**Job and Person Profile (JPP)**

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| **Job details** |
| **Job title** | **On-Call Firefighter** |
| **Grade and Salary** | Annual salary/retainer fee, plus an hourly rate and disturbance fee for attending incidents and training. To find out more, please read[our guide to what an On-Call Firefighter is paid.](https://sccrecruit.blob.core.windows.net/assets/SCC/On-Call-Firefighters-Salary.docx). |
| **Service and Team** | Suffolk Fire and Rescue Service, West District |
| **Location** | Brandon, Bury St Edmunds, Clare, Elmswell, Haverhill, Ixworth, Mildenhall, Newmarket, Stowmarket, Sudbury, Wickhambrook. |
| **Status** | **Permanent** |

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| **About us** |

As a modern and effective council, we understand the importance of being flexible and well-connected in the ways we work. We focus our ambitions on doing what’s right for people, our partners and our communities - both now and for the future.

That’s why, as one of the largest employers in Suffolk, we believe in empowering everyone. Through career variety and collaborative working, accessible career paths and professional development.

The support and care we offer encourages and enables you to be the best you can be. To make a meaningful impact on the world around you. To achieve a unique sense of pride in what you do, why you do it and where. **Reimagine the possibilities.**

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| **Main purpose of the job** |

To act as an integral part of both the emergency response and community safety teams by working with and within the community to prevent emergencies occurring, minimise their impact when they do and intervene effectively when required, to the benefit of that community and within a safe working environment.

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| **About the team**  |

Suffolk Fire and Rescue Service operate from 35 stations across Suffolk, many of them shared with Suffolk Police and East of England Ambulance Service. Our stations vary in status from being staffed 24/7, 365 days a year, to being completely on-call, which means firefighters are on call day and night and are alerted to incidents by a pager. The Fire Service Headquarters is based at Endeavour House in Ipswich and we share a combined fire control room with Cambridgeshire Fire and Rescue Service.

Suffolk Fire and Rescue Service provides a 24 hour, 7 days a week emergency response service to deal with fires, road traffic collisions and a wide range of emergencies.

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| **What you will be expected to deliver in the role** |

**Day to day tasks may include:**

* Respond swiftly and safely to all emergency calls and requests for assistance.
* Work with all members of the community, being sensitive to the needs of others particularly having regard to equality and diversity issues.
* Assist in Service initiatives, including the giving of general fire safety advice and guidance, to all members of the community through a variety of agreed community safety initiatives designed to reduce the misery of fire and other emergencies.
* Undertake routine inspections of premises as part of a direct or indirect fire safety legislative requirement.
* 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.
* Take part in continuous training and learning programmes by attending lectures, exercises, simulated incidents, practice drill sessions and other forms of training to achieve and maintain competence levels, in line with national role maps.
* Maintain a level of personal fitness necessary to carry out all the duties of a firefighter.
* Undertake routine administration tasks as required in order to ensure all entries to records are correct and kept up to date.
* To practice and promote the Health & Safety policies of the Service and to ensure the development and progression of Health & Safety within the sphere of responsibility of this job description, and the Health & Safety of all employees and customers.
* To promote application of the Authority’s Equality and Diversity Policy.
* In addition to the above to undertake such other duties as directed from time to time by the Brigade Manager - Chief Fire Officer.

Although this list provides examples of what you will be doing it’s not intended to be exhaustive, and you will have personal objectives linked to our People Plans and Strategies that will be discussed and agreed with your line manager when you start.

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| **Person Profile – what you will bring to the team** |

**Values and personal qualities**

1. Demonstrates a passion for making a positive difference for Suffolk.
2. Shares our [WE ASPIRE](https://www.suffolk.gov.uk/jobs-and-careers/working-for-suffolk-county-council/our-weaspire-values/) Values and strives to lead by example in relation to these.
3. A strong commitment to fairness and Equality, Diversity and Inclusion (EDI).
4. Strives to continuously improve in everything they do, taking the initiative to learn and develop.
5. Brings creativity into their work through innovation and openness to change.
6. Collaborates well with others and offers assistance and support to colleagues.

**Specialist knowledge skills and experience**

1. An understanding of the role of the Fire and Rescue Service within the community
2. Proven organisational skills.
3. Effective written and oral communication skills.
4. Proven planning and problem-solving skills.
5. Previous practical work experience. (Desirable)
6. The ability to establish and maintain effective working relationships with colleagues, the community and other agencies. (Desirable)
7. The ability to work methodically with attention to detail.
8. A commitment to the delivery of diversity and equality.
9. Proven experience working with the Community.
10. Proven experience working within a team.

**Additional requirements**

1. Able to demonstrate the individual elements of the Role Map detailed below:

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| **Firefighter Role Map** |
| **Ref** | **Title** |
| **FF1** | **Inform and educate your community to improve awareness of safety matters** |
| **FF2** | **Take responsibility for effective performance** |
| **FF3** | **Save and preserve endangered life** |
| **FF4** | **Resolve operational incidents** |
| **FF5** | **Protect the environment from the effects of hazardous materials** |
| **FF6** | **Support the effectiveness of operational response** |
| **FF7** | **Support the development of colleagues in the workplace** |
| **FF8** | **Contribute to safety solutions to minimise risks to your community** |
| **FF9** | **Drive, manoeuvre and redeploy fire service vehicles** |

If you think you have what it takes to be successful in this role, even if you don’t meet all the criteria, please apply. We’d appreciate the opportunity to consider your application.

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| **Our Values – WE ASPIRE** |



At Suffolk County Council our WE ASPIRE values set out the behaviours we expect from everyone in the organisation regardless of who they are, what their role or grade is or where they work.

The values have been developed through feedback and input from employees at the council and underpin how we go about our everyday work. They define us and help us to be the best we can be.

Visit our [**careers pages**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) for more information on our WE ASPIRE values.

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| **Our Customer Commitment** |



In addition to our WE ASPIRE values, we also have a **Customer Commitment** which sets out a number of strong principles that help support high standards of customer service and care that we can all endeavour to consistently demonstrate.

For more information, view our [**Customer Commitment poster.**](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)

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| **Our Core Code of Ethics** |



At Suffolk Fire and Rescue Service, the Core Code helps every member to act in the right way in our service to the public and towards each other. The Core Code applies to everything we do. It will help us to continue to do our jobs professionally and to the best of our ability.

Visit the [**NFCC Core Code of Ethics page**](https://nfcc.org.uk/our-services/people-programme/core-code-of-ethics/) for more information.

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| **More information for recruitment applicants** |

We offer a fantastic working environment including diverse and active staff networks,

great flexible working options and many benefits, as well as the opportunity to improve the lives of Suffolk residents.

Visit the [**Suffolk County Council career website**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) to learn more, including information about adjustments to recruitment processes, our interview schemes and other commitments to equality, diversity and inclusion.