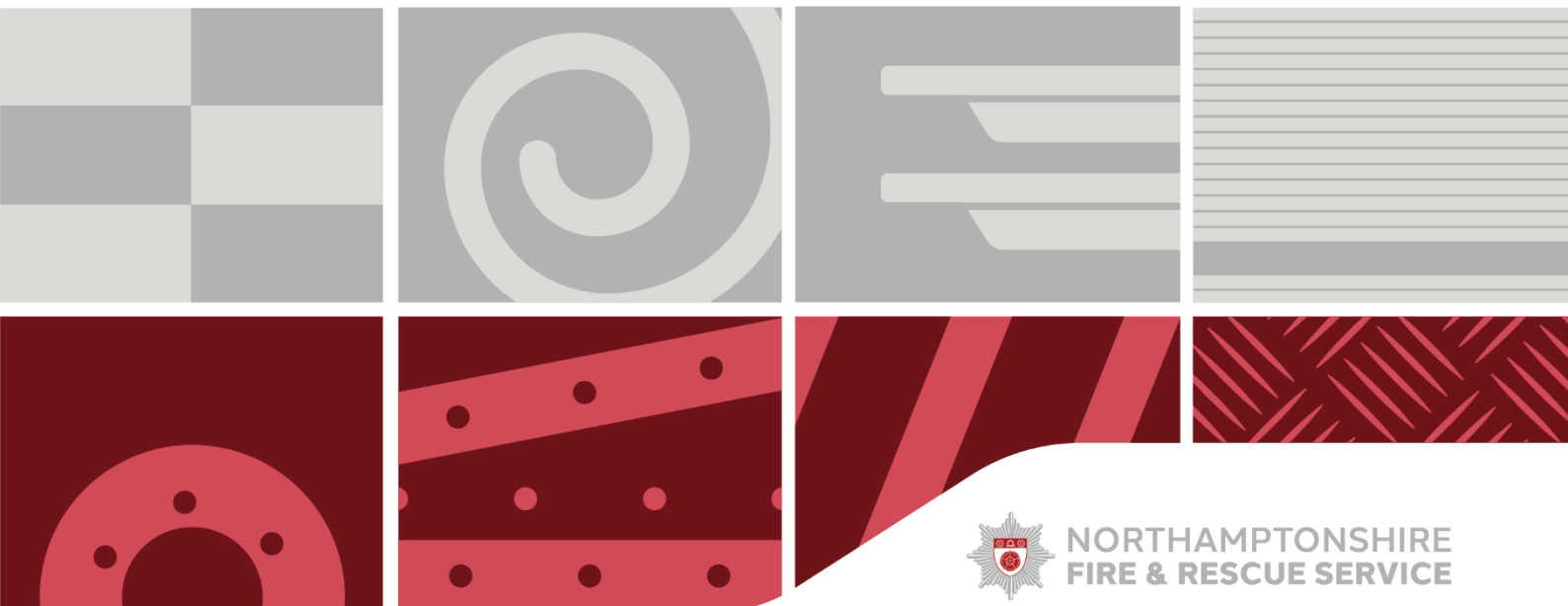


Wholetime Firefighter Recruitment Campaign 2025/2026



**NORTHAMPTONSHIRE
FIRE & RESCUE SERVICE**



**NORTHAMPTONSHIRE
FIRE & RESCUE SERVICE**

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Equal Opportunities

Northamptonshire Fire and Rescue Service is committed to promoting Equal Opportunities and Fairness at Work. We strive to build a workforce that reflects the diverse communities we serve and ensures everyone has the opportunity to thrive.

Applying to Join Northamptonshire Fire and Rescue Service

All the information you need to apply for a role as a firefighter with Northamptonshire Fire and Rescue Service is included in this pack. If you have any questions or need further support with your application, please don't hesitate to contact us at:

firehrrecruitment@northants.police.uk

Please note that Northamptonshire Fire and Rescue Service shares a Joint HR department with Northamptonshire Police. As a result, you will receive communications throughout the recruitment process from email addresses ending in @northants.police.uk.

Foreword

Dear Applicant

Thank you for your interest in our role of Wholetime Firefighter.

