



Airport Firefighter - Talent Pool

Isle of Man Airport

Department of Infrastructure



Working together for the **Isle of Man**

Thank you for your interest in our Airport Firefighter Talent Pool – it's great to hear you're interested in joining our team at the Airport Fire Service (AFS).

Please read the following guidance booklet thoroughly, as it will provide some key information about the role of our Firefighters based at Ronaldsway Airport.

You can also find more details about the physical requirements, training, and the tasks and duties you will be expected to undertake. This information will help you make a decision as to whether a career in the AFS would be suitable for you.

We will also be running 3 'come and try it' sessions where you can come to the station, meet some of the team, practice parts of the recruitment process and ask any questions you may have about the role itself.

About the role

The primary objective of the AFS is to respond to emergency calls and maintain the safety of the airport community. This is achieved through the promotion of fire safety awareness and the provision of essential safety training courses for airport personnel and contractors. The role involves many duties, including:

- Responding to and effecting rescues at incidents on and off the airfield including firefighting, medical emergencies, road traffic collisions and hazardous materials
- Ensuring effective, constant wildlife management of the airfield
- Educating and working with the airport community to improve awareness of safety issues and regulations
- Writing and reviewing industry specific risk assessments
- Developing and testing emergency policies and plans with airfield departments and other responding agencies
- Training other airfield users in a variety of disciplines





What does the role involve?

Our role is to safeguard individuals and assets from fires and other hazards in a safe and efficient manner. Firefighting constitutes just one facet of our responsibilities. Below is a list outlining some of the tasks and duties that could be undertaken:

Emergencies:

- Undertake Rescue and Firefighting responsibilities, often necessitating the ability to work autonomously in high-pressure situations.
- All firefighters maintain competence in advanced trauma qualifications, rendering urgent medical care to all airport users, including attending to serious and life-threatening incidents where independent decision-making is critical.
- Carryout specific instructions and work as a member of a team in a safety critical environment.
- Drive fire service appliances safely under response conditions.
- Communicate clearly and confidently with other emergency services and airport stakeholders.

Airport Community:

- Disseminate information and demonstrate fire safety measures.
- Conduct regular inspections of airfield departments and businesses, offering fire prevention advice.
- Demonstrate the professionalism expected of a safety-oriented, uniformed service.
- Develop and deliver training courses for airport personnel. These include: apron safety, driving courses, evacuation management systems, and first aid.
- Maintain a comprehensive wildlife management program, ensuring the safety of aircraft during landing and take-off. You must be eligible to hold a firearms license and assume responsibility for personal usage and safety, as well as that of other airfield users.

Dealing with People:

- Cultivate trust among the traveling public, and all airport stakeholders.
- Respond to medical emergencies to provide assistance to sick and injured passengers.

- Demonstrate sensitivity to the needs of others.
- Communicate clearly and confidently with other emergency services.
- Uphold behaviour both on and off duty, which aligns with the values of the AFS.

Health & Safety:

- Identify and address workplace health and safety concerns.
- Take ownership of personal safety and the safety of others by following the 'Safe Person Concept'.
- Participate in the creation of risk assessments and other health and safety documentation pertaining to the AFS and your role within the secure airport area.

Personal Fitness:

- Maintain the required standard of physical fitness to fulfil all job requirements.
- Be continuously prepared for incidents that could demand extreme physical exertion.

Local Knowledge:

- Possess a comprehensive understanding of the airfield and its surroundings. Be familiar with roads, buildings, field and beach access, water supplies and hydrant layouts.
- Have knowledge of hazards in the area, such as runway approaches over water bodies, rivers, quarries, areas of soft ground, and road-based height and weight restrictions.

General:

- Maintain an airside pass granting access to all airport areas.
- Operate within a secure area, adhering to critical safety and security rules and regulations.
- Conduct routine tests and inspections of complex fire service vehicles and equipment, promptly reporting and recording any faults.
- Undertake servicing and minor repairs to vehicles and equipment where feasible.
- Undertake routine station housekeeping duties.
- Attend HGV training and assessment courses.
- Work toward attaining an instructorship on watch, which includes organising, coordinating, conducting, and assessing training elements.
- Undergo continual assessment and requalification for various emergency and competency roles.

