

## Jonathan Foster

### Interim Chief Fire Officer Supporting Statement

I am proud to be entering my 39<sup>th</sup> year of service with North Yorkshire Fire and Rescue Service (NYFRS). I have a loyalty and passion for the Service, but above all I have a commitment to the safety, health, and wellbeing of the public we exist to serve.

My current role as Deputy Chief Fire Officer holds me accountable to the Chief Fire Officer (CFO) for the efficient and effective management, operation and performance of all service delivery. Recently I led the Service through the challenges of the coronavirus pandemic as chair of the Business Continuity Team. My leadership ensured all aspects of service delivery were adapted to maintain an effective service to the public, whilst protecting the workforce from the virus.

I have a broad experience of incident command at operational, tactical and strategic levels. I maintain command competence by regular participation in local and regional events. I completed the Multi-Agency Gold Incident Command (MAGIC) course in 2017. I completed the Strategic Incident Command in Fire and Rescue Services (QCF) Level 7 Award in 2021.

I have experienced a varied and progressive career, working all duty systems. My CV provides my full career history, shown below at **Appendix 1**.

As interim CFO I will support and work closely with the North Yorkshire Police, Fire and Crime Commissioner in his first year of office, to deliver a new Fire and Rescue Plan. The continued delivery of the Service vision, 'Ambition 2025', is vital to provide value to the public. I will ensure the Service is prepared for the next Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services inspection, due March 2022.

I am committed to achieving efficiency, seeking opportunities for re-investment to improve effectiveness for the public. The need to address our financial situation by identifying solutions not only to balance the deficit, but to stretch beyond to facilitate much needed investment, will create both challenge and opportunity.

Our culture needs to change, and the diversity of our workforce must improve. I will ensure our Service Values alongside the national Joint Core Code of Ethics are embedded throughout the workforce. I am committed to making progress on these objectives through ensuring robust delivery plans are established and monitored.

Over the next 12 months I will provide much needed stability to the workforce and assurance of a high-quality service to the public. I will provide strong and adaptable leadership to a range of situations. I have a deep understanding of all areas of the organisation, and in general, I have the trust and respect of the workforce which has been earned through my hard work, dedication, and performance throughout my career.

Above all, I will ensure NYFRS provides the best service to the public.

Jonathan Foster  
Deputy Chief Fire Officer

## Appendix 1

# Jonathan Foster – Curriculum Vitae

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## Current Role

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### ❖ Deputy Chief Fire Officer, Director of Service Delivery (*interim 2018 – 2019, substantive 2019 - present*)

My role is to be accountable to the Chief Fire Officer (CFO) for the efficient and effective management, operation, and performance of all Service Delivery areas to achieve the Fire and Rescue Plan priorities and the delivery of Ambition 2025.

I deputise for the CFO and fulfil a range of discharged responsibilities across several functional areas including:

- Chair of the Health and Safety Committee
- Chair of the Local Pensions Board
- Chair of the Tactical Leadership Team
- Chair of the Service Delivery Performance group

I represent the Service on external strategic partnerships and forums including:

- Chair of the York and North Yorkshire Road Safety Partnership
- Service strategic lead on the North Yorkshire Local Resilience Forum
- Service strategic lead on the Yorkshire and Humber Operational Resilience Group

I am the deputy chair of the Strategic Leadership Team and support the CFO in the delivery of priorities through the Service Strategy in alignment with policy.

I lead on Industrial Relations and have been successful in negotiating reintroduction and relocation of Tactical Response Vehicles to Wholetime and On-call stations. I have also reached agreement for the removal of a large proportion of actions short of strike, which formed part of a live trade dispute.

I chair the Business Continuity Management Team (BCMT) and have successfully led the Service through the challenges of the Coronavirus pandemic, maintaining an effective emergency response capability to the public throughout it.

I provide strategic fire and rescue service (FRS) operational command for emergency incidents in accordance with the Service's policies and multi-agency protocols.

## Employment History

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### ❖ Area Manager, Head of Risk Management (*2016 – 2018*)

The role was responsible for ensuring the efficient and effective management, operation and performance of all community risk management functions which included oversight of the following sections:

- Response and Resilience
- Prevention and Protection
- Information and Intelligence
- Communications and Media

I was a member of Corporate Management Board, deputy chair of the Local Pensions Board, deputy chair of the Risk Management Group, and a member of the Health and Safety Committee and Information Governance Group.

I represented the Service within the Yorkshire and Humber regional working groups for Operational Response, and Prevention & Protection, and sat on the National Operational Learning User Group. I was a member of the 95 Alive Steering Group, North Yorkshire Community Safety Partnership, Prevent Strategic Group and Domestic Homicide Review Panel.

