

Station Commander

Department:	Justice and Home Affairs (JHA)
Section:	States of Jersey Fire and Rescue Service (SJFRS)
Reports to:	Area Commander
JE Ref:	JHA1122
Grade: FFSC	JE Date: 10/03/2023

Job purpose

Station Commanders are responsible for writing new and updating existing service policy for specific areas, including projects and programmes intended to achieve organisational aims, adhering to the Government values and SJFRS operational command and procedures. Contributing to the development of strategy, ensuring its implementation. Station Commanders also Deputise for the Area Commander as required, exercising the full range of statutory duties and powers associated with the role.

As a visible senior leader, they are also responsible for managing individuals and teams. Including their selection, appointment and deployment well as their assessment, development, performance and monitoring of their wellbeing. Advising on the development of quality assurance arrangements and ensuring teams and individuals under command comply with them. Ensuring the effective use of resources including planning and managing budgets. Maintaining a good awareness of Government related policies and guidelines.

As a Senior on-call Commander, Station Commanders are a key escalation point for corporate issues and challenges and provide availability as part of a standby rota to, where required, take command in order to lead, monitor and support firefighters and commanders to resolve larger and more complex operational incidents acting at a Tactical or Advanced Tactical (Silver) Commander.

They are the most Senior Commander for more challenging or larger operational fire incidents working with a high level of autonomy and flexibility along with significant statutory duties and powers with the aim to save and preserve endangered life.

Job specific outcomes

General Outcomes

EFSM2	Lead, monitor and support people to resolve a broad range of operational incidents
EFSM3	Determine solutions to hazards and risks identified through inspection and investigation
EFSM6/ 10	Plan and implement activities to meet to meet service, departmental, organisational and community needs
EFSM11	Determine effective use of physical and financial resources
EFSM9/ 12	Manage the effective use of 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
EFSM21	Provide information to support decision making
EFSM22	Develop information systems to support service delivery objectives
EFSM23	Agree project plan to meet specified objectives
EFSM24	Co-ordinate projects to achieve 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

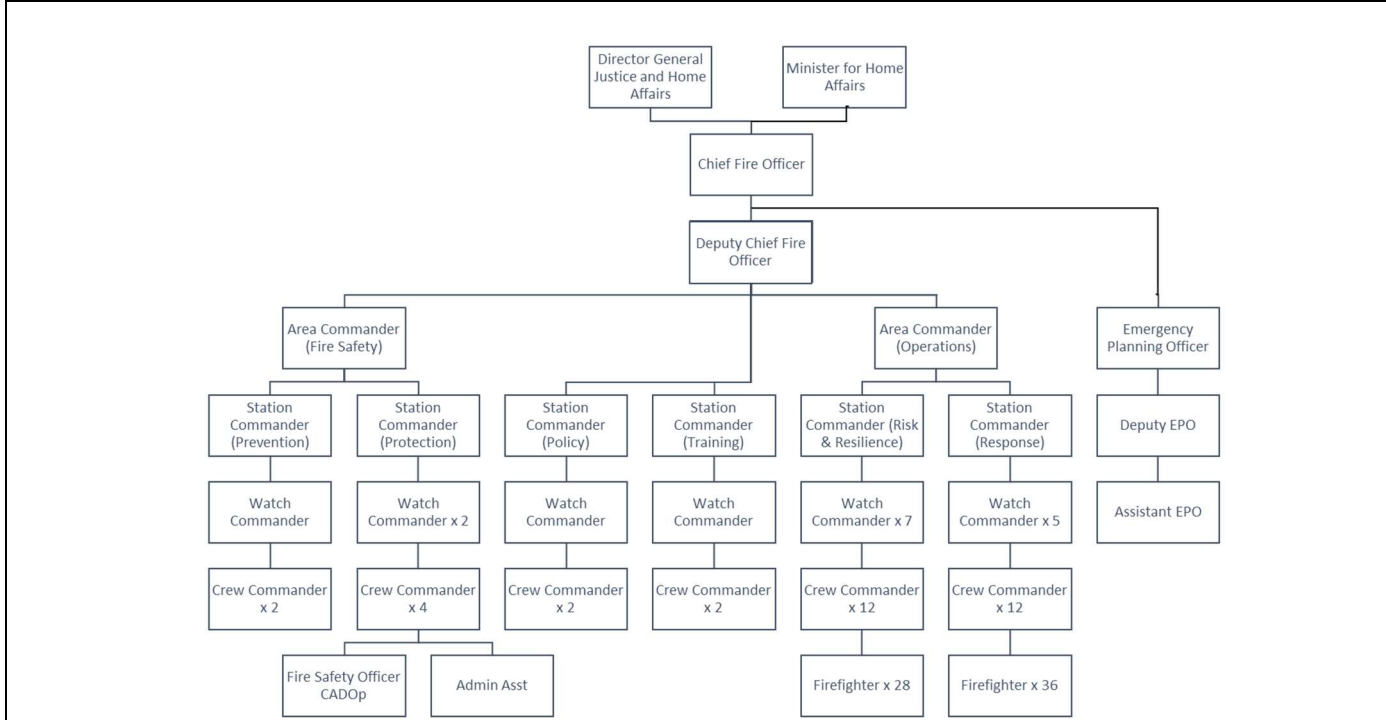
- Fire and Rescue Service
- Tactical (Silver) Command

