**Person Specification: Volunteer Junior Cadet Instructor**

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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| **Education / Qualifications** | * Completed/about to complete the Fire Cadets programme.
* Assist with the planning of the Fire Cadet programme.
* Willing to undertake training appropriate to the role.
 | * Experience of leading a group of cadets
* Ability to present topics on a range of subjects to groups.
 | Job application / Interview |
| **Knowledge and Experience** | * Knowledge of how Fire and Rescue Services work

to prevent fires, harm from fire and anti-social behaviour.* Confidence in delivering presentations to a group.
* The ability to demonstrate the use of fire cadet equipment

in a safe manner.* Experience of taking part of in range of fire cadet

drills and scenarios.* Ability to communicate effectively
* Understanding Hazard, Risk and Control measures

with Fire Cadet activities.* Work closely with other young people to create a

positive learning environment | * Basic First Aid Skills
* Ability to engage young people and empathise/recognise their individual needs and abilities.
* Experience of evaluating own performance and that of others.
* Confident to engage with young people and cadet instructors.
 | Job Application / Interview |
| **Skills** | * Able to develop appropriate and safe relationships with young people.
* Ability to work as part of a team.
* Reliability and commitment to the Fire Cadet programme.
* Supporting staff to engage young people in positive activities.
* Supporting staff with onsite administration duties.
* Generating ideas with young people, staff and other volunteers for how to develop the programme.
* Desire to promote integration of young people from different backgrounds and experiences
* Ability to develop appropriate and safe relationships with children and young people
* Maintain regular contact with cadet instructors
* Work both independently and as part of a team with fellow Instructors and cadets.
* Attend and participate in all training sessions and meetings.
* Maintain confidentiality with any shared information.
* Participate in and complete all other duties as assigned.
 |  | Job application / Interview |
| **Other Qualities** | * Only 16-18 year olds will be considered Junior Cadet Instructors
* Commit to evening and weekend working
* Can commit to volunteering for a minimum of 1 full year in the role
* Be available to attend residential activities
 |  | Job application / Interview |