



Lincolnshire FIRE & RESCUE

Watch Manager – Person Specification

Experience	<ul style="list-style-type: none">• Competent substantive Watch Manager or Crew Manager.• Led teams/individuals to achieve objectives.• Maintained operational activities.• Managed information for action.• Took responsibility for performance.• Supported team and individual development.• Investigated and reported events.• Assessed performance via various methods.• Led/support people during operational incidents.• Supported efficient resource use and managing resources.• Addressed poor performance.
Knowledge / Understanding	<ul style="list-style-type: none">• In-depth knowledge of statutory requirements.• Understanding Health & Safety legislation and accident investigations.• Clear grasp of risk concepts within a proactive safety culture.• Understanding equality legislation in supervisory context.• Good knowledge of Incident Command and command support.• Knowledge of disciplinary, grievance and performance management procedures.• Understanding how performance management affects organisational performance.• IOSH qualification (Desirable)
Skills / Behaviours	<ul style="list-style-type: none">• Leadership in both community and organisational contexts.• Manage and deliver change in a challenging environment.• Manage team/individual performance - set and monitor objectives.• Effective communication at all levels with diverse techniques.• Use IT systems for reporting, performance management, monitoring.• Personal integrity and high personal standards.• Evidenced continual personal development.• Develop self, teams, individuals to enhance performance.• A commitment to values of the Service and NFCC Code of Ethics framework