**Group Manager (B) FDS**

**Transfer or Promotion Opportunity**

**£72,631.35 - £80,516.70 plus CPD payment (1st July 2023)**

An opportunity has arisen for wholetime Group Managers and Station Managers (as a promotion opportunity) 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, dialogue and learn.

We offer an excellent package, including the following:

* 20% Flexible Duty System (FDS) allowance plus an additional 15% GM duty system allowance
* Lease car or provided car option
* Relocation assistance package (if relocating from outside of West Yorkshire)
* Access to an employee assistance programme
* Training and development
* Sports and social clubs with free use of gym

WYFRS is 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.

Applications are welcome from existing UK wholetime Group Managers and competent wholetime Station Managers as a promotion opportunity.

**Eligibility**

The following criteria must be satisfied to be eligible to apply:

* be a wholetime substantive and competent Station Manager (or above) in a UK Fire and Rescue Service.
* 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 completed an Annual Review (AR) in the last 12 months and showing potential for promotion with line manager recommendation (within the AR talent assessment section). (Internal only)

The selection process will comprise of:

* Stage 1 – Identified as showing potential for promotion as part their Annual Review (AR) **(Internal Only)**
* Stage 2 - Completion of an online application form and subsequent shortlisting
* Stage 3 - Operational Command Assurance
* Stage 4 - Online Psychometric Assessments
* Stage 5 - Presentation and Interview
* Stage 6 - Pre employment checks

**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 all the essential criteria for the role. Please note, candidates must hold the pre-requisite qualifications before the conclusion of the process. To apply, please visit [www.wyfs.co.uk/careers](http://www.wyfs.co.uk/careers).

Applicants should only write a maximum of **20,000 characters** (including spaces**)** on the personnel specification.

**Shortlisting**

Following the closing date, submitted application forms will be forwarded to the Shortlisting Panel for consideration. All applicants will be advised via the e-recruitment system whether or not they have been successfully shortlisted.

**Operational Command Assurance**

Applicants will be assessed and graded (Pass or Fail) against Skills for Justice Advanced Incident Command scoring criteria. However, prior to this assessment taking place, development opportunities will be available for all successful shortlisted candidates prior to the assessment taking place.

WYFRS Command Training Team will email appointments to all applicants. However, any attendance on this development session is voluntary.

Please note, there is no requirement for WYFRS staff members who hold and have maintained the SFJ Level 6 Award in Advanced Incident Command in Fire & Rescue Services (QCF Level 6) to undertake this stage.

**Online Psychometric Assessment**

Psychometric Assessment are a set of questions used to understand your motives, preferences, needs and talents (in a work context) to form part of the interview process.

**Interview and Presentation**

Applicants will be required to prepare a 15 minute presentation, of which the title will be given beforehand and a 60 minute interview.

**Pre-Employment Checks**

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

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**Timeline**

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| * Applications close: | Midnight 2nd July 2023 |
| * Shortlisting: | Week Commencing 3rd July 2023 |
| * Command Development Dates: | 10th & 11th July 2023 |
| * Command Assurance: | Week Commencing 17th & 24th July 2023 |
| * Online/Psychometric testing open: | Week Commencing 31st July 2023 |
| * Online/Psychometric testing close: | Midnight 6th August 2023 |
| * Interview and Presentation: | Weeks Commencing 21st August and 4th September 2023 |

Applicants must complete and submit an online application form using the e-recruitment system which will require them to detail how they meet all the essential criteria for the role.

WYFRS are committed to having an inclusive and diverse workforce, if you feel you require any reasonable adjustments to participate within this recruitment process, please contact our HR Team at [Applications@westyorksfire.gov.uk](mailto:Applications@westyorksfire.gov.uk)

The closing date for applications will be **midnight 2nd July 2023.** We reserve the right to close this vacancy before the closing date if a large/sufficient number of applications are received. Therefore, we encourage early applications. To apply, please visit [www.wyfs.co.uk/careers](http://www.wyfs.co.uk/careers)

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

For an informal discussion about these roles, please contact:

ACFO Nick Smith Email: [Nick.Smith@westyorksfire.gov.uk](mailto:Nick.Smith@westyorksfire.gov.uk) Tel no: 01274 682311 Ext: 63866

AM Toby May Email [Toby.May01@westyorksfire.gov.uk](mailto:Toby.May01@westyorksfire.gov.uk) Tel No 01274 682311 Ext 63864