

CLEVELAND FIRE BRIGADE

Station Manager

Recruitment Information
January 2025

Can YOU demonstrate visionary leadership?

Can YOU motivate diverse teams to deliver first-class inclusive services?

Do YOU believe you have what it takes to work as a middle manager in a high performing and innovative organisation?

Then this could be the job for YOU!

A Word from the Chief Fire Officer

Thank you for your interest in the vacancy of Station Manager.

As Chief Fire Officer, I am committed to our vision of ensuring that Cleveland Fire Brigade remains a leading fire and rescue service, delivering first class services to our local communities.

I am seeking individuals who share our vision, and can drive forward our ambitious plans to continue our great work to make the communities of Teesside safer and stronger.

Our organisation has faced a period of unprecedented financial pressure which means that the successful candidate will need to demonstrate their ability to deliver transformational change, working in partnership with key stakeholders.

As a member of the middle management team, it is critical that the leadership you bring complements the needs of the team and Brigade, and role models our values and highest standards of professionalism.

If you are a forward thinking, inclusive, leader who possesses personal resilience and drive, is an engaging and influential communicator and is someone who 'dares to be different' through innovative ways of working, then this opportunity could be right for you!

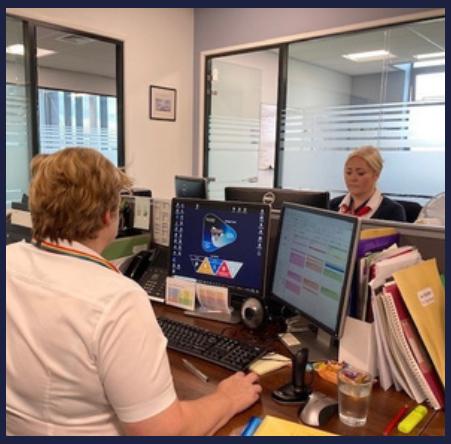
Peter Rickard

Chief Fire Officer

'A Great Place To Work'











CLEVELAND FIRE BRIGADE

Proud to lead









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ELIGIBILITY AND APPLICATION

Applications are invited from competent and substantive Watch Managers who are ready to take the next step on the career ladder or existing Station Managers interested in transferring into Cleveland Fire Brigade.

To apply, candidates should complete and return the application form which can be downloaded from the advert page on northeastjobs.

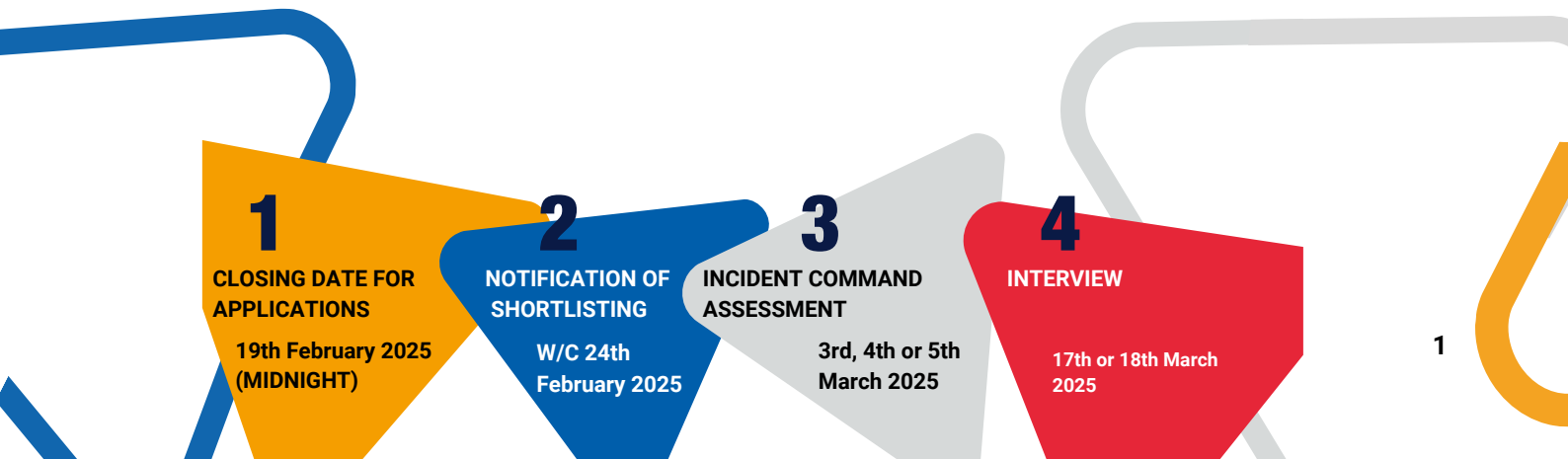
Completed applications should be marked 'Confidential' and submitted via email to:
crecruitment@clevelandfire.gov.uk

For an informal discussion about the role and Cleveland Fire Brigade, prior to the application deadline, please contact: Area Manager Dave Preston on 07740 152964

RECRUITMENT PROCESS TIMELINE

Within this information pack you will find details about recruitment and selection process, about Cleveland Fire Authority, Cleveland Fire Brigade, the Teesside area and about the role and person specification requirements which are aimed at assisting you to complete and tailor your application.