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"> Successful completion of the Tactical Incident Command course (ICL2 Intermediate Incident Command in the Fire Service Level 2/ QCF level 4). Successful completion of an Advanced Tactical Incident Command programme (ICL2 Intermediate Incident Command in the Fire Service Level 3 / QCF level 6). 	National Fire Chiefs Council Leadership Framework the 'Leading the Function'

<ul style="list-style-type: none"> • QCF level 7 management and / leadership. (equivalent of CMI Level 7). Ideally a Member of a recognised professional body (i.e. Chartered Management Institute). • QCF level 5 Diploma in Fire Engineering Design (Fire Safety roles). • Qualified in Emergency Fire Appliance Driving (Car only) • Managing Safety certificate / Safety for Executives and Directors (IOSH) 	<p>Relevant GOJ accountabilities and behaviours.</p>
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<p>Knowledge <i>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).</i></p>	
<p>K2. / K3</p>	<p>A full, wide and comprehensive understanding of SJFRS in the strategic and tactical contexts, including:</p> <ul style="list-style-type: none"> • laws, policies and best practice in relation to prevention, protection and response. • the principles of fire safety and fire engineering, particularly their application in the operational environment. • 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. • the work and current findings of His Majesty’s Inspectorate of Constabulary and Fire and Rescue Services. • all laws and subordinate legislation affecting Fire and Rescue operations, Fire Safety and Emergency Planning. • Ideally an understanding of the performance, challenges and direction of travel of the UK Fire and Rescue Service at the strategic and tactical levels.
<p>K4.</p>	<p>An awareness of the important of, and commitment to, protecting our environment.</p>
<p>K5.</p>	<p>An understanding of the involvement of the fire and rescue service in providing medical intervention and safeguarding of vulnerable adults and children.</p>
<p>K6.</p>	<p>An understanding of the importance of maintaining physical and mental wellbeing.</p>
<p>S13.</p>	<p>Is prepared to wear ballistic personal protective equipment (BPPE)</p>
	<p>Knowledge of local road safety regulations, main Island network roads.</p>
	<p>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.</p>
	<p>Understanding of broad business concepts such as strategy, planning and risk management.</p>
	<p>Understanding of recruitment and selection policies and procedures (including interviewing techniques).</p>

<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	
<p>S11. / S15</p>	<p>Holds a full category B driving licence and competence in response driving cars.</p>

	Able to administer first-aid skills acquired from a first-aid qualification and a minimum standard of Level 2 First Response Emergency Care (FREC).
	The following are also desirable:
	Category C (Heavy Goods / HGV) driving licence.
S7.	Able to work at height.
	Able to respond to and co-ordinate rope rescues.
S8.	Able to respond to and co-ordinate rescues in water during flood response and/ rural rescue.
	Able to co-ordinate the operation of the SJFRS rescue boat for inshore rescue (min. three nautical miles off the Islands coasts).

**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 others.
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.	Able to 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 In line with required standards as set out in policy
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).

	Experience as a competent Watch Commander with experience of leadership in operational and policy environments, overseeing the work of individuals and teams as well as working with others to develop policies, law, partnerships and activities which make communities safer. This includes proactive and enforcement activity as well as command of emergencies.
	Experience of leading teams, projects and business as usual operations including identifying and managing performance.
	Competent commander at the operational level (QCF levels 3).
	Competent commander at Tactical level (QCF level 4).
	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.