

# Cumbria Fire & Rescue Service

## Role Profile

February 2024

### Post:

Operational Assistant Chief Fire Officer

### Responsible to:

Chief Fire Officer



### Purpose:

The primary purpose of the role is to support the leadership and development of a highly trusted, community-focused, professional fire and rescue service. This will require a leader who is focused on transforming the organisation to better meet the needs of the people and communities that we serve.

### Principal Responsibilities:

- To provide strategic leadership to the Service and to ensure successful service delivery and high performance.
- Work closely with the Chief Fire Officer and Deputy Chief Fire Officer as a key member of the Executive and Strategic Leadership Teams.
- Develop and implement strategic plans for the Service, aligning aspirational goals with a business-oriented mindset to optimise resource allocation, cost-effectiveness, and overall organisational efficiency.
- Lead and deliver long term transformation of Cumbria Fire and Rescue Service, with Cumbrian residents and stakeholders, to achieve measurable improved outcomes for the communities.
- Create a positive, inclusive, productive and supportive culture where employees are encouraged to thrive, with a strong focus on wellbeing and encouraging talent.
- To uphold and role model the ethical behaviours detailed in the core Code of Ethics
- On behalf of the Chief Fire Officer and Deputy Chief provide strategic leadership, advice and guidance to the Strategic Leadership Team on a day to day basis.
- To contribute effectively to the Corporate Governance of the Service
- Work collaboratively with SLT colleagues, PFCC and their office to lead, develop and implement leading edge strategies to ensure the services vision, priorities and values are actively promoted and delivered.
- Effectively manage the service budgets, by applying sound financial management principles, ensuring delivery within allocated resources and financial risks are identified and mitigated.
- Foster a culture of excellence by setting clear performance expectations, monitoring key performance indicators, and providing regular feedback to individuals and departments
- Promote a culture of accountability and continuous learning.
- Regularly communicate performance expectations and achievements to all staff, stakeholders, and the community, fostering transparency and confidence in the Service's capabilities.
- Create an environment of effective employee engagement where two-way

Making Cumbria a safer place for all



- communication, challenge, change and improvement is positively encouraged and innovation is fostered.
- Support and continuously improve the Service, focusing on providing high quality services and advice to our customers.
- To support the continuous cultural improvement to ensure employees are engaged, empowered, supported and encouraged to thrive and innovate.
- Build the reputation of Cumbria Fire and Rescue Service with Cumbrian residents and stakeholders by actively listening, shaping, and improving the quality of service provided to ensure it delivers for our communities.
- Take the strategic lead in developing partnerships, networks and relationships with key stakeholders including NFCC, HMI, Local Authorities and NW Fire Control, to deliver the best possible services to our communities.
- Ensure the effective management and provision of strategic advice and support to resolve operational incidents.
- Provide strategic leadership to ensure effective service delivery and integrated management of the Fire and Rescue Service,
- Ensure effective operational working relationships with adjacent Fire & Rescue Services and regional/national cooperation in accordance with government guidance.

- To make arrangements, in liaison with other organisations and agencies, for the joint planning, training and exercising of personnel in preparation for major disaster incidents.
- Promote equal opportunities with our communities and our staff through personal example, open commitment and clear action.
- To provide strategic FRS operational command in respect of large / complex emergency incidents in accordance with the Service’s policies and multi-agency protocols
- To be accountable to the Chief Fire Officer for the efficient and effective management, operation, and performance of all designated responsibilities
- To represent the Chief Fire Officer or Deputy Chief Fire Officer when necessary including on national and external groups
- Work in accordance with the Strategic Operational Manager Working Arrangements as a Strategic Gold Commander.
- Undertake such other duties as may be determined within the general scope and commensurate with the grade of the post.

**Approximate number of employees: 700.**  
**Approximate service budget: £31.4 million.**

## Person Specification

	Essential
Qualifications	An appropriate degree or equivalent experience
	Strategic Incident Command Level 4 or equivalent experience
	Relevant management qualification or demonstrable equivalent experience.
	Multi Agency Incident Command Course (M.A.G.I.C)

<b>Experience</b>	Substantial leadership experience in a Fire and Rescue Service, including in the operational command environment. Hold the current post of Area Manager or, for exceptional candidates competent substantive Group Manager.
	Evidence of developing and delivering a performance culture and achieving significant change management programmes.
	Evidence of direct involvement in leading the development of policy & programmes in a politically sensitive organisation.
	Evidence of ensuring good governance - responsive to the present and future needs of the organisation, exercising prudence in policy setting and decision making and takes into account the best interests of all stakeholders.
	Experience of working alongside and leading negotiations/consultations with representative bodies
	Experience of cross sector and partnership working, developing relationships with other organisations and stakeholders to deliver key strategies and programmes.
	A proven track record in delivering efficiencies and ensuring value for money services through innovation.
	Significant knowledge of public sector strategies and initiatives.
<b>Knowledge</b>	A broad and deep knowledge of the significant challenges and future direction of the fire and rescue service, nationally.
	Knowledge of the national, regional and local political operating climate of the Fire and Rescue Service, within the context of the Government's Fire Reform Programme and the HMICFRS Inspection regime.
	Acute political awareness.
<b>Skills / Behaviours</b>	Demonstrable abilities in strategic thinking and planning solutions, showing an understanding of and responsiveness to the needs of communities.
	Ability to lead, motivate, inspire and empower others, by example.
	Demonstrable ability as a forward-thinker with an innovative approach, able to conceive, develop and implement new initiatives, and manage change.
	An excellent, persuasive, clear and constructive communicator at all levels.

	An ability to demonstrate inspirational leadership skills, high personal ethical standards, integrity and the ability to lead, motivate, inspire and empower others.
	Demonstrable leadership experience in ensuring the highest standards of Equality, Diversity and Inclusion across the Fire and Rescue Service
	Excellent interpersonal skills: a strong networker able to build relationships with mutual confidence, honesty and respect.
	An ability to have authentic conversations and give developmental feedback
	Ability to make decisions and take responsibility for actions
	Excellent interpersonal skills: a strong networker able to build relationships with mutual confidence, honesty, and respect.
	Ability to travel across Cumbria and nationally.

## Our Code of Ethics

