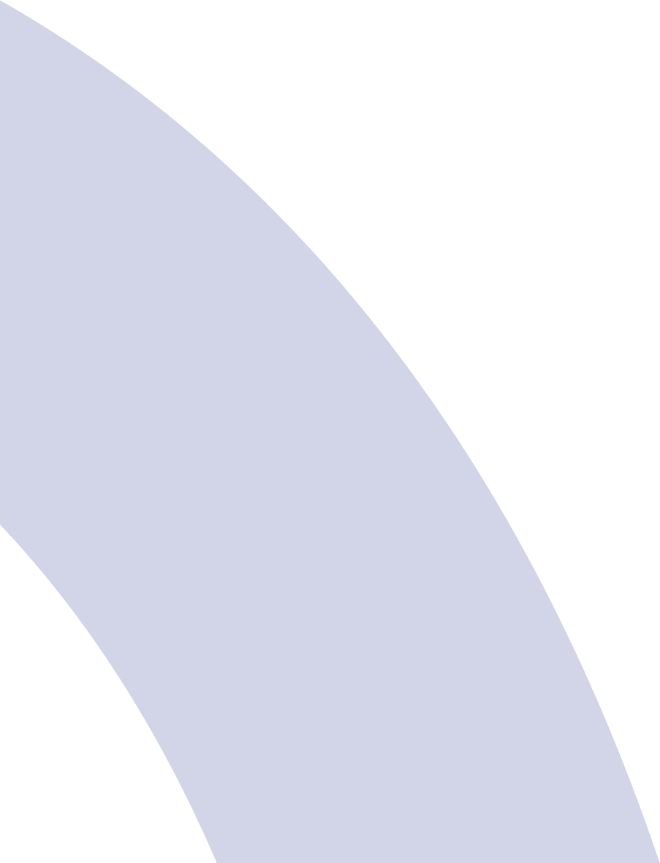




**Derbyshire Fire & Rescue Service**

**Area Manager**

**Candidate Information Pack**

A lion holding a flag

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**December 2024**

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# @DerbyshireFRS's video Tweet

# **A warm welcome from the Chief Fire Officer**

Thank you for your interest in the role of Area Manager (AM) for Derbyshire Fire & Rescue Service (DFRS). Derbyshire lies within the heart of the Peak District and has some of the most attractive places to live, work and visit in the UK. We have high levels of tourism, exceptional heritage venues, specialised industry and evolving urban and rural communities.

This unique risk profile and our commitment to excellence mean that we are committed to attracting the very best talent to lead our Service. We are looking for an inspirational leader, passionate about the Sector and keeping the people and infrastructure of this beautiful county safe.

DFRS serves a population of approximately 1,060,000 people who live and work in over a thousand square miles of diverse landscape. Derbyshire’s unique geography, including rivers, hills, agricultural land, manufacturing sites and a varied road and rail network, demand a varied and comprehensive operational response, through firefighters that are well trained, equipped and familiar with many different risks.

We are seeking passionate and motivated leaders at Area Manager (AM) level, as part of the Service’s succession planning process. This will include appointment to one immediate vacancy and potential for further appointable candidates to remain on a ‘hold list’, pending further vacancies arising within the next 12 months.

AMs play a key role in ensuring the Service is running effectively, efficiently and is proactive in its approach to both performance and risk. DFRS has a strong performance framework and appetite for continuous improvement. AMs sit within our Strategic Leadership Team (SLT) collectively leading portfolios and contributing to the strategic direction of the Service.

We are proud of our evolving culture and proactive in undertaking work to enhance this, continually aspiring to become an even more progressive and inclusive employer. AMs will be at the heart of our cultural journey and must role model the highest standards of behaviour, exemplifying our values and inspiring our people. We seek individuals who champion diversity and can effectively engage internally and externally, promoting the value of a diverse workforce and being an inclusive employer of choice.

It is essential that AMs are adept at developing and maintaining productive relationships with a wide range of stakeholders and contributing to achieving a high performing, forward thinking strategic team.

