



THE PERSON

Senior Technician

Criteria	Essential / Desirable	Method of Assessment
Qualifications		
Level 2 standard of education (e.g. GCSE) or equivalent experience demonstrating basic numeracy and literacy.	E	
Hold a class 'C' Driving licence.	E	
Have successfully completed IRTEC accreditation and hold a valid licence.	E	
Fully indentured apprenticeship with city and guilds or equivalent experience.	E	
Manufacturer training for relevant products	D	
Health & Safety training to Managing Safely level.	D	
Knowledge & Experience		
Experience working within a motor vehicle repair environment.	E	
Experience of Maintenance & repair of Fire service vehicles and equipment.	D	
Knowledge and experience of vehicle diagnostic equipment.	E	
Experience of supervising a group of staff and overseeing the day-to-day running of a team.	E	
Experience of analysing and interpreting information to develop solutions or solve problems.	E	
Knowledge of the broader activities of Essex Fire & Rescue Service and working with Trade Unions.	D	
Skills & Abilities		
Have high levels of Practical skills.	E	
Capable of keeping up to date with industry technologies to evaluate and recommend products for future implementation.	E	
Excellent written and verbal communication skills. Can interpret policy and procedures.	E	
Confident in using ICT systems such as Word, Excel, Outlook, PowerPoint.	E	
Able to plan, manage and review tasks for team members.	E	

Excellent interpersonal skills, communicates professionally and develops constructive working relationships.	E	
Excellent time management and planning and organisation skills.	E	
Able to support changes in service provision in a positive and constructive manner.	E	
Proficient at assessing problems and determining the most appropriate action.	E	
Is approachable and confident in developing team members to acquire skills and experience.	E	
Other		
The ability to travel around the county may 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

	Competency	Level
Inspire	Leadership Motivates and empowers others...	B
	Effective Communication Is open and honest...	B
	Adaptability & Change Seizes opportunities to improve things...	B
Engage	Develops Self & Others Is always seeking to improve...	B
	Teamworking Is a team player...	B
	Commitment to Diversity & Professional Integrity Acts with integrity...	B
Aspire	Strategic Perspective Sees the big picture...	B
	Effective Decision Making Takes informed action...	B
	Achieves Results Makes things happen...	B