THE ROLE

Crew Commander

Department:	**Community Safety and Risk Reduction**
Grade/Rank:	**Crew Commander**
Responsible to:	**Watch Commander**
Location:	**Anywhere in the County**
Responsible for:	**Not applicable**

Job Purpose:

To protect and save life, property and the environment by contributing to the protection of people and making communities safer by:

- Managing and leading a team through development and assessment to meet set objectives.
- Deputising for the Watch Commander in their absence or as required.
- Assisting with the management of community safety projects to meet service delivery objectives.
- Educating the community on fire safety issues to minimise and actively reduce the risk of life and damage to property and the environment.
- Managing the maintenance and response of the emergency service.
- Providing leadership and support at incidents.
- Managing supervisory and administrative tasks as required by role and circumstances

Working within the community to prevent emergencies occurring, minimise their impact when they do and intervene effectively when required. All of this benefitting the community and making Surrey Safer.

Our Core Values and Behaviours:

- Fairness and Respect – We embrace diversity and promote a culture of inclusivity.
- Responsibility – We are answerable for our decisions and actions.
- Professionalism - We will always be the best we can be.
- Honesty and integrity – We are truthful and trustworthy. We do the right thing even if it's not the easiest option.
- Leadership – We choose to lead by example and inspire others in an ethical way.
- Openness – We are open to new ideas.

Our behaviours are what people experience when they interact with us. They encompass how we do our work and how we treat others. We expect all existing and future staff to uphold and promote these Values and Behaviours.

Main Duties and Responsibilities:

- Support Watch Commanders in the management and administration of the watch or team and in the absence of the Watch Manager, deputise on his/her behalf.

- Lead and Support people to resolve all types of operational incidents swiftly and safely. This includes planning to meet the needs of the incident, implementing action to meet planned objectives, closing down the operational phase of incidents and debriefing people following incidents.

- Provide leadership, management and development to support the watch and other station staff providing clear direction and expectations in order that they are able to perform competently in their roles against their role profiles and in line with the station plan.

- Manage and develop self and others. Take responsibility for personal performance. Reflect on effectiveness and relationships with your staff to achieve improved performance. Place personal improvement challenges in your own development plan and allow others to contribute.

- Establish and maintain effective working relationships with stakeholders to motivate and develop skills to improve performance.

- Contribute to fire safety solutions minimising risk to your community by overseeing the inspection of premises as part of a direct or indirect fire safety legislative requirement. Complete all associated paperwork. Report on issues arising from an inspection to the relevant department.

- Work to help educate members of the community in the risks and hazards of fire and other emergencies in line with the station plan.

- Carry out station duties as determined by the officer in charge, including 'change of shift duties,' regular tests and maintenance/cleaning of equipment on all appliances and individual Personal Protective Equipment (PPE) in order to identify and report defects.

- Maintain all emergency equipment in a state of readiness, including cleanliness, repairing and testing as required to approved standards and procedures to undertake checks on emergency resources provided for fire service use.

- Support station management to deliver different elements of training and work to assist in the familiarisation training of any specialist equipment.

- Positively contribute to a safe work environment; proportionately apply Health and Safety, Risk Management, Business Continuity and Safeguarding policies and procedures. Process personal data fairly and lawfully as identified within the General Data Protection Regulations (GDRP) 2018.

- Actively support safeguarding principles and the embedding of the Service's Inclusion Strategy.

- To undertake any other reasonable duty, commensurate with the grading and responsibility of the post in order to meet service priorities and business continuity requirements.

THE PERSON

Crew Commander

Qualifications

- Participate in and pass the core technical and professional development programmes
- Competent in a Wholetime Crew Commander role
- ICS Level 1
- IOSH -Supervising Safely
- IFE level 3 certificate or equivalent
- ILM level 3 or equivalent

Knowledge and Experience

- Experience of managing a diverse group of staff to ensure effective service delivery.
- Experience of managing changing priorities and situations.
- Experience of working within a team, communicating effectively and demonstrating professionalism within the Service and towards the public, partner agencies and other service providers
- Experience of having managed, engaged and motivated others both within the Fire Service and externally.
- Experience of having understood and applied relevant information to make appropriate decisions which reflect key priorities and requirements.
- Knowledge of the Fire Service Operations and National Guidance (NOG).
- Knowledge of the Service's Public Safety Plan (PSP).
- Knowledge of People Management Policies and Procedures.
- Knowledge of the Performance Management Framework.
- Knowledge of the legislation relating to Health and Safety in the Workplace.

Skills and Abilities

- Able to be open and flexible towards change, leading participation in devising solutions to problems that may occur from time to time.
- Able to demonstrate a calm, confident and resilient approach to unpredictable, challenging or dangerous situations.
- Ability to adopt different methods and innovative ways to gain support and influence internal and external stakeholders.
- A proactive approach to work, and the achievement of a consistently high standard of work, displaying high personal and professional standards and challenging poor behaviour and performance.
- Ability to work effectively with technology and able to demonstrate competence with basic software or IT equipment.
- A demonstrable commitment to continuous professional development or the attainment of personal goals.
- Ability to demonstrate a respect for others and willingness to challenge.

Equal Opportunities

- Understanding of and commitment to Inclusion & Equality in the workplace.