Assist on-site ground handling agents with the boarding and disembarking of special assistance passengers from aircraft.

Domestic, Aviation and Medical Response



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**Multi-Agency
Emergency Exercises**



RTC Response



Response Driving



**Breathing Apparatus
Training**



Wildlife Management



**Off Airfield
Familiarisation**



Live Fire Training



Fire Safety



Fitness Training



Aircraft Familiarisation



Stages of Recruitment Process

1. **Online Application Form** - Candidates will be required to complete the online application form. Candidates must complete all sections of the application. If the question isn't applicable, candidates must enter 'N/A' to show that the question has been read and understood.
2. **Fitness Test**—This will include Bleep Test, Hose Running Test & Agility Test
3. **Written Test** - Candidates will sit a written test which requires a reasonable level of English, maths and spatial awareness.
3. **Practical Assessments** – This will include practical team based exercises.
4. **Breathing Apparatus Assessment + Ladder Climb** – Allows candidates to demonstrate they are comfortable in the dark and when working at height.
5. **Formal Interview** - Interviews will be held with senior officers of the AFS.

Development of an Airport Firefighter

Depending on course availability, induction training could take place on station prior to the initial training course at the location of an approved training provider. Initial Firefighter training is a 5 week residential course (Mon-Fri). (Note: the IOM AFS will cover the cost of one return weekend flight during this course).

Once in post, to become fully competent in the role you will be expected to complete the following:

- Take part in an ongoing maintenance and assessment of skills programme for personal development including lectures, practical exercises and training courses
- Trauma Resus advanced practitioner - (Community First Responder Level)
- Breathing Apparatus Training
- HGV Licence
- Emergency Response Driver Training
- Firearms training and licencing
- Risk Assessment Level 3
- Institute of Safety & Health (IOSH)
- General Security Awareness Training (GSAT)
- High Reach Extendible Turret Training – Vehicle Operations Training
- Fire Service Medical
- Qualification in Training and Assessment

Once fully competent you should be prepared to take on specialist roles and instructorships which could require you to attain additional qualifications. Current instructorships include: breathing apparatus, first aid/trauma care, blue light driver training, physical training, wildlife management and firearms.

IOM Airport Fire Service Rank Structure



Shift Details

Firefighters work an average of 37 hours per week. Airport operational hours are covered by 3 Watches. Each Watch has a 10 personnel, with a minimum of 8 on shift to maintain fire category 6 at IoM Airport (see above Rank Structure).

The 3 watches at the AFS currently maintain a 6 day shift system covering airport operational hours. This includes 2 late shifts, 2 early shifts and 2 days off.

Late Shift – 12:25 – Airport Close

Early Shift – 6:00 – 12:25

Sunday Early Shift – 6:45-12:25

As an emergency service, the AFS has to be available 365 days a year. Shift rotas cover public holidays, including Christmas and New Year. You must be prepared to work unsocial hours.

It is possible that personnel can be recalled to duty out of normal Airport operating hours, or requested to work overtime at short notice to maintain minimum staffing levels or airport opening extensions.

Is Firefighting an Occupation for You?

Although we aim to ensure that successful applicants have the right qualities and attitude to succeed, some people may encounter difficulties with the reality of dealing with a serious aviation incident or with the discipline and training required to be a valued member of the AFS.

It has to be acknowledged that Firefighters will, from time to time have to deal with situations which could be regarded as traumatic. Examples of such situations could be:

1. Assisting distressed individuals
2. Providing first aid to injured or trapped people
3. Extricating injured people from aircraft accidents
4. Recovery of deceased
5. Encountering severe burns
6. Being part of a team inside a burning building or aircraft, involving extreme physical effort
7. Responding to incidents in challenging conditions
8. Administering life-saving trauma care such as CPR, utilising a defibrillator (AED)
9. Culling of wildlife
10. Removing deceased wildlife for identification purposes

The health and safety of every firefighter is paramount at every incident they attend. It is however impossible to eliminate all risk and it is important that as a potential new trainee you are aware of the sort of situations you may find yourself in if your application is successful. If you feel uncomfortable at the thought of facing some of the situations above perhaps firefighting is not the career for you.