In NFRS our mission is simple; to be an outstanding Service where we make Northamptonshire safer. Our core strength in achieving this is our people. Attracting and retaining the best staff to work for us is fundamental in enabling us to deliver our strategic aims while maintaining a close connection with our communities. This strength is underpinned by a strong set of values that illustrate our culture and collective desire to be inclusive, do the right thing, act with compassion, and make a difference in whatever way we can, for as many people as we can. In these turbulent times, the need for strong leadership has never been so important and we are looking for exceptional candidates to join us on our journey of improvement.

Over the last few years NFRS has been on an important journey. Since leaving the County Council and joining Northamptonshire Police under the governance of the Northamptonshire Police, Fire and Crime Commissioner (PFCC) we have seen significant investment in the Service. This is visibly demonstrated by new fire appliances at our stations and increased staff numbers in response, prevention, and protection, but it is also the case that enabling services to have been working to modernise other areas of the service including digital technology, equipment and estates.

To be successful, you will need to demonstrate a wholehearted commitment to inclusion. You must be open to change and an advocate for innovation and doing things differently to improve service delivery.

I make no apology for the fact that we set high standards and only the best people will be considered. However, if you are committed and passionate about service improvement, positive about the future of public services and have the qualities necessary to work in a modern Fire and Rescue Service; then we would be delighted to hear from you.

Yours Sincerely

Nikki Watson



Chief Fire Officer

About Northamptonshire

753,278

RESIDENTS

15.5% GROWTH

6000 HERITAGE PROPERTIES

The County is classed as 'significantly rural' with a diverse and multi-cultural population of 753,278 residents; the predicted growth of the County being 15.5% over the medium term. The County has nearly 6,000 properties of heritage interest including Althorp House and it is home to the largest annual event in the Country: the British Grand prix. Northamptonshire is a key logistical hub for the Country, housing many significant commercial premises with major transport routes running through the County. Northamptonshire has 2 major acute hospitals in County with plans being drawn up for another; a new Prison at Wellingborough and the HS2 rail link that will cross through the south of the county.

Our county –
your service

22 FIRE STATIONS
located across the county



540 STAFF
on 31 March 2021



Investment in people

Since 2019 we have secured investment from the Police, Fire and Crime Commissioner to increase our resilience with 12 new wholetime firefighters, one Fire Control technical and training officer, three new Fire Protection Officers and three new Fire Prevention Staff.



254

FULL TIME
OPERATIONAL
STAFF



200

ON-CALL
OPERATIONAL
STAFF



18

FIRE
CONTROL
STAFF



68

FIRE
STAFF

12

FIRE
PROTECTION
STAFF

17

FIRE
PREVENTION
STAFF



Our Community Risk Management Plan



[Community Risk Management Plan 2025-2030 \(full version\)](#)

Serving with pride

That's a phrase you will be hearing a lot in the coming weeks and months

Creating an inclusive culture that promotes equality and diversity and where people are engaged and empowered is a critical area of work for Northamptonshire Fire and Rescue Service: We are calling that programme of work Serving with pride.

A new, specialist team is in place to support us as we focus on the changes that will make NFRS a place where everyone can be their best, happy and comfortable.

Serving with pride will celebrate everything we do well and tackle the areas where we need to do better. We know there are some significant changes that we need to make in our culture, and we are addressing them as part of Serving with pride.

The first task is to understand what you think will make this a more inclusive organisation. Our new Cultural Change Team will be holding a series of focus groups, one-to-ones and other engagements to hear your experiences and find out how you think we meet the standards of behaviour set out by the Core Code of Ethics.

We will also be making sure you know how to share concerns, how to challenge and seek support, providing channels that you can have confidence in, and with a response that makes you feel safe and listened to.

These actions are just the start of an ongoing programme. Serving with pride is a big investment in the future of our organisation and it is something that we all have a part in. Serving with pride isn't being done to you, it is being done with you - and because it is the right thing to do - for you, our firefighters and staff, and for the community we serve.

So much is good about our culture, and we are right to be proud of it, but setting out the standards of behaviour that we expect and making sure everyone understands and lives them, will make this a better place to work.

