

**SAMPLE Person Specification HART: Operative**  
**Feb 08**

**JOB TITLE:** HART Operative  
**LOCATION:** Trust HART Operational Base

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

**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 (EMT in exceptional circumstances)	<b>A</b>
• 3 Years operational ambulance experience	<b>A</b>
• Evidence of Continuing Professional Development	<b>A/I</b>
• Evidence of working in a multi-agency environment	<b>A/I</b>

**Desirable**

• Experience of Incident Management	<b>A/I</b>
• Experience in using self-contained breathing apparatus or other respiratory protection	<b>A/I</b>
• Currently qualified as CBRN Decontamination Team Operative	<b>A</b>
• Experience of working at height and in confined spaces	<b>A/I</b>

**KNOWLEDGE, SKILLS AND PERSONAL ATTRIBUTES**

**Essential – Clinical & Operational**

• Proven clinical skills and a commitment to delivering high standards of patient care	<b>A/I</b>
• Ability to make sound clinical decisions often at short notice	<b>A/I/T</b>
• Ability to maintain high standards of clinical care and health and safety, even in stressful and challenging situations	<b>A/I/T</b>
• Understanding of the Trust's risk management system and ability to undertake Dynamic Operational Risk Assessments and manage risk in accordance with these procedures	<b>A/I/T</b>



<ul style="list-style-type: none"> <li>• Understanding of and demonstrable commitment to Equal Opportunities and Diversity, both as a colleague and as a provider of a service to the public</li> </ul>	<b>A/I</b>
<ul style="list-style-type: none"> <li>• Ability to work effectively in enclosed, confined spaces</li> </ul>	<b>A/I/PCA</b>
<ul style="list-style-type: none"> <li>• Ability to work effectively at height and other areas of difficult access (USAR paramedic only)</li> </ul>	<b>A/I/PCA</b>
<ul style="list-style-type: none"> <li>• Demonstrate effective written, verbal and listening communication skills</li> </ul>	<b>I/P/T</b>

### Essential - Core Behavioural Competencies

<ul style="list-style-type: none"> <li>• Ability to handle sensitive, stressful and traumatic incidents effectively, knowing when to use tact, diplomacy and assertiveness</li> </ul>	<b>A/I/T</b>
<ul style="list-style-type: none"> <li>• Ability to remain calm and resilient under pressure and support others in this respect</li> </ul>	<b>A/I/T</b>
<ul style="list-style-type: none"> <li>• Ability to work as part of a team and be supportive of others</li> </ul>	<b>I/P/T</b>
<ul style="list-style-type: none"> <li>• Be self-disciplined and conscientious</li> </ul>	<b>I/P/T</b>
<ul style="list-style-type: none"> <li>• Open to change, flexible and adaptable</li> </ul>	<b>I/P/T</b>
<ul style="list-style-type: none"> <li>• Ability to establish efficiently an appropriate course of action to accomplish a goal</li> </ul>	<b>I/P/T</b>
<ul style="list-style-type: none"> <li>• Being self confident and have the ability to develop self, motivate others and instil a sense of capability in others</li> </ul>	<b>I/P/T</b>
<ul style="list-style-type: none"> <li>• Maintain a professional image at all times</li> </ul>	<b>I/P/T</b>

### OTHER ESSENTIAL REQUIREMENTS

<ul style="list-style-type: none"> <li>• Low level of absence due to sickness in the last two years</li> </ul>	<b>A</b>
<ul style="list-style-type: none"> <li>• No outstanding disciplinary sanctions</li> </ul>	<b>A</b>
<ul style="list-style-type: none"> <li>• Capable of swimming 100 metres</li> </ul>	<b>A</b>
<ul style="list-style-type: none"> <li>• Have a satisfactory CRB enhanced disclosure check (<i>this may not be undertaken in all Trusts</i>)</li> </ul>	<b>A</b>
<ul style="list-style-type: none"> <li>• Occupational Health clearance</li> </ul>	<b>OHD</b>
<ul style="list-style-type: none"> <li>• Able to 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</li> </ul>	<b>PCA</b>
<ul style="list-style-type: none"> <li>• Able to attend and pass pre-employment training on the required dates and achieve the standards required for the role</li> </ul>	<b>T</b>



<ul style="list-style-type: none"><li>• Hold a valid UK driving licence with Class C1 and no more than 3 penalty points</li></ul>	<b>A</b>
<ul style="list-style-type: none"><li>• Flexibility required surrounding shifts and time away from home, including the requirement to attend residential training courses to achieve required standards</li></ul>	<b>I</b>

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SAMPLE