We are an ambitious Service and aspire to lead the Sector with our culture, innovation, performance and value for money. This is an exciting opportunity to lead a progressive Service and add value within the Sector.



**Rob Taylor**

**Chief Fire Officer/Chief Executive**

**A screenshot of a phone

Description automatically generated****About Derbyshire Fire & Rescue Service**

Derbyshire Fire & Rescue Service provides a wide range of services to the people who live, work and visit our county. We cover over 1,000 square miles, which includes a variety of urban and rural communities with a population of approximately 1,060,000. The county contains part of the National Forest and a substantial portion of the Peak District National Park.

We employ over 900 people and have 31 fire stations located strategically across the county. Our headquarters, based in Ripley, is shared with Derbyshire Constabulary (DC). Our county is divided into three Service Delivery Areas (SDAs). These SDAs are split along council boundaries, aligning us with our partners to provide better outcomes to our communities.

Our People are extremely important to us, and our aim is to have a workforce that is diverse, flexible, highly skilled, and agile. To support this, we have a People Strategy which clearly states our values, our commitments, and our priorities to support the delivery of ‘Our Plan 23-26’.

The Service’s governing body is the Derbyshire Fire and Rescue Authority which provides strategic leadership, monitors the costs incurred by the service and sets the budget.

Essential to all of this are our Service values. These run through everything we do and are very important to the way we develop our Service. Alongside our values we saw the introduction of the National Fire Chief Council’s Core Code of Ethics in 2021, designed to help us keep improving culture and workforce diversity.

We have worked hard as a service to embed a positive culture with employee led service values, synonymous with the national Core Code of Ethics which was reflected in our cultural survey and His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection 2021/22. More information about the HMICFRS report can be seen here. We are awaiting the outcome of our November 2024 inspection.

Our Community Risk Management Plan is the golden thread that can be seen running from our business and financial planning, through to the planned programme of work that links to our six service priorities. These priorities enable us to prevent, protect and respond to fires and other emergencies across Derbyshire. Further details about Derbyshire Fire & Rescue Service, including our service priorities and strategic plans can also be found [here.](#annual-reports)

# **Derbyshire Fire & Rescue Service – Strategic Leadership Team**

A diagram of a company

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# **Job description**

|  |  |
| --- | --- |
| **Job Title:** | Area Manager |
| **Salary Grade:** | @DerbyshireFRS's video TweetLocal Grade |
| **Portfolio:** | Service Delivery Support |
| **Department:** | Strategic Leadership Team (SLT) |
| **Responsible to:**  **Responsible for:** | Deputy Chief Fire Officer  Group Managers and appropriate Support Staff. |
| **Liaison with:** | All internal employees and departments, plus a wide range of external stakeholders. |
| **Post Objective:** | To lead a portfolio/s, contribute to the strategic leadership of the Service and to be responsible/accountable for matters within the span of responsibility.  To deliver Service priorities in the safest, most efficient and cost-effective way.  To be an inclusive and effective member of the Strategic Leadership Team (SLT).  To undertake the duties of the role in accordance with statutory legislation, internal policies and the direction of the Fire & Rescue Authority. |