Serving with pride – we are all part of NFRS and can shape the future of the organisation, so please take every opportunity to get involved and make this organisation the best it can be.



Assistant Chief Officer Paul Bullen
Lead for Culture and People

Northamptonshire Fire and Rescue Service is excited to welcome applications for Wholetime Firefighters as part of our 2025–2026 recruitment campaign. This is a challenging, fulfilling, and impactful career where you'll play a vital role in keeping our communities safe.

The people of Northamptonshire rely on our service and trust in the professionalism and dedication of our teams, not only in responding to emergencies but also in reducing risk and promoting safety. We are committed to continuous improvement and innovation, while upholding the highest standards in everything we do. Selecting the right individuals is key to achieving our vision for the future. If you're ready to make a difference and believe you have the qualities we're looking for, we encourage you to apply.

The earliest possible start date for successful applicants will be **May 2026**.

Northamptonshire Fire and Rescue Service Stations

Wholetime Stations	Variable Crewing Stations	On-Call Stations
Corby	Daventry	Brackley
Kettering	Rushden	Brixworth
Mereway		Burton Latimer
Moulton		Desborough
The Mounts		Earls Barton
Wellingborough	On Call Stations	Guilsborough
	Thrapston	Irthlingborough
	Towcester	Long Buckby
	Woodford Halse	Oundle
		Raunds
		Rothwell

This document has been created to guide you through each stage of the recruitment process for the role of Wholetime Firefighter. It's important that you understand how you'll be assessed and what to expect at each step. All the information you need to apply is included here.

If you have any questions before entering the recruitment campaign, please feel free to contact us via email:

firehrrecruitment@northants.police.uk

Job Description

Role

Firefighter

Location

As directed by the Chief Fire Officer

Principal Aim

To protect and save people and property from fire and other hazards in the most competent and effective manner to the highest possible standard of care and quality.

DUTIES AND RESPONSIBILITIES

Emergencies

- Respond immediately and safely to all emergency calls and requests for assistance.
- Deal with emergencies as directed and work effectively and efficiently as a member of a disciplined team.
- Minimise distress and suffering, including giving first aid care.

Dealing with People

- Establish and maintain the confidence of members of the public.
- Maintain links within the community.
- Be sensitive to the needs of others with regard to fairness and dignity issues.

Community Safety

- Give safety and wellbeing advice and guidance to people when requested.

- Work to help educate members of the community in the risks and hazards of fire and other emergencies.
- Assist in Service initiatives, programmes and strategies to reduce emergency calls.

Health and Safety

- Recognise health and safety issues at work and deal with them to minimise or eliminate the degree of hazard or risk.
- Ensure personal safety and that of others at all times.

Personal Fitness and Hygiene

- Maintain level of physical and medical fitness necessary to carry out the duties of a Firefighter.
- Maintain personal appearance, hygiene and cleanliness of uniform in keeping with a disciplined service.

Equipment

- Maintain all firefighting and emergency equipment in a state of readiness, including cleaning, repairing and testing as required to approved standards and procedures.

Local Geography

- Know the local streets, roads and buildings situated within the Fire Station response area.
- Be aware of the risks, possible hazards and water supplies to be found within the Fire Station area.

Administration

- Complete basic paperwork and routine administration, including recording of information.
- Use information technology as required and in accordance with the Data Protection Act 1998.
- Keep personal records up to date.

Training

- Take part in a continuous training programme by attending lectures, exercises, practice drill sessions and other forms of training to maintain competence levels.
- Attend training courses as directed.

Fire Authority

- Undertake any other duties commensurate with the level of responsibility and expertise as may be required by the Chief Fire Officer.
- Adhere to the policies and procedures of the Service

Our Commitment to you...

We are dedicated to creating a workplace that values equality, diversity, and inclusion, in line with current legislation and best practices. Our aim is to ensure that everyone feels safe, respected, and empowered at work, for their own wellbeing and that of others.

If you have a disability and believe you meet the essential requirements to become an operational firefighter, but find that the assessment process does not fully allow you to demonstrate your capabilities, we welcome a conversation about reasonable adjustments. We will consider these adjustments thoughtfully and respectfully, and may ask for supporting information to help us understand your needs and how best to support you.