What do I need to be successful in this role?

	Essential/ Desirable	Method of Assessment
Credibility		
Possess or be willing to obtain an HGV License within six months of commencing employment	E	CV/Interview/ Checks
Be willing to achieve and maintain a certificate of competence from a CAA approved training provider	E	Interview
Be able to obtain an advanced trauma / first aid certificate	E	CV/Interview
Experience of working within a secure environment	D	CV/Interview
Experience of working within a strict framework	D	CV/Interview
Experience of dealing with members of the public	D	CV/Interview
Has open conversations	E	Interview
Addresses the issues	E	Interview
Builds supportive relationships	E	Interview
Is professional and credible	E	Interview
Capability		
Effective verbal & written communication skills, good listening skills and the ability to adjust communication style to audience	E	CV/Assessment Centre/Interview
An awareness of Health and Safety Requirements	D	CV/Interview
Future focused	E	Interview
Character		
Ability to work as part of a team, make decisions under pressure	E	CV/Assessment Centre/Interview
Ability to maintain confident and resilient attitude in highly challenged situations	E	CV/Assessment Centre/Interview
Ability to work unsupervised if required	E	CV/Interview
A high degree of honesty, trustworthiness & resilience	E	CV/Assessment Centre/Interview
Self-motivated with a commitment to developing yourself and others	E	CV/Assessment Centre/Interview
Ability to demonstrate self-discipline and remain calm under pressure	E	CV/Assessment Centre/Interview
Self-confident and assertive	E	CV/Assessment Centre/Interview
Trusts and is trusted	E	Interview
Has positive energy and drive	E	Interview
Inspires, motivates and empowers	E	Interview
Supports change and promotes innovation	E	Interview

Other requirements		
Isle of Man Worker	D	CV/Checks
Full, valid driving licence without the restriction of 'R' plates	E	CV/Checks
Due to restrictions on the requirement to be aged 21 to obtain an HGV licence, we can only accept applications from those aged 21 or over by 01/07/2025	E	CV/Checks
Satisfactory Developed Vetting Check and Counter Terrorism Check	E	Checks
To meet and maintain the current medical fitness requirements as required for AFS personnel, and to maintain that level of fitness whilst employed in the AFS, and to attend periodic medicals or as requested by management.	E	CV/Checks



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Why join our team?

Along with the rewarding nature of the role, there are some amazing benefits of becoming an Airport Firefighter. Have a look below at some of the great benefits that could be available to you in this role.



Competitive salary and annual leave entitlement



You will work shift patterns giving you more flexibility outside of work



Work with a friendly and supportive team



The rewarding nature of the role means you will have a real opportunity to achieve great job satisfaction



Free car parking



Work in an organisation that values: Communication, Respect, Recognition, Teamwork, Trust and Customer Service



We actively support your own personal career goals, aspirations and development.



Dedicated Learning & Development facilities, offering a variety of courses



Take advantage of our rewarding pension scheme. We offer a defined benefit scheme where both you and the organisation contribute towards your future.

Alongside this, the airport fire station also has its own fully equipped on-site gym that can be used between shifts.

About the Isle of Man Airport

The Isle of Man airport, also known as Ronaldsway Airport, is the main civilian airport on the Isle of Man. It is located in the south of the island at Ronaldsway near Castletown. Along with the Isle of Man Sea Terminal, it is one of the two main gateways to the island.

Our Values

The Department of Infrastructure observes a set of six values which underpins our behaviours and our interaction with each other and our customers. We strive to do our best at all times and take pride in working as a team to deliver excellent services across the Island. Our values are highlighted below:



Communication - Everyone has a way to hear and be heard, listen and be listened to

Respect - Appreciate the views and skills of others, recognising differences

Teamwork - Take pride in working together to deliver high quality services

Recognition - Treat people fairly, praise a job well done, care and support each other

Trust - Trust and encourage to be the best we can be, giving support where needed

Customer Service - Treat our customers as we would like to be treated ourselves