|  |  |
| --- | --- |
| **1.**  **2.**  **3.**  **4.**  **5.**  **6.**  **7.**  **8.**  **9.**  **10.**  **11.**  **12.**  **13.**  **14.**  **15.**  **16.**  **17.**  **18.**  **19.**  **20.**  **21.**  **22.**  **23.** | **Responsibilities:**  Area Managers contribute to our vision of Making Derbyshire Safer Together by: -  Establishing and implementing corporate information, communication and quality assurance systems to effectively manage Service Delivery and the corporate performance and governance of the organisation. Ensure portfolio activities are aligned to the appropriate Fire Standard and or relevant legislation.  As a strategic leader, leading and supporting corporate activities; identifying and supporting the achievement of corporate priorities and ensuring the effective and efficient use of resources.  Sponsoring the delivery of corporate projects and aligning portfolio delivery to meet organisational requirements and appropriate Fire Standards / Sector guidance.  Working with internal and external stakeholders, receiving, evaluating and communicating information to ensure corporate policy implementation, continuous improvement and quality of provision and overall services.  Providing gold command support to the Duty Principal Officer.  Commanding operational incidents and or acting as Duty Strategic Manager (DSM).  Develop corporate strategies, and associated portfolio strategies that meet the requirements of the community and the priorities of the Community Risk Management Plan, ‘Our Plan’ and ensure they are being effectively progressed and achieved.  Communicate the corporate vision, objectives and priorities effectively to staff and strategic partners.  Identify, justify and manage the allocation and use of all financial/physical resources to support activities aligned to corporate priorities. Understand and apply the scheme of delegation (where appropriate) to portfolio activities.  Obtain and critically analyse data and information to enable informed decisions to be made. Advise others and evaluate the effectiveness and quality of activities.  Actively review and evaluate workstreams and projects to ensure objectives are met and benefits realised.  Recruit people to meet the needs of workforce planning and achievement of corporate priorities, through robust and transparent processes.  Manage and develop both self and others to improve individual and team performance.  Act as a role model for leadership, change and equalities; inspire people to behave in a way which is supportive of an equality conscious and learning culture, which is in line with the Service’s Core Values and Code of Ethics.  Develop strategic partnerships with local communities/partners and consult with both internal and external stakeholders on matters of corporate / portfolio planning and performance as necessary.  Represent the Fire & Rescue Authority at events, deliver briefings to members and prepare papers for the Authority, as required.  Attend training courses and seminars commensurate with the responsibilities of the post. Ensure continuing professional development is undertaken to ensure you are able to deliver the requirements of the role.  Undertake consultation and negotiation on Service matters on behalf of the Fire Authority.  Understand and comply with all policies, procedures and relevant legislation.  Actively challenge poor behavior and individuals not acting in line with the Services Values.  Respect and acknowledge the views and opinions of others, be courteous and professional when offering a counter view. At all times promote diversity of thought and value difference.  To adhere to Health & Safety Legislation/Relevant Service Policies and Procedures and to take reasonable care for the health and safety of yourself and other persons.  To undertake any other reasonable duty, commensurate with the grading and responsibility of the post, across the Service in order to meet Service priorities and business continuity requirements. |

This job description represents a statement of the duties of the post but does not include all minor duties. It is inevitable that over time the nature of an individual job will change, and existing duties may be lost or others gained without changing the general character of the duties or the level of responsibility entailed. As a result, the Fire and Rescue Authority will expect this job description to be subject to revision.

**Person Specification**



|  |  |
| --- | --- |
| **Evidence Codes** |  |
| **AF** – Application Form | **M** – Medical |
| **JRT** – Job Related Test | **D** – Documentation |
| **I** - Interview | **R** - Reference |

Post Title: Area Manager

Scale: Local Grade

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Job Criteria** | | | | | |
|  | **Essential** | **Essential** | | **Desirable** | **Source Of**  **Evidence** |
| **Knowledge, Skills & Understanding** | **Be able to demonstrate the following:** |  | |  |  |
|  | * Knowledge/experience of strategic change management techniques. | ✓ | |  | AF/I |
|  | * A clear understanding of the political, economic, legal, technological and environmental context in terms of government, stakeholders and the community. | ✓ | |  | I |
|  | * Effective written communication skills to be able to write corporate policy and strategic reports. | ✓ | |  | AF/JRT |
|  | * Knowledge and understanding of the current and future challenges facing fire and rescue services nationally. | ✓ | |  | I |
|  | * A clear understanding of the risk concept and how it can be applied within a pro-active safety culture. | ✓ | |  | I |
|  | * Health and Safety issues relating to the duties of the post. | ✓ | |  | AF/I |
|  | * Understand GDPR requirements and the responsibilities of the AM role relating to Data protection/security of data. | ✓ |  | | AF/I |
|  | * Use of Microsoft Office products. | ✓ |  | | AF/I |