Key dates you should note are:



STAGE 1: APPLICATION

The following guidance is provided to assist you to complete your application. To help you to complete your application you are advised to refer to:

Role Profile and Person Specification: This details the purpose of the role and the the main duties involved. The personal specification lists the essential and desirable things you need to have. This also highlights how you will be measured against these criteria during the recruitment process.

Values and Ethical Behaviours Framework: Cleveland Fire Brigade has well embedded values and ethical behaviours, which are aligned to NFCC Core Code of Ethics. This document can be located on our website: www.clevelandfire.gov.uk

Suite of Plans:

- **Corporate Plan 2022-2026:** Cleveland Fire Authority's Corporate Plan 2022-26 sets out the vision of Cleveland Fire Authority for 2030 and the strategic direction for the next four years
- **Community Risk Management Plan 2022-2026:** sets out how we will manage the risks to our local communities and support the U.K's national resilience arrangements
- **Culture & People Plan 2022-2026:** sets out how we will support, train, develop and engage our staff throughout their employment to make a difference every day.
- **Resource Plan 2022-2026:** sets out how we will use and manage our financial, human and technical resources to improve effectiveness, efficiency and the environment.



Applications will be shortlisted by the Senior Head of Operations, Head of Emergency Response and a member of the HR Department.

Successful applicants at this stage will be invited to the next stage of the recruitment and selection process.

STAGE 2: INCIDENT COMMAND ASSESSMENT

The outcomes from the incident command assessment will by used by the panel to determine your ability to meet the essential criteria relating to your ability to undertake incident command duties as part of the Flexi Duty Officer rota.

INCIDENT COMMAND ASSESSMENT

This is an operational incident command assessment aligned to Level 2 Incident Command. The purpose of the assessment is to assess yours decision-making abilities through the following phases of effective command methodology:

- Information gathering
- Decision making
- Incident review
- Planning
- Command and control
- Communication including media interview (recorded)
- Evaluation

This is an on-line assessment undertaken by an appointed training provider using qualified and experienced incident command assessors.

Further information visit Peter Stanley Training: https://peterstanleytraining.com

Full details regarding dates, times and how to access and log in to assessments will be sent to you in your invitation letter.

STAGE 3: INTERVIEW

This stage consists of two interviews, both of which will take place on the same day at Cleveland Fire Brigade Training & Administration Hub, located in Hartlepool.

The first interview will include a short presentation, the focus of which will be included in your invitation to interview letter, followed by a series of questions relating to the organisation and role of a Station Manager. The panel will comprise of a Group Manager, Area Manager and HR Advisor.

The second interview will focus on values and ethical behaviors and the panel will comprise of an Area Manager and HR Advisor.



Hartlepool



Middlesbrough

CLEVELAND FIRE BRIGADE



Redcar & Cleveland



Stockton

ABOUT TEESSIDE

Teesside is a built-up area around the River Tees in North-East England, split between County Durham and North Yorkshire.

Teesside was created in 1968 by the merger of the county borough of Middlesbrough; the municipal boroughs of Stockton-on-Tees, Thornaby-on-Tees, and Redcar (except for a very small part); most of the urban districts of Billingham and Eston; smaller portions of the urban districts of Guisborough, Saltburn, and Marske-by-the-Sea; and parts of the rural districts of Stockton and Stokesley. Boulby Cliff, the highest cliff on the English coastline, was within its borders.

In 1974, however, Teesside split into the boroughs of Stockton-on-Tees, Middlesbrough and Langbaurgh (now Redcar and Cleveland).

The area covered by Hartlepool lies to the North of the Cleveland Fire Authority Area and consists of eleven local wards. These Wards range from areas of high social deprivation to areas of executive housing. The current population is over 93,000 living in over 42,500 homes. two fire stations

The area covered by Middlesbrough is in the centre of the Cleveland Fire Authority Area and consists of 23 local wards. It is the most densely populated and urbanised authority in Cleveland. Middlesbrough is bounded by the River Tees, North Yorkshire Moors National Park and two other local authorities. The current population is over 140,000 living in over 60,000 homes.

The area covered by Redcar & Cleveland lies to the east of the Cleveland Fire Authority Area and consists of 22 local wards. These wards range from large built-up areas to small rural villages which back onto heavy industry. The current population is over 136,000 living in over 62,000 homes.

The area covered by Stockton lies to the west of the Cleveland Fire Authority Area and consists of 26 local wards. These wards range from areas of high social deprivation to areas of executive housing. The current population is over 196,000 living in over 83,000 homes.