❖ **Group Manager, Response and Resilience, Headquarters (2013 - 2016)**

The responsibilities for the role included the production, revision and introduction of operational policy and procedures and the dissemination of national operational guidance within the Service. I had responsibility for the setting and management of an annual budget of £600,000 for the provisions of operational equipment and personal protective equipment.

I was the technical officer within the Fire Cover Review (FCR) project, providing operational context during the options development phase of the project. I prepared proposals and opportunities for change which were taken forward for consultation with staff, representative bodies, and the public. I was then responsible for leading the Response and Resilience section in the delivery and implementation of the operational elements of the FCR programme.

I led a team for the development and implementation of the Service contingency arrangements during the 2013 national pension dispute, and to ensure suitable fire cover was in place during strike periods.

❖ **Group Manager, Efficiencies Project Manager, Headquarters (2010 – 2013)**

The temporary role was established to assist with future identification of a range of efficiencies as the national financial crisis began to hit public services. I undertook various efficiency reviews including the restructuring of the administration within the Service and the creation of a centralised administration function. As part of this restructure, I project managed the implementation of a new IT HR system into the Service and the streamlining of work processes within each of the Service functional departments to maximise efficiency and effectiveness.

I was the lead manager for coordinating the Service through a Peer Review undertaken by several external senior managers and councillors in 2013. The work included coordination of a self-assessment and production of an operational assessment and fire peer challenge report, for presentation to the Authority for approval. A significant outcome of the peer review was the requirement for the Service to undertake a fundamental review of the fire cover within the county.

❖ **Group Manager Harrogate District (2008 – 2010)**

The role involved providing leadership and direction in the setting of, and delivery of local district plans. I was vice chair of the local Crime and Disorder Reduction Partnership and I sat on the Local Strategic Partnership along with peers from other local authority organisations and colleagues from the Police and Ambulance Services.

I was responsible for the management of performance standards across the district, placing a large focus upon the support for the On-call stations. This included the integration of the watches at the wholetime stations by allocating each an On-call unit to support and mentor the On-call staff.

❖ **Station Manager / District Manager for the following districts (2005 – 2008)**

- Selby
- Craven
- Richmondshire

❖ **Station Manager/Development Manager, Training Section (2004 – 2006)**

❖ **Station Officer/Training Manager, Training Centre (2002 – 2004)**

❖ **Sub Officer/Training Instructor, Training Centre (2000 – 2002)**

❖ **Leading Firefighter, Harrogate (1999 – 2000)**

❖ **Leading Firefighter, Selby (1998 – 1999)**

❖ **Wholetime Firefighter, Tadcaster (1994 – 1998)**

❖ **On-call (Retained) Firefighter/Leading Firefighter, Boroughbridge (1983 – 1994)**

## Key Skills

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- A mature, confident, experienced and adaptable leader, with extensive breadth and depth of knowledge of North Yorkshire Fire and Rescue Service
- Strong problem-solving skills
- Proven track record of forming and leading effective teams to deliver specified objectives
- Highly adaptable person with a wide range of practical skills
- Ability to command critical multi-agency incidents

## Professional, Managerial and Academic Qualifications

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### Academic and Higher Education Qualifications

- Master's Degree in Business Administration (MBA), Leeds Beckett University (2018)
- Institute of Leadership and Management L5 Introductory Diploma in Management (2008)
- Huddersfield University - Certificate in Education – (2006)
- National Examinations Board in Occupational Safety and Health L3 Certificate (2006)
- NVQ L4 Internal Quality Assurance (2005)
- NVQ L3 Training and Development (2005)
- Professional trainer certificate (2004)

### Fire and Emergency Service Sector

- Executive Leadership Programme (Fire and Rescue Service), Warwick Business School, L7 Post Graduate Certificate in Strategic Leadership (2021)
- Strategic Incident Command in Fire and Rescue Services (QCF) Level 7 Award (2021)
- CBRNe Strategic Commanders (2018)
- Multi-Agency Gold Incident Command (2017)
- CBRNe Tactical Commanders (2016)
- Incident Command Level 3 (2014)
- Hazardous Materials and Environmental Protection (2005)
- Road Traffic Accident Instructors Course (2001)

### Fire Service Examinations Board

- Station Officer promotional examination (2000)
- Sub Officer promotional examination (1997)
- Leading Firefighter promotional examination (1996)

### Managerial

- Senior Information Risk Owner (SIRO) Training (2019)
- Cross sector leadership exchange (2014)
- Common Purpose, West and North Yorkshire Meridian (2012)
- Effective dispute resolution (2009)
- Working with others, collaboration through communication (2009)
- Self-reflective leadership and management (2007)