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|  | **Essential** | **Essential** | **Desirable** | **Source Of**  **Evidence** |
| **Experience** | **Be able to demonstrate the following:** |  |  |  |
|  | * Effective management of portfolio or departmental performance. | ✓ |  | AF/I/R |
|  | * Experience of providing gold command support to the Duty Principal Officer. |  | ✓ | AF/I |
|  | * Experience of building high-performing teams and developing individuals to achieve objectives. | ✓ |  | AF/I |
|  | * Contribution to joint working at local, county, regional and national level to achieve excellence. |  | ✓ | AF/I |
|  | * Management of a complex project, involving multiple stakeholders, from inception to completion. | ✓ |  | AF/I |
|  | * The selection, interpretation and use of data and other information to predict future requirements, to make informed evidence-based decisions. | ✓ |  | AF/I/JRT |
|  | * Leading, driving and managing change, to achieve continual improvement e.g. increased efficiency or effectiveness. | ✓ |  | AF/I |
|  | * Financial management responsibilities including prioritisation, resource allocation and budgeting. | ✓ |  | AF/I/R |
|  | * Developing highly effective working relationships with stakeholders/partners. | ✓ |  | AF/I/R |
|  | * Planning and implementation of strategy to meet agreed short and long term aims and objectives. | ✓ |  | AF/I |
|  | * Managing the performance of teams and individuals to achieve objectives. | ✓ |  | AF/I |
|  | * Effective use of consultation and negotiation skills. | ✓ |  | AF/I |
|  | * Experience of commanding operational incidents at Level 3, and the ability to operate at Silver Command level. | ✓ |  | AF/I |
|  | * Understanding of the Local Resilience Forum (LRF), including planning, preparedness and response activities. | ✓ |  | AF/I |
|  | * Experience of working as part of a Tactical Coordinating Group (TCG). |  | ✓ | AF/I |

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|  | **Essential** | **Essential** | **Desirable** | **Source Of**  **Evidence** |
| **Education, Training and Qualifications** |  |  |  |  |
|  | * Leadership and management qualification at Level 5 or equivalent e.g. Chartered Management Institute (CMI) or Institute of Leadership and Management (ILM). | ✓ |  | AF/D |
|  | * Completion of a further education management development programme at Level 7 or equivalent e.g. Chartered Management Institute (CMI) or Institute of Leadership and Management (ILM). If not already held, the postholder will be required to successfully complete as part of the role. | ✓ |  | AF/D |
|  | * Four Level 4 IFE Papers (including Mandatory Papers) and/or A Masters level degree e.g. MBA. | ✓ |  | AF/D |
|  | * Incident Command competent at Level 4 (if Level 3 held, the successful attainment of Level 4 will be required as part of the role). | ✓ |  | AF/D |
|  | * Multi Agency Gold Incident Command (MAGIC). If not already held, the postholder will be required to successfully complete as part of the role. | ✓ |  | AF/D |

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|  | **Essential** | **Essential** | **Desirable** | **Source Of**  **Evidence** |
| **Personal Competencies / Attributes** |  |  |  |  |
|  | * Able to work effectively as part of a Strategic Leadership Team, building and maintaining supportive and collaborative relationships. | ✓ |  | I/JRT |
|  | * Leadership skills with the ability to establish and sustain productive relationships based on trust, respect and credibility. | ✓ |  | I/JRT |
|  | * Ability to demonstrate high levels of confidentiality and integrity. | ✓ |  | I/AF |
|  | * Effective verbal communication skills with the ability to communicate complex messages in a straight-forward way to a variety of audiences. | ✓ |  | I/JRT |
|  | * Commitment to diversity and inclusion. Able to demonstrate examples of the positive promotion of inclusion and equality issues within an organisation. | ✓ |  | I/AF |
|  | * Personal integrity and authenticity, able to demonstrate respect at all times when dealing with people. | ✓ |  | I/R |
|  | * Project and promote a confident, controlled and focused attitude. | ✓ |  | I |
|  | * Evidences high levels of self-awareness, including impact on others, effective role modelling and personal resilience. | ✓ |  | I |

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|  | **Essential** | **Essential** | **Desirable** | **Source Of**  **Evidence** |
| **Equal Opportunities** |  |  |  |  |
|  | * Awareness of protocols required for dealing with protected characteristics covered by Equality Legislation. | ✓ |  | I |

