

Role: Deputy Chief Fire Officer
Organisation: Northamptonshire Fire and Rescue Service
Location: Wellingborough, Northamptonshire
Salary: In the region of £115,000 to £118,000

Northamptonshire Fire and Rescue Service is looking for a Deputy Chief Fire Officer with the potential to become our next Chief Fire Officer. We are keen to support our people, creating an inclusive and positive culture, as well as building a managerial succession plan that provides continuity for the people of Northamptonshire. This new position will be a key appointment in doing so.

What we are looking for

We are seeking an application from a high potential individual who can demonstrate high level management skills and a profound understanding of the provision of emergency services. Your current role is less important than your demonstrable potential, but you will have to be able to convince us that you are capable of undertaking development towards being a competent GOLD level commander.

What you will get from us

Professional challenge and the opportunity to show your people and financial management skills. The Service is going through a period of change, and you will get the opportunity to plan that change, and then be instrumental in the delivery of key outcomes.

You will also receive a competitive salary, a provided car and supported professional development towards Chief Fire Officer status.

What we will expect from you

Clear, professional decision making and demonstrable leadership qualities. We are a small organisation who work closely with Northants Police partners. We take our work seriously but not ourselves, so a good sense of humour and approachable style will also be an advantage.

If you are ready to take the next step in your career and want to seek fresh challenges as you do so, get in touch.

Full details about the role and the personal characteristics and experience required can be found at on our recruitment partner's site at www.gatenbysanderson.com/GSe95217

If you have any queries about any aspect of this appointment, or you would like additional information, or an informal and confidential discussion, please speak to Peter Buffoni (07964 877 654) at GatenbySanderson or Estelle Woods estelle.woods@gatenbysanderson.com or (07482 721078)

Closing date for applications is: 08:00, Monday 13th February 2023



Northamptonshire Fire and Rescue Service

Deputy Chief Fire Officer Candidate Pack

 GatenbySanderson

 INVESTORS
IN PEOPLE | **GOLD**

January 2023

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A message from the Police, Fire and Crime Commissioner



Dear applicant

Thank you for your interest in this exciting role in Northamptonshire.

As Police, Fire and Crime Commissioner, I am fully committed to supporting Mark Jones, the Chief Fire Officer to enable him to deliver an unrivalled service across our county, and play its crucial role in helping to keep our communities safe. As part of that process we are creating a new role within the team, that of Deputy Chief Fire Officer.

As an operational service, staffed by credible and competent professionals, I am looking not only to the Fire and Rescue Services nationally and internationally for our new Deputy Chief, but also to professionals from other similar large-scaled operational businesses. We have seen this effectively achieved elsewhere, so it is nothing new. What is important, as we look to deliver improvements in our current provision, is that we get the right person for the job.

Like many FRS's we have responded well to the views of Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS), as well as to our residents and business leaders. We have made good progress according to the HMICFRS 2022 report, but there always remains more to be done, particularly in the way we support our own staff.

We have made significant progress in improving the performance and infrastructure of the organisation and, through our joint enabling services with the Police, have delivered efficiencies. In the next phase of our service development journey, we are specifically looking to focus on our people. Given the HMICFRS report states we require improvement in this area, there will be a greater emphasis on building a truly inclusive culture, creating an environment where all of our staff, whoever they are, can be comfortable, thrive, and do their best work. This role will be central to driving that cultural change and I am looking for an exceptional candidate who will genuinely look to work constructively with the Chief, our staff, and representative bodies to create a modern, innovative, and dynamic service.

We want our Chief to be able to influence national and regional policy development and to undertake key roles in partnering with other stakeholders and Services through the NFCC. This will require to Deputy Chief to lead many of the internal service functions.

If you are up for the challenge and the journey we are on, we would be delighted to hear from you. Delivering an outstanding service for all those who live, work, and visit the county is my priority, so thank you again for your interest. I look forward to receiving your application.

