



Derbyshire
Fire & Rescue Service
Making Derbyshire Safer Together



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Deputy Chief Fire Officer

Candidate Information Pack

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Welcome Letter from the Chief Fire Officer and the Chair of Derbyshire Fire & Rescue Authority

Thank you for your interest in the role of Deputy Chief Fire Officer (DCFO) of 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 be an Outstanding Service means that we are committed to attracting the very best talent. We are looking for an inspirational leader, passionate about keeping the people and infrastructure of Derbyshire 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 approach to our Prevention, Protection and Response activities.

The DCFO will play a central role in ensuring the Service meets its ambition to be an Outstanding Service. The DCFO will be responsible for continuing to enhance performance, drive innovation and ensure learning is embedded. The DCFO will need to develop and maintain productive stakeholder relationships, building and maintain our commitment To Making Derbyshire Safer Together.

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. The DCFO 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 a leader that can effectively engage internally and externally, to promote the value of a diverse workforce and being an inclusive employer of choice.

We believe this is an exciting opportunity to join DFRS and look forward to welcoming applications to be our next DCFO.

Michael Sharman
Chief Fire Officer/Chief Executive

Mark Cliff
Chair of Derbyshire Fire & Rescue Authority

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 23-27'.

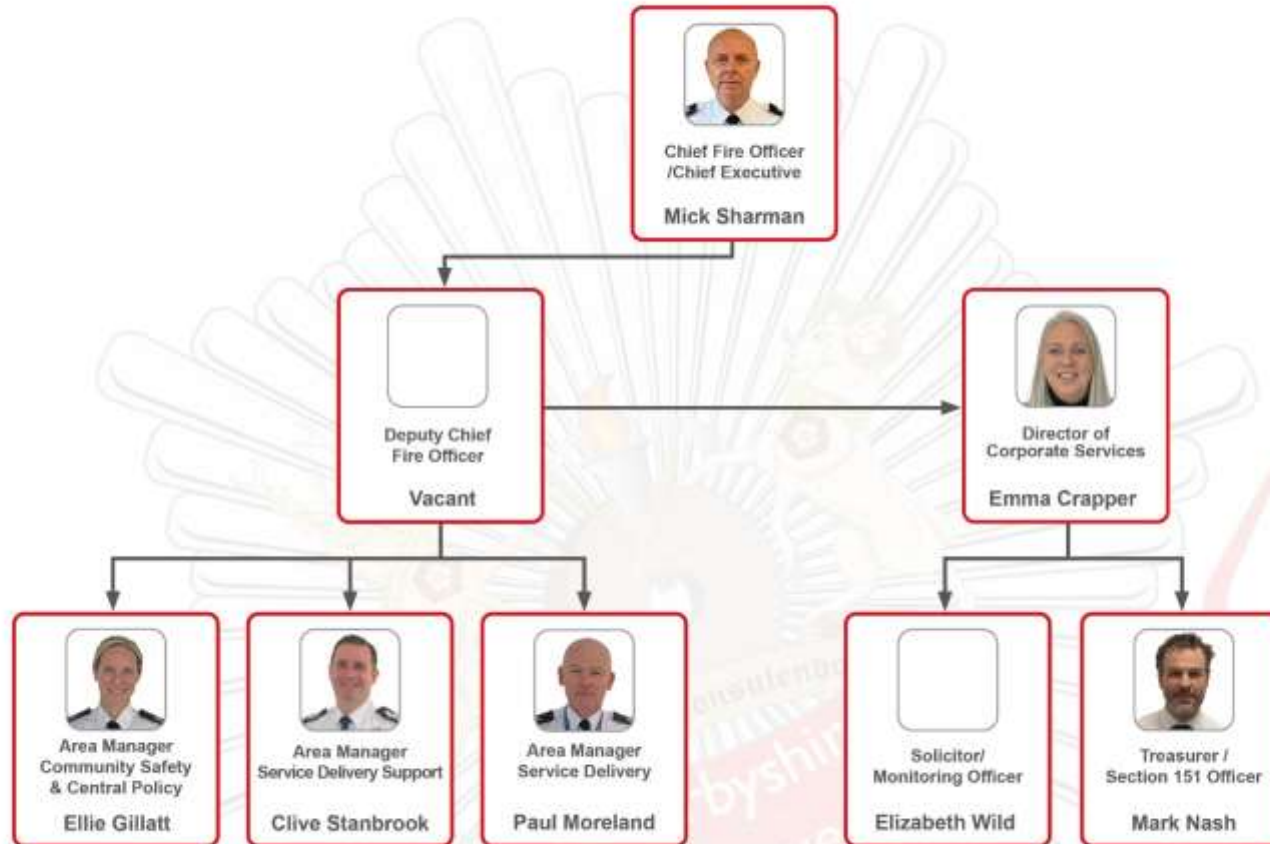
The Service's governing body is the Derbyshire Fire and Rescue Authority which provides strategic leadership, monitors the costs incurred by the service and sets the budget.

