

1. JOB DETAILS

Role Title	Joint Rescue Coordination Centre (JRCC) Manager		
Location	JRCC UK (Fareham)	Grade	G7
Directorate	HMCG - HM Coastguard	Reports To	Divisional Commander (Div 4)
Direct Reports	5	Indirect Reports	5

Context

HM Coastguard (HMCG) is the operational arm of the Maritime and Coastguard Agency with responsibility for 6 key missions - Search and Rescue, Pollution Response, Vessel Traffic Management, Maritime Safety, Maritime Security and Emergency and Disaster management.

HMCG's Joint Rescue Coordination Centre (JRCC) provides the functions of the UK MCC (Mission Control Centre) and a combined Maritime and Aeronautical Rescue Coordination Centre. The primary purpose of this function is the Search and Rescue (SAR) coordination of all maritime, coastal and aviation incidents and the tasking, deployment and coordination of SAR assets within the air, land and sea areas of the UK Search and Rescue Region (UK SRR).

Role Purpose

The role holder is accountable for the strategic command control and management of the UK SAR National Operations network, considering the risks presented to UK interests and citizens across the entire UK Search and Rescue Region.

The role holder is accountable for integrity in the discharge of HM Coastguard Operations within the UK area of interest including the international arena.

The role holder is accountable for ensuring that the operations network is operating efficiently and, where degraded by circumstances beyond their control, is aware of the risks presented and the identification and/or design of options for controlling or mitigating those risks.

Key Responsibilities

Accountable for ensuring sound leadership, management and direction qualities prevail throughout the network. Accountable for ensuring that the needs of all casualties and responding agencies are met through the effective and efficient coordination of SAR assets.

Responsible for ensuring that the communications assets and duty staff are used to best effect to construct and maintain an accurate risk and domain awareness picture within the UK SRR domains and making sure that staff react promptly and effectively where the safety of life and or the environment is threatened by natural forces or human activity.

Share the domain picture and embed other capability information with other government departments and relevant non-governmental organisations involved in emergency response and other missions. Interpret the picture to detect trends or precursors to potential major events; pro-actively modify the strategic position to prevent such events and/or mitigate consequences and warn and inform at a senior level as required.

Manage development projects, balance resources, assets and budgets against external and internal demand both over a medium and a short term to ensure efficient resource and workforce projection and loading, and giving headroom for professional

development of staff in the workplace.

Be accountable for the integrity of Coastguard operations and maintain strategic oversight of deviations from procedures, inform and instigate debate on doctrinal development and ensure that lessons are learned and promulgated and that relevant actions are progressed.

Act in (or delegate to an appropriate officer) the role of national incident commander at Gold/Strategic level during major incidents.

Ensure that processes are in place and working to validate that all assigned staff maintain personal competency levels and comply with continuation training and Continuous Professional Development requirements and objectives and that Staff within the national network are adhering to and meeting policy requirements and directives to ensure a highly competent service.

Where required, represent HM Coastguard regionally, nationally and internationally as a particular subject matter expert and/or strategic commander; speak for HM Coastguard to the media or elected officials or senior government officers.

Key Stakeholders

Who:	Why:
SAR partners	Responsible and accountable to the needs of SAR partners in the Coastguard, Police as well as potential future users of the services from other Government Departments.
Aviators	Responsible and accountable for the integrity of UK SAR operations in respect to the SAR response to aviation and other aeronautical incidents
Mariners	Responsible and accountable for the integrity of HM Coastguard operations in respect of Search and Rescue, Pollution Response, Vessel Traffic Management, Maritime Safety, Maritime Security and Emergency and Disaster management within the UK area of interest.
National and International Operational Partners and OGD	Represent UK SAR nationally and internationally; speak for HM Coastguard to the media or elected officials or senior government officers.
Colleagues	Maintains strategic oversight and decision making for major incidents. Briefs to Executive and Departmental colleagues as required.
Public	Accountable for the effectiveness of the UK SAR provision to mariners, aviators and other persons at risk/in distress in the UK area of responsibility.

2. BEHAVIOURS AND TECHNICAL COMPETENCIES FOR RECRUITMENT, SELECTION AND PERFORMANCE

Key Civil Service Behaviours	Level
<div style="display: flex; align-items: center;"> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;">+</div> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;">-</div> <div style="margin-left: 10px;">Seeing the Big Picture</div> </div>	4
<div style="display: flex; align-items: center;"> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;">+</div> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;">-</div> <div style="margin-left: 10px;">Making Effective Decisions</div> </div>	4
<div style="display: flex; align-items: center;"> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;">+</div> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;">-</div> <div style="margin-left: 10px;">Communicating and Influencing</div> </div>	4
<div style="display: flex; align-items: center;"> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;">+</div> <div style="border: 1px solid black; padding: 2px; margin-right: 5px;">-</div> <div style="margin-left: 10px;">Delivering at Pace</div> </div>	4

Key Civil Service Behaviours		Level
+ -	Changing and Improving	4
+ -	Leadership	4

Technical Competencies / or Professions - where applicable		
Area of Skill/Knowledge	Framework	Level
+ -	MCA Organisation	Coastguard 4
+ -	Mission Conduct & Incident Command	Coastguard 3
+ -	Emergency Planning	Coastguard 4
+ -	Operational Communications	Coastguard 2
+ -	Mission Control Centre	Coastguard 3
+ -	Aeronautical Asset Allocation	Coastguard 4

Level definitions for technical competency or professions

Level 0 - **No knowledge required.**

Level 1 - **Overview knowledge, an appreciation of the subject.** The jobholder needs to have knowledge of the key principles but is not expected to apply the knowledge in detail.

Level 2 - **Basic knowledge and experience.** The jobholder has to have a good grasp of the fundamentals of the areas of knowledge but needs to refer to other sources for detailed information when required to deal with other than the most straightforward situations. Supervision and guidance from more experienced colleagues is expected.

Level 3 - **Detailed knowledge with more experience.** The job holder needs to have built on basic knowledge and experience of a range of applications and deals with the majority of situations encountered on own initiative.

Level 4 - **Specialist.** The job holder needs to consistently apply a detailed knowledge and experience and is an acknowledged source of guidance and advice in the most difficult and complex areas.

3. MCA VALUES

- All roles are expected to at all times behave in accordance with these

Safety	We lead by example in promoting safe working practices that protect our people, our assets and all those at work or leisure in the maritime environment. We embed safety awareness in our own culture and through partnership working, education and regulation.
Professionalism	We take personal responsibility and accountability for team excellence, learning, innovation and the sharing of best practice. We apply our knowledge and skills consistently and impartially. We are committed to improving performance through continuous professional development.
Trust	Trust underpins everything we do. We behave in an honest, considered and consultative manner and can be relied on to honour and deliver our commitments.
Respect	We treat everyone fairly and with dignity. We encourage and value everyone's contribution We will not tolerate bullying and harassment.

4. ESSENTIAL MINIMUM QUALIFICATIONS AND OTHER SPECIFIC REQUIREMENTS

Essential minimum criteria

Essential:

The minimum entry requirement is proven relevant and recent experience in SAR Operations. This experience would be supported by demonstrable knowledge and expertise in command, control and management of teams in a response environment.

The role requires security clearance (approved by the Head of Information Assurance) and/or

Yes

Criminal Record Bureau clearance

Yes

Special Features of the role (working hours/health standards, etc.)

This post requires SC clearance.

The role holder will be expected to adapt work hours to meet operational demand.

There is an expectation that the role holder will be required to assume on call duties.

The role holder may be required to travel nationally and internationally to represent HMCG and/or the UK in support of active operations, project delivery and policy development.