Yours sincerely



Stephen Mold

About Northamptonshire Fire and Rescue Service

Northamptonshire Fire and Rescue Service has 22 stations and has its headquarters Darby House, Wellingborough (a site shared with Northamptonshire Police and the Office of Police, Fire & Crime Commissioner (OPFCC)). In addition, it has two satellite sites:

- Moulton Logistics Centre (MLC), Moulton, Northampton
- Northern Accommodation Building, Kettering Wellingborough.

The Chief Fire Officer is also the Chair of the local resilience forum, which includes emergency services, local authorities, government agencies, health, utilities, military voluntary organisations and businesses. The forum identifies and assesses local risks such as flooding, pandemic flu and utility failure.

The service has the capability to deal with the consequences of terrorism, flooding and other large-scale emergencies alongside the more traditional incidents it attends such as fires and road traffic accidents.








The independent HMICFRS report, published in 2022, reviews the service against three main areas, namely:

- The extent to which the service is **effective** at keeping people safe and secure from fire and other risks
- The extent to which the service is **efficient** at keeping people safe and secure from fire and other risks
- The extent to which the service looks after its **people**

The report showed that we were good in the first two areas, but that we required improvement in the way we look after our people.

We listened to the findings of this report and so, in addition to the Chief Fire Officer (CFO), this role is a new one within the structure, and will work closely with two Assistant Chief Fire Officers (ACFOs), a Joint Assistant Chief Officer for Enabling Services (across Police and Fire), three Area Managers (AMs), a Head of Protection and the Prevention, Safeguarding and Partnerships Manager who collectively come together to form the Fire Executive Group (FEG) for NFRS.

We have seen from the report recently published into the London Fire Brigade, that there is no room in a modern Fire and Rescue Service for outdated cultures and thinking. The clear aim for the new Deputy will be to continue the great work that is underway to build a responsive and inclusive culture, as well as creating the resilience in the service needed around succession planning for the organisation’s leadership.

Key facts – 2020/2021		
		
SERVICE AREA 	914 square miles	
POPULATION 	0.76m people	↕ 5% local 5 yr change
WORKFORCE 	62% wholetime firefighters	38% on-call firefighters
	0.50 per 1000 population local	0.56 national level
	↕ 21% local 5 yr change	↕ 5% national 5 yr change
ASSETS 	22 stations	25 fire engines
INCIDENTS 	2.0 fire incidents per 1000 population local	2.7 national
	2.2 non-fire incidents per 1000 population local	2.7 national
	2.2 fire false alarms per 1000 population local	3.8 national
COST 	£19.88 firefighter cost per person per year	£25.22 firefighter cost per person per year (national)

Job description

Title: Deputy Chief Fire Officer
Organisation: Northamptonshire Fire and Rescue Service (NFRS)
Location: Wellingborough

Job purpose:

The challenges which our County faces are changing at pace and our services need to respond to successfully deliver the outcomes we aspire to achieve for the residents and communities we are here to serve. As the Deputy Chief Officer for the Fire and Rescue Service you will provide leadership towards the development of a modern, responsive, partnership focused service which will deliver the objectives of the Police, Fire and Crime Plan and contribute to the wider partnership priorities of the County as a whole.

Under your influence, our Fire and Rescue Service will support the outcomes of the Northamptonshire Police, Fire and Crime Plan. In driving Service delivery, the role will ensure that the Service fully discharges its statutory obligations and duties in line with the Fire and Rescue National Framework and the needs of the people and communities of Northamptonshire.

You will be given the autonomy needed to transform our Fire and Rescue Services to provide the best outcomes for our residents. Working with our emergency services partnerships you will shape and develop opportunities within and across our partnership borders. Fire service experience would be helpful, but it is not essential for this leadership role. What will be key is a strong focus on outcomes, with the ability to drive performance improvement and transformation in a large operational business.

You will be available on call, as required to meet the exigencies of the service.

