

TYNE AND WEAR FIRE AND RESCUE SERVICE

PERSON SPECIFICATION

INCLUSION MANAGER

CATERGORY	CRITERIA	MEASURE
EDUCATION/ QUALIFICATIONS	<p>Degree level in a relevant discipline, such as Diversity, Inclusion, Occupational Psychology, Organisation Development, or Human Resource Management, or other suitable relevant degree, or equivalent demonstrable experience.</p> <p>Member of a relevant professional body</p>	AF/C
WORK EXPERIENCE	<p>Strong record of accomplishment in either Diversity, Inclusion, Occupational Psychology, Organisation Development, Employee Engagement / Experience or HR, working across organisational functions.</p> <p>Varied experience of designing, implementing and evaluating organisation development and or inclusion practices.</p> <p>Experience of creating and delivering learning and development interventions to improve organisational effectiveness.</p> <p>Demonstrable experience of exercising formal and / or informal influence to enable an organisation to achieve significant change.</p> <p>Experience of demonstrating an ethical and values based leadership approach which embraces Equality, Diversity and Inclusion.</p> <p>Experience of providing sound strategic advice and guidance in equality, diversity or inclusion.</p>	AF/I
SKILLS/ KNOWLEDGE/ APTITUDE	<p>Ability to engage, inspire and motivate colleagues and apply these skills to create the conditions for Inclusion.</p> <p>Ability to evaluate organisational performance against agreed measures.</p> <p>Ability to analyse data and problem solve.</p> <p>Ability to identify and address barriers to progress.</p> <p>Ability to produce detailed reports and policies.</p> <p>Good working knowledge of the relevant legislation.</p> <p>Knowledge of the factors that influence employee experience, engagement and relations.</p> <p>Ability to deal with challenge, resistance and ambiguity and make positive use of the opportunities they present; responding positively to complexity and uncertainty.</p> <p>Ability to apply discretion and sound judgment in managing complex processes, decisions and handling sensitive information.</p>	AF/I

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	<p>Through effective decision-making, demonstrate the ability to plan and implement organisational strategy to meet agreed aims and objectives.</p> <p>Ability to build positive and productive working relationships with a diverse range of colleagues and stakeholders.</p> <p>Ability to recognise power structures and bases within organisations and adjust your approach accordingly.</p>	
OTHER	<p>Able to meet Service medical requirements.</p> <p>Must be able to work to a flexible working scheme, which may include some weekends/evenings.</p> <p>Ability to meet the travel requirements of the post.</p> <p>Commitment to the principles of continuous improvement.</p>	AF/I

MEASURE CODE

AF - Application form
AC - Assessment centre
I - Interview
C - Certificates