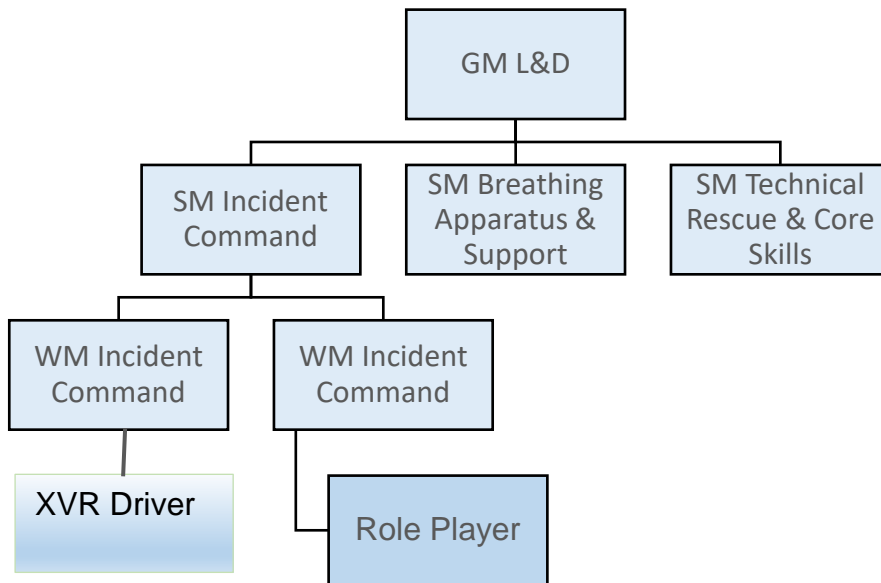


# ROYAL BERKSHIRE FIRE AND RESCUE SERVICE

Job Profile Green Book [F600]

<b>Job Title</b>	<b>Incident Command Role Player</b>		
<b>Post Reference</b>		<b>Temporary/Permanent</b>	Temp
<b>Grade</b>	3	<b>Hours</b>	18 Hrs Casual
<b>Reports to</b>	Watch Manager – Incident Command		
<b>Line Management Responsibilities</b> (Direct and Indirect)	None		
<b>Directorate/ Department</b>	Human Resources & Learning and Development		
<b>Location</b>	Training Centre, Whitley Wood Fire Station		
<b>Politically Restricted</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Level of DBS Check Required</b>	<input checked="" type="checkbox"/> <b>Standard</b> <input type="checkbox"/> <b>Enhanced</b> <input type="checkbox"/> <b>Enhanced (with barred Child)</b> <input type="checkbox"/> <b>Enhanced (with barred Adult)</b>		
<b>Safeguarding Level Required</b>	<input checked="" type="checkbox"/> <b>Level 1</b> <input type="checkbox"/> <b>Level 2</b>		
<b>Main Purpose of the Job</b> <p>To be part of a team of role players performing a variety of roles as directed by the Exercise Director during a variety of simulated exercises to assist in the assessment of new and experienced Incident Commanders from within Royal Berkshire Fire and Rescue Service (RBFRS).</p>			

## Organisational Structure



## Key Responsibilities and Deliverables:

- Report directly to the Watch Manager for Incident Command.
- Perform a variety of roles as role player.
- Follow a script for the specific role in which you will be playing.
- Be dynamic and quick thinking to go off script if needed.
- Familiarity with incident command systems (e.g., ICS, JESIP)
- Awareness of terminology and radio communication protocols
- Clear verbal communication to simulate realistic interactions
- Respect for the seriousness of training environments
- Confidentiality regarding scenarios participant performance

## Person Specification

Qualifications and training	On recruitment	After Training
Joint Emergency Services Interoperability Programme (JESIP) Principles awareness		x
DBS Standard		x
First Aid at work		x

Uk driving licence	x	

Knowledge, skills and experience	On recruitment	After Training
Interpersonal skills – able to develop good working relationships.	x	
Communication skills – able to deliver information effectively to a range of audiences both written and verbally.	x	
Familiarity with incident command systems (e.g., ICS, JESIP)		x
Awareness of terminology and radio communication protocols		x

## Other Requirements

Ability to travel to other locations within the county of Berkshire

Flexible approach to working hours and attendance and ability to attend meetings out of hours on occasion.

## RBFRS Behaviours

The Behavioural Competency Framework outlines the standards that we already hold ourselves to and sets out the behaviours that are associated with our core values. These have been divided into three levels in the organisation based on the role an individual is performing - Leading Self, Leading Others and Leading the Service.

This level this role operates is [Choose an item.](#)

## Leading Yourself (Behaviours for Everyone)

<b>Safe</b>	We are a service where our health, safety and wellbeing is a shared responsibility. Speaking up, looking out for each other, and holding high standards are how we keep our people and communities safe.
<b>Supportive</b>	We are a service where support isn't just about words, it's about action. Looking out for each other, sharing knowledge, and working together make us stronger.
<b>Inclusive</b>	We are a service where inclusion is a shared responsibility. It's not about making everyone the same, it's about making sure everyone feels like they belong, is treated fairly and has a voice. Inclusion happens through everyday actions, not just policies.

## Leading Others (Behaviours for those who Manage/Influence Others)

<b>Safe</b>	We set the tone for a safe and professional environment. Whether we lead a team directly or influence others across the service, we create an environment where people feel confident speaking up, take responsibility, and support each other to maintain a working environment that feels safe for all.
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<b>Supportive</b>	We create a working environment where people feel supported practically, emotionally and in their development. Whether leading a team or influencing others, we create supportive places and encourage personal and professional development.
<b>Inclusive</b>	We create a working environment where everyone is valued, respected, and able to contribute. Inclusion isn't just about policies, it's about what we do every day. We take responsibility for leading in a way that lets people know they belong.
<b>Leading the Service (Behaviours for those in Senior Management Positions)</b>	
<b>Safe</b>	The way we lead, the decisions we make, and the culture we shape, result in everyone feeling safe to do their best work. Safety isn't just about policies and procedures; it's about building trust and the confidence to speak up and act.
<b>Supportive</b>	We lead in a way that strengthens our service for the long term, supporting our workforce and the communities we serve. How we lead shapes the conditions for people to thrive and the impact we have beyond our own teams.
<b>Inclusive</b>	As senior leaders, we set the standard and remove the barriers. People's experience of our service is shaped at the top. The way we lead determines whether inclusion is something people feel in their day-to-day, or just something we talk about. It's our job to make sure it's real, measurable, and built into how we operate.

<b>Profile prepared by:</b>	SM Stuart Ferguson		
<b>Approved by:</b>			
<b>Profile Effective from:</b>		<b>Last reviewed:</b>	
<b>Post holder name:</b>		<b>Signature:</b>	
		<b>Date:</b>	