



Watch Manager – Person Specification

Experience	• 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	• 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	• 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