Further details about the Fire Authority, the Brigade and our plans can be found on our website: www.clevelandfire.gov.uk

ABOUT OUR OPERATING ENVIRONMENT

We are in the business of keeping people safe and believe that our long term success is founded on our ability to identify, assess and manage risk.



Area

597 km 2

- 4 local authority areas
- 2,502 km of A and B road networks
- Hartlepool and Teesport handle 28m tonnes exports and imports
- Tees Valley International Airport: 150,735 passengers and 16,746 aircraft movements

Industrial Risk

16,294

- 23 top Tier COMAH sites
- 2 Power Stations: 1 Nuclear and 1 Gas
- 12 onshore & 1 Offshore Wind Farm
- 7 Solar Powered Energy Farms
- Rail Network

Population

579,287

- 51.1% male; 48.9% female
- 91.7% White
- 8.2% are part of an ethnic minority group
- 50.5% Christian
- 21% of people have limited disability

Dwellings

267,396

- 44% Council Tax Band A (223% nationally)
- 63% Council Tax Band A or B (43% nationally)
- 20% Social Housing

Crime Rate is 137 per 1,000 population compared to national average of 92

Deprivation

High Levels

- 41% of all Lower Layer Super output areas are within the top two high ranking areas for deprivation nationally
- 57% of the population live within the 4 highest ranking areas for deprivation
- 42% of population live within the 2 highest ranking areas for deprivation nationally

Full details of our community profile can be found in our 'Community Risk Profile' document on our website: www.clevelandfire.gov.uk

ABOUT CLEVELAND FIRE AUTHORITY AND CLEVELAND FIRE BRIGADE

Cleveland is seventh most densely populated fire authority area in England, only the big Metropolitan Brigades (city areas) are more densely populated. Cleveland shares many of the inner-city-type problems that are a key feature of the Metropolitan Brigades. The Brigade meets its challenges through the four Districts serving each of its local authority areas.

Cleveland Fire Authority (CFA) is a combined Fire Authority, comprising of 16 Elected Members from the four borough councils of Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton-on-Tees. The Authority has a statutory responsibility for the provision of fire and rescue services across Cleveland. It is responsible for setting the strategic direction, policies and priorities of the Brigade. In doing so it aims to take into account the views of our stakeholders and keep them fully informed of Fire Authority plans.

At Cleveland Fire Brigade we have a united desire to make Teesside safer and stronger, improving the lives of people in the communities we serve. Our 'One-Team, One-Vision' approach is driven by our passion to make people feel safe and protected, by our staff who are professional and proud.

Cleveland Fire Brigade employs approximately 563 people across our fire stations and at our Training & Administration and Technical Hubs in Hartlepool. We service our area via four Districts, and have 14 community fire stations staffed according to local risk and activity levels. Our fire control room operates from our Hartlepool site and handles all of the 999 emergency calls for the area. The control room is staffed 24 hours a day, 365 days per year.

Our organisation is split into two key directorates; Strategic Planning and Resources, and Community Protection, each headed by an Assistant Chief Fire Officer. The Brigade's Executive Leadership Team comprise 7 members; 3 Principal Officers and 4 Senior Heads of Function (Operations; Prevention, Protection & Engagement; People; and Assets). The structure is also supported by a Treasurer and a Legal Advisor and Monitoring Officer.

OUR EMPLOYEE VALUE PROPOSITION

The Brigade's employee value proposition (EVP) outlines the benefits of a having career with Cleveland Fire Brigade, in return for the skills, experience and qualities you will bring to your role. As part of our commitment to the health and wellbeing of those who work for us, the Brigade offers many employee benefits which include:

- Free Occupational Health Services (which includes Employee Assistance Programme, Physiotherapy and Mental Health support)
- Annual fitness testing
- Access to free on-site state-of-the art gym facilities
- Annual Leave entitlement
- Sickness Pay entitlement
- Maternity/Paternity allowances
- Free parking
- Uniform
- Personal issue ICT resources (lap-top, mobile telephone)
- Vehicle (options as advertised)
- Training
- Access to professional qualifications

HOW TO FIND US

We are located at:

Training and Administration Hub,
Endeavour House,
Queens Meadow Business Park,
Hartlepool,
TS25 5TH

Telephone Number:01429 872311

Email: www.clevelandfire.gov.uk

FURTHER READING

Information in respect of the Authority, our plans and the services we provide can be found at:

Website: www.clevelandfire.gov.uk

FURTHER INFORMATION

For informal discussions only, prior to the application deadline, please contact:

Area Manager Dave Preston,

Telephone Number: 07740 152964

Reasons to

join #CFB

Join #TeamCFB
www.clevelandfire.gov.uk/recruitment

CLEVELAND FIRE BRIGADE





Cleveland Fire Brigade has been recognised as a 'Disability Confident Leader' demonstrating our commitment to supporting people with disabilities in the workplace. When submitting an application it is the individual's responsibility to declare the need for any reasonable adjustments in respect of the process. All requests for reasonable adjustments will be accommodated where possible upon receipt of a report outlining the specific nature of the requirements.

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