



POST TITLE - BACKGROUND INFORMATION

Avon Fire & Rescue Service (AF&RS) serves the Unitary Authority areas of Bristol, Bath & North East Somerset, North Somerset and South Gloucestershire. It has 21 operational fire stations, together with offices, covering all areas, with its Head Quarters based in Portishead, near Bristol. AF&RS Control Centre, where emergency calls are handled, is situated in Lansdown, near Bath.

With an annual budget of around £50 million, AF&RS delivers a wide range of fire, rescue and community safety services across a geographic area of approximately 514 square miles with a residential population of more than one million people.

AF&RS employs over 800 staff made up of: Service Delivery including whole-time and on-call Firefighters, and staff in its Control Centre, Service Delivery Support, and Corporate Services.

This post is within the Technical Services Team, within the Service Delivery Support Directorate, and reports to the Station Manager Technical Services.

This post is a requirement due to the service needs of technical support for all Operational Firefighting & Rescue Equipment.

With effect from July 2023, UK legislation was amended to enable Fire & Rescue Services to undertake standard Disclosure and Barring Service (DBS) checks for all employees. All AF&RS posts therefore require a standard DBS check, with a few defined roles requiring an enhanced DBS check. This post is subject to a standard DBS check.) These DBS checks will be renewed throughout employment.

Safeguarding is the duty of every member of staff at AF&RS: as a public authority we have a responsibility to ensure that the adults and children we interact with are kept safe from harm.



Job Description, Core Values and Person Specification

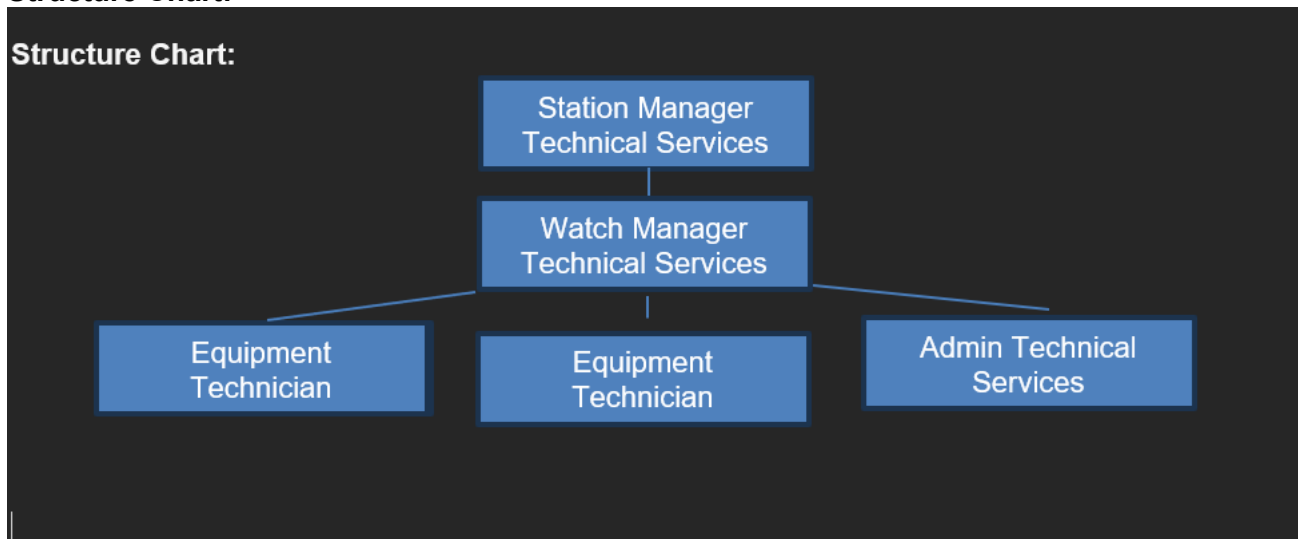
Job Title	Equipment Technician
Post Number	
Grade	HAY 9
Duration of Post	12 month fixed term contract
Hours	37 per week
Directorate	Service Delivery Support
Unit or Team	Technical Services
Reports to (give job title)	Station Manager, Technical Services
Line management or supervisory responsibilities	No
If yes, for which team/s or post/s	/
Responsibility for managing a budget	No
If yes, approximately how much (to nearest £10,000)	N/A
Date job was evaluated	22/05/2024

Purpose of Job:

To assist in ensuring that the Service's operational equipment is safe and operationally ready, by undertaking maintenance, repairs, basic adaptations and testing.