Key Responsibilities

- Be responsible for the service delivery of fire and rescue functions ensuring that intended outcomes and agreed service levels are achieved through effective management against key performance indicators, with a particular focus on resilience and safety.
- Be responsible for significant delegated financial budgets and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates value for money and compliance with relevant policies and guidelines. Establishing and maintaining Budgetary control will be a key performance indicator.
- In conjunction with the Monitoring Officer and Section 151 Officer advise the Chief and Commissioner accordingly to ensure standards of governance are maintained.
- Be accountable for delivering against the Community Risk Management Plan (CRMP).
- Direct and lead the Service through transformational change at a strategic level to ensure it successfully achieves its business objectives and accommodates the challenges facing the Authority, including effective use of the resources available.

- Deliver cultural transformation to develop the Fire and Rescue service in Northamptonshire into a fully inclusive workplace, representative of the communities that it serves
- Provide strong, visible, and collective leadership across the Fire Service and its partners which builds a culture of high performance, inspires people and supports the delivery of the Fire Authority's strategic objectives.
- Champion the benefits of a safe, inclusive, and diverse workplace to the business of the Authority. Ensure that the Service operates and promotes fair and open practices relating to employment and service delivery. Utilize the relevant legislation relating to equality, fairness to present the Service as an employer of choice.
- Proactively build and maintain collaborative relationships and partnerships. Build constructive relationships with staff representative organisations to develop and foster a positive industrial relations climate that facilitates change.
- Assume the role of Principal Officer within a multi-agency Strategic Co-ordinating Group as Chief Officer for the Fire and Rescue Service during a major emergency. (Where appropriate candidates will be supported to gain relevant service knowledge.)
- Working with the Chief and Commissioner, make submissions to influence policy decisions that will affect people in Northamptonshire. Set the pace for the organisation; providing and actively promoting clear, consistent, highly visible leadership across the service to build a culture of trust, high performance and continuous improvement. Lead, manage and develop a highly effective Service Leadership Team that works strategically, collaboratively, and promotes a corporate 'one team' approach.
- Positively contribute to and champion a safe working environment; proportionately apply Health and Safety, Risk Management, Business Continuity and Safeguarding policies and procedures. Process personal data fairly and lawfully as identified within the Data Protection Act 1998.
- Lead and drive a culture of continual improvement for the Fire Service ensuring that business processes are effective and efficient and enable the highest possible levels of service quality to be provided.
- You will be required to undertake routine medical examinations throughout your employment, and it is your responsibility to maintain a level of physical fitness to meet the requirements of the role.

Person specification

Essential criteria

- Substantial track record of operating within a leadership role at Management Board level, within an organisation of comparable scale and complexity
- Proven track record and demonstrable experience of leading substantial transformational change within a strongly unionized environment. Particularly organisational, behavioural and cultural transformation, with a demonstrable ability to lead people through the transformational change journey
- Strong people leadership skills, with a proven ability to manage resources effectively and efficiently, providing inspiration and motivation across a diverse workforce.
- Demonstrable track record of operating strategically; providing innovation and creativity to organisational challenges with the credibility and ability to contribute positively to policy and strategy development at a local, regional, and national level
- Significant track record of effectively working with and managing diverse stakeholder relationships across a range of disciplines and at a breadth of levels.
- Positive track record of establishing sustainable working partnerships and relationships fostering collaboration and joint working
- Experience of leading a public sector or public sector related organisation/significant division/operation, and positively impacting the relationship with associate unions.

Desirable criteria

- Significant experience of having worked at a senior level in a political environment.
- Proven transformational and visionary leader with proven ability to lead a strategic team at a similar level through customer services and leadership capability.
- Ability to lead across a multi-agency environment including local authorities, emergency organisation, the private sector and the third sector.
- Strong awareness of the requirements of strategic (Gold) command during a major incident/civil emergency.
- Possession of a thorough understanding of the political and economic context of the fire and rescue service terms of government, governance, stakeholders and the community.
- Evidence of continuous and professional development.

