

SAMPLE Person Specification HART: Team Leader
Jan 2011

JOB TITLE: HART Team Leader
LOCATION: Trust HART Operational Base

Listed below are the key requirements needed to perform this job. Candidates will be assessed against these criteria through the following methods:

A = Application form, **I** = Interview, **OHD** = Occupational Health Department,
P = Psychological Assessment*, **PCA** = Physical Competence Assessment,
T = Induction Training

* *NB: Candidates will be asked to complete a confidential online psychological test – a Resilience & Capability Questionnaire (RCQ-S) with Zeal Solutions Ltd. This test will be used to support the selection and personal development of personnel, as well as the ongoing evaluation of the HART project. It will NOT be used to screen candidates in or out of the selection process.*

EDUCATION AND EXPERIENCE

Essential

● State Registered Paramedic	A
● 3 Years operational ambulance experience	A
● Qualified as CBRN Bronze Commander	A
● Experience working in a multi-agency environment	A/I

Desirable

● Experience of Incident Management	A/I
● Experience of leading a team	A
● Experience in using self-contained breathing apparatus or other respiratory protection	A/I
● Successful completion of HAZMAT or military NBC course	A

KNOWLEDGE, SKILLS AND PERSONAL ATTRIBUTES

Essential – Clinical & Operational

● Proven clinical assessment skills and a commitment to delivering high standards of patient care	A/I/T
● Ability to make sound clinical decisions often at short notice	A/I/T
● Ability to maintain high standards of clinical care and health and safety, even	A/I/T



in stressful and challenging situations	
• Ability to work effectively in enclosed, confined spaces	A/I/PCA
• Ability to work effectively at height and other areas of difficult access (USAR paramedic only)	A/I/PCA
• Ability to provide structured briefings during an incident and post-incident de-brief for your team	A/I/T
• Ability to actively contribute to multi-agency post-incident structured de-briefs and recommend changes for improvement where required	A/I/T
• Understanding of the trust's risk management system and ability to undertake formal and Dynamic Operational Risk Assessments and manage risk in accordance with these procedures	A/I/T
• Understanding of and have a demonstrable commitment to Equal Opportunities and Diversity, both as a colleague and as a provider of a service to the public	A/I
• Ability to conduct investigations into any accident or other untoward incident relating to HART in accordance with local procedures, and completing the relevant paperwork in the appropriate manner	A/I
• Knowledge of Trust procedures regarding Personal Development Review (PDR) and the ability to carry out timely appraisals	A
• Ability to communicate both verbally and in writing with people at all levels	I/P/T

Essential - Core Behavioural Competencies

• Ability to remain calm and resilient under pressure and support others in this respect	A/I/T
• Ability to manage sensitive, stressful and traumatic incidents effectively, knowing when to use tact, diplomacy and assertiveness and ensuring that others do so	A/I/T
• Ability to work as part of a team and being supportive of others	I/P/T
• Open to change, flexible and adaptable	I/P/T
• Being self confident and have the ability to develop self, motivate others and instil a sense of capability in others	I/P/T
• Ability to establish efficiently an appropriate course of action for self and/or others to accomplish a goal	I/P/T
• Ability to make effective judgements and decisions often at short notice and under pressure	I/P/T
• Maintain a professional image at all times	I/T



OTHER ESSENTIAL REQUIREMENTS

• Low level of absence due to sickness in the last two years	A
• No outstanding disciplinary sanctions	A
• Capable of swimming 100m	A
• Have a satisfactory CRB enhanced disclosure check	A
• Occupational Health clearance	OHD
• Attend and pass pre-employment fitness test and maintain a specific level of fitness – including being able to work at heights (USAR paramedics only) and in confined spaces	PCA
• Attend and pass induction training on the required dates and achieve the standards required for the role	T
• Hold current driving licence with Class C1 and no more than 3 penalty points	A
• Flexibility required surrounding shifts and time away from home, including the requirement to attend residential training courses to achieve required standards	I

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SAMPLE

