

## Area Commander

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<b>Department:</b>	Justice and Home Affairs (JHA)
<b>Section:</b>	States of Jersey Fire and Rescue Service (SJFRS)
<b>Reports to:</b>	Deputy Chief Fire Officer
<b>JE Ref:</b>	JHA1119
<b>Grade:</b>	CS13 <b>JE Date:</b> 10/03/2023

### Job purpose

Area Commanders are responsible for providing strategic leadership to one of two commands of the SJFRS (Operations or Fire Safety). Area Commanders work with a high level of autonomy and flexibility, using a wide range of significant legal powers, in a proportionate and ethical way, to achieve organisational aims, adhering to the Government values and SJFRS's operational command and procedures. Station Commanders also Deputise for the Deputy Chief Fire Officer as required, exercising the full range of statutory duties and powers associated with the role.

As a visible senior leader, they develop and implement policies and legislation in consultation with others, aimed at enhancing the safety and security of Islanders, visitors, the environment and businesses. Contributing to the development of organisational strategy and policy and advising and supporting the Chief Fire Officer in his responsibilities to the Minister. Maintaining a good awareness of Government related policies and guidelines.

As a Senior on-call Commander, Area Commanders are also responsible for commanding the SJFRS's response, providing leadership, monitoring, advice and support to resolve the largest and most complex operational incidents at both the Advanced Tactical (Silver) and Strategic (Gold) Levels, coordinating the multiagency response to emergencies where necessary.

### Job specific outcomes

#### General Outcomes

EFSM1/2	Provide strategic advice and support as well as lead, monitor and support people to resolve operational incidents
EFSM4	Plan, organisational strategy to meet agreed Island, Government and Service aims and objectives
EFSM5	Plan implementation of organisational strategy to meet Island, Government and Service objectives.

EFSM6	Implement Organisational Strategy to meet Island, Government, and Service objectives
EFSM7	Evaluate organisational performance against agreed measures
EFSM8	Lead organisational strategy through effective decision making
EFSM9	Implement and manage change in organisational activities
EFSM11	Determine effective use of physical and financial resources
EFSM13	Select required personnel for employment or contracted services.
EFSM14	Manage the performance of teams and individuals to achieve objectives.
EFSM15	Develop teams and individuals to enhance workplace performance.
EFSM16	Manage yourself to achieve work objectives.
EFSM17	Advise on development and implementation of quality policies and practice
EFSM18	Implement quality assurance systems
EFSM19	Monitor compliance with quality systems
EFSM20	Exchange information to ensure effective service delivery
EFSM22	Develop information systems to support service delivery objectives
EFSM23	Agree project plan to meet specified objectives
EFSM25	Manage project to meet objectives

### Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

## Services

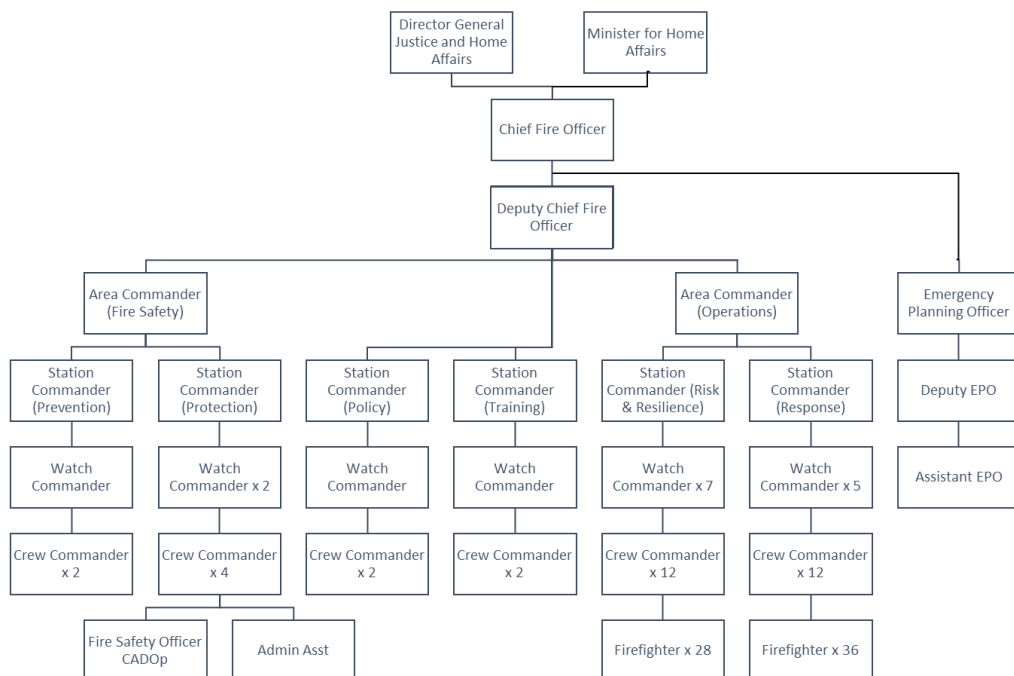
- Fire and Rescue Service
- Advanced Tactical (Silver) and Strategic (Gold) Command

## Organisational structure

### Government Departments



## Organisation chart



## Person Specification

### Specific to the role

*Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard. It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.*

### Qualifications

*Please state the level of education and professional qualifications and / or specific occupational training required.*

