

TEAM LEADER COMPETENCIES



Acknowledgment:

Vertical Horizonz New Zealand, (VHNZ), have been working collaboratively with Land Search and Rescue New Zealand, (LandSAR NZ), to develop this competency and the assessment criteria against which this competency will be assessed.

VHNZ works with many national and international companies and government organisations in developing workplace competencies, assessments and training that produce competent personnel.



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Role description

Responsible for the team's health and safety, the SAR Team Leader is employed in all SAR operational environments where effective functional leadership is required to achieve tasks by teams/units deployed during SAR activities. Team Leaders are employed in a wide range of duties ranging from simple to complex tasks. In addition to being an experienced and inclusive part of the SAR team, the Team Leader is responsible for leading a team/unit on search and rescue activities. The Team Leader may employ one or more of the following functions as part of that responsibility:

- Manage and lead a SAR team.
- Brief and debrief a SAR team.
- Use available resources effectively.
- Advanced Media awareness.
- Demonstrate the personal attributes of a SAR Team leader.
- Apply outdoor risk management.
- Have an understanding of appropriate SAR documents.

Entry point

This is a generic leadership role within a LandSAR team/unit and as such the pre-requisites are the competencies (must be current) of the team/unit members they are to lead e.g. for a Team Leader operating in the field it is the competencies for

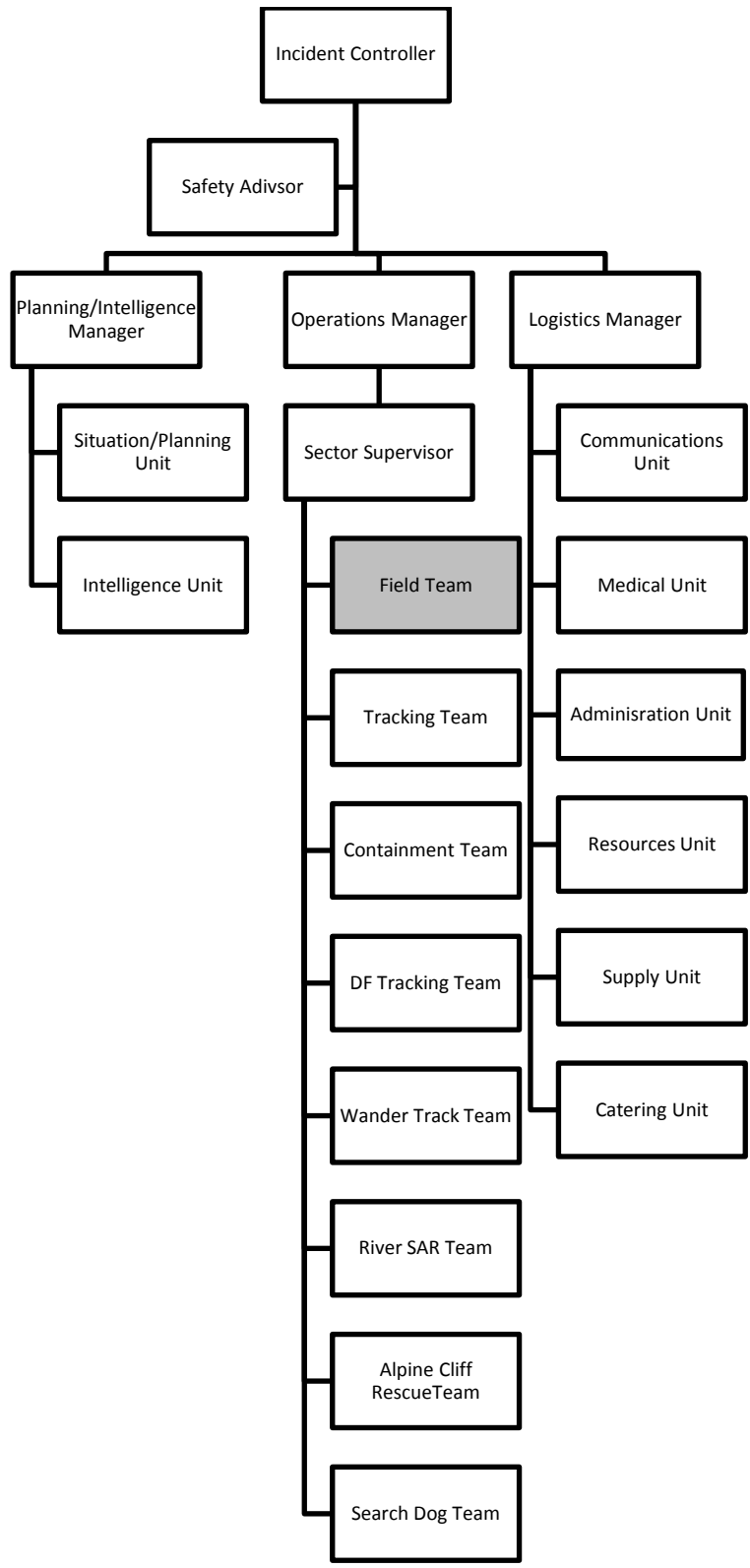
- Field Team Member
- Probationary Field Team Member

Currency

Outcomes with white background require reassessment within a 36 month period.

