**Person Specification: Volunteer Junior Cadet Instructor**

|  |  |  |  |
| --- | --- | --- | --- |
| **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 |