, AITT etc) in:</b>   <b>Moffett Mouny Fork Lift Trucks.</b>  <b>Counterbalance Fork Lift Trucks.</b>  <b>Demountable containers.</b>  <b>Vehicle Mounted Cranes/Lorry Loaders.</b> </li> <li>• <b>Approved Driving Instructor (ADI) registered with Driver &amp; Vehicle Standards Agency (D&amp;VSA).</b></li> </ul>	<b>Essential*</b>	<b>Application/ Selection</b>

<b>Knowledge/ Experience</b>	<b>Experience in delivering driver training or experience in conducting driving tests in all or some of the following vehicles: *</b> <ul style="list-style-type: none"> <li>• Large goods vehicles</li> <li>• Light vehicles</li> <li>• Passenger carrying vehicles</li> <li>• Trailer towing</li> <li>• Emergency Response Driver Training</li> <li>• Off road vehicles</li> <li>• Forklift trucks</li> <li>• Demountable units</li> <li>• Vehicle mounted cranes</li> <li>• D&amp;VSA <b>Delegated/Vocational Examination</b> in Categories B+E, C and D1</li> </ul>	<b>Essential*</b>	<b>Application*/ Selection</b>
	<b>Experience of delivering classroom style training or presentations. *</b>	Essential*	Selection*
	Experience of conducting risk assessments for the preparation of training.	Desirable	Application
	Experience of providing one to one or group feedback	Desirable	Application
	The ability to communicate through the medium of Welsh.	Desirable	Application
<b>Personal Style</b>	<b>Ability to work in full compliance with organizational policy and legislative guidance, respecting any sensitive information that is presented.*</b>	<b>Essential*</b>	<b>Application*/ Selection</b>
	Ability to maintain a confident and resilient attitude in highly challenging situations.	Desirable	Selection.
<b>Intrapersonal</b>	<b>Ability to communicate effectively both orally and in writing to a wide range of audiences. *</b>	Essential*	Selection*
	<b>Commitment to and ability to develop self, individuals, teams and others, to improve organizational effectiveness.*</b>	<b>Essential*</b>	<b>Application*/ Selection</b>
<b>Task</b>	Ability to understand and apply relevant information to make appropriate decisions and create practical solutions.	Desirable	Selection.
	<b>Ability to maintain an active awareness of the environment to promote safe and effective working. *</b>	<b>Essential*</b>	<b>Application*/ Selection</b>

**This role involves frequent travel between sites across Wales. The successful candidate must be able to travel independently.**

**There will be some evening and weekend working and a flexible working scheme is in operation.**

