

Scottish Fire Services Leadership and Management Qualifications Pathway



The Scottish Government

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APS Group Scotland
DPPAS12221 (11/11)

enhance your career

With a Higher National Certificate in Watch Management



The Scottish Fire Services College
at the centre of excellence

Building on the skills and knowledge attained in the Personal Development Award this qualification is aimed at fully developing the potential of supervisory managers within the Fire Service by encompassing a range of managerial activities in a variety of contexts.

Who is it for?

This qualification is for individuals who are:

- Substantive in a Watch Manager role or an equivalent role within specialist/support staff structures; or
- Crew Managers who have been identified as demonstrating potential to progress to a Watch Manager level, or members of staff being prepared for a move between equivalent roles within specialist/support staff structures.

Why do it?

The HNC is an externally recognised qualification which has been chosen for the Scottish Fire and Rescue Services as a result of its coverage of the rolemap. It is designed to meet the continuing personal and professional needs of first line managers by building on the essential knowledge and leadership skills learned at the PDA stage. Completion of this qualification provides students with some advanced standing towards the Diploma in Public Service Leadership.

What will you learn?

This qualification consists of 4 challenging modules which cover:

- Leadership and Motivation
- Managerial Effectiveness
- Resource Management
- Employment Interviewing

For station based operational staff this qualification is partnered with a number of mandatory technical and practical modules.

Students who do not already hold an A1 Assessor Award also have the option of completing this qualification alongside the HNC.

How long will it take?

For candidates who hold the PDA, the commitment is based on 240 guided learning hours and normally completed within 36 weeks. Typically this qualification consists of 6.5 days of classroom work; individual and group projects; plus an element of self study.

Where will you learn?

Your Service and the Scottish Fire Services College will work in partnership to deliver this qualification at Gullane.

Recognition

The HNC has been placed on the Scottish Credit and Qualifications Framework at level 7. In terms of academic level this is the equivalent of an Advanced Higher.

Getting started

To find out more about how your organisation supports participation in this qualification contact your Learning and Development Manager or the Learning and Development Team at the Scottish Fire Services College.