

Police & Crime Panel Report

July 2019

PFCC report on preferred candidate for Chief Fire Officer

I am required by Paragraph 5 Fire and Rescue Authority (Police and Crime Commissioner) (Application of Local Policing Provisions, Inspection, Powers to Trade and Consequential Amendments) Order 2017 to submit, in connection with my proposed appointment of a Chief Fire Officer, a report to the Police, Fire and Crime Panel for North Yorkshire ('the Panel') setting out:

- The name of the person I am proposing to appoint to the role ("the candidate"); and
- The criteria that were used to assess the suitability of the candidate for the appointment; and
- Why the candidate satisfies those criteria; and
- The terms and conditions on which the candidate is to be appointed.

Preferred candidate

My preferred candidate for appointment to the statutory role of Chief Fire Officer for North Yorkshire Fire and Rescue Service is Andrew Brodie. Mr Brodie is currently the Interim Chief Fire Officer at North Yorkshire Fire and Rescue Service.

Process used to assess suitability of the candidate

Andrew Brodie was offered the position of substantive Chief Fire Officer for North Yorkshire Fire and Rescue Service on 3 July 2019, following a rigorous application process, including:

- Advertisement (promoted comprehensively both locally and nationally on all relevant platforms, including through the National Fire Chiefs Council);
- Informal engagement between the PFCC and potential candidates about the substantive opportunity;
- Completion of a formal application form, eligibility assessment and supporting statement, including: a) confirmation the applicant holds a Nationally Recognised Gold Command Fire & Rescue Service Operational Qualification; and, b) Supporting evidence of why the applicant is the right candidate for role, including professional experience, skills and qualities demonstrating that they can excel in performing the primary functions of the role; and evidence demonstrating how they meet the personal qualities and attributes within the leadership framework;
- An independent psychometric assessment and separate validation interview;
- An interview with a stakeholder panel that included strategic representatives from key partner agencies across North Yorkshire, including: Sue Peckitt from Hambleton, Richmondshire and Whitby, Harrogate and Rural District and Scarborough and Ryedale Clinical Commissioning Group; Neil Irving from the North Yorkshire Community Safety Partnership and Local Resilience Forum; Caroline O'Neill from Community First Yorkshire

(voluntary and community sector representative organisation); Councillor Stephen Fenton, Chair of the City of York Housing and Community Safety Policy and Scrutiny Committee; and, Councillor Jim Clark of North Yorkshire County Council Overview & Scrutiny Board.

- A presentation and structured final interview panel consisting of; PFCC Julia Mulligan; North Yorkshire Police Chief Constable Lisa Winward; OPFCC Interim Chief Executive & Monitoring Officer Simon Dennis; Deputy Mayor of Harrogate Council, Cllr Zoe Metcalfe; and, Chief Fire Officer for Humberside FRS, Chris Blacksell (acting as Independent Technical Advisor to the Panel)

Criteria used to assess suitability of the candidate

Information on the criteria of the Chief Fire Officer role is available in the Recruitment Pack for the post of Chief Fire Officer, including advert, role profile and National Fire Chiefs Council's Leadership Framework, and Terms & Conditions at Appendix A.

Andrew was the sole applicant for the role; the recruitment process was followed rigorously, to test his calibre and competency to determine his suitability for the appointment to the substantive position of NYFRS CFO, including the completion of the independent psychometric assessment.

Stakeholder panel interview

Andrew was first interviewed by an external stakeholder panel, and during that process, he consistently scored highly positive feedback against the indicators included in the structured interview questions, as shown in the summary notes from that panel, below:

Leadership of Service

Andrew articulates a clear short- and long-term vision, linked with values, clear measures and impact, can construct leadership stories to take people with him, he is passionate, enthusiastic and excited. He clearly identified challenges, including the need for cultural changes and articulated approaches at all levels. The panel was positive about Andrew's response.

Leadership behaviours

Andrew displayed behaviours of trust, honesty and transparency. He recognised his leadership qualities and need for operational management support through his team. He demonstrated that management and support service enable the frontline. He evidenced ability to lead throughout organisation and externally. The panel was confident in Andrew's Leadership behaviours.

Commitment to diversity

Andrew evidenced positive action, need for groundwork, development of structures across the diversity strands. Some of his evidence was practical, some strategic and some about inherent inclusion – i.e. tea break conversations – about engendering formally and informally, including setting-up structures and networks to which people will come, and celebrating the positive impacts. His evidence was focussed on diversity strands. The panel would look to explore further enablers, i.e. flexi/part-time working and impacts/views around how this thinking enables inclusion. The panel had overall confidence in his response.

Building relationships – partners

Andrew identified the need to find out the partners' priorities and what's in it for them, and equally, to articulate what is required in return. He gave good examples regarding multi-agency work, and evidence of his ability to encourage localised partnerships and relationships and local stations seeking these solutions, being enabling and being outwardly focussed. The panel were confident in Andrew partnership approach.

Political acuity

Andrew recognised the importance of anticipating conflict, early engagement and using a soft launch, multi-faceted approach, both formal and informal, across multi-key stakeholders. He also recognised that building strong and trusted partnerships helps when the conflict does arise. The Panel recognised that Andrew was still relatively new to this, but his learning from experience gave the panel confidence that he, recognised the political dimension and had a strategy to develop this area, and that he understood it was imperative to the future changes. The panel had overall confidence on his response to this question.

Communication skills

The examples used by Andrew were practical and personable, and the Panel thought Andrew was a very strong communicator. He has a strong narrative and uses both formal and informal mechanisms. The panel would further probe strategic communication approaches. Andrew was passionate and engaging and panel could see he would take people with him through his personable approach.

Dealing with conflict

Andrew gave examples of fronting someone else's message without the ability to do the soft launch/engagement, significant resistance and opposition. Through confident communication, acknowledgement of the issues and willingness to listen result was to take the heat out of the situation and resulted in balance media report. The panel would probe Andrew personal resilience – not because they do not think that he has this, but that he may not have had an opportunity to demonstrate this. Again, Andrew evidenced that relationships and trust helps when conflict arises.

Stakeholder panel overview

The following strengths of Andrew were noted: enthusiastic, personable, encouraging of others, open to learning and promotes a learning/developmental culture, transformation and a focus on improvement, recognises the challenge and develops approaches to these. Clearly articulates vision and values, strong ability to work with others, interested in investment to transform.

Areas for ongoing professional development focus were identified including continuous improvement in strategic communication and maximising the positive effect of his empowerment of others to drive the very highest standards of excellence in operational performance management.

These areas for development, as well as others agreed between the PFCC and the CFO, will be embedded into and monitored through a personal development plan.

The above summary from the stakeholder panel was provided to the PFCC and the members of the final interview panel, along with the findings from the psychometric assessment. Following consideration of the results, and noting that the stakeholder panel feedback was extremely positive, the final interview panel were determined to ensure that Andrew received an assiduous and thorough probing through the final structured presentation and question process, in order that they could be assured as they possibly could be that he was able to meet the high standards required to be appointed to the role and that he would be able to comprehensively and effectively tackle the current and future challenges associated with leading the Service.

Final interview panel

The Final Panel Interview took the form of a set-piece pre-prepared presentation with follow-up questions, evidencing the candidate's skills and competencies in Leadership.

