



WE ARE MERSEYSIDE FIRE & RESCUE SERVICE

CANDIDATE PACK

STATION MANAGER

APPOINTMENTS PROCESS 2023



WELCOME TO MERSEYSIDE FIRE & RESCUE SERVICE

Welcome to Merseyside Fire & Rescue Service and thank you for your interest in working in our Service, we're looking for leaders who want to be part of our future.

If you are successful through the process you will be taking on a pivotal leadership role within a Fire & Rescue Service, which prides itself in being set in the heart of its diverse communities.

At Merseyside our staff are courageous, compassionate and serve with integrity. We are looking for highly talented, bold and innovative individuals to join our team and achieve our aim to be the best Fire & Rescue Service in the UK.

Merseyside Fire & Rescue Service is an excellent place to work, but don't just take our word for it; we would encourage you to spend some time with us to learn a little more about us, what's important and how we do things.

This candidate pack should provide you with a good foundation, with lots of information and links to pertinent documents to help you get to know us much better.

We set high standards at Merseyside and we're not embarrassed to say so, our selection process will be challenging for all the right reasons and will reward the best candidates with a career with excellent development opportunities and an ability to make a real difference.

We are Merseyside Fire and Rescue Service - be part of our future.



Phil Garrigan
Chief Fire Officer

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OUR STORY

There is nothing more tragic to us than loss of life so we will do everything we can to prevent this happening.

Saving lives and keeping our Firefighters safe matters to us.

We are a team of diverse people undertaking different roles but working together to achieve outstanding impact.

We are part of our community - it's where we are from, it's where we have brought up our families. We reflect our area - looking after each other and showing kindness.

Our teams continue to shape our story putting our community at the heart of everything we do.

We have a long and proud history of being bold - a mindset of let's try it- let's do it.

For Merseyside Fire & Rescue Service, good enough is never good enough.

We are our community and we know the part we can play - **our place, our culture and our people** are what make us great.



WE ARE MERSEYSIDE FIRE & RESCUE SERVICE

OUR VISION

To be the best Fire & Rescue Service in the UK.
One team, putting its communities first.

OUR PURPOSE

Here to serve. Here to protect. Here to keep you safe.

OUR AIMS

Protect

We protect people from harm, provide advice, guidance and when absolutely necessary use enforcement to keep the public and our firefighters safe.

Prevent

We are there for you. We are a visible presence that provides reassurance, support and advice. Alongside our partners, we protect the most vulnerable and reduce inequalities.

Prepare

We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective.

Respond

We will be there when you need us most, pulling out all the stops to save lives. Whether we are taking 999 calls, or attending incidents, we keep our communities safe.

OUR SERVICE

We are bold

Embracing new ideas to build on the confidence and trust the community place in us.

We are professional

Always giving our best to be the best we can be.

We are safe

Protecting lives and keeping our firefighters safe.

We are built to help

Looking after people and looking after each other.

We are positive

Recognising how far we have come and being positive about the future.

We are relentless

Overcoming barriers to help people feel safe.

OUR VALUES

We serve with **Courage**

- By never settling for the status quo
- By being decisive and calm under pressure
- By having determination to see things through
- By being prepared to fail
- By celebrating diversity and being open to new opportunities and challenges
- By setting high standards and not being embarrassed for doing so
- By challenging ourselves to be better

We serve with **Integrity**

- By doing the right thing even when it is hard or no one is looking
- By leading by example
- By standing up for what matters
- By being open, honest and fair
- By making decisions based on facts
- By explaining the why
- By being consistent
- By always doing what we say we are going to do

We serve with **Compassion**

- By acting with empathy and kindness
- By actively listening - hearing what is being said
- By going the extra mile to help
- By looking after and supporting each other, noticing what is going on for people
- By recognising each other's contribution
- By creating a sense of belonging
- By embracing and understanding difference

MERSEYSIDE FIRE & RESCUE SERVICE

STATION MANAGER APPOINTMENTS PROCESS



"We have a long and proud history. Be part of our future."

STATION MANAGER

Salary: £47,712 (in development) to £51,525 (when competent) + 20% flexible duty allowance.

THE ROLE

Merseyside Fire and Rescue Service is a bold forward thinking Authority looking for highly motivated, innovative and talented individuals to shape our story, contributing to public service reform in order to save, protect and improve the lives of the people in Merseyside.

Crucial to the role will be your ability to lead collaborative approaches with partners in order to deliver an integrated and effective service to our communities - to help ensure their safety, improve the region's health and economy and deliver significant social value, thereby ensuring the highest level of protection is afforded to the communities we serve.