Qualifications	Competencies
<ul style="list-style-type: none"> <li>• Successful completion of the Multi-Agency Gold Incident Command programme (QCF level 7).</li> <li>• Successful completion of an Advanced Tactical Incident Command programme (QCF level 6).</li> <li>• Post graduate qualification in management and / or leadership or equivalent experience and training (equivalent of CMI Level 7). Member of a recognised professional body (i.e. Chartered Management Institute).</li> <li>• Working Safely certificate (IOSH)</li> <li>• Level 7 Award in Strategic Incident Command in Fire and Rescue Services</li> <li>• Level 6 Award in Advanced Tactical Command in Fire and Rescue Services or evidence of equivalent.</li> </ul>	<p><a href="#">National Fire Chiefs Council Leadership Framework</a> the 'Leading the Service'</p> <p>Relevant GOJ accountabilities and behaviours.</p>

### Knowledge

*This relates to the level and breadth of practical knowledge **required** to do the job (e.g. the understanding of a defined system, practice, method or procedure).*

K2./ K3	<p>A full, wide and comprehensive understanding of SJFRS in the strategic and tactical contexts, including:</p> <ul style="list-style-type: none"> <li>• laws, policies and best practice in relation to prevention, protection and response.</li> <li>• the principles of fire safety and fire engineering, particularly their application in the operational environment.</li> <li>• the Island's challenges, the Council of Ministers' priorities, Government Plan and JHA Business Plan and how, within the context of the One Government design, the SJFRS and JHA more widely contribute to each.</li> <li>• the work and current findings of His Majesty's Inspectorate of Constabulary and Fire and Rescue Services.</li> <li>• all laws and subordinate legislation affecting Fire and Rescue operations, Fire Safety and Emergency Planning.</li> <li>• Ideally an understanding of the performance, challenges and direction of travel of the UK Fire and Rescue Service at the strategic and tactical levels.</li> </ul>
K4.	An awareness of the important of, and commitment to, protecting our environment.

K5.	An understanding of the involvement of the fire and rescue service in providing medical intervention and safeguarding of vulnerable adults and children.
K6.	An understanding of the importance of maintaining physical and mental wellbeing.
S13.	Is prepared to wear ballistic personal protective equipment (BPPE)
	Knowledge of local road safety regulations, main Island network roads.
	A high-level understanding of the specialist resources available within the SJFRS, including Emergency Fire Appliance Driving (EFAD), Co-responding, Rope Rescue, Water Rescue, Urban Search and Rescue (USAR), Marauding Terrorist Attack (MTA), Marine Incident Response Group (MIRG)*, Chainsaw and Drone.
	Understanding of broad business concepts such as strategy, planning and risk management.
	Understanding of recruitment and selection policies and procedures (including interviewing techniques).

### Technical / Work-based Skills

*This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.*

S11. / S15	Ideally holds a full category B driving licence and competence in response driving in car.
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### General Skills/ Attributes

*This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.*

	Excellent leadership and interpersonal skills with the ability to motivate engage and direct not only large groups of employees but also Jersey's various communities.
S14.	Has advanced ICT skills, such as knowledge of use of Office 365 and bespoke SJFRS systems.
S1.	Able to carry out administration, including the use of technology (e.g. mobile communication and IT systems)
S3.	Communicates effectively both in the one-to-one and one-to-many contexts, through listening, writing, speaking and presenting information.
S4.	Able to work methodically with attention to detail.
S5.	Has the sensitivity to deal with people when they are injured, distressed, confused or being obstructive. Through being assertive, assured and compassionate.
S10. / S2	A commitment to diversity and inclusion in the workplace and more widely. Aware and celebrates difference and is adaptable to communicate inclusively with people from all communities, across a variety of backgrounds, cultures and differing personal circumstances to establish and build relationships.
B1.	Proven ability to be assertive and delegate to others as well as accurately follow instructions and react appropriately under pressure and in difficult situations.

	Demonstrating excellent personal resilience and commitment, including when dealing with those with significant power and authority.
B2.	Takes responsibility for the health and safety and welfare of themselves.
B3.	Has a proactive approach to continuously learn and develop themselves as well as others.
B4.	Is committed to maintaining their own health & fitness including physical
B5.	Actively contributes to problem-solving and is open, willing and adaptable to change, with a willingness to adopt new ways of working.
B6.	Demonstrates taking responsibility for effective performance.
B7.	Supports the development, safety and welfare of others, including colleagues, other emergency responders and members of the public.
B8.	Always embraces and promotes the values of SJFRS and the GoJ at all times and challenges inappropriate behaviours.
B9.	Demonstrates integrity, reliability, respect and responsibility.
B10.	Is prepared to work with people in need.
B11.	Is willing to work to deliver a 24/7 service, providing out of hours standby cover and attending incidents as necessary.

### Experience

*This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).*

	A seasoned professional with extensive experience of leadership, working with politicians, senior government officials and others to develop policies, law, partnerships and activities which make communities safer. This includes proactive and enforcement activity as well as command of emergencies.
	Evidence of effective performance as a Group Commander in an operational Fire and Rescue Service operational role.
	Experience of leading teams, projects and business as usual operations including identifying and managing performance.
	Competent commander at the Strategic level (QCF levels 7).
	Competent commander at Advanced Tactical level (QCF level 6).

### Personal Attributes

Appointees to this role will be required to adhere to and perform their duties in line with the relevant Government of Jersey core accountabilities, attributes and behaviour indicators for their Tier within Government as well as the National Fire Chiefs Council Leadership Framework at the 'Leading the Service' level.