Structured questions then followed, gathering evidence from the candidate in respect of

- Change
- Collaboration
- Working with the PFCC Model
- Development

Final panel overview

The candidate provided positive evidence in each respect and across several domains provided a high standard of evidence.

The Final Panel concluded that the candidate was suitable for appointment and took account of several factors in their deliberations, detailed as follows.

Andrew Brodie has operated most recently as the Interim Chief Fire Officer in North Yorkshire FRS, where his performance has been highly regarded since his commencement in post.

Andrew's wealth of experience and skills prior to this appointment, including his work in three other fire and rescue services where he attained the role of Assistant Chief Fire Officer, provide sound evidence of his ability as a positive change agent with considerable influencing and relationship building skills and a record of providing strong leadership. His work is highly regarded in the Service as well as other services. He is also noted to have considerable and valuable experience in the secondments he has completed in central government and the Audit Commission.

The culture, ambitions and values of NYFRS show evidence of positive transformation since Andrew commenced in his interim role, and it is recognised that he has taken steps to reinvigorate and empower the Corporate Management Board, wherein FRS officers and staff are encouraged to recognise their individual importance and purpose in delivering public service. Andrew produced a comprehensive 100-day report on his experience in the Service, which has been well received, taking account of the need for greater financial security to be in place.

Andrew shows a clear understanding of the challenges that the substantive CFO will face, and the need to lead by example; he evidences a clear commitment to lifelong learning and development,

and is proactively involved in evidence based development work across the fire sector, including driving the implementation of national operational guidance initiatives.

Andrew shows a good understanding of the governance model, and shows considerable skill at creating the close, trusting relationships needed to enable good governance and functioning in the Service and with local partners and politicians, and importantly, meets regularly with Representative Bodies. He demonstrates strong values of building trust, integrity and accountability, and strong commitment to deliver excellent future public and internal services.

The interview panel agreed that Andrew had the breadth of skills, knowledge and experience to capably fulfil the role of NYFRS Chief Fire Officer at this time. A number of areas for development will form the basis of a professional development plan, to be agreed between the PFCC and Andrew.

Context

An independent review was previously carried out by Dave Etheridge OBE (former Chief Fire Officer of Oxfordshire Fire and Rescue Service), to develop a robust salary scale for the role of Chief Fire Officer, which would in turn, determine the salary scales of Deputy Chief Fire Officer and a number of other linked senior officer posts within the Fire and Rescue Service (FRS).

This activity also supported a separate, major transformation programme, Transform 2020 (T2020), which commenced following the finalisation of the collaboration between North Yorkshire Police (NYP) and North Yorkshire Fire and Rescue Service (NYFRS) and governance transfer to North Yorkshire PFCC, in November 2018. T2020 was commenced with core ambitions of streamlining and improving efficiency and effectiveness in individual service functions and achieving significant savings to the public purse. A Managing Director has since been appointed to provide strategic leadership across the enabling service functions of the two entities NYP and NYFRS, with this enabling collaboration subsequently renamed as ENABLE North Yorkshire. The key aims are to harmonise and improve delivery of those services, which include functions such as Communications, ICT, Information Management, Human Resources, Administration, Strategic Intelligence, Information & Performance, and Organisational Change amongst them.

The activities described above supported further refinements to the role profile of the Chief Fire Officer, including the statutory responsibilities incorporated into the Head of Paid Service element of a chief officer post, and to ensure that the profile contained all the necessary elements that would be required for such a role, taking account of future challenges of the Service's development, stimulating positive cultural change within the Service, embracing the collaboration arrangements, and possessing excellent skills and building effective and productive relationships internally and externally.

The role profile was accordingly updated to contain more exacting criteria, requiring substantial evidence from applicants of their skills, experience, and personal qualities and attributes, using the National Fire Chiefs Council's recently developed Leadership Framework, the National Occupational Standards, and locally determined priorities. The role profile is contained within the Recruitment Pack, attached to this report at Appendix A.

The exercise of conducting this review, and the broader task of developing and concluding the recruitment exercise to appoint the Chief Fire Officer, which will be followed by that of the Deputy

Chief Fire Officer, was carried out by a time limited professional working group, featuring expert representation including the OPFCC Assistant Chief Executive/ Deputy Monitoring Officer, OPFCC FRS Policy & Scrutiny Officer, FRS Head of HR for and FRS Head of Communications.

The extensive research work and deliberations of this group resulted in the post being advertised with a salary range of £116,640 - £128,640, with initial appointment and incremental increases to be linked to a Chief Fire Officer progression plan, which will be finalised and agreed with the appointee.

Following an assessment of Mr Brodie's competency and in view of the progress already made in his Interim term of office in relation to the objectives in the Fire & Rescue Plan, it has been proposed and agreed in principle that Mr Brodie's starting salary will be £119,404 inclusive of operational allowances.

The full terms and conditions of the role are outlined in the recruitment pack at Appendix A.

Conclusion

Andrew Brodie is a highly experienced officer who brings a wealth of skills, knowledge and experience to the post of Chief Fire Officer and I am delighted he applied for this opportunity and is the selected candidate. Since the initial recruitment that took place in December 2018, and in the months that have followed, Andrew has demonstrated a real passion and commitment to the role here in North Yorkshire, and he has shown strong signs of being able to deliver the financial and organisational stability, and the positive cultural transformation that is needed within an evolving and modern Fire and Rescue Service.

Achieving stable, inspirational leadership and by so doing driving forward the programme of change and improvement within NYFRS, mean that in my judgement as PFCC Mr Brodie's appointment is in the interests of the public of North Yorkshire and the City of York. I am assured in this regard by the range of partner organisations who have assisted in the recruitment and selections process, whose high regard for Mr Brodie's candidacy is reflected in this report. I am in no doubt that he can command the respect and support of partners.

Andrew is, by now, very familiar with the challenges the organisation faces and has demonstrated a real ability and understanding as to how to meet these challenges to provide greater efficiencies and effectiveness for North Yorkshire Fire and Rescue Service and North Yorkshire Police. Andrew is clearly an ambitious, innovative and skilled individual, and I am very assured that he will work collaboratively and collegiately with North Yorkshire Police, ENABLE North Yorkshire and key partner agencies, engage enthusiastically with the T2020 programme of work, and that he will continue to drive North Yorkshire Fire and Rescue Service to be the best it can be.

Declaration

I propose Andrew Brodie as Chief Fire Officer for North Yorkshire Fire and Rescue Service.

Julia Mulligan
North Yorkshire Police, Fire and Crime Commissioner
Signature redacted by NYCC prior to publication

5 July 2019



Appendix A

Chief Fire Officer North Yorkshire

Recruitment Pack



JUNE 2019

North Yorkshire Police, Fire and Crime Commissioner

**North Yorkshire
Police, Fire & Crime
Commissioner**



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

enable
north yorkshire

RECRUITMENT PACK CONTENTS

Message from the North Yorkshire Police, Fire and Crime Commissioner	p2
Advertisement	p3
Recruitment Timetable and Process	p4
Role Profile	p5
NFCC Leadership Framework - Personal Qualities and Attributes	p10
National Occupational Standards Information	p15
About <ul style="list-style-type: none">• North Yorkshire• North Yorkshire Fire and Rescue Service• ENABLE North Yorkshire	p16
Terms and Conditions	p19
Background Reading	p21

MESSAGE FROM THE NORTH YORKSHIRE POLICE, FIRE AND CRIME COMMISSIONER



Thank you for your interest in the role of Chief Fire Officer for North Yorkshire Fire and Rescue Service.