- You will be expected to demonstrate exceptional leadership skills and the ability to inspire and maintain outstanding performance from others.
- You will have a demonstrable ability to lead change in a complex and evolving environment.
- You will have excellent communication skills and an ability to engage constructively with internal and external stakeholders.
- You will have demonstrated high levels of ability with regard to the implementation and management of key projects
- You will model our values and behaviours; promoting a culture which embraces collaboration, inclusivity, high performance and wellbeing, and you will strive to make a real difference to the communities we serve.
- You will be required to manage and lead operational incidents as Incident Commander, or in other incident command support roles in accordance with the requirements of EFSM2 and local standard operating procedures.

OUR LEADERSHIP BEHAVIOURS

Our Managers are inclusive, servant leaders, adopting a coaching style where appropriate. Our Leadership Behaviours for Middle Managers outline how we act and the difference we make to the people around us.



Personal Impact	Set standards of behaviour in line with Service values and behaviours.	Role model and mentor others in how they communicate and engage to encourage inclusion.	Provide a visible presence and recognise the contribution of others.
Outstanding Leadership	Work internally and externally to set clear work and objectives, actively monitoring the performance of the team and giving positive developmental feedback.	Accountable for the output of my teams and devolve responsibility for work to the appropriate level.	Nurture future talent and proactively plan for succession. I look for opportunities to coach, mentor and support people outside of my teams.
Service Delivery	Take a business-like broad approach that considers how to achieve better outcomes for communities.	Monitor the quality-of-service delivery and share information so that people know how well we are performing and plan accordingly	Seek out opportunities to work collaboratively across teams and functions to improve service delivery.
Org. Effectiveness	Aware of wider organisational and political priorities and how my function contributes more widely.	Actively seek to understand the nature of risk in various projects and act to mitigate those risks or report them.	Apply latest business processes & not settle for the status quo.



ELIGIBILITY

Candidates must have experience of operating in the Watch Manager role within the last 12 months.

Applications from candidates, who are not currently employed by a Local Authority Fire & Rescue Service within the UK, will not be eligible to apply.

THE SELECTION PROCESS

Interested individuals should complete the online application form and submit this prior to the closing date of **Midnight, Sunday 27th August 2023**.

Please note, applications will be scored on the **workplace performance evidence** candidates provide in relation to our Leadership Behaviours for Leading the Function – provided on page 4 of this document.

Shortlisted candidates will be invited to attend a multi stage selection process (comprising of Command Assessment, Presentation and Interview) aligned to the requirements of the Station Manager role. It is anticipated that these stages will be conducted between **18th – 29th September 2023**.

Detailed role information is available within the candidate pack. For further information about the role please contact John Price on 0151 296 4323 / 07738 604 929 or johnprice@merseyfire.gov.uk / gateway@merseyfire.gov.uk

On appointment, candidates will undertake an induction and development programme tailored to their experience and competencies to support their transition.

PENSION CONSIDERATIONS

ANNUAL ALLOWANCE

Please note that it is your personal responsibility to check whether by applying/accepting this position it would result in any Annual Allowance implications. A breach in the Annual Allowance threshold could result in a Tax charge. Further information on Annual Allowance can be obtained from the Pensions team, or the Pension Administrator website (YPS for Firefighter pension(s) and Merseyside pension Fund for LGPS).

LIFETIME ALLOWANCE

Please note that it is your personal responsibility to check whether by applying/accepting this position it would result in any Lifetime Allowance implications. A breach in the Lifetime Allowance threshold will result in a Tax charge. Further information on Lifetime Allowance can be obtained from our Pensions team, or the Pension Administrator website (YPS for Firefighter pension(s) and Merseyside pension Fund for LGPS).

TEMPORARY PROMOTIONS/POSITIONS

Please note that any period of 'temporary', whether that is by way of promotion or allowances associated with a temporary position, will be treated as non-pensionable.

SAFEGUARDING

Merseyside Fire and Rescue Service's recruitment and selection procedures reflect our commitment to safeguarding and promoting the welfare of Adults, Children and Young People and all staff and volunteers are expected to share this commitment.



WE ARE MERSEYSIDE, PART OF OUR COMMUNITY

Living in Merseyside will reward the successful post holder in lots of different ways. It's difficult to put into words what it can offer, at the heart of it though, is an opportunity to be part of our Community, our Place, our Culture and our People. That's what makes us and Merseyside great.

OUR PLACE

Merseyside is an area steeped in maritime history; it is an area of rich heritage with worldwide links to culture, arts, music and sport.

Merseyside is a county in the north west of England, on both sides of the mouth of the river Mersey and includes the metropolitan districts of Knowsley, Liverpool, Sefton, St Helens and Wirral.

OUR CULTURE

The city of Liverpool is an important centre for culture throughout the world, it boasts world leading attractions in the arts, music, theatre, entertainment and sport.

Liverpool has one of the most impressive collections of museums in Europe, boasting more galleries and national museums than any city in the UK outside London.

