Wholetime Station Manager

Salary: £58,296 (Development) - £64,303 (Competent)
Includes 20% Flexi-Duty Allowance

Location: Anywhere within the Fire Authority borders of Cleveland



Cleveland Fire Authority is seeking to recruit ambitious, innovative, and forward-thinking individuals to the role of Station Manager. Over the coming months we have several vacancies at this level and therefore we want to establish a talent pool of people eligible for current and future temporary or substantive appointments.

This is an exciting opportunity to be part of a leading, forward thinking and high performing Fire and Rescue Service.

We are looking for individuals who possess excellent leadership and communication skills, a proven ability to influence and motivate staff whilst also maintaining the highest levels of service delivery to ensure improvement of safety within our communities through the planning, design and delivery of prevention, protection and emergency response services.

The ability to support the service in the implementation of changes associated with its CRMP whilst championing the Brigade's values and behaviours is essential.

Station Managers are an integral part of the Brigade's incident command arrangements on the Flexi-Duty Rota therefore, the ability to provide Operational Incident Command at Level 2 is essential and will be assessed as part of the selection process. In order to fulfil the requirements of the Brigade's mobilisation procedure for Flexi Duty Officers, applicants must also live in:

- The Authority's area
- Any area with a TS postcode
- Any area shaded Green on the map (attached)

You will be joining a proud, passionate, professional and inclusive team and will have access to a range of benefits including:

- Membership of the Firefighters' Pension Scheme
- Family friendly policies to help you manage your home and work life balance
- Free access to up to date on-site gyms

- Support when you may need it from the Fire Fighters Charity
- Discounts from local and national chains / suppliers with your Blue Light Card
- 24/7 Employee Assistance line plus excellent occupational health services
- Free parking at any of our sites

This opportunity is open to internal and external Wholetime candidates and applications are invited are invited from competent and substantive Watch Managers and existing Station Managers.

For informal discussions, prior to the closing date for applications, contact Area Manager Dave Preston on 07740 152964.

Information in respect of the Authority and the services they provide can be found at www.clevelandfire.gov.uk

We are holding an on-line information session where you can find out more about the role of Station Manager in Cleveland and the selection process involved on 11th February 2025 at 11:00am. If you would like to register for this session, please email recruitment@clevelandfire.gov.uk

Applicants wishing to understand more about the Incident Command requirements of the role can contact a Group Manager who will make arrangements for you to attend a flexi duty weekend.

Completed application forms should be emailed to: recruitment@clevelandfire.gov.uk and should be marked **'Confidential'.**

The deadline for applications is midnight on 19th February 2025

Dates for noting:

- Closing date for applications: 19th February 2025
- Shortlisting of applications: 21st February 2025
- Incident Command Assessment: 3rd, 4th or 5th March 2025
- Interview including Presentation: 17th or 18th March 2025

The posts are critical functions and as such the post holders will have access to sensitive assets. In addition to the Baseline Personnel Security Standard the successful post holders will be subject to Non-Police Personnel Vetting at Level 3 and Security Clearance at SC level (dependent on post appointed to).

We are an Equal Opportunities employer and aim to ensure that our workforce is representative of the communities we serve. We understand that having a workforce which is made up of those from the wide range of communities, localities and backgrounds will enable us to offer the best possible service through strong community links, better understanding of our communities and providing opportunities for all. We particularly welcome applications from individuals from Women, Black or Minority Ethnic Backgrounds (BME), those who identify as Lesbian, Gay, Bisexual or Transgender (LGBT) or are registered as disabled as these groups are currently underrepresented within our workforce.

Person Specification

Category	Criteria	Measure
Qualifications Competences	• Ability to provide Operational Incident Command at Level 2 (E) • Hold a Level 3 qualification in Leadership and Management or similar (D) • Hold or be working towards Level 5 qulaification in Leadership and Management (D)	AC/C AF/C AF/C
Experience	• Competent Substantive Watch Manager (E) • Proven relevant experience at managing human resources and physical assets (E) • Proven relevant experience at managing workloads and projects (E) • Experience of engagement and relationship management with partners, groups and the wider workforce (E) • Experience of taking part and providing risk critical advice in a multi-agency event (E) • Experience of resource management and contingency planning (D) • Experience of working with key agencies, and partners in the community Safety arena (D) • Experience of implementing organisational strategy through effective decision-making and analysis of risk (E) • Experience and understanding of financial and resource implications for a large public organisation (D) • Successful track record of driving and managing change (E) • Experience of using innovative approaches to delivering public services taking a broad view of stakeholders and partners and capitalising on the opportunities that presents (E) • Experience of engaging with the workforce to support the embedding of the organisations values (E)	AF/ R AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I

Skills, Knowledge and Aptitudes	• Ability to demonstrate a level of political awareness and understanding of the structure of the Fire and Rescue Authority (E) • Ambitious, forward thinking, innovative (E) • Excellent interpersonal skills (E) • Ability to produce reports and procedures (E) • Strong leadership skills to engage, influence, enable and motivate others both within the organisation and externally (E) • Understanding of local, regional and national issues facing the FRS (E) • Effective communication, negotiation, diplomacy, influencing and advocacy skills demonstrating the ability to communicate clearly and effectively in interpersonal relations, industrial relations and with the media, both orally and in writing (E) • Ability to understand differing team cultures and promote a positive work environment by upholding the organisational values and behaviours , championing equality, diversity and inclusion and employee health, safety and wellbeing (E) • Able to develop strong working relationships across all staff groups (E)	AF/I AF/I AF/I AF/I AF/I AF/I AF//I AF/I
Other	• Current UK driving licence (E) • Live or able to provide a base within the Flexi Duty catchment area when on duty (E) • Strongly uphold the requirements of National Security, be required to undertake Baseline Personnel Security Standard and Non Police Personnel Vetting at Level 3 (E)	AF/ C AF AF/ C

<u>Key Criteria</u>

E = Essential

D = Desirable

AF = Application Form

AC = Assessment Centre

I = Interview

R = References

C = Certificate