Outcomes with grey background require initial assessment but no subsequent reassessments.

CIMS structure



COMPETENCIES

Scope: By the end of this competency, the potential team leader will be able to demonstrate leadership in a SAR environment.

83.0 Manage and lead a SAR team.

Outcome: Must be able to manage and lead a SAR team to effectively complete a tasking.

83.1 Maintain morale within your team.

Range: may include but not limited to – fatigue, wellbeing.

83.2 Maintain discipline within your team.

Range: may include but not limited to – self, organisational, task specific, safety.

83.3 Demonstrate effective problem solving and decision making skills.

Range: may include but not limited to – tasking by IMT, role play.

83.4 Communicate effectively.

Range: may include but not limited to –verbal, non-verbal, effective listening skills, awareness of audience.

83.5 Apply an effective leadership style.

Range: may include but not limited to – autocratic, consultative, laissez faire.

83.6 Manage critical incident stress.

Range: may include but not limited to – identify, manage, limit, support.

84.0 Brief a team.

Outcome: Must be able to brief and debrief a SAR team.

84.1 Apply an effective method of briefing for a SAREX or SAR Operation.

Range: may include but not limited to – GSMEAC.

84.2 Apply an effective method of debriefing after a SAREX or SAR Operation.

Range: may include but not limited to – Search Effort Evaluation (SEE) using team debrief forms/format.

88.0 Use available resources.

Outcome: Must be able to demonstrate the appropriate use of available resources in accordance with the IAP.

88.1 Utilise appropriate SAR resources.

Range: may include but not limited to – equipment, personnel, task specific capabilities & limitations, SAREX, operations.

14.0 Advanced Media Awareness

Outcome: Must be able to brief and debrief a SAR team.

14.1 Understands the possible impact of liaison with the media at a SAR Operation

Range: May include but is not limited to –Bad press for SAR personnel & other agencies, distress for families

14.2 Refer any liaison with the media to the IC or Public Information Manager (PIM).

Range: May include but is not limited to –Discussion on past operational matters is not entered into with the media.

14.3 Briefs team members on media awareness.

Range: May include but is not limited to – Refers any media agents to the appropriate SAR personnel.

90.0 Demonstrate personal attributes.

Outcome: Must be able to demonstrate the attributes of a SAR team leader

90.1 Deal well with stressful situations.

Range: may include but not limited to – coping strategies, knowledge of team members, skill identification, self-awareness.

90.2 Involve team members in the decision making process where appropriate.

Range: may include but not limited to – apply appropriate leadership skills, active listening.

90.3 Delegate tasks/roles within the team effectively.

Range: may include but not limited to – awareness of team members' strengths and capabilities.

90.4 Communicate effectively with management.

Range: may include but not limited to – attend briefings/debriefings, provide sitreps, modification of plan/action.

90.5 Demonstrate ability to motivate Team Members and Self.

Range: may include but not limited to – alignment of needs, understanding of demotivating factors.

90.6 Demonstrate evidence of situational awareness.

Range: may include but not limited to – ability to adopt a hands-off approach to the task in order to maintain situational awareness.

91.0 Apply outdoor risk management.

Outcome: Must be able to apply outdoor risk management strategies in accordance with the LandSAR Safety Management System (SMS).

91.1 Demonstrate an ability to identify potential risks and hazards.

Range: may include but not limited to – significant hazards (serious harm), loss of process, whole of mission risk.

91.2 Demonstrate an ability to assess potential risks and hazards.

Range: may include but not limited to – seriousness, frequency, likelihood.

91.3 Demonstrate an ability to mitigate potential risks and hazards

Range: may include but not limited to – Hierarchy of controls (Eliminate, Isolate, Minimise).

91.4 Communicate safety action plan to team and management as appropriate.

72.0 Prepare Documentation

Outcome: Must be able to prepare clear written reports and other documentation.

72.1 Use clear, concise, plain English language that is neat, legible, detailed and accurate.

72.2 Use prescribed formats for all operational documentation.