



## THE PERSON

### Education & Specialist Intervention Manager

Criteria	Essential / Desirable	Method of Assessment
<b>Qualification</b>		
Level 6 standard of education (e.g. undergraduate degree) or equivalent qualification or experience in an education environment	E	Application Form
Qualified as a Train the Trainer in Drugs and Substance Misuse, Behaviour Management, Tactical Separation, and de-escalation tactics to Level 4	D	Application Form
Qualified to verify the DofE award scheme at Bronze , Silver and Gold Level.	D	Application Form
Management qualification (e.g. ILM, CMI, MA)	D	Application Form
Project Management Qualification	D	Application Form
<b>Knowledge &amp; Experience</b>		
Experience of developing, advising and implementing organisational policy / procedure / process in respect of Prevention	E	Application Form / Interview
Safeguarding Trained in Children & Adults up to level 2	D	Application Form
A strong track record in working with communities and key stakeholders	E	Interview / presentation
Good knowledge of Duke of Edinburgh Awards Scheme	D	Application Form
A proven track record of leadership with experience of having led and motivated a large team of people	D	Interview / Presentation
Evidence of previous management of operational licenses regarding national award schemes	D	Application Form
Excellent working knowledge of Schools Education System	E	Application Form / Interview and Presentation
Evidence of effective and successful identification, scoping of successful funding bid application	D	Interview
Experience of writing annual departmental reports for strategic and public domains	E	Application and Interview
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

## Person Specification

Previous experience / knowledge of the Fire & Rescue Service.	D	Application
Proven experience of working in partnership with managers in order 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
<b>Skills &amp; Abilities</b>		
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
Ability to prepare bids and contracts	E	Application Form
Excellent written, verbal and presentation skills including the ability to produce and explain complex information	E	Interview and Presentation
Able to meet conflicting deadlines and prioritise work	E	Application, Interview and presentation
Able to chair, plan, positively contribute and challenge at meetings with managers and stakeholders	D	Application
Able to set aims, objectives and targets and develop strategies and action plans to achieve them	E	Application
The ability to define and use analytics to support decision making	E	Interview
Excellent interpersonal skills including motivational negotiating, influencing and relationship building	E	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

<b>Other</b>		
Driving Licence	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

## Person Specification