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| --- | --- | --- | --- | --- |
|  | **Essential** | **Essential** | **Desirable** | **Source Of**  **Evidence** |
| **Other Requirements** |  |  |  |  |
|  | * The post holder will be expected to provide operational cover and therefore live, or be located (whilst on duty) within the County boundary of Derbyshire. | ✓ |  | AF/D |
|  | * The post holder will be required to regularly work/visit a range of locations within Derbyshire and outside the County both regionally and nationally. | ✓ |  | I |
|  | * Full valid UK driving licence (reasonable adjustments can be made under the Equality Act 2010 for those unable to hold a driving licence due to a disability). To prevent fraud and any illegal driving activities the applicant must satisfy a DriverCheck mandate. | ✓ |  | AF/D |
|  | * Ability to undertake Emergency Response Driving (ERD) as required. | ✓ |  | AF/D |
|  | * The post holder will also be required to work outside the normal office hours, providing strategic cover/support as required in line with the Strategic Management Working Service Procedure. | ✓ |  | AF/I |
|  | * Medical clearance subject to reasonable adjustments under the Equality Act 2010 (where appropriate). | ✓ |  | M |
|  | * The post holder will be responsible for their own fitness, health and wellbeing. Fitness will need to be maintained in order for the role to be undertaken safely. Specifically, the fitness requirements must be met as detailed in the DFRS Fitness Policy. | ✓ |  | M |
|  | * Satisfy Police security vetting procedures at the appropriate level, National Security Clearance (SC) check and Non Police Personnel Vetting (NPPV3) Level 3 check. | ✓ |  | D |
|  | * Enhanced Disclosure & Barring Service clearance. | ✓ |  | D |
|  | * Demonstrate evidence of continuous professional development and competence. | ✓ |  | I |

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|  | **Essential** | **Essential** | **Desirable** | **Source Of**  **Evidence** |
| **Future Promotion** | (To be eligible for progression to a Principal Officer Role) |  |  |  |
|  | * A Masters level degree (or above) in Emergency Service Management, Business Management or Strategic Leadership. | ✓ |  | AF |

**Note:**

The postholder will have opportunities for Agile Working but will be based at Derbyshire Fire and Rescue Service Headquarters and must have or must attain vetting at the required level.

# **Terms and conditions of appointment**

**Salary**

The salary for this post is £94,581 per annum.

**Hours of Work**

The normal working hours are 39.5 per week, normally worked on a Monday to Friday basis, to meet the needs of the Service. In addition to ‘out of hours’ or rota call out arrangements, there will be occasions for some planned evening and weekend work to support the corporate activities of DFRS.

**Annual Leave**

Annual Leave entitlement in a full leave year is 36 days, inclusive of concessionary and long service days, plus bank holidays.

**Pension arrangements**

We offer eligibility to join the Firefighters’ Pension Scheme with generous employer contributions.

About the FPS 2015 | Firefighters' Pension Scheme (fpsmember.org)

**Abatement & Protected Pension**

If you are in receipt of a Firefighter’s pension, before taking up employment with us, you are required to notify Human Resources as Abatement Rules may apply.

**Police Security Vetting**

Police security vetting procedures at National Security Check (SC) and Non Police Personnel Vetting (NPPV3) Level 3 will be requested for the successful applicant. Please note that, due to the nature of security checks undertaken, applicants must have 3 years continuous residency in the UK up to the date of the application and Home Office approval for indefinite leave to remain within the UK.

**Disclosure and Barring Service check**

Given the nature of the role, an enhanced plus barred – Adult and Child DBS check will be required.

**Disability Confident Scheme (DCS)**

As an inclusive employer, DFRS is a member of the Disability Confident Scheme under which, if you declare a disability when you apply, under most circumstances, if you meet the minimum criteria for the role, you will be guaranteed an interview.

**Armed Forces Covenant Veteran Interview**

Similar to the DCS if you have served, or are still serving in the Armed Forces, and you declare that when you apply, if you meet the minimum criteria for the role, you will be guaranteed an interview.

