

Jonathan Dyson

Personal Statement

15th May 2022

Chair, Members

Chief Fire Officer (CFO)

North Yorkshire Fire & Rescue Service (NYFRS).

Thank you for the opportunity to submit a personal statement in preparation for the forthcoming confirmation hearing. I feel truly honoured to be the Commissioner's proposed appointee.

Strategic Experience

I bring extensive experience across multiple fire and rescue services and diverse political governance models to shape my vision, strategy and intent, undertaking the challenges of transformation, inclusivity and sustainability concomitantly. As CFO, I will focus on delivering sustainable transformation through my vision, clarity and purpose. Strategic collaborations and alliances are a vital part of my vision for greater primary intervention in risk and vulnerability.

As a competent Gold Command Officer, I've completed courses in Strategic Incident Command and Multi Agency Gold Incident Command, with professional development and maintenance of competence. I've operated at Gold Command during Major Incidents across multiple services.

Meeting the role requirements

I'm enthusiastic, ambitious and fervent about public service with a strong civic duty. I like to be taken from my comfort zone to understand different perspectives and pick apart my position to rebuild it through challenging my ethical, professional and personal viewpoints. I've prioritised organisational growth and culture change, enabling colleagues to develop skills and thrive in their work, unlocking and nurturing talent to improve inclusion, having a huge impact across the organisation and into our partner landscape.

As CFO, I want to ensure North Yorkshire remains one of the safest places in the country to live, work, or visit. My desire is to continue building an inclusive, sustainable organisation by transforming our service delivery. A key priority is to develop our partnerships ensuring our staff, volunteers and partners feel valued and able to be their very best for our communities.

I promote a one team ethos cultivating a flexible, fair and innovative environment, evidenced through an unmistakable improvement in our value driven culture. My appointment represents a long-term commitment to NYFRS, for leadership stability and partner relationships. My leadership provides direction to our people, to achieve the objectives of the Fire & Rescue Plan, Risk and Resource Model and Ambition 2025. I am building a pro-inclusion environment through our people strategy, for positive changes in the quality of service we deliver to the public and their experience when interacting with staff.

Leadership

I'm an authentic and ethical leader, bringing novel thinking to collaboration for strategic solutions. I've built positive standing with staff, partners and Trade Unions, developing my emotional intelligence to foster trusting relationships. I'm a 'positive disruptor' evidenced through improvements I've delivered across all service directorates. I've added value to strategic teams for over 7 years, developing robust personal and professional resilience. I improve and appreciate the value of our Trade Union environment, understanding its current and potential future strategic impact.

Organisational Growth and Culture Change

I've created a strategic model for organisational learning, enhancing physical and cognitive capabilities for personal growth alongside professional skills. I'm utilising distributed leadership to increase efficiency and effectiveness, supporting teams and individuals to take responsibility and achieve personal and organisational goals. I create an environment where colleagues have the freedom and flexibility to change the way they work, benefitting our organisation and the public.

I've established successful relationships with Trade Unions, North Yorkshire Police, Office of the Police, Fire and Crime Commissioner and enableNY colleagues. As Senior Responsible Officer for our Agile Programme, I've implemented and overseen significant innovation and change processes whilst maturing our approach. I have a progressive attitude to strategic risk management, reducing organisational risk, delivering improvements in data provision, health and safety, performance and operational competence.

Ethics & Pro-inclusion

I'm a role model and passionate advocate for welfare, fairness and equality of opportunity. I'm developing a culture of belonging, unifying social connections for individuals to be their authentic selves in the workplace. I'm a prominent and consistent leader with a near zero tolerance for misconduct which facilitates support for individuals and teams within our learn not blame culture, through education and development.

In conjunction with our enableNY colleagues, I've developed a strategic Equality, Diversity and Inclusion Roadmap to better understand the impact of our progress against the National Core Code of Ethics, Equality, Diversity and Inclusion Framework and positive action initiatives, including a future toolkit for measuring and monitoring our priorities and organisational benefits.

Performance, data and technology

I strategised and delivered an innovative, data led methodology identifying risk and vulnerability, resulting in our Community Risk Profile and Risk and Resource Model, utilising data through collaboration with Local Authorities and partners. We're now able to define and see current risk, to reduce vulnerability and build community resilience. I'm transforming our use of technology for appreciative enquiry, alongside measurement and monitoring of our performance, aligned to the Community Risk profile. We are beginning to understand the causal effect of our work and the impact we have on risk and vulnerability.

Local and National roles

I've represented NYFRS on the National Fire Chiefs Council, Working Patterns Board project and I'm the extant Lead Officer for Automatic Water Fire Suppression Systems. I've created strategic collaboration opportunities aiding change of legislation and British Standards in relation to sprinklers and building safety, by engaging strategic stakeholders and achieving their commitment to influencing public safety.

I'm an activist for effective governance, in line with the Commissioners Code of Governance, as Chair and Co-Chair of a multitude of internal and external governance groups, including Deputy Chair of the North Yorkshire Community Safety Partnership. I'm exploring strategic alliances with key fire sector partners to seek collaborative opportunities that provide value for money and enhance public safety.

Summary

I feel privileged to have the opportunity to serve as CFO for NYFRS, continuing to serve the public of North Yorkshire and York, focusing on the challenges of transformation, inclusivity and sustainability. I welcome the opportunity to discuss my suitability for confirmation in role and I look forward to meeting Members at the hearing on 25th May 2022.

I have enclosed a copy of my CV for Members' perusal.

