# Deputy Chief Fire Officer & Director of People

# Person specification

**Job Role/Size:** Brigade Manager

Job title: Deputy Chief Fire Officer & Director of People

## Key competencies

**Essential**

• Inspirational leadership at a strategic level.

• Strategic thinking and analysis, including formulating and implementing strategic issues across a large organisation.

• Ability to interpret and analyse complex financial and budgetary information.

• A performance focus with the drive to deliver agreed outcomes and raise standards of performance.

• The ability to deploy appropriate tactics and language to engage, influence and persuade others including stakeholders and partners, both internally and externally.

• The ability to communicate effectively both orally and in writing.

• Operationally fit for duty.

• Ability to display political sensitivity.

• Highly effective people management and engagement skills.

• Ability to travel to meetings/locations locally, regionally and nationally when required.

• Ability to build strategic relationships and display political sensitivity when advising the Fire Authority and its Members.

## Work experience

**Essential**

• Significant experience as a substantive Area/Brigade Manager leading significant change within a Fire and Rescue Service with a track record in improving organisational effectiveness.

• Significant experience in a strategic management role involving decision making, policy formulation and implementation in giving clear direction and advice at a political level.

• Substantial experience in the strategic management and operational control of major incidents.

• Significant experience in leading and managing strategic health and safety system related improvements.

**Desirable**

• Experience of operating at Principal Officer Level (or equivalent such as within HMICFRS/NFCC).

• National remit for the National Fire Chiefs Council.

## Qualifications and knowledge

**Essential**

• Qualified in Advanced Incident Command Level 3 and level 4.

• Educated to degree level or hold an appropriate management qualification.

• Knowledge of the political and environmental context of Fire and Rescue Services and of the Government’s agenda.

• A comprehensive knowledge of the financial and budgetary context in which a modern Fire and Rescue Service operates.

• Substantial experience in the strategic management and operational control of major incidents.

• Understanding of risk assessment and health and safety issues.

• An understanding of issues relating to On-call staff working to the retained duty system.

• Experience of contributing to or leading on innovation and significant change within the Service to improve organisational effectiveness.

• Experience in a strategic management role involving decision making, policy formulation and implementation in giving clear direction and advice at a political level.

• To have completed the Brigade Command Course or equivalent.

• Hold a valid driving licence.

**Desirable**

• Membership of the IFE.

• Evidence of continuous professional development.

• Significant experience of managing large budgets and numbers of staff.

## Our Values

Devon & Somerset Fire & Rescue Service Values are:

• **We are proud to help** - we show this by doing what we say we will do and seeing things through to the end, demonstrating high standards, working hard and doing our best to get the right outcomes, being motivated, keen and willing to give things a go.

• **We are honest** - we show this by being open, clear and realistic, admitting and learning from mistakes, showing trust and being trustworthy, being responsible and accountable.

• **We are respectful** - we show this by being consistent and giving credit where it's due, always being polite, considerate and treating people fairly, genuinely listening, involving and engaging others, being inclusive to all.

• **We are working together** - we show this by understanding others needs and appreciating their demands, positively challenging, sharing ideas and giving feedback, supporting others and giving practical help and advice, being willing to adapt and change to get the best results.

## NFCC National Leadership Framework

**Personal Impact – this is about self**

• Ensures we value, respect and promote equality and diversity. It’s about being a positive presence on others, having personal integrity and an ability to self-manage. The focus is on self and how a manager uses leadership to create a positive, open-working environment focusing on ethics and wellbeing.

**Outstanding Leadership – this is about others**

• Is about building high-performing teams and developing people to their full potential. It’s about communicating with integrity, being open and honest to foster trust and building collaborative working partnership. An ambassador and role model for the fire and rescue service. The focus is on others and how a manager uses leadership to create high performance teams.

**Service Delivery – this is about task**

• Is about delivering high quality services now and into the future. It’s about intelligent problem solving with an outcome focussed approach, continuous improvement and value for money to our customers. The focus is on task and how a manager uses leadership to produce outcome focussed results which meet customer needs.

**Organisational Effectiveness – this is about organisation**

•Is ensuring everything we do is linked to organisational plans and values. It’s driving the mission and ensuring decisions and actions are beneficial to the customer. The focus is on the organisation and how a manager uses leadership to continuously improve, innovate and change.