**Person Specification: VOLUNTEER CADET INSTRUCTOR**

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| **Education / Qualifications** |   | Minimum 3 GCSEs or equivalent PTLLS qualification or working towards. Youth Work qualification or working towards.  | Job application / Interview |
| **Knowledge and Experience** | Experience of working with young people in either a personal or professional setting.Knowledge of Safeguarding An understanding of Health & Safety and Equality & Diversity legislation and the ability to apply these in the workplace Understanding of the issues and barriers that face youngpeople across diverse communities | Operational Firefighter experience Experience of implementing Safeguarding best practice principles | Job Application / Interview |
| **Skills** | Ability to facilitate and support young people’s progress towards achieving an accredited programme/qualificationAble to build and maintain positive relationships with young peopleAbility to present information appropriately and confidently to groups of young people. Possess basic problem solving skills and able to use initiative where necessaryAbility to empathise with othersHave a reliable, punctual and committed approach. Ability to work in line with and adhere to the values and behaviours of GMFRS: Honesty, Professional, Inclusive, Respect and Excellence | Basic ICT skillsThe ability to speak an additional language would be advantageousFull driving license and possess current Midas certificateAdditional skills such as British Sign Language, basic first aidExperience of leading a teamPrevious experience of working with young adults/children | Job application / Interview |
| **Other Qualities** | To undertake an enhanced DBSCommit to evening and weekend workingBe available to attend residential activities if required  | Willingness to attend selection and induction events to recruit further volunteers to the OrganisationExperience of planning and running residentials for young people  | Job application / Interview |