



THE PERSON

Road & Water Safety Manager

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 6 standard of education (e.g. graduate) or equivalent experience demonstrating advanced numeracy and literacy.	E	Application
Management qualification (ILM, LRS etc) Health & Safety / Behaviour Change or related qualification	D	Application
Qualifications linked to safety on the water, for example Royal Life Saving Society, Royal Yachting Association etc	D	Application
Qualified as a Train the Trainer / PETLS	D	Application
A full drivers licence	E	Application
A full unrestricted Motorcycle Licence.	D	Application
Road Safety Officer Accredited.	D	Application
Knowledge & Experience		
Experience of developing, advising and implementing organisational policy / procedure / process in respect of Prevention	E	Application Form / Interview
Demonstrable understanding and experience of working in partnership to bring about system change and better outcomes for the public	E	Application / interview and presentation
Demonstrable understanding and knowledge of Road Safety and Water Safety legislation and the risks associated with subject matters.	E	Application / interview and presentation
Experience of liaising with the public, partners and internal stakeholders, and provide professional advice related to the activities associated with the remit of the role	E	Application / interview
Evidence of effective and successful identification, scoping of successful funding bid application and budget management	D	Interview
Experience of writing annual departmental reports for strategic and public domains	E	Application and Interview

Person Specification

Proven ability to write evaluation models and evidence-based models for end user clients e.g. the PFCC	E	Application, Interview and presentation
Delivered tangible positive results as a professional managing a large and diverse team within a large organisation	E	Application, Interview, presentation
Previous experience / knowledge of the Fire & Rescue Service.	D	Application
Proven experience of working in partnership with managers to deliver on key projects	E	Interview and Presentation
Experience of creating, developing and implementing organisational Policy / Procedure	E	Application and Interview
An understanding of issues at a strategic and operational level.	E	Application
Experience of managing changing priorities and situations.	E	Application
Experience of planning the use of resources and contributing to financial decisions.	E	Application and Interview
Previous experience of designing and delivering training materials	E	Application / interview
Evidence of designing and delivering communication with diverse communities and/or vulnerable people	E	Application / interview
Experience of developing and delivering action plans to meet defined outcomes	E	Application / interview
Experience of event management and evaluation	E	Application / interview
Knowledge of the broader activities of Essex Fire & Rescue Service	D	Application / interview
Skills & Abilities		
Experience of coaching, influencing and building strong working relationships with team members and managers	E	Application, Interview and Presentation
Ability to establish professional credibility quickly with colleagues and to interact effectively with staff at all levels and across all departments	E	Interview and Presentation
Effective business planning and management skills	E	Application Form
Excellent level of interpersonal and negotiation skills, able to communicate professionally and tactfully to build constructive relationships.	E	Application, Interview and Presentation
Excellent written and verbal communication skills, including verbal presentation, writing skills and writing for stakeholder engagement.	E	Application / interview
Confident in using ICT systems such as Word, Excel, Outlook, and CRM systems	E	Application / interview

Person Specification

Able to plan, manage and review tasks for team members	E	Application / interview
Proactively responsive to change and flexible approach with ability to adapt to changing priorities, including a willingness to travel and work occasional evenings and weekends where necessary	E	Interview and Presentation
Demonstrates attention to detail and works methodically, responding to changes to meet deadlines.	E	Application / interview
The ability to build and develop teams and develop individual capabilities.	E	Application / interview
Other		
Willingness to work flexibly, including attending meetings and activities in evenings and weekends	E	Application / interview
Full valid driving licence, able to travel around the County as required	E	Application / interview
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application / interview
Contribute to a positive working environment ensuring commitment to equality and diversity	E	Application / interview