This is a very exciting time for North Yorkshire Fire and Rescue Service and an opportunity to make a real difference for the people and communities of North Yorkshire helping them to stay safe and feel safe. We have a committed and passionate workforce, and a strong base from which to innovatively develop the Service.

The successful candidate will be instrumental in shaping and delivering this future, modernising delivery and infrastructure, and leading the introduction of innovative response and preventative practices. They will reach out to partners and communities to bring the Service to the table in new ways and be truly ambitious about how the Service can contribute to reducing vulnerability and supporting people in need.

At a time when resources are constrained, the ability to drive transformational change with enthusiasm and commitment is essential to bring everyone together to deliver our vision. It will be crucial to generate savings that can be reinvested to improve and modernise the Service and ensure that our communities remain some of the safest places to live and work in the country.

I believe that this position will be an exciting and professionally fulfilling opportunity to try new ideas, inspire the Service and partners, and truly deliver sustainable benefits for our communities and the Service that save lives.

Details of the role and how to apply are set out in this pack. If you would like an informal conversation with me about the role, please don't hesitate to contact me.

[Signature redacted by NYPFCP]

Julia Mulligan

North Yorkshire Police, Fire and Crime Commissioner

ADVERTISEMENT

NORTH YORKSHIRE FIRE AND RESCUE SERVICE – CHIEF FIRE OFFICER

£116,640 - £128,640

Application closing date: Monday 24 June, 9am

Two-day assessment: Day 1: Tuesday 2 July (am) Stakeholder Panel interview
Day 2: Wednesday 3 July (time tbc) Final Panel interview

We have an exciting opportunity for an ambitious, innovative and highly experienced individual to take on the role of Chief Fire Officer.

We are looking for an exceptional individual to bring a new approach to the delivery of fire and rescue services in North Yorkshire that can deliver real and sustainable benefits for the public, shaping and securing the future of the Service.

This is a time of great change for the Service, with the transfer of governance to the Police, Fire and Crime Commissioner in November 2018 and the recent introduction of Enable North Yorkshire, a formal collaboration arrangement bringing together support staff of North Yorkshire Fire and Rescue Service and North Yorkshire Police. The Chief Fire Officer will complete the implementation of the Commissioner's Local Business Case and embed her vision and objectives outlined in her Fire and Rescue Plan, modernising the Service and ensuring the effective delivery of services to local communities.

Applicants must currently operate at competent Assistant Chief Officer level or above and display strong evidence of operating at a strategic level within a Fire and Rescue Service.

Applicants are also required to evidence academic achievement e.g. a relevant Masters degree or to demonstrate equivalent experience. The provision of Incident Command leadership is essential and applicants must currently operate at Gold Commander level or equivalent to apply.

The role is based in Northallerton but the applicant will be expected to travel across North Yorkshire and the City of York to meet the requirements of the role and the Continuous Duty System. During 2019/2020, North Yorkshire Fire and Rescue HQ will move from existing premises to occupy shared premises with North Yorkshire Police, also in Northallerton.

Informal conversation

If you would like an informal conversation about this opportunity with Julia Mulligan, Police, Fire and Crime Commissioner, please email Julia's Office Manager, Tina James-McGrath: Tina.James-McGrath@northyorkshire-pfcc.gov.uk. Sessions will be booked on or before Thursday 20 June.

Application

To apply, candidates should read the full recruitment pack and complete both the application form and supporting statement. Please use the link below to access the relevant documents.

<https://www.northyorkshire-pfcc.gov.uk/how-can-we-help/get-involved/vacancies/chief-fire-officer/>

RECRUITMENT TIMETABLE AND PROCESS

Timetable

Opportunity for informal conversation with the PFCC	up to and including 20 June
Application closing date	24 June (9am)
Sift process and shortlisting	25 June
Invitation to interview	25 June
Psychometric assessment – online	26 June (must be am)
Psychometric validation call	26 June (pm)
Stakeholder panel interview	2 July, Police HQ, Northallerton
Final panel interview	3 July, Police HQ, Northallerton

The preferred candidate is requested to be available on the following dates. These are provisional and may be subject to change. Claims for reasonable travel and subsistence costs for these two trips will be considered.

Confirmation hearing at the Police, Fire and Crime Panel	18 July, York
Participation in the recruitment of the Deputy Chief Fire Officer	29 July, Northallerton

Informal conversation and queries

If you have any queries or would like an informal conversation about this opportunity with Julia Mulligan, Police, Fire and Crime Commissioner, please email Julia's Office Manager, Tina James-McGrath: Tina.James-McGrath@northyorkshire-pfcc.gov.uk. Sessions will be booked on or before Thursday 20 June.

Applications

You are strongly advised to read all sections of this pack and familiarise yourself with the Commissioner's Draft Fire and Rescue Plan and other documents listed, before completing and submitting your application.

A link to the application form and the eligibility and supporting statement is available online via: <https://www.northyorkshire-pfcc.gov.uk/how-can-we-help/get-involved/vacancies/chief-fire-officer/>

ROLE PROFILE

Role Title	Chief Fire Officer	Reporting To	Police, Fire & Crime Commissioner (PFCC)
Role/Grade	Brigade Manager/Principal Officer	Designated Responsibilities	All aspects of operational and technical management of the Service
Workplace	Service Headquarters		
Purpose of Role	<ul style="list-style-type: none"> • To provide overall inspirational leadership, as set out in the NFCC Leadership Framework’s four levels of leadership, to North Yorkshire Fire & Rescue Service, promulgating, creating a compelling narrative around, and communicating the vision for the Service, engaging people to commit to and support delivery of that vision, ensuring that the Service becomes and remains an exemplary fire service that ensures the public are safe and feel safe. • To lead, support and continually develop the Corporate Management Team, actively demonstrating values of a modern, evolving Service driving forward organisational change, delivering improved community outcomes and results, increasing public and organisational confidence, trust and satisfaction and enabling the delivery of an effective and efficient fire & rescue service. • To have overall responsibility for the strategic development, integrity, cultural change and performance standards of the Service, ensuring the development of inclusive and positive values and behaviours, diversifying staff to reflect the communities we serve, and making the fire and rescue service a great place to work for all our people. • To lead the Service’s people, from crew/watch managers, first line managers to whole time and on-call firefighters, promoting distributed leadership at all levels to create an innovative and empowered workforce, with excellent training and education to ensure continuous improvement of services to the public, acting as ambassador for learning through personal practice, inspiring and building people, and creating and sustaining a learning organisation. • To support the health and well-being of all our people, embracing inclusion, diversity, innovation, and being open to alternative perspectives and strengthening the Service’s ability to meet its objectives and deliver good outcomes. • To hold direct operational accountability for the fire and rescue response to incidents, including major and critical incidents, and its effective command and leadership. To be responsible for influencing the development of fire and rescue response, providing a professional and efficient fire and rescue service, including, where relevant, input into national operations or standard setting. • To provide North Yorkshire with an outstanding and well-managed Fire & Rescue Service, and ensure the fulfilment of statutory and legal obligations of the Chief Fire Officer in accordance with the scheme of delegation and Schemes of Governance and Consent which determine service governance arrangements and which set out the full roles and responsibilities of the Police, Fire and Crime Commissioner and Chief Fire Officer respectively. • To define the requirements of North Yorkshire Fire and Rescue Service for services from ENABLE North Yorkshire and provide comprehensive and coherent direction to the Managing Director to ensure those services are properly provided. 		

