

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

<b>DEPARTMENT</b>	Community Safety and Partnerships
<b>POST TITLE</b>	Fire Cadet Instructor (Operational or Corporate Staff)
<b>POST NO</b>	N/A
<b>GRADE</b>	N/A
<b>LOCATION</b>	Various Fire Cadet Units across SWFRS Area

Essential criteria marked in **bold with an asterisk\*** will be used for short-listing purposes. Please ensure you address these requirements in your Expression of Interest form. You should provide clear evidence that demonstrates you meet each area based on your skills, knowledge, experience and abilities relevant to the post.

<b>Factor</b>	<b>Evidence</b>	<b>Essential/ Desirable</b>	<b>How Identified</b>
<b>Qualifications</b>	Relevant Youth Work qualification or working towards, or previous relevant experience	Desirable	Application
	Level 3 / 4 IV Qualification	Desirable	Application
	LGV Qualification	Desirable	Application
<b>Knowledge/ Experience</b>	Current Operational Firefighter (having completed initial 6 months assessment) <b>(Applicable to Operational Applicants Only)</b>	Essential	Application
	<b>Experience of delivering presentations appropriately and confidently to groups of young people</b>	<b>Essential*</b>	<b>Application/ Selection*</b>
	<b>Knowledge and understanding of Safeguarding</b>	<b>Essential*</b>	<b>Application*</b>
	Experience of working with young people in either a personal or professional setting.	Desirable	Application/ Selection
	Practical experience in the use of Microsoft Office packages (Outlook, Word, PowerPoint and Excel)	Desirable	Application

	Ability to plan and supervise the activities of others.	Desirable	Application/ Selection
	Experience and/or knowledge of supporting community safety related projects.	Desirable	Application/ Selection
	Ability to communicate through the medium of Welsh.	Desirable	Application

Factor	Evidence	Essential/ Desirable	How Identified
<b>Personal Style</b>	<b>Ability to maintain a confident and resilient attitude in highly challenging situations</b>	<b>Essential*</b>	<b>Application/ Selection*</b>
	Ability to work in full compliance with Safeguarding, GDPR and H&S policies and procedures	Essential	Selection
	Understanding of diversity and the ability to adopt a fair and ethical approach to others	Essential	Selection
<b>Intrapersonal</b>	<b>Able to build and maintain positive relationships with young people*</b>	<b>Essential*</b>	<b>Application/ Selection*</b>
	Ability to work effectively with others both within the Fire & Rescue Service and in the Community	Essential	Application/ Selection
	Ability to communicate effectively both orally and in writing to a range of different audiences.	Essential	Application/ Selection
<b>Task</b>	Ability to adopt a conscientious and proactive approach to work to achieve and maintain excellent standards.	Essential	Application/ Selection
	Willing and able to attend relevant safeguarding training	Essential	Application/ Selection

**An Enhanced Disclosure Barring Service (DBS) check will be required in the event of a successful application. Having a criminal record will not necessarily be a bar to obtaining a position.**

Successful candidates will also be required to undertake relevant Safeguarding Training in line with role requirements and attend a Fire Cadet Induction process prior to commencement.