We have worked hard as a Service to create a positive and inclusive culture embedding the national Core Code of Ethics which was reflected in our most recent cultural survey and His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection 2023/25. More information about the HMICFRS report can be seen [here](#). Our next inspection will be taking place early 2027.

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](#).

Strategic Leadership Team

Derbyshire Fire & Rescue Service Strategic Leadership Team



March 2026

Terms and Conditions of Appointment

Salary

The salary for this post is £146,228 - £157,472 per annum.

Incremental progression would be applied annually, on 1 July of each year, to the top of the pay structure, subject to a satisfactory appraisal. Starting salary, negotiable depending on skills and experience.

Point 4	£157,472
Point 3	£153,631
Point 2	£149,884
Point 1	£146,228

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 outs 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 39 days, inclusive of concessionary and extra statutory days, plus bank holidays.

Pension Arrangements

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

[Firefighters' Pension Scheme](#)

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. Guidance on the pension implications are attached.

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)

We are a Disability Confident employer 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.

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.

Safeguarding

Derbyshire Fire and Rescue Service's recruitment and selection procedures reflect our commitment to safeguarding and promoting the welfare of Adults, Children and Young People. All staff are expected to share this commitment.

Residence Requirements

In order to deliver effective resilience, all DFRS Principal Officers, which includes the DCFO, are required to provide a continuous on call service. This requires continuous availability on a 'call escalation' basis. The post holder will be required to provide a standby 'out of hours' base within 60 minutes of DFRS HQ, Ripley. 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

DFRS provide a service vehicle for business travel.

Further Information / Benefits of Working for Us

More information about DFRS can be found [here](#) including the benefits of working for us [here](#).

Timetable of Appointment

Closing date for applications (midnight)	10 May 2026
Longlist meeting (for information only)	15 May 2026
Day 1 Panels and shortlist meeting	4 June 2026
Day 2 Brigade Managers' Appointments Panel	5 June 2026
Fire Authority meeting to ratify the appointment	25 June 2026

How to Apply

To apply please visit JobTrain as detailed on the advert.

Please submit the following to us as part of your JobTrain application, no later than the stated closing date.

1. A tailored CV (**maximum 3 pages**), setting out your work history (paid or voluntary), responsibilities and achievements as they relate to the role.
2. A targeted cover letter (**maximum 3 pages**) setting out your skills, knowledge and experience against the person specification.

During your online application 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 through the Disability Confident Scheme and the Armed Forces Covenant Interview Scheme.

If you have any queries with your online application, contact Service Centre on 01773 305441 or via email at service_centre@derbys-fire.gov.uk quoting the job title.

If successful following the longlist stage, you will be called for Day 1 panel interviews on the day shown in the timetable.

If successful following Day 1 panel interviews and shortlist stage, you will be called for Day 2 Brigade Managers' Appointments Panel.

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 called for interview and you require any reasonable adjustments or particular arrangements to be made, please do let us know when you are called for interview.

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Mick Sharman
Chief Fire Officer