Primary Functions:

To work closely together with the Police, Fire & Crime Commissioner, to deliver the Fire & Rescue Service priorities and objectives set out in the PFCC's Fire & Rescue Service Plan, and to take responsibility for the role, powers and duties of the Chief Fire Officer, as provided for by law and by local, regional and national governance frameworks, including but not limited to the Accountabilities, Behaviours and Development practices set out in the locally-adapted Fire & Rescue Service Professional Role Profile as follows:

- Formulate and guide implementation of key strategies, policies and plans which guide and improve service delivery, and reduce risk in the community, in consultation with key stakeholders, linking to wider plans and objectives, such as the Fire & Rescue Plan and the Integrated Risk Management Plan, to provide an effective and efficient fire and rescue service that meets current and future public need.
- Maintain availability for strategic operational command purposes as required by the Gold Command rota and respond to operational incidents in line with Service policies, leading and commanding the operational fire and rescue service responses on occasion, in the most-high risk and high-profile instances, in order to protect the public and ensure an appropriate and effective response.
- Ensure efficient and effective management of the Service by leading, inspiring and engaging the Corporate Management Board / Principal Officer Group team; setting, and leading by example, flexible approaches to a workforce culture that promotes wellbeing and facilitates impactful professional development and performance management to create empowered teams that enable the achievement of the Service vision and goals.
- Develop and maintain effective management arrangements and processes, through compliance with the PFCC's local code of Corporate Governance, primary strategies / policies and relevant regulatory responsibilities, to ensure effective decision-making and appropriate action at all levels/tiers of the organisation.
- Lead the Service, communicating a clear direction, setting the organisational pace, organisational culture and promoting values, ethics and high standards of professional conduct to enable an effective and professional service, providing and actively promoting clear, consistent, highly visible leadership across the Service, to build a culture of trust, high performance and continuous improvement.
- Lead and be accountable for planning, programme management, performance standards and quality assurance systems, driving a culture of development, change and innovation, undertaking regular evaluation of the activities of the Fire & Rescue Service, and identifying and using evidence-based service delivery opportunities to ensure enhanced productivity, provide value for money and achieve continuous improvement.
- Promote the Service core values, champion the benefits of equality and diversity, ensuring the Service operates and promotes fair and open practices relating to employment and service delivery, ensuring compliance with standards of behaviour and codes of conduct, in accordance with the relevant legislation relating to equality and fairness.
- Support and engender a safety culture throughout the Service to ensure compliance with Health and Safety requirements and best practice.
- In line with Service policies and operational priorities, to convene, attend (Chair as appropriate) Business Continuity Management Team (BCMT) meetings for the purpose of resolving any potential or actual strategic interruption to key Service functions.
- Work closely and build excellent working relationships with the Chief Constable of North Yorkshire Police, the Managing Director of ENABLE North Yorkshire, and executive leaders of County and City organisations to ensure a comprehensive, coherent and resilient approach and response to community safety, including prevention and early intervention opportunities, broad impact critical incidents including those that require multi-agency responses, and to optimise opportunities for joint engagement to build confidence with the public.
- Develop and maintain strategic relationships with local, regional and national partners, effectively influencing and collaborating, to contribute to and diffuse improvements and change in the broader operating context and enable the achievement of the Service objectives.

- Foster and develop appropriate industrial relations with the respective representative bodies, and support and promote appropriate policies.
- Advise national bodies such as COBR on matters of public safety and national security to contribute to effective decision making that protects the public from serious threat and upholds the law.
- Liaise with the Chief Financial Officer in respect of effective Service financial management, determining functional budgets within the agreed framework as issued by the Police Fire and Crime Commissioner, and ensure the effective and efficient use of public spending in order to maximise value for money.
- Play an active role in national decision making on the development of the Fire & Rescue Service, to enable the effective co-ordination of operations, reform and improvements in fire & rescue services, and ensuring efficient use of public funds.
- Represent the Service at a local, regional and national level to the public, media and other external stakeholders to promote visibility, connect with the public and build confidence in the Fire & Rescue Service and value for money within North Yorkshire and the Yorkshire region.
- Contribute, where possible, to regional, national and international thinking, policy and guidance within an area of specialism to enable the continuous improvement of effective fire and rescue practice.
- Identify and assess regional, national and international developments that affect Service provision; informing and advising interested parties of the implications, formulating options so that implications can be effectively managed.
- Work with stakeholders at local, regional and national levels, with and external to the Fire Service, to influence and contribute to service strategy. Ensure effective communications are maintained with key Service stakeholders through the provision of appropriate reports, consultation documents, general updates and publications.
- In conjunction with the Leadership Team develop, implement and monitor information management systems to meet statutory requirements and to provide effective information and communication technology.
- Demonstrate a commitment to personal development in line with agreed priorities and objectives and actively participate in the Service appraisal system.
- Attain and maintain personal competence in respect of role map functions and any relevant / designated professional qualifications requirements.
- Act in accordance with PFCC's/Service policies, procedures and staff code of conduct.

Secondary Functions:

To be contactable by the Service via PDA/Pager in respect of Operational / Business Continuity Management Team responsibilities in accordance with the post specific Statement of Particulars

Expertise in Role Required at Selection

Nationally Recognised Gold Command FRS Operational Qualification and a Relevant Executive Management Qualification / Accredited Prior Learning / Experience

Expertise in Role Required during Development

Maintenance of Competence in line with current National Qualification / Course Requirement. Specific qualifications / expertise identified as appropriate for the role by the PFCC

Leadership Framework: Personal Qualities and Attributes

Personal Impact – being a positive presence

- Champions and embodies inclusion, diversity and integrity, communicating, driving and embedding a fair, inclusive and ethical approach within the organisation
- High emotional intelligence, with excellent and open communication skills, embracing active listening opportunities
- Promoting and role modelling FRS values and professional standards, and disseminates this through diffused leadership approach
- Promotes and follows reflective practice principles, embracing opportunities for learning and taking steps to ensure continuous improvement
- Proactive and adaptive to tackling sensitive situations, providing support and management solutions
- Looks after self and others, seeking help and support where needed, and encouraging others to do the same

Outstanding Leadership – building high performing teams

- Projects and promotes a confident, skilful and focused attitude, inspiring the same standard across the FRS
- Be an ambassador for the FRS, taking pride and responsibility for the work of the FRS, communicating with passion and integrity
- Champions FRS ambition and the vision of the PFCC to all key stakeholders
- Works with the whole FRS team to establish clear sense of purpose and set expectations and goals
- Is accountable and takes responsibility for team effectiveness, devolving and delegating where this will help achieve overall outcomes
- Leads, involves and motivates others, creating and implementing strategies for influencing others both within the FRS and in the community
- Uses flexible and adaptive leadership approaches to optimise engagement with individuals and situations
- Committed and able to develop self, individuals and units, offering coaching, mentoring and debriefing opportunities, and promoting principles of a learning organisation, to help FRS people be the best they can be