Work as part of an Operational Equipment team, supporting colleagues as necessary, to ensure continuity of service and to meet customer needs and deadlines.

Structure Chart:



Responsibilities and Duties:

1.	Assist with the maintenance of test records for lifting equipment, powered tools and cutting equipment in accordance with the relevant health and safety regulations; e.g. PUWER, LOLER, and initiate appropriate tests as required
2.	Test and maintain hydraulic rescue equipment and other operational equipment to the required standard.
3.	Monitor central stock levels of operational equipment (including line rescue, line safety equipment, animal rescue & water rescue) and spare parts, to ensure adequate stock is maintained, and report deficiencies. Order spare parts as authorised, in liaison with suppliers and other outside organisations.
4.	Maintain liaison with the Supplies & Services Unit to ensure that authorised operational equipment is procured and issued without undue delay.
5.	Responsible for the purchase of new and non-stock equipment, as authorised, in liaison with the Supplies & Services Unit.
6.	Assess defective operational equipment returned for repair or replacement, to determine the appropriate remedial action.
7.	Identify and arrange minor repairs and maintenance to operational equipment, as required or necessary, to ensure high standards of serviceability.
8.	Monitor repairs to hoses and branches, and report progress to maintain good service.
9.	Inspect new and repaired operational equipment from suppliers before accepting them, to ensure their serviceability before issuing for operational use.
10.	Help find solutions to, and implement, the effective stowage of additional equipment on existing and new build appliances, in liaison with the Workshop staff.
11.	Monitor stock and serviceability of non-mobile operational equipment and carry out appropriate maintenance as necessary.
12.	Conduct research & development for new equipment and implement equipment trials, as required.
13.	Maintain asset management database for operational equipment.
14.	Provide resilience and cover for other departments which fall under Technical Services. This will include supporting the BA department with face fitting, Stores Driver cover and provide technical support resilience within Workshops.
15.	Help ensure that work areas are kept clean and safe, with safe means of entry and emergency exit at all times. Report potential hazards to line manager.
16.	Help ensure the security of the operational equipment and stock in the Unit, as necessary.
17.	Carry out any additional responsibilities as reasonable and appropriate, as agreed with line manager.

Special Notes or Conditions: *These are standard to most jobs within Avon Fire & Rescue Service (AF&RS) – Line Manager and HR to agree which are applicable for this post.*

1.	<p>AF&RS requires all staff and leaders to promote equality and diversity by:</p> <ul style="list-style-type: none"> • ensuring that, both in your dealings with other employees and with members of the public, you comply with all aspects of the Service’s Equality Policy and legislation that outlaws discrimination; • treating members of the public and other AF&RS staff with respect, dignity and in line with the expectations determined by our Service values at all times; and taking action when witnessing an act that could be considered discrimination or harassment, challenging it and/or raising with managers.
2.	This role is based at Police & Fire HQ in Portishead. Although you are based at a specific location, for efficiency or other business reasons we may require you to travel to and/or work from any base within AF&RS service area or work from home, for which we will pay allowances where appropriate.
3.	If based at Police and Fire Headquarters, this is a secure site and therefore appointment to this post may be subject to passing the required vetting process.