Merseyside moves to its own rhythm; Liverpool is a city that's very heart beats with the sound of music. A UNESCO City of Music, famous for its Mersey Beat and for those four lads that changed the music world forever - but that's not all.

We have a plethora of theatre's on offer throughout the region, many situated in our bustling city centre such as the Philharmonic, The Empire and the Playhouse. You'll also find them within towns throughout our region like the Floral Pavilion in New Brighton and the Shakespeare North Playhouse in Prescot.

Liverpool City Region boasts three historic football clubs. Everton and Liverpool are separated by just one mile and are two of the Premiership's finest. Wirral's Tranmere Rovers play at Prenton Park in Birkenhead.

The region is also home to England's Golf Coast, the finest stretch of championship golf in the world, with no fewer than three Royal Links courses which have hosted endless Open Championships and Ryder Cups.

Horse-racing is huge in the city; Aintree and Haydock racecourses offer top-quality racing including the world-famous Grand National Festival at Aintree each spring.



There's more ...

Merseyside is also home to a number of top rugby teams, including St Helens (Saints) - the most successful Rugby League club of the Super League era.

Being a maritime hub we're also the perfect place to try your hand at water sports, with a number of centres across the city region including Liverpool Watersports Centre and Wirral Sailing Centre based at West Kirby Marine Lake, with courses available for all ages and levels of experience.

Don't just take our word for it, come for a visit, with excellent transport links you'll be here in no time and once you're here you won't want to leave.

OUR PEOPLE

Our people have a mindset of lets try it – lets do it. We are bold and always give our best to be the best we can be. Our people are diverse, each bringing something different to their roles but working together to achieve outstanding impact.

Merseyside is world renowned for its welcoming and friendly atmosphere, Merseyside Fire & Rescue Service is no different – we are built to help, we look after our Communities and we look after each other.



OUR COMMUNITY

Merseyside spans 249 square miles of land and whilst it contains some of the most deprived areas in England, where the Service can make a real difference; it is also home to some of the most desirable and sought after locations which attractions more and more people into the region each year.

OUR FAMILY

We know just how important family is to our staff and Merseyside offers a fantastic setting for people relocating to the area. With its mix of rural areas, small towns and the bustling city centre of Liverpool, Merseyside really does have it all.



Eating Out: Food and Drink in Liverpool is fantastically varied, from sleek fine dining to indie bistros and pop-up foodie heavens to high-street favourites. Merseyside has no shortage of award winning restaurants, with a variety AA Rosette and Michelin starred venues to get your taste buds tingling.



Green Spaces: In Liverpool City Region we are blessed with an abundance of outdoor spaces. We have 200 acres of parkland under 15 minutes from the city centre at Sefton Park. We've pretty beaches on both sides of the water. Trips to Crosby Beach to visit Antony Gormley's Iron Men, National Trust's Formby Beach, Thurstaston Beach and Hillbre Islands all need to be on your must visit list.



Education: Merseyside is home to some of the highest performing Secondary School in the UK. There's no shortage of Higher Education options either, with world leading Universities such as University of Liverpool, Hope University and Liverpool John Moores University not to mention institutes such a Liverpool Institute for Performing Arts (LIPA).

OUR OFFER

Living in Merseyside is really rewarding and we're confident that for the successful candidate, relocating will be the move of a lifetime. We'll support that transition with a generous relocation package, our team will provide help, guidance, ensure you settle in and find out more about what the region can offer your lifestyle.

In a professional context, Merseyside Fire & Rescue Service offers the successful candidate an opportunity to make a real impact in a bold, busy Metropolitan environment, with a risk profile that will offer excellent development opportunities.



BENEFITS

Merseyside Fire & Rescue Service recognises the hard work and commitment of its staff. In return, we can offer the right candidate a competitive reward package.

- ❖ A generous relocation package.
- ❖ The Service have developed several work life balance policies and procedures that support and enable you to balance your paid work, your family life and your ability to attend work
- ❖ **We're positive about personal development:** Considerable investment in learning & development, including High Potential Programmes, Coaching, Mentoring and professional development schemes. The Service has invested in a state of the art training facility due to open in 2024. More information about this is available **HERE:** <https://tinyurl.com/5x2ufyuv>
- ❖ **We're positive about making a difference:** Diversity is seen as a strength of the Authority. As an organisation, we seek diversity at all levels and expect a work environment in which all employees can develop and contribute to their full potential. Our established **Staff Networks** play a vital part in that.
- ❖ **We're positive about staff welfare:** Provision of outstanding Occupational Health Services with dedicated mental health and wellbeing resources. More information about our positive practice in mental health can be found **HERE:** <https://tinyurl.com/yvahrtrfx>
- ❖ Use of on-site fitness suites.