Service Delivery – delivering high quality services

- Focused on public need and developing the safety of our communities, fostering and maintaining constructive and positive working partnerships and collaborative relationships
- Gathers information in order to predict future requirements, and make plans to resolve or minimise issues
- Understands and addresses risks and diverse needs of people and communities
- Horizon scans to prioritise own work and to take long term view, factoring in the political, social and economic landscapes, designing effective response strategies, using innovation and new technology
- Monitors quality and effectiveness and efficiency of service delivery, taking account of emerging risk and issues, evaluating the impact of any changes
- Promote use of formal and informal engagement and consultation methods with staff and customers
- Develop smart and lean organisational systems and processes that support the workforce, and which are adaptable to future change
- Use evidence-based decision making, developing and implementing thoughtful solutions

Organisational Effectiveness – ensuring what we do is linked to organisational plans and values

- Demonstrates acuity of key organisational goals, ensure team understands this, and is cognisant of broader priorities and how the organisation contributes more widely
- Leads organisation and contributes to joint working to achieve excellence, developing vision, mission and strategic business plan, inclusive or diverse and changing community risks.
- Anticipates, analyses and responds to the political environment from a strategic perspective, and creates and implements effective plans to deliver long-term organisational strategic objectives
- Drives and manages the change process, seeking opportunities to create and implement improved organisational effectiveness, encouraging and empowering staff to adopt flexible approaches, and to contribute to and influence decisions.
- Works within organisational policies, procedures and processes, speaking out promptly regarding safety or organisational risk
- Seeks to improve own and organisational performance, and enable continuous improvement, supporting the FRS to be an inclusive employer of choice
- Takes responsibility for ensuring well-crafted organisational messages on key issues are communicated effectively, monitoring how they are being received and disseminated across and down the organisation, clarifying where needed, and remedying any systematic and/ or systemic failure points

Rolemap (National Occupational Standards)

Provide strategic advice and support to resolve operational incidents	EFSM1
Lead, monitor and support people to resolve operational incidents	EFSM2
Plan organisational strategy to meet agreed aims & objectives	EFSM4
Plan implementation of organisational strategy to meet objectives	EFSM5
Evaluate organisational performance against agreed measures	EFSM7
Lead organisational strategy through effective decision making	EFSM8
Select required personnel for employment	EFSM13
Manage the performance of teams and individuals to achieve objectives	EFSM14
Develop teams and individuals to enhance work-based performance	EFSM15
Manage yourself to achieve work objectives	EFSM16
Exchange information to ensure effective service delivery	EFSM20

Signatures

Approved by: PFCC

Date:

Agreed by: Postholder

Date:

LEADERSHIP FRAMEWORK

The Personal Qualities and Attributes for the role are based on the NFCC Leadership Framework.

Personal Impact

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

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.



Organisational Effectiveness

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.

Service Delivery

is about delivering high quality services now and into the future. It's about intelligent problem solving with an outcome focused 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.

The Leadership Framework replaces the Personal Qualities and Attributes (PQAs), making them simpler, and provides a consistent approach to leadership and development for all staff, irrespective of discipline, role or function. The framework brings together the 'what and the how'; combining traditional operational and professional competence with behavioural expectations. The behaviours are described below and the Core Learning Pathways are outlined in a separate document.

The framework is built around four quadrants as above, and is measured at four levels, with each building on the previous. The critical feature of the fire and rescue service Leadership Framework is that it's relevant to all fire and rescue service roles and uses defined and observable measures to assess the potential and performance of our staff.

Personal Impact – this is about self

Leading Yourself	Leading Others	Leading the Function	Leading the Service
<ul style="list-style-type: none"> ● I value inclusion and set a positive example of appropriate behaviour for peers and new starters. 	<ul style="list-style-type: none"> ● I take responsibility for inclusion, and encourage different points of view. 	<ul style="list-style-type: none"> ● I role model and mentor others in how they communicate and engage to encourage inclusion. 	<ul style="list-style-type: none"> ● I promote and role model inclusion. ● I promote and uphold our values and professional standards and communicate the importance of ethical and inclusive approaches to our work.
<ul style="list-style-type: none"> ● I encourage open communication and actively listen to and value others contributions. 	<ul style="list-style-type: none"> ● I communicate responsibly and with sensitivity and respect for others. 	<ul style="list-style-type: none"> ● I enter into dialogue not conflict. When conflict does occur, I handle it in a professional manner. ● I use a variety of engagement methods to seek feedback and understand people's views on emerging issues. 	<ul style="list-style-type: none"> ● I communicate with passion and integrity to maintain and elevate the reputation of the service to staff, stakeholders and the public. ● I use non-stigmatising behaviours or language and non-stereotypical language. ● I promote two-way dialogue.
<ul style="list-style-type: none"> ● I look for opportunities to learn and develop my skills and behaviours. ● I admit and learn from my mistakes and celebrate my successes with the team. 	<ul style="list-style-type: none"> ● I encourage others to admit to and learn from their mistakes, and to celebrate their successes. 	<ul style="list-style-type: none"> ● I seek feedback about my own performance in order to keep learning and developing. 	<ul style="list-style-type: none"> ● I evaluate my own performance and take steps to continuously improve.
<ul style="list-style-type: none"> ● I understand how my actions and behaviour impacts on others. ● I recognise and challenge inappropriate behaviour. 	<ul style="list-style-type: none"> ● I am aware of my impact on the people around me and I always seek to improve how I work with others. ● I take a proactive approach to dealing with difficult or sensitive situations, influencing others to reach an acceptable solution. 	<ul style="list-style-type: none"> ● I recognise and monitor the impact of my decisions. ● I am willing to adapt and modify my behaviour in order to meet emerging needs. ● I am willing to coach and mentor others to adapt their behaviour. 	<ul style="list-style-type: none"> ● I work hard to build and keep trust by listening to others' views and adapting to change.
<ul style="list-style-type: none"> ● I look after myself and others, and seek help if I need it. ● I look after my mental health. 	<ul style="list-style-type: none"> ● I look after the people around me and look for behaviours that show someone might be struggling, ensuring there is support available. 	<ul style="list-style-type: none"> ● I create a culture where individual and team wellbeing is a priority and have systems and processes in place to make sure the teams in my area are coping. 	<ul style="list-style-type: none"> ● I recognise the pressures of leading an organisation, role modelling resilience and promoting a healthy work-life balance. ● I embed wellbeing and mental health in all strategies, setting up systems to monitor and support employee mental health and organisational wellbeing.