**Residence requirements**

Given the nature of the role and the potential for ‘out of hours’ or rota call out arrangements, the post holder will be expected to provide operational cover and therefore live, or be located (whilst on duty) within the County boundary of Derbyshire. A relocation allowance to support the above requirement will be available subject to meeting the eligibility criteria. This will be discussed with the successful candidate.

**Politically restricted post**

This post is politically restricted, which means you will automatically be disqualified from standing for or holding elected office, and these restrictions will be incorporated within your contract.

**Provided Car Access / Business Travel**

You will have a DFRS provided car for business travel and to meet the requirements of the rota arrangements.

**Further information**

More information about Derbyshire FRS can be found here.

# **Timetable of appointment**

|  |  |
| --- | --- |
| Closing date for applications (midnight) | 20 January 2025 |
| Shortlist meeting (for information only) | 21 January 2025 |
| Stage 1 Panels:  Stakeholder Panel, Informal Chat with the Strategic Leadership Team and Technical Assessment | 6/7 February 2025 |
| Stage 2: Interview Panel | 14 February 2025 |

# **How to apply**

We are seeking to appoint based on a combination of your written application and interview. To apply please visit JobTrain.

Please submit the following to us no later than the stated closing date.

1. A tailored CV (**maximum 2 pages**), setting out your work history (paid or voluntary), responsibilities and achievements as they relate to the role. Please upload as part of JobTrain application.
2. A supporting statement **(maximum 1,250 words)** setting out your skills, knowledge and experience against the job description and person specification. Please complete as part of JobTrain application.
3. A video introduction **(maximum 2 minutes)** about ***what has attracted you to the role and what is your unique selling point***. Please record your video introduction on a device of your choice. Once you are ready to submit your video introduction, please upload onto https://wetransfer.com/ and send it over to lmellors@derbys-fire.gov.uk.

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 through the **Disability Confident Scheme** and the **Armed Forces Covenant Interview Scheme.**

If you have any issues with your online application, contact Service Centre via email at service\_centre@derbys-fire.gov.uk.

If successful following the shortlisting stage, you will be invited for a face-to-face final panel interview on the day shown in the timetable.

Expenses incurred by candidates during the recruitment process will not be reimbursed, except in exceptional circumstances and only when agreed in advance.

As an inclusive employer, if you are invited for interview and you require any reasonable adjustments or particular arrangements to be made, please do let us know when you are invited for interview.

# **Advertisement**

**Role:** Area Manager

**Organisation:** Derbyshire Fire & Rescue Service

**Salary:** £94,581 per annum

**Location:** Based in Ripley, with some local and national travel

**Do you have what it takes to lead, inspire, and drive meaningful change?**

Derbyshire Fire & Rescue Service (DFRS) is seeking a dynamic and visionary Area Manager (AM) to help shape the future of fire and rescue services in one of the UK’s most diverse and picturesque regions. Serving a population of over 1 million across 1,000 square miles, our Service protects communities ranging from the stunning landscapes of the Peak District to bustling cities, manufacturing hubs, and rural areas.

Following the retirement of one of our current Area Managers, we are looking for an exceptional leader to join us on our mission to Make Derbyshire Safer Together.

This opportunity is open to substantive operational Group Managers and existing operational Area Managers.

**About the Role**

As one of our AMs, you will:

* Lead portfolios aligned to corporate priorities, ensuring effective governance, resource management, and adherence to relevant Fire Standards.
* Drive the delivery of strategic objectives outlined in the Community Risk Management Plan (Our Plan) and contribute to the high performance of the organisation.
* Command operational incidents at a strategic level and provide gold command support to Duty Principal Officers.
* Develop partnerships with internal and external stakeholders to enhance service delivery, policy implementation, and continuous improvement.
* Inspire, mentor, and develop high-performing teams.

**About You**

To succeed in this critical role, you will have:

* Strategic change management and risk management expertise.
* Experience managing complex projects and delivering organisational objectives.
* Financial management skills, including resource allocation and budgeting.
* Exceptional leadership and communication skills.
* Commitment to diversity, inclusion, and personal integrity.