Rates of Pay

Rates of Pay for Operational WDS Firefighters.

Firefighter	Basic Annual	Basic Hourly Rate	Overtime rate
Development	30,384	13.87	20.81
Competent	38,881	17.75	26.63

Hours of Work

Northamptonshire Fire and Rescue Service operates across a range of duty systems. These include working during evenings, weekends, and public holidays, reflecting the 24/7 nature of the service we provide to our communities.

Online Registration opens – **15th September 2025**

Online Registration closes – **13th October 2025 at 10:00**

To apply visit: [Current vacancies - Northamptonshire Fire and Rescue Service](#)

Please note: We do not accept CVs or any other form of application outside of the official process outlined in this pack.

NFCC Leadership Framework Behaviours - Leading Yourself

Title	Operational and professional expertise
Personal Impact	<ul style="list-style-type: none"> • I value inclusion and set a positive example of appropriate behaviour for peers and new starters. • I encourage open communication and actively listen to and value others contributions. • I look for opportunities to learn and develop my skills and behaviours. • I admit and learn from my mistakes and celebrate my successes with the team. • I understand how my actions and behaviour impacts on others. • I recognise and challenge inappropriate behaviour. • I look after myself and others, and seek help if I need it. • I look after my mental health
Outstanding Leadership	<ul style="list-style-type: none"> • I am an ambassador for the service, taking pride and responsibility for the work we do and encouraging others to do the same • I take responsibility and accountability for the quality of my own work. • I value and appreciate differences in people and treat everyone with kindness and respect. • I role model proactively, learning new skills and behaviours.
Service Delivery	<ul style="list-style-type: none"> • I am focussed on customer needs in my approach to my work, including issues of safeguarding and inclusion. • I act as a role model for my community. • I plan ahead and prioritise my work, managing my time effectively to get things done. • I am careful with all types of resources (money, time, materials, fuel and energy) to provide value for money. • I spot opportunities to improve the way we do things for people, and put ideas forward. • I actively contribute to problem-solving and take time to understand the issues fully. • I take decisions based on supporting evidence, risk, and my prior knowledge of good practice. • I work to foster trust with others and build constructive working relationships to achieve goals. • I find out about my local community and risks, to ensure we are offering the best service.

Organisational Effectiveness	<ul style="list-style-type: none"> • I know what the key organisational goals are and how I make a difference. • I work within the organisations policies, procedures and processes. • I speak out promptly if I see or hear of a safety or organisational risk. • I offer ideas and feedback to improve our services, and take on board other's ideas. • I continuously seek to improve my performance to contribute to organisational goals. • I am open to, and positively engage with, new ways of working. • I positively seek organisational information about how well we are doing and what is changing. • I can be trusted with sensitive information.
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Contra indicators for each quadrant

Personal Impact	Outstanding Leadership	Service Delivery	Organisational Effectiveness
<ul style="list-style-type: none"> Displays inconsistent behaviour and fails to keep commitments. Fails to understand or appreciate impact on others; does not consider situation from others' viewpoint. Spends little time on personal and professional development activities. Exhibits aggressive, defensive, overpowering, bullying, or defensive behaviour. Does not lead by example or stand by own principles or spoken beliefs. Offers advice beyond boundaries of knowledge or experience. Applies preconceptions and stereotyping in dealings with others. Is unwilling to share expertise with others; or withholds relevant information, expertise or knowledge. Does not contribute willingly to the team and adopts a passive role. Refuses to acknowledge personal mistakes. 	<ul style="list-style-type: none"> Displays obstructive behaviours rather than progressive ones. Tends to apportion blame and accountability to others when things go wrong. Makes unrealistic promises about what can be delivered Unwilling to recognise, or deal with, capability or performance issues in self or others; avoids difficult conversations and confrontation. Challenges others in a way that intimidates or undermines. Gives little time to the development of peers and colleagues. Shows stubbornness in the face of opposition, even when proved wrong. Shows general lack of confidence in own knowledge, abilities and judgements. Sits on the fence rather than taking a clear stand. Shows little consideration or respect for other colleagues. Fails to allow others to put in different views in meetings. 	<ul style="list-style-type: none"> Does not focus on a drive to improve service delivery. Is preoccupied with own or hidden agenda rather than the needs of staff, customers, clients or partner agencies. Doesn't take into account local needs. Fails to appreciate the need to engage the support of stakeholders. Consistently works in isolation, pursuing own solution without involvement of appropriate stakeholders. Fails to build contact with people beyond own work area. Fails to recognise the value of diversity. Works in an unfocused way, failing to prioritise, keep track of progress, or adapt approach when deadlines, targets or standards are threatened or changed. Gives up in the face of obstacles and does not demonstrate a sense of personal responsibility for delivery. 	<ul style="list-style-type: none"> Obstructive towards learning or progress. Fails to see relevance of wider organisation issues, sector trends or contextual developments to organisation or role; fails to communicate these. Needs to know all the answers, rather than the right method of enquiry. Rejects ideas quickly or spontaneously without reflection or adequate insights. Is focused on the present and the past and has a low interest in emergent or future issues. Avoids long-standing, difficult or sensitive issues. Focuses on symptoms rather than causes. Fails to understand organisational decision-making processes (explicit or implicit) and how these translate into personal authorities. Overlooks inappropriate behaviour with regard to the organisation's processes, values and expected behaviours.