Outstanding Leadership – this is about others

Leading Yourself	Leading Others	Leading the Function	Leading the Service
<ul style="list-style-type: none"> I am an ambassador for the service, taking pride and responsibility for the work we do and encouraging others to do the same. 	<ul style="list-style-type: none"> I work with the team to establish a clear sense of purpose and set expectations to achieve our goal. 	<ul style="list-style-type: none"> I work with people both inside and outside the organisation to set clear work and objectives, actively monitoring the performance of the team and giving positive developmental feedback. 	<ul style="list-style-type: none"> I work with others to establish the strategic direction and the working goals of the organisation.
<ul style="list-style-type: none"> I take responsibility and accountability for the quality of my own work. 	<ul style="list-style-type: none"> I take responsibility for team effectiveness which focusses on improving outcomes and decisions. 	<ul style="list-style-type: none"> I am accountable for the output of my teams and devolve responsibility for work to the appropriate level. 	<ul style="list-style-type: none"> I communicate with passion and integrity to maintain and elevate the reputation of the service to staff, stakeholders and the public. I use non-stigmatising behaviours or language and non-stereotypical language. I promote two-way dialogue.
<ul style="list-style-type: none"> I value and appreciate differences in people and treat everyone with kindness and respect. 	<ul style="list-style-type: none"> I encourage all the people in my team to speak and share their views. 	<ul style="list-style-type: none"> I value the team and know how to make best use of their diverse skills and strengths. I use a variety of engagement methods to seek feedback and understand people's views on emerging issues. 	<ul style="list-style-type: none"> I champion our ambition to display outstanding leadership at every level, to create an environment where people can bring their whole self to work and be the best they can be.
<ul style="list-style-type: none"> I role model proactively, learning new skills and behaviours. 	<ul style="list-style-type: none"> I look for opportunities to support others through appraisal and coaching, developing my own skills where necessary. I use debriefing and other learning from the organisation to help my team develop. I am flexible in my leadership approaches, appropriate to the individual and situation, to ensure people give their best. 	<ul style="list-style-type: none"> I look for opportunities to develop people and promote a learning culture. I nurture future talent and proactively plan for succession. I take the opportunity to coach, support and mentor people outside of my own immediate team or discipline. 	<ul style="list-style-type: none"> I foster and embed the principles of a learning organisation. I ensure fair and effective systems and methods are in place for succession and nurturing people's career. I role model ethical and outstanding leadership, encouraging a coaching culture and putting in place mechanisms which give people access to coaching and mentoring.

Service Delivery – this is about task

Leading Yourself	Leading Others	Leading the Function	Leading the Service
<ul style="list-style-type: none"> I am focussed on customer needs in my approach to my work, including issues of safeguarding and inclusion. I act as a role model for my community. 	<ul style="list-style-type: none"> I focus on the needs of our customers. I seek to understand and address the specific risks and diverse needs of people and communities. 	<ul style="list-style-type: none"> I take a business-like approach that considers how to achieve better outcomes for communities. 	<ul style="list-style-type: none"> I am aware of the wider impact the organisation has on improving community outcomes.
<ul style="list-style-type: none"> I plan ahead and prioritise my work, managing my time effectively to get things done. 	<ul style="list-style-type: none"> I look ahead to anticipate issues with local service delivery and performance, and make plans to resolve or minimise issues. 	<ul style="list-style-type: none"> I monitor the quality of service delivery and share information so that people know how well we are performing and can plan accordingly. 	<ul style="list-style-type: none"> I take a long-term view to consider the future political, social and economic landscape and communicate this to the organisation.
<ul style="list-style-type: none"> I am careful with all types of resources (money, time, materials, fuel and energy) to provide value for money. 	<ul style="list-style-type: none"> I develop and review plans to make the best use of resources, and challenge any misuse of resources. 	<ul style="list-style-type: none"> I consider the financial and resource implications of decisions and adjust my approach and recommendations, and manage budgets accordingly. 	<ul style="list-style-type: none"> I set strategies and budgets through consultation, which represent the best value service now and into the future for communities. I ensure that all staff demonstrate appropriate levels of business awareness.
<ul style="list-style-type: none"> I spot opportunities to improve the way we do things for people, and put ideas forward. 	<ul style="list-style-type: none"> I develop systems and processes that are people focussed. 	<ul style="list-style-type: none"> I seek the views of others on service quality and effectiveness to identify ideas for improvement. 	<ul style="list-style-type: none"> I promote the use of formal and informal engagement and consultation methods to get feedback from staff and customers about how we deliver and improve our service.
<ul style="list-style-type: none"> I actively contribute to problem-solving and take time to understand the issues fully. 	<ul style="list-style-type: none"> I use different problem-solving techniques with others to generate solutions that improve the service for our customers. 	<ul style="list-style-type: none"> I develop and implement thoughtful solutions or recommendations based on sound evidence and feedback from internal and external sources. 	<ul style="list-style-type: none"> I implement systems to measure the quality of our decision making and to learn lessons. I take account of emerging issues and risks and put in place plans to limit the negative consequences to our service.
<ul style="list-style-type: none"> I take decisions based on supporting evidence, risk, and my prior knowledge of good practice. 	<ul style="list-style-type: none"> I make evidence-based decisions and consider the risks, including financial and resource impacts. 	<ul style="list-style-type: none"> I evaluate the impact of any changes to service delivery to learn lessons and implement that learning. 	<ul style="list-style-type: none"> I use evidence from our own and other's organisations to set strategy and direction for the service.
<ul style="list-style-type: none"> I work to foster trust with others and build constructive working relationships to achieve goals. I find out about my local community and risks, to ensure we are offering the best service. 	<ul style="list-style-type: none"> I encourage my team to build constructive working relationships with others to achieve our aims. I'm outcome focussed in my approach and make decisions based on better service outcomes. 	<ul style="list-style-type: none"> I seek out opportunities to work collaboratively across teams and functions to improve service delivery. 	<ul style="list-style-type: none"> I proactively build and sustain collaborative relationships with members, partners and high-level stakeholders to shape and influence wider public service delivery, reducing barriers to effective working. I encourage innovation, including new technology, to improve service delivery.

Organisational Effectiveness – this is about organisation

Leading Yourself	Leading Others	Leading the Function	Leading the Service
<ul style="list-style-type: none"> I know what the key organisational goals are and how I make a difference. 	<ul style="list-style-type: none"> I make sure the team understands how our work contributes to and delivers organisational priorities. 	<ul style="list-style-type: none"> I am aware of wider organisational and political priorities and how our function contributes more widely. 	<ul style="list-style-type: none"> I lead the organisation and develop the vision, mission and strategic business plan, which are inclusive of diverse and changing community risks. I take a long-term view which considers the future political, social and economic landscape as well as other public service drivers to set a clear and positive direction for the organisation.
<ul style="list-style-type: none"> I work within the organisations policies, procedures and processes. I speak out promptly if I see or hear of a safety or organisational risk. 	<ul style="list-style-type: none"> I manage quality in my team, and use various sources of feedback and evidence to understand how we are performing and managing risk. 	<ul style="list-style-type: none"> I actively seek to understand the nature of risk in various projects and act to mitigate those risks or report them. 	<ul style="list-style-type: none"> I act as a professional advisor to governance at all levels. I ensure that our approach to corporate risk is well considered and reasonable in the circumstances.
<ul style="list-style-type: none"> I offer ideas and feedback to improve our services, and take on board other's ideas. 	<ul style="list-style-type: none"> I encourage staff to be flexible in their approach and empower them to contribute and influence decisions. I create conditions where team members are empowered to suggest and implement new ways of working. 	<ul style="list-style-type: none"> I look at what other organisations are doing to solve similar organisational issues, taking on board what they are doing and sharing best practice with them. I encourage and respond to challenge appropriately, and am willing to adapt my thinking with new information or better evidence. 	<ul style="list-style-type: none"> I strive to establish a learning ethos both internally and externally. I create conditions for innovation and change that support our vision.
<ul style="list-style-type: none"> I continuously seek to improve my performance to contribute to organisational goals. 	<ul style="list-style-type: none"> I promote continuous improvement for the team and the organisation. 	<ul style="list-style-type: none"> I improve business processes to promote more efficient ways of achieving our plans. 	<ul style="list-style-type: none"> I foster and enable continuous improvement through using the right tools and methods. I continuously develop the organisation to be an inclusive employer of choice.
<ul style="list-style-type: none"> I am open to, and positively engage with, new ways of working. 	<ul style="list-style-type: none"> I take time to understand how change will impact on our work and how we can contribute to success, evaluating how things are working and how change is being embedded. 	<ul style="list-style-type: none"> I take ownership of change and help others to understand, adapt to, implement and embed change. 	<ul style="list-style-type: none"> I challenge the status quo and compare our performance against other fire and rescue services, other public services, and other relevant business sectors. I evaluate and ensure changes are being embedded in the organisation.
<ul style="list-style-type: none"> I positively seek organisational information about how well we are doing and what is changing. I can be trusted with sensitive information. 	<ul style="list-style-type: none"> I set up communication processes to ensure that people in my team have access to accurate information, clarifying information where I need to. 	<ul style="list-style-type: none"> I take responsibility for delivering organisational messages positively, even in difficult circumstances. 	<ul style="list-style-type: none"> I take responsibility for crafting key organisational messages, monitoring and evaluating how they are being received and passed down the organisation.