TERMS & CONDITIONS

Terms & Conditions of employment will be in accordance with provisions set out in the National Joint Council for Local Authority Fire & Rescue Services Scheme of Conditions of Service (Grey Book) and supplemented by Merseyside Fire & Rescue Authority's local terms and conditions and associated policies.

- ❖ Salary from £46,712 (in development) to £51,525 (when competent) + 20% flexible duty allowance.
- ❖ Pension provisions in accordance with the Firefighters' Pension Scheme as amended from time to time.
- ❖ Annual, Public Holiday and Long Service leave will be in accordance with NJC conditions of service. Leave entitlement incorporating Scale A, Scale B and Long Service is 36 days each calendar year.
- ❖ Hours of work will be 42 hours per week.
- ❖ The period of notice to terminate employment by the employee is 30 days. Termination of employment by the employer is 30 days.
- ❖ The post is located at Merseyside Fire & Rescue Headquarters, Bridle Road, Bootle, L30 4YD. Although the place of work may be anywhere within the Merseyside county area, with travel outside of the county as required.
- ❖ Must provide a base within the county to give operational cover.

JOB PROFILE

JOB TITLE:	Station Manager B
REFERENCE NUMBER:	
SALARY GRADE:	Station Manager B
SECTION:	
DIRECTLY RESPONSIBLE TO:	Group Manager

MAIN JOB PURPOSE

The Station Manager, as an integral part of Station Management Teams /Departmental Team(s), is responsible for the actions and activities of Supervisory Managers and other individuals as appropriate, and is answerable/responsible to the Group Manager.

It is essential that the post holder will be committed to, and encourage and promote the values of MFRS and comply with the required standards of conduct and so promote the Authority within the community by acting with integrity and honesty.

As detailed in the Authority's IRMP, the Leadership Message clearly states our Values.

We serve with **Courage**

- By never settling for the status quo
- By being decisive and calm under pressure
- By having determination to see things through
- By being prepared to fail
- By celebrating diversity and being open to new opportunities and challenges
- By setting high standards and not being embarrassed for doing so
- By challenging ourselves to be better

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- By leading by example
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- By recognising each other's contribution
- By creating a sense of belonging
- By embracing and understanding difference

KEY AREAS OF RESPONSIBILITY

- ❑ Take responsibility for the leadership of Stations and functional Department(s) and provide a positive role model to staff and the wider community in order to promote the values of MF&RS.
- ❑ Be part of the management team in formulating and being accountable for Station Plans/Departmental Plans and supervising the station/departmental planning process by allocating work activities, implementing and evaluating work plans, making recommendations for improvement as necessary, to ensure that service delivery needs are continually met.
- ❑ Manage the Station /Departmental Management Team(s) and in conjunction with Departmental Managers provide appropriate support, guidance and coaching in order that station/departmental and organisational aims objectives and performance indicator targets both internal and external to the Service are achieved.
- ❑ Represent Stations/Departments where appropriate on developmental groups to ensure the continuous improvement of service provision.

- ❑ Support Departmental Managers in assessing workplace performance, including where necessary vocational qualifications, and taking responsibility for the quality assurance of assessment processes.
- ❑ Support Departmental Managers in developing the needs of individuals within the role area of responsibility, through the Service's appraisal system and any related procedures and processes.
- ❑ Support Departmental Managers in identifying the training and development needs of the Station Management/Departmental teams through workplace assessment and develop individuals in line with their Personal Development Plans and any related procedures and processes, to facilitate that they are equipped with the necessary skills, knowledge, appropriate qualifications and experience to fulfil their roles.
- ❑ Collate, validate and analyse information, including recording and storage, from a range of internal and external sources to ensure the provision and communication of accurate and timely information to inform decision making and to support service delivery.
- ❑ Plan and implement inspections and investigations and respond to findings in order to determine solutions or make recommendations to eliminate or minimise risk to people, property and the environment.
- ❑ Assist in the recruitment and selection of individuals to carry out work activities, both internal and external, for permanent, temporary or project work, encompassing paid and voluntary work, both full and part-time.
- ❑ Support Departmental Managers in the management of human resource issues and the maintenance of discipline within the area of responsibility relative to the role of Station Manager.
- ❑ Manage the use of physical resources and ensure their availability in order to meet operational needs.
- ❑ Develop innovative practices and promote a positive attitude towards change.
- ❑ Support Departmental Managers in publishing Station Action Plans and departmental plans and set achievable targets that meet local needs and also contribute to the attainment of the Service Plan and monitor progress toward achieving objectives.
- ❑ Support and contribute to the development and delivery of the MF&RS' IRMP by identification of needs at local level for training and development, prevention and protection, emergency response and rescue.
- ❑ Support Departmental Managers in monitoring and controlling budgets within the designated area of responsibility to ensure that financial resources are used to maximum effect in compliance with standing