The Recruitment Process

The following stages outline the key steps involved in applying for the role of Wholetime Firefighter with Northamptonshire Fire and Rescue Service. This guide is designed to help you understand what will be required and how you will be assessed:

- Online Application
- Recruitment Day
- Job Related Tests
- Confidence in Water
- Assessment Centre
- Medical/fitness
- Pre appointment checks

Stage 1 – Online Application

The first step in the recruitment process is completing an Online Application. You'll need access to a laptop or suitable device to complete this stage.

What You'll Need to Submit

To ensure your application is considered, please upload all required documents. Incomplete applications will not progress to the next stage.

Required documents include:

- Valid UK passport **or** UK birth certificate
- Full UK manual driving licence
- GCSE results in English and Maths (grades A*-C / 9-4) or equivalent qualifications

If you are not a British citizen, you must provide valid Right to Work documentation confirming your Indefinite Leave to Remain status.

You will also need your National Insurance number.

Please note:

Failure to provide all required documentation will result in your application not progressing to the next stage.

If you experience any issues uploading your documents, please contact FireHRRecruitment@northants.police.uk and include your application number in the email.

Eligibility Criteria

To apply, you must meet the following requirements:

- Be 18 years old or older at the start of training
- Hold a full, valid manual UK driving licence
- Have the right to live and work in the UK without restrictions

- Be able to pass an enhanced DBS check (including barred lists)
- Hold GCSEs (or equivalent qualifications) in English and Maths at grades A-C (9-4) or be a competent Firefighter.

Local Prioritisation Statement

All candidates must meet the essential criteria. Where the number of eligible applicants exceeds available places, we will prioritise invitations in the following order:

- a) Applicants living within Northamptonshire.
In line with the Armed Forces Covenant, members of the armed forces community will be prioritised within this category.
- b) Applicants from neighbouring or surrounding areas
- c) Applicants from across the wider UK

The prioritisation criteria outlined above are subject to organisational discretion. We reserve the right to define, amend, or apply boundaries as necessary to ensure fair and effective allocation of available places.

Tattoos: All tattoos must align to our Service Core Values and the Equality Act 2010. They must not be offensive in nature including, but not limited to, any sexist, homophobic, racist or violent references. Where necessary, tattoos will be assessed on a case-by-case basis.

Important Notes

- The system will communicate with you using the email address you provide during registration. Please ensure it is accurate, as incorrect details will prevent you from receiving important updates.
- You will only be able to register once during this recruitment campaign. Make sure all information is correct before submitting, as changes cannot be made afterwards.
- If you do not complete the Online Application, you will not be able to access the remaining stages of the recruitment process.

Stage 2 – Recruitment Day

If your online application is successful, you will be invited to attend a Recruitment Day during the week **commencing 3rd November 2025**. This stage includes a series of assessments designed to evaluate your suitability for the role of Wholetime Firefighter.