NATIONAL OCCUPATIONAL STANDARDS

The National Occupational Standards for the role are set out below. Further information about them can be found at [National Occupational Standards](#) website or by clicking on the links in the table below.

EFSM1	Provide strategic advice and support to resolve operational incidents
EFSM2	Lead, monitor and support people to resolve operational incidents
EFSM4	Plan organisational strategy to meet agreed aims and objectives
EFSM5	Plan implementation of organisational strategy to meet objectives
EFSM7	Evaluate organisational performance against agreed measures
EFSM8	Lead organisational strategy through effective decision making
EFSM13	Select personnel for employment
EFSM14	Manage the performance of teams and individuals to achieve objectives
EFSM15	Develop teams and individuals to enhance work based performance
EFSM16	Manage yourself to achieve work objectives
EFSM20	Exchange information to ensure effective service delivery

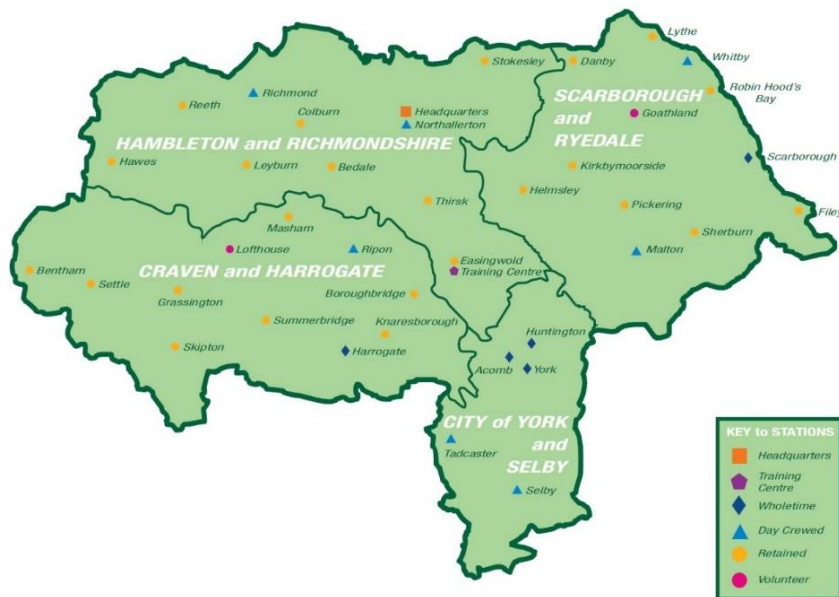
**ABOUT
NORTH YORKSHIRE,
NORTH YORKSHIRE FIRE AND RESCUE SERVICE
AND
ENABLE NORTH YORKSHIRE**

North Yorkshire

- North Yorkshire Fire and Rescue Service serves the communities of North Yorkshire and the City of York. The population of 819,800 is spread across isolated rural settlements and farms, market towns and larger urban areas such as York, Harrogate and Scarborough.
- North Yorkshire is England's largest county, covering an area of almost 3,212 square miles. It stretches from the North Sea in the east to beyond the Pennine watershed in the west and from the Tees in the north to the Ouse and beyond in the south. This provides particular challenges associated with rurality and travel distances.
- The county has two of England's ten national parks, three designated areas of outstanding natural beauty, over 200 sites of special scientific interest and over 12,000 listed buildings.
- The A1M and M62 motorways, the A66, A59 and A64 major roads and the East Coast Main Line from London to Edinburgh run through the county.
- North Yorkshire contains several important waterways including the River Ouse – the third busiest river in England.
- Major industry includes Drax, the second largest coal-fired power station in Europe.
- The county also contains a number of military establishments including Catterick Garrison, the largest military garrison in Western Europe.
- North Yorkshire, with its national parks and over 800 tourist attractions, receives more than 20 million visitors each year.
- Agriculture is the main industry outside of the main towns.
- The City of York is home to over 21,000 students, with two universities, drawing students from all over the world. Significant employers in this area include companies in IT, financial, transport infrastructure and manufacturing.



North Yorkshire Fire and Rescue Service



- Our more urban areas have shift stations, larger market towns have day crewed (self-roster) stations and smaller towns/rural villages have on-call. We also have two volunteer stations.
- Around 55% of our operational staff are on-call firefighters.
- There have been a number of changes within the Service recently, including changes to the governance arrangements and to the corporate management board membership.
- Like most of the public sector, the Service is operating in a difficult financial climate. In June 2018 our required savings stood at £2.5 million. A review of expenditure requirements along with the identification of a number of savings opportunities was undertaken. The impact of the review on the overall projected deficit by 2022/23 is a recurring imbalance of £1m across the life of the Medium Term Financial Plan approved in February 2019.
- Despite these challenges we are a Service looking to transform. As part of the governance transfer, the PFCC commissioned an independent report of the Service, setting out strengths, weaknesses, threats and opportunities.
- North Yorkshire Fire and Rescue Service has also been subject to a transformation programme (Transform 2020) to identify savings and efficiencies that help our service and North Yorkshire Police provide value for money to the public of North Yorkshire and the City of York.