Yours Sincerely

Jonathan Dyson

Jonathan Dyson

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Professional Profile

T/Deputy Chief Fire Officer and Director of Service Delivery for North Yorkshire Fire and Rescue Service.

- Visionary leader with extensive experience across multiple fire and rescue services, with valuable insight into working under different political governance models and Trade Union environments.
- Change agent, and clear communicator, blending servant, authentic and ethical leadership, to deliver transformation with sustainable benefits for the service, public and our partners.
- Innovative strategic thinker who pursues best practice and shared learning from within the fire sector and externally, linking initiatives with the overarching vision of the organisation.
- Confident, passionate and trusted leader who seeks different perspectives to challenge own ethical, professional and personal viewpoints.
- Supportive role model and advocate who enjoys helping others achieve their aspirations, promoting inclusive practices to improve fairness, welfare and organisational belonging.
- Embeds a collaborative approach, fostering strong partnerships, inspiring new ways of working as a trusted advocate and critical friend of key stakeholders.
- Successful conciliator, resolving conflict and Trade Union disputes through discussion, dialogue and appropriate challenge.
- Seized opportunities to lead and develop national initiatives for the fire sector, currently serving as a board member of a National Fire Chiefs Council work stream and National Lead for Automatic Water Suppression Systems.

Current Role

August 2021 - Present: North Yorkshire Fire and Rescue – T/ Director of Service Delivery

- I provide the Chief Fire Officer, the Police, Fire and Crime Commissioner and the public, assurance of the organisation's performance, against the Integrated Risk Management Plan and Fire and Rescue Plan.
- I contribute to the effective Corporate Governance of the Service, being accountable for a varied portfolio including strategic operational command and Prevention and Protection. I take a long-term view, challenging the status quo, to meet the future political, financial and socioeconomic landscape.
- Delivering organisational improvement as a Senior Responsible Officer, understanding the importance of personal impact on team performance. I am delivering huge organisational benefits as colleagues change the way they work, without bureaucratic processes which prevent creativity.

- Active member of the Equality, Diversity and Inclusion Board, influencing strategic and tactical decision making processes, to ensure the impact of changes on people are thoroughly considered to deliver real and sustainable change. I create an environment and culture of trust, promoting a positive mindset and attitude, removing barriers to reform whilst helping people understand their individual contribution and impact.
- Proactively build and sustain relationships with high level stakeholders, including Trade Unions, Police, Office of the Police, Fire and Crime Commissioner, enableNY and City and County Council partners.

Key Strengths and Qualities

Strategic Thinker	Change Agent	Value Driven	Inclusive
Positive Disruptor	Evaluator	Esteem Builder	Humility
Relationship Deepener	Connector	Resilient	Trusted
Coach and Mentor	Legacy	Improver	Accountable

Career Summary

March 2020 – August 2021: North Yorkshire Fire and Rescue - Director of Assurance

- Developed an innovative, data led method for identifying vulnerability and those at risk in our communities. The strategic Community Risk Profile utilises online mapping, with national and local data sets obtained through collaborative working with Local Authorities and Partner Agencies. We are now able to see current risk and begin predicting future changes.
- Delivered a concept for exemplary training delivery. Staff are encouraged to embed a culture of personal and professional pride, focusing on their colleagues and students, to have a positive impact. A team ethos is promoted, whilst challenging unacceptable behaviour.
- Implemented a distributed training model, as a collaborative trial across Directorates. This resulted in huge gains for the organisation, our new On-call staff and local employers, in terms of capacity, cost and personal benefit.
- Delivered a Value for Money Framework and Toolkit, to help demonstrate the causal effect of our service delivery work and the impact our actions have on demand, public safety and resilience.
- Implemented new ways of working, building on the success of agile working during lockdown. This has realised sustainable economic and environmental benefits for the organisation, reflected in the Medium Term Financial Plan.
- Delivered an assurance framework for Covid-19 inspections, achieving successful safety outcomes across the service, including through a Health and Safety Executive inspection.

June 1999 to March 2020: South Yorkshire Fire Rescue: Firefighter through to Head of Function

- Delivered an award winning, pioneering collaboration between Police, Fire and Yorkshire Ambulance Service for a multi-disciplinary team, targeting vulnerability and reducing demand on resources. The team delivered a strong social return of investment, assisting vulnerable and at risk people in the community.
- Achieved significant organisational change through the delivery of a community focused Integrated Risk Management Plan and new duty systems, creating significant financial efficiencies.
- Fundamentally changed the organisations training model to increase staff competence and access to courses. This resulted in a huge reduction in staff being unavailable for duty, which significantly increased appliance availability and reduced costs to the public.

Education and Qualifications

- MBA Leading Innovation & Change York St John University (commenced 2021)
- Executive MBA Accelerator University of Chester 2021
- Strategic Incident Command Level 7 SFJ 2021
- Multi Agency Gold Incident Command 2021
- Advanced Incident Command QCF 2018
- Internal Verifier - South Yorkshire Fire and Rescue 2017
- Specialist Rescue Diploma – Coventry University 2010
- Management Diploma – Institute of Management 2007
- Post Graduate Diploma – Chartered Management Institute 2006
- Graduate - Institute of Fire Engineers 2003
- 3 A levels – Dinnington Comprehensive School 1997
- 12 O levels – Dinnington Comprehensive School 1995

Board Positions & Professional Affiliations

- Deputy Chair North Yorkshire Community Safety Partnership
- National Fire Chiefs Council Protection and Business Safety - Lead Officer Automatic Water Suppression Systems
- National Fire Chiefs Council Board Member – Working Patterns
- Institute of Fire Engineers – Graduate Membership