4.	Many posts in AF&RS are hybrid-working with the facility to work from home and from an AF&RS work-base. Your manager will confirm if this applies to this post.
5.	Your job may involve working out of normal office hours, for which mutually agreed compensatory time-off will be given.
6.	Your job may involve you dealing with highly confidential and sensitive information. It is essential that you ensure this information is held and processed securely and that you act with tact and discretion at all times and comply with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. Confidentiality must be maintained, even after leaving this post or AF&RS employment.
7.	You should maintain an awareness of environmental regulations in relation to the remit of your role. All employees have a responsibility to carry out their duties in an environmentally-conscious way and to actively support AF&RS's Environmental Strategy, Policy and objectives.
8.	You must ensure you maintain an awareness of Health and Safety Regulations relevant to the duties and tasks you carry out and report any situations or incidents which could be considered hazardous. You have a responsibility for your own safety and must not endanger that of colleagues/visitors in the workplace or the public.
9.	There may be times when you are required to wear specific clothing suitable to the type of work you are undertaking. This may include AF&RS branded corporate clothing (for example when representing AF&RS externally), or protective clothing for the work being carried out, as deemed appropriate by your line manager.
10.	All AF&RS posts require a standard DBS check, with a few defined roles requiring an enhanced DBS check. (HR to amend as applicable: This post is subject to a standard/an enhanced DBS check.) These DBS checks will be renewed throughout employment.
11.	Safeguarding is the duty of every member of staff at AF&RS: as a public authority we have a responsibility to ensure that the adults and children we interact with are kept safe from harm.

Avon Fire & Rescue Service – NFCC Core Code of Ethics

AF&RS expects all employees to accept and work to the National Fire Chiefs Council (NFCC) Core Code of Ethics:

- **Putting our communities first** – we put the interest of the public, the community and service users first;
- **Integrity** – we act with integrity including being open, honest and consistent in everything we do;
- **Dignity and respect** - we treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias;
- **Leadership** – we are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards;
- **Equality, diversity and inclusion (EDI)** – we continually recognise and promote the value of EDI both within the FRSs and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality foster good relations and celebrate difference.

Signed confirmation that this Job Description accurately reflects the requirements of the job:

Job Holder's Manager	JON WESTWOOD	Date	15/05/2026
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Signed agreement to carry out the responsibilities of this Job Description, and of acceptance of NFCC Code of Ethics:

Job Holder		Date	
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See following page for Person Specification

Person Specification

Job Title	Equipment Technician			
Post Number				
Grade	HAY 9			
Qualifications, knowledge, experience, skills and personal attributes required for the job:				
	E=Essential D=Desirable	Measured by: A = Application T = Test I = Interview		
		A	T	I
Qualifications/Knowledge				
Possession of a current driving licence & LGV.	E	X		X
A current Advanced Hydraulic Rescue Service Technician Certificate, or willing and able to achieve this.	E	X		X
Current P.A.T Certificate for electrical testing, or willing and able to achieve this.	E	X		X
Technical knowledge of a variety of mechanical and electrical equipment including pumps, hydraulics and generators.	E	X		X
Electrical or Mechanical Engineering qualification.	D			
Experience				
Significant experience of testing mechanical and other equipment for safety and operational readiness.	E	X		X
Experience of conducting Health & Safety investigations and providing accurate reports to evidence issues identified and remedial action implemented.	E	X		X
Experience of operating and maintaining Fire Service equipment.	D	X		X
Skills				
Ability to trace and diagnose faults in technical equipment, in a methodical and logical manner.	E	X		X
Able to make appropriate decisions on the economic and operational viability of equipment and to justify decisions to Senior Managers and insurers	E	X		X
Have effective practical and manual dexterity skills.	E	X		
Able to work with minimal supervision and work well within a small team.	E	X		
Pay attention to detail when accomplishing tasks, no matter how small or large.	E	X		X
Able to drive with a full current valid driving licence, or ability to arrange suitable alternative transport to travel to various work locations.	E	X		

Personal Attributes – these are generic and apply to most posts				
Willingness to accept and work to the NFCC Core Code of Ethics during the course of employment.	E	X		X
Adaptable with a flexible approach to work, to meet business needs.	E	X		X
Able to work effectively both individually and as part of a team.	E	X		X
Professional in conduct.	E	X		X
Strong stakeholder ethic with customer orientated approach.	E	X		X
Committed to undertake relevant training and continuous professional development opportunities.	E	X		X