- ENABLE North Yorkshire is a formal collaboration bringing together the business support functions for North Yorkshire Police (NYP) and North Yorkshire Fire and Rescue Service (NYFRS). It will ensure the support services which enable our emergency services to operate come together in serving the public.
- The functions (both NYP and NYFRS) included in ENABLE North Yorkshire are listed below:

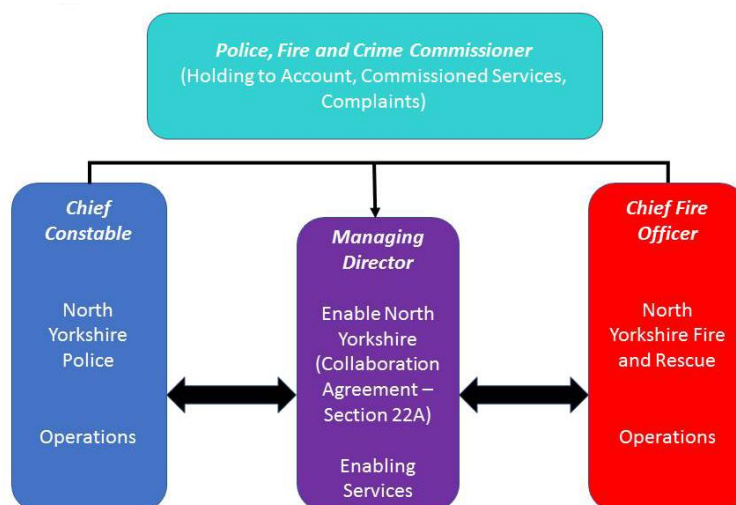
Functional Area	NYP	NYFRS
Administration	X (BAS)	X
Communications	X (Corporate)	X
Finance	X	X (Payroll)
HR and Learning & Development	X	X (Training Delivery, Occupational Health, Health & Safety)
ICT	X	X
Information Management	X	X
Strategic Intelligence, Information and Performance	X (Analytics, Inspection)	X
Organisational Change	X	X
Transport, Logistics and Estates	X	X
Legal* and Procurement		X

*NYP's legal team is not included as Evolve, a collaboration with Cleveland and Durham police forces, is the existing collaboration agreement through which NYP legal services are provided.

- The Chief Constable and Chief Fire Officer will be jointly responsible for setting out the requirements of the collaboration and the services we need, which will be delivered by the Managing Director. The Commissioner will hold the Chief Constable and Chief Fire Officer to account for efficient and effective service delivery.

The outline organisational structure below shows what this looks like:

Outline organisational structure



TERMS AND CONDITIONS

Appointment

The appointment will be made on a conditional basis subject to references and appropriate medical clearance, including the completion of a pre-physical questionnaire, fitness test and health surveillance as standard practice.

The offer will be also be subject to Non-Police Personnel Vetting Level 3 (NPPV 3) and National Security Vetting at Security Check (SC) Clearance.

Confirmation hearing

The Commissioner will make an appointment subject to a Confirmation Hearing by the Police, Fire and Crime Panel. The successful candidate will be invited to attend this hearing on 18 July 2019.

Salary and development

The gross salary for Chief Fire Officer is £116,640 - £128,640, inclusive of operational allowance. The basic pay is distributed across a 6-point scale, the starting position of which reflects the level of experience, suitability of role and previous pay rate. Progression of the scale could be at an accelerated rate, subject to achieving satisfactory performance against agreed objectives with the Police, Fire and Crime Commissioner.

The Chief Fire Officer will receive an annual NJC-negotiated cost-of-living pay rise.

Relocation expenses

The post holder's residence should be within a reasonable travelling distance of North Yorkshire Fire and Rescue HQ in Northallerton to fulfil the responsibilities of the post.

Reasonable relocation costs will be considered, depending on the applicant's circumstances.

Car

A vehicle will be provided to enable operational provision as required.

Continuous Duty System

All Brigade and Area Managers (B&AMs) are conditioned to a Continuous Duty System (CDS) to maintain Gold Duty Rota. Please refer to the attached link for the policy.

<https://www.northyorkshire-pfcc.gov.uk/how-can-we-help/get-involved/vacancies/chief-fire-officer/>

Working duty

The post holder will not hold any other appointment or engage in other work except with the prior written consent of the Police, Fire and Crime Commissioner.

Notice period

Termination of the appointment by the appointed person will require a three month notice period to be provided to the Police, Fire and Crime Commissioner.

Pension

The successful candidate will be contractually enrolled into the Firefighters' Pension Scheme (FPS) but can opt-out of the scheme should they wish to.

The FPS is comprised of a number of schemes. If the appointee is already a pension scheme member, they will be entitled to remain in their current scheme. The pension scheme protections

that currently apply will continue unchanged following appointment. If, however, the successful candidate is not currently a member of the FPS, they will be contractually enrolled into FPS 2015: the scheme available to all new members.

The FPS is administered by West Yorkshire Pension Fund (WYPF) on behalf of North Yorkshire Fire & Rescue Service. Comprehensive information relating to the FPS is available on the WYPF website www.wypf.org.uk.

Normal Pension Age is the age when you can retire and take the pension you have built up in full. The Normal Pension Age differs between the schemes that comprise the FPS; in summary, these are:

- FPS 1992: age 55. Members can, however, retire from age 50 providing they have at least 25 years' pensionable service. If you are a Chief Officer, and were appointed to the role, before 1 July 2013, you will require permission to retire before age 55
- FPS 2006 (standard section): age 60
- FPS 2006 (retained modified section of the scheme): age 55
- FPS 2015: age 60

It has been agreed that North Yorkshire Fire & Rescue Service will apply abatement to any role to which a retiree from the Firefighters' Pensions Scheme is appointed following widening of the discretions available to Fire and Rescue Authorities. Abatement is the process of reducing or stopping a member's pension if a member retires and then returns to work in the public sector. Government policy is that pension payments should be abated where a member is re-employed in the public sector and receives a pension and salary which exceeds their earnings before retirement.

Anyone in the Local Government Pension Scheme is subject to the rules on abatement if they are re-employed and in receipt of a pension.

BACKGROUND READING

Draft Fire and Rescue Plan

The Police, Fire and Crime Commissioner's Draft Fire and Rescue Plan sets out the strategic vision, priorities and objectives for North Yorkshire Fire and Rescue Service over the next two years for how it will better respond to the needs of our communities.

<https://www.northyorkshire-pfcc.gov.uk/content/uploads/2019/05/DRAFT-Fire-Rescue-Plan-2019-2021.pdf>

North Yorkshire Fire and Rescue Service - Integrated Risk Management Plan 2016-2020

https://www.northyorksfire.gov.uk/useruploads/files/plans_reports_strategies/16047_community_safety_plan_jan2018.pdf

Website of the North Yorkshire Police, Fire and Crime Commissioner

www.northyorkshire-pfcc.gov.uk

Local Business Case for Joint Governance of Police and Fire and Rescue in North Yorkshire

www.northyorkshire-pfcc.gov.uk/content/uploads/2017/10/North-Yorkshire-LBCWorking-Better-Together.pdf

Corporate Governance Framework

<https://www.northyorkshire-pfcc.gov.uk/content/uploads/2019/04/North-Yorkshire-Police-Fire-and-Crime-Commissioner-Fire-and-Rescue-Authority-Corporate-Governance-Framework.pdf>

Independent Report on North Yorkshire Fire and Rescue Service

<https://www.northyorkshire-pfcc.gov.uk/content/uploads/2018/11/Report-into-North-Yorkshire-Fire-and-Rescue-Service.pdf>

Interim Chief Fire Officer's 100 Day Report to the Police Fire and Crime Commissioner

<https://www.northyorkshire-pfcc.gov.uk/content/uploads/2019/05/100-Day-Report-to-PFCC.pdf>

Medium Term Financial Plan

<https://www.northyorkshire-pfcc.gov.uk/content/uploads/2019/03/2019-20-Budget-and-Capital-Programme-and-MTFP-to-2022-23-Fire.pdf>

Transform 2020 (change programme)

<http://democracy.northyorks.gov.uk/FunctionsPage.aspx?dsid=87217&action=GetFileFromDB>