This includes:

- Multistage Fitness Test
- Group Exercise
- Written Assessment

Multi-stage Fitness Test

This test measures your aerobic fitness, which is essential for safe and effective firefighting. You'll run back and forth along a 20-metre track in time with a series of beeps that increase in speed.

- Required standard: Level 8, Shuttle 8
- This is equivalent to an aerobic capacity of 42.3 ml O₂/kg/min
- You can find practice versions of this test on YouTube, Spotify, and the App Store

This test helps us assess your ability to sustain physical activity over time, a critical factor in operational safety and endurance.

If you progress to the medical stage, you will also undertake the Chester Step Test, which further evaluates your cardiovascular fitness.

Group Exercise

You'll take part in a group activity assessed against the [NFCC Leadership Framework](#). This exercise focuses on behaviours such as teamwork, communication, and problem-solving.

Written Assessment

This assessment looks at key skills needed in the fire service, including working with numbers, understanding written information, showing awareness of different situations, and recognising the importance of equality, diversity, and inclusion. Tasks are based on everyday examples and aim to reflect real-life challenges.

Stage 3 - Job Related Fitness Tests

The Job-Related Tests will take place week commencing week 1st December 2025

They will consist of the National Firefighter Selection practical tests which include:

1. Equipment carry
2. Confined space exercise
3. Casualty evacuation exercise
4. Ladder climb
5. Ladder lift (simulated)
6. Equipment assembly

The components of the Physical and Practical Assessment are:

Enclosed Space Test

You will need to combine confidence, agility and flexibility while negotiating a crawl way to pass the test successfully. There is only one way through the crawl way, forward, right, left, up or down and there are no doors to open. You will start the test wearing a face mask which allows clear vision. However, on completion of the test, your mask will be obscured, and you will be required to return along the same route. You should be able to complete these tests without jeopardising your safety and well-being within a specified timeframe.



Equipment Assembly Test

This test is designed to assess manual dexterity. You will need to assemble and then disassemble a piece of equipment. Before you commence the test, an instructor will demonstrate the correct assembly of the equipment. You will also have a diagram illustrating correct assembly. This test is to be completed within a specified timeframe.

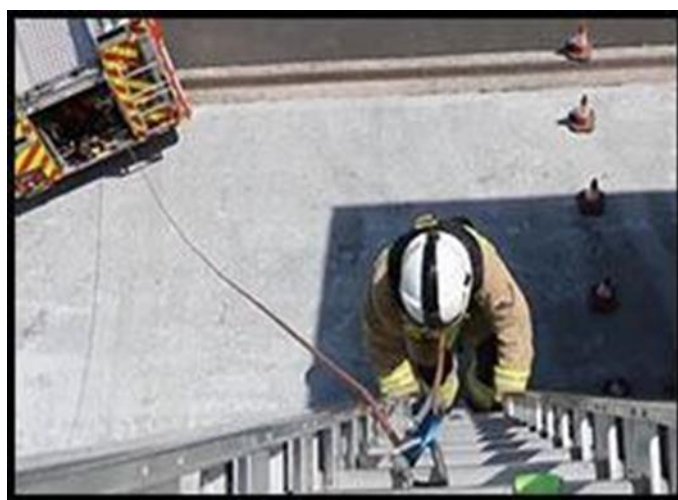


Equipment Carry Test

You will be required to carry standard firefighting equipment over a set 25 metre course for a total distance of 550 metres. You will need to combine aerobic endurance, upper and lower body strength and muscular endurance. This test is to be completed within a specified timeframe.

Ladder Climb

You will be shown how to climb the ladder and how to apply a 'leg lock'. You will then be allowed to practice the leg lock. You will climb the ladder to the specified height. At that point, you will use the leg lock to secure yourself to the ladder, remove your hands from the ladder and lean back, looking over your shoulder to identify an object which is being held by the instructor at ground level. When you have identified the object, you will be told to put your hands back on the ladder and release the leg lock. You will then be instructed to descend the ladder. You will need to show confidence and apply the correct technique to climb the ladder.