Skills and Abilities

- Clear connection and commitment to the values of the organisation and commitment to the Nolan principles for public life.
- Proven leadership and motivational skills, especially in the context of service transformation
- Highly motivated and not easily discouraged, with resilience and tenacity
- Ability to make clear decisions in a variety of circumstances
- Highly effective written communication skills including drafting and interpreting strategic plans, policies and reports
- Personal and professional demeanour that commands credibility, confidence and respect
- Able to engage effectively with a range of people and stakeholders at all levels
- Financially astute able to manage budgets in all contexts
- Excellent ability to deliver effective PR and media messages
- An effective and balanced decision maker who leads by example
- Excellent negotiation, persuasion, and communication skills, including media management and negotiation with internal and external agencies
- To be self-assured, confident, assertive and approachable.

Timetable of appointment

Closing date for applications (08:00 Monday)	13th February 2023
Longlist meeting (for information only)	20th February 2023
Shortlist meeting (for information only)	w/c 13th March 2023
Final Panel Interviews	w/c 20th March 2023

How to apply

<p>How to apply</p>	<p>We are seeking to appoint a Deputy Chief Fire Officer and that appointment will be made based on a combination of your written application, video submission, assessments, and final interview.</p> <p>To apply please visit our recruitment partner's website at: https://www.gatenbysanderson.com/job/GSe95217/Deputy-Chief-Fire-Officer or by using the 'search for jobs' function at www.gatenbysanderson.com and entering Northamptonshire Fire and Rescue Service or the reference number GSe95217.</p> <p>Register and submit the following no later than 08:00 Monday 13th February 2023:</p> <ol style="list-style-type: none"> 1. A tailored CV (maximum of 2 pages), setting out your work history (paid and voluntary), responsibilities and achievements as they relate to this role; 2. A cover letter (maximum of 2 pages), outlining your suitability for the role, including your experience of driving cultural change in a comparable setting 3. We want you to be able to meaningfully portray your passion for this role, and we are therefore inviting all applicants to record and submit a video message (of no more than 2 minutes in length) to accompany and strengthen their application. <p>Once you submit 1 and 2 above, we will email you with a link in order to give you the opportunity to portray yourself beyond the formality of the written word. Once you have the link, please record your answer to the following question:</p> <ol style="list-style-type: none"> i. What would look and feel different in the Fire and Rescue Service after you have served three years in post? <ol style="list-style-type: none"> 4. If successful at the shortlisting stage, you will be asked to provide the following: <ol style="list-style-type: none"> ii. The names and contact details of two referees. Please note that referees will only be contacted if you are selected for interview; iii. Relevant identification (i.e. Passport/driving license).
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	<p>During your online registration process, you will be asked to submit diversity monitoring information. This is very important and will be kept entirely separate from the application process. You will also be asked if you are applying for a guaranteed interview through the Disability Confident scheme.</p> <p>Should you encounter any issues with your online application please contact charley.cordrey@gatenbysanderson.com quoting the job title/reference number.</p>
<p>Arrangements for interview</p>	<p>Those selected at the shortlisting stage will be asked to undertake some personality profiling ahead of the final panel interview, which will take place on the 20th March 2023.</p> <p>As an inclusive employer, if you are called for interview and you require any reasonable adjustments or particular arrangements to be made, please do let Charley Cordrey know when you are called for interview.</p> <p>Please let us know as soon as possible if you are unable to meet the proposed interview dates. It may be possible to arrange an alternative date, but this cannot be guaranteed.</p> <p>You should also bear in mind that the timeline is indicative and may be subject to change.</p>
<p>Further Information</p>	<p>If you have any questions about the role itself or would like to discuss the post and your fit within the organisation, please contact our recruitment partner Peter Buffoni at GatenbySanderson on 07964 877 654.</p>
<p>Complaints</p>	<p>If you feel your application has not been treated in accordance with the recruitment principles or you wish to make a complaint, in the first instance, please raise it with Peter Buffoni, Partner and Head of the Community Protection Practice at peter.buffoni@gatenbysanderson.com.</p> <p>If you prefer, or if the matter remains unresolved, please feel free to contact Mark Turner, Managing Partner at GatenbySanderson at mark.turner@gatenbysanderson.com.</p>

Advertisement

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