**Essential Criteria includes:**

* Leadership and management qualification at Level 5 or equivalent e.g. Chartered Management Institute (CMI) or Institute of Leadership and Management (ILM). (NB if Level 5 held, attainment of Level 7 will be required as part of the role).
* Four Level 4 IFE Papers (including Mandatory Papers) as detailed in the Services IFE Examinations Procedure (Link to FireView IFE Examination Procedure below and attached) and/or a Masters level degree e.g. MBA
* Incident Command competent at Level 4. (NB if Level 3 held, attainment of Level 4 will be required as part of the role).
* A Multi Agency Gold Incident Command (MAGIC) qualification. (NB If not already held, the postholder will be required to complete as part of the role.)

**Why Join Us?**

At DFRS, we pride ourselves on being a progressive organisation that values innovation, inclusivity, and teamwork. You’ll have the opportunity to influence the future direction of a high-performing fire and rescue service and put our people at the heart of everything we do. This is your opportunity to make a real impact—not just within the Service, but across the communities of Derbyshire.

You will have a DFRS provided car for business travel and to meet the requirements of the rota arrangements.

The normal working hours are 39.5 per week, normally worked on a Monday to Friday basis, to meet the needs of the Service.

In addition to ‘out of hours’ or rota call out arrangements, there will be occasions for some planned evening and weekend work to support the corporate activities of DFRS. The post holder will be expected to provide operational cover and therefore live, or be located (whilst on duty) within the County boundary of Derbyshire.

The Area Managers currently operate on a one week in three operational rota and provide Gold Command Support to the Principal Officers.

Guidance on the Pension implications of undertaking a promotion can be found in the attached guidance document: ‘Pensions and Tax – The Annual Allowance – Briefing Note for Candidates’

In return we offer;

• Flexible working hours.

• Family friendly policies.

• Annual Leave entitlement of 36 days, inclusive of concessionary and long service days, plus bank holidays.

• Free, secure on-site car parking.

• Health & wellbeing services, including free access to gyms at Derbyshire Fire & Rescue Service locations.

• Employee discount scheme (Boost).

• Employee support networks.

• Enhanced Maternity Pay (subject to meeting eligibility criteria).

• Ongoing training and development opportunities.

• Eligibility to join the Firefighters’ Pension Scheme with generous employer contributions.

We are committed to equality and fairness at work. Applications are encouraged from all diverse

communities. Under the Disability Confident scheme, we will offer an interview to a fair and proportionate number of applicants with a disability that meet the essential criteria for the role.

We are committed to safeguarding and promoting the welfare of Adults, Children and Young People.

Our recruitment and selection procedures reflect this, and all staff are expected to share this commitment.

Police security vetting procedures at National Security Check (SC) and Non Police Personnel Vetting

(NPPV3) Level 3 will be requested for the successful applicant. Please note that, due to the nature of security checks undertaken, applicants must have 3 years continuous residency in the UK up to the date of the application and Home Office approval for indefinite leave to remain within the UK. Given the nature of the role, an enhanced DBS check will also be required.

Appointable candidates will remain on a hold list for up to 12 months or until the next AM process, whichever is sooner.

**Key Dates**

• Closing Date for Applications: midnight on Monday 20 January 2025.

• Assessment Centre and Interviews: 6/7 February and 14 February 2025 (to be held at our Joint

Training Centre (JTC), located next to DFRS Headquarters in Ripley).

**Apply Now**

To apply please visit JobTrain.

If you would like to arrange a telephone appointment to discuss the position, please contact Leanne Mellors via email at lmellors@derbys-fire.gov.uk.

If you have a disability and need assistance completing the application form, please contact the Service Centre on 01773 305441.

**Join us, and be the change that drives Derbyshire Fire & Rescue Service forward.**

Key documents (attached / links to FireView):

* Eligibility and the Selection Process for Progression
* The Leadership Programme
* ‘Pensions and Tax – The Annual Allowance – Briefing Note for Candidates’
* Fitness Policy
* Fitness Service Procedure

Information for Internal Candidates (links to FireView):

* Promotion Process
* IFE Toolkit