**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 young  people 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/qualification  Able to build and maintain positive relationships with young people  Ability to present information appropriately and confidently to groups of young people.  Possess basic problem solving skills and able to use initiative where necessary  Ability to empathise with others  Have 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 skills  The ability to speak an additional language would be advantageous  Full driving license and possess current Midas certificate  Additional skills such as British Sign Language, basic first aid  Experience of leading a team  Previous experience of working with young adults/children | Job application / Interview |
| **Other Qualities** | To undertake an enhanced DBS  Commit to evening and weekend working  Be available to attend residential activities if required | Willingness to attend selection and induction events to recruit further volunteers to the Organisation  Experience of planning and running residentials for young people | Job application / Interview |