Crew Managers – Day Crewing Stations Only (External Candidates)

West Yorkshire Fire & Rescue Service

Opportunities have arisen for substantive, competent Crew Managers (CM) to join one of the country’s leading fire and rescue services. We are responsible for the county’s fire and rescue service, which serves a population of more than two million people spread over almost 800 square miles.

Fire cover is provided 24-hours a day, every day of the year. We are an organisation where everyone is encouraged, trusted, and supported to play their part in promoting safety and wellbeing across all communities in West Yorkshire. We are looking for candidates who are committed to our vision of making West Yorkshire safer and who demonstrate the values of team, responsibility, integrity, communication and learn.

Crew Commander vacancies are at our Day Crewing (DC) stations (Garforth, Morley, Normanton, Rothwell, South Kirkby and Castleford), and substantive CM from across the UK are invited to apply for the post of Crew Manager Day Crewing in West Yorkshire Fire and Rescue Service (WYFRS).

Please note, positions at Rothwell require staff members to be trained to Mod 3 Swift Water Rescue. This role is both a demanding and rewarding role, requiring the highest of standards and commitment (additional training will be provided).

The DC duty system involves DC staff members working a combination of positive and standby hours over a 24-hour period.

Positive hours are worked on the fire station or appliance and standby hours are worked ‘on call’ from a property within a 5 minute ‘turn in’ area of the station.

As staff are required to reside within a 5-minute turn in area of the station in either; owned or rented accommodation, additional allowances are payable to the staff member.

For staff who do not currently reside within the required 5-minute turn in area, accommodation is available at a select number of stations and may be provided by WYFRS. This is available for the use of wholetime operational members of staff during standby / On-Call periods only. Further details are available on request.

**Please Note:** Successful applicants will be permanently contracted to the Day Crewing Duty System solely and will only be able to transfer away from the DC duty system on promotion, exceptional circumstances or at the exigency of the service.

**We offer an excellent remuneration package, including the following:**

Basic CM salary, plus:

* 5% of basic salary for the ‘on call’ element (pensionable);
* 2% of basic salary for SDD flexible working\* (pensionable);
* Turnout and disturbance fees during standby hours paid using the On-Call payment rules (5pm to 8am only) (pensionable);
* Compensatory grant of approximately £1000 paid per annum;
* Financial relocation package to aid you if you are moving in to the area;
* Fuel and light allowance and rent allowance as per the DC policy.

\*SDD – (Service Delivery Development)

WYFRS are an equal opportunities employer. We value diversity and welcome applications from candidates from all backgrounds. We particularly welcome applications from sections of the community that are currently under-represented at WYFRS, including women, BAME and applicants with disabilities.

Those eligible to apply must:

* Be a substantive competent Crew Manager in a UK Fire and Rescue Service.
* Must, or be willing to reside within a 5 minute “turn in” area of the designated station. (Unless WYFRS accommodation is provided).
* Have no current/outstanding development action plans, performance improvement action plans or capability issues related to competency.
* Be free of current formal disciplinary awards throughout the entire process.
* Have a full UK driving licence

The selection process will comprise of:

**Stage 1 - Application Form**

Applicants must complete and submit an online application form using the e-recruitment system which will require them to detail how they meet the essential criteria for the role. To apply, please visit [www.wyfs.co.uk/careers](http://www.wyfs.co.uk/careers)

**Stage2 - Shortlisting**

Following the closing date, submitted application forms will be forwarded to the Shortlisting Panel for consideration.

To be shortlisted for the post you will need to demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each of the following person specification criteria listed in the job description, on the personal statement in your application form.

You will only be shortlisted from the details in the application form if you meet **all Essential criteria**. Please see guidance notes below.

Any incomplete applications received, or applications received after the deadline date will be discounted.

All applicants will be advised via the e-recruitment system whether they have been successfully shortlisted or not.

**Stage 3 – Operational Command Assurance and Fitness Testing**

Applicants will be assessed and graded (Pass or Fail) against Skills for Justice Initial Incident Command scoring criteria.

WYFRS Command Training Team will email appointments to all applicants.

The fitness test will consist of the full 12-minute Chester Walk test.

**Stage 4 –Interview**

The interview involves a 10-minute presentation followed by several PQA style questions and will last approximately 50 minutes. Applicants invited to this stage will receive their presentation subject prior to the interview.

**Stage 5 – Pre-Employment Checks**

All offers of employment will be subject to a skills gap analysis, references, medical, Disclosure and Barring and pre-employment checks.

**Timeline**

* Closing date for applications **- Midnight Sunday 29th May 2022**
* Shortlisting of applications **- Week Commencing 30th May 2022**
* Command Assurance and Fitness Testing - **Week Commencing 13th June 2022**
* Presentation & Interview - **Week Commencing 20th June 2022**
* Pre – Employment Checks - **Week Commencing 27th June 2022**

For further information please contact SM Matt Wolski at:

Matthew.Wolski@westyorksfire.gov.uk

**Pension Considerations**

**Annual Allowance** - Please note that it is your personal responsibility to check whether by accepting this position it would result in any Annual Allowance implications. A breach in the Annual Allowance threshold could result in a Tax charge.

**Lifetime Allowance** - Please note that it is your personal responsibility to check whether by accepting this position it would result in any Lifetime Allowance implications. A breach in the Lifetime Allowance threshold will result in a Tax charge.