

Role Profile - Part One

Instructor Hazardous Area Response Team Incident Response Unit

Grade/Rank	
Responsible to	HART training manager
Staff responsible for	Students during residential courses
Date	01/12/2007
Review	30/09/2008
Purpose of Role	To be part of a team instructing staff to become competent Hazardous Area Response Team (HART) Incident Response Unit (IRU) operatives and or Team Leaders. To ensure that the HART operatives and Team Leaders are trained and competent in accordance with National HART standard operating procedures (SOPs).
Key Accountabilities	<ol style="list-style-type: none"> 1. To deliver effective HART IRU training, both theory and practical. 2. To assist with research, design and delivery of all aspects of HART IRU training. 3. To assist with the administrative functions of HART training, to ensure that the training is effective. 4. To evaluate courses, identifying development needs and recommendation for improvements, where appropriate. 5. To work with, and develop partnerships with the wider CBRN multi agency community involved with HART IRU training. 6. To maintain and develop a high level of subject knowledge, both in training and operations, including Diversity, Health & Safety.
Additional Requirements	<ol style="list-style-type: none"> 1. To hold a valid UK driving licence appropriate to driving Ambulance HART vehicles. 2. To be prepared to undergo further training and development appropriate to the role. 3. To be prepared to work away from home. This is normally pre-planned and mid-week. 4. To adopt a flexible rostering system, this on occasion may involve travelling on weekends. 5. To work within a changing environment, both in terms of training and delivery. To recognise and accept personal development needed to meet this changing environmental demand.

Hart Incident Response Unit Instructor Role Profile Part 2

Education/ Qualifications Required	<p>Essential :</p> <ul style="list-style-type: none">• Recognised and auditable training / instructing qualifications (or evidence of working towards such a qualification)• Be prepared to undertake a rigorous continuous professional development programme aimed at equipping the candidate with the necessary skills to perform the role.• Experience in training and assessing.• Be able to demonstrate current CPD. <p>Desirable :</p> <ul style="list-style-type: none">• A1 or equivalent assessor award• IHCD Paramedic Instructor
Experience Required	<p>Essential</p> <ul style="list-style-type: none">• Experience of working in a multi agency environment• Experience in incident management• Current CBRN Bronze Commander• Current CBRN provider <p>Desirable</p> <ul style="list-style-type: none">• Knowledge of Ambulance Service roles and procedures during response to Major Incidents• Knowledge of CBRN within science, emergency services, health or military community.• Training experience within the emergency services, health, military or adult education (further education or vocational) environment.

HART IRU Instructor

Recruitment competencies

Evaluate learning and development programmes

Ensure quality in training and development programmes by conducting systematic evaluations of their effectiveness, identifying areas of success and improvement in line with HART Standard Operating Procedures.

Effective Communication

Communicates ideas and information effectively, both verbally and in writing. Uses language and a style of communication that is appropriate to the situation and people being addressed. Makes sure that others understand what is going on.

Personal Responsibility

Takes personal responsibility for making things happen and achieving results. Displays motivation, commitment, perseverance and conscientiousness. Acts with a high degree of integrity.

Openness to Change

Supports, promotes and puts into practise change. Introduces new ways of doing things and encourages others to accept them. Overcomes barriers to change.

Assess candidates using a range of methods

Undertake assessment of individuals against agreed standards of competence as appropriate with your level of competence.

Design and Develop learning and development sessions

Plan and design training and development sessions, which satisfy clearly defined learning needs, and include appropriate learning methods and materials.

Deliver training and development sessions

Encourage individual learning through clear communication of learning points, the use of appropriate facilitation style and effective use of learning aids during the session.

Works as part of a Team

Work cooperatively with the team members and colleagues, contributing positively and constructively to the achievement of the team and service goals.

Respect for race and diversity

Understands other people's views and takes them into account. Is tactful and diplomatic when dealing with people, treating them with dignity and respect at all times. Understands and is sensitive to social, cultural and racial differences.

Comply with health and safety legislation

Ensure that you show a duty of care and take appropriate action to comply with Health and Safety requirements at all times.

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