Ladder Lift Simulator Test

You will need to combine upper and lower body strength and co-ordination to lift a ladder over your head to the required height and lower it safely and under control. The approximate weight of the ladder is 26-30kg.

Casualty Evacuation Test

You will be required to drag a 55kg mannequin/dummy simulating a casualty evacuation for a distance of 30 metres. This test is to be completed within a specified timeframe.



Ladder Extension Fitness Test

You will carry out a test that simulates extending a standard 13.5 metre Fire and Rescue Service ladder from the first to the second floor of a building. This will be performed by pulling down on a rope. To complete this test successfully, you will need to combine upper body strength, grip strength and co-ordination. This test is to be completed within a specified timeframe.

Stage 4 – Confidence in Water

As part of the recruitment process, candidates will be required to complete a Confidence in Water assessment after the job-related tests. This assessment is designed to ensure candidates are comfortable working in or around water environments. It involves:

- Swimming a minimum of 50 metres without assistance.
- Demonstrating basic water safety skills and confidence in the water.

This assessment helps us ensure all team members can operate safely and effectively in roles that may involve water-based activities.

Stage 5 – Assessment Centre

If you are successful in the earlier stages, you will be invited to attend an Assessment centre during the week commencing **19th January 2026**.

What to Expect

Panel Interview

You will take part in a structured interview with a panel who will assess your suitability for the role based on your values, behaviours, and experiences.

Safe and Well Exercise

This will form part of the assessment and is designed to evaluate your ability to analyse information, communicate effectively, and make sound decisions.

Stage 6 – Medical/Fitness

Firefighters may be exposed to extreme physical and psychological demands in hostile and dangerous environments. In order to comply with relevant statutory provisions, the medical screening for Firefighters is rigorous. Under the Health and Safety at Work Act 1974, the Fire and Rescue Service must reduce risk so far as is reasonably practicable. This means a medical condition giving rise to reasonably foreseeable occupational risk would not be acceptable.

Medical suitability is determined by an individual assessment. For practical reasons, this cannot be undertaken until the later stages of the recruitment process. The nature and effect of medical conditions may vary. It is therefore not possible to confirm medical conditions that would be unacceptable prior to an individual medical assessment. However, if you have a medical condition or a history of a medical condition which might present problems, the following general guidance should help you consider your medical suitability before applying.

A medical condition or functional limitation which, despite any reasonable adjustments, gives rise to significantly increased occupational risk of the following is unacceptable:

- Sudden collapse or sudden incapacitation
- Impaired judgement

- Altered awareness
- Substantial physical or psychological injury/ill health
- Any other effect which would pose a substantial health and safety risk to yourself and others.

The individual assessment will involve due consideration of any opinions or medical reports you may wish to submit. However, the decision on the significance of any risks identified will rest with the Fire and Rescue Service.

A fitness assessment will be carried out to determine aerobic fitness. The minimum requirement for candidates to pass at recruitment is 42.3 mls/O₂/kg/min

Please note that the medical involves both drug and alcohol tests.

Appointment

The earliest possible start date for successful candidates will be **May 2026**. If you successfully complete all stages of the recruitment process, Northamptonshire Fire and Rescue Service will contact you regarding an offer of employment. Offers will be made based on the number of current and anticipated vacancies. All offers are subject to satisfactory references and enhanced DBS checks. If any reference or DBS check is deemed unsatisfactory, the offer of employment will be withdrawn.

Initial Training

Successful candidates will be required to attend an 8-week residential training course (Monday to Friday) at the Fire Service College in Gloucestershire. This course is designed to equip you with the essential skills and knowledge needed to begin your career as a firefighter.

We would like to take the opportunity to wish you every success throughout the Recruitment Process.

Recruitment Timeline

Event	Date/Times
Vacancy Advertised	15th September to 13th October 2025
Recruitment Days	3rd - 14th November 2025
Job Related Tests (JRT's)	1st - 12th December 2025
Confidence in Water	w/c 5th January 2026
Assessment Centre	19th - 29th January 2026
Conditional Offer	2nd February 2026
Formal Offer	w/c 13th April 2026
Employment commences May 2026	



NORTHAMPTONSHIRE
FIRE & RESCUE SERVICE



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