



THE PERSON

Watch Manager, Organisational Assurance

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 2 or 3 standard of education (e.g. GCSE or A-level) or equivalent experience.	E	Application Form
ISO 9001:2015 Internal Auditors Course	D	Application Form
College of Policing structured debrief course	D	Application Form
ILM Level 3 Certificate in Management, or equivalent gained through in-house programme or experience.	D	Application Form
Knowledge & Experience		
An understanding of project management and ability to evidence the recent use of these skills.	D	Application and Interview
Experience of managing changing priorities and situations.	D	Interview
Experience of planning the use of resources and contributing to financial decisions.	D	Interview
Experience in the effective management of information systems and analysis of data.	D	Application and Interview
Ability to deal with sensitive issues and to brief internal and external audiences, as required.	E	Interview
Experience of analysing and interpreting information to develop solutions or solve problems.	E	Interview
Demonstrate an up-to-date knowledge of operational procedures and organisational policies relevant to WM role map and maintenance of operational competence in accordance with role map.	E	Application and Interview
Knowledge of the broader activities of Essex Fire & Rescue Service and working with Trade Unions.	E	Application and Interview
Skills & Abilities		
Able to act independently and objectively	E	Interview

Person Specification

Able to analyse and interpret data and information to support decision making.	E	Interview
Excellent written and verbal communication skills: can interpret policy and procedures and produce and share complex information.	E	Interview
Confident in using ICT systems such as Word, Excel, Outlook, PowerPoint and other Microsoft 365 applications. (may be role specific systems).	E	Application Form
Excellent interpersonal skills, communicates professionally and develops constructive working relationships.	E	Application and Interview
Excellent time management and planning and organisation skills.	E	Interview
Able to support changes in service provision in a positive and constructive manner.	E	Application and Interview
Proficient at assessing problems and determining the most appropriate action.	E	Application and Interview
Other		
UK driving licence.	E	Application Form
The ability to travel around the county will be required.	E	Application Form
Willingness to work flexibly.	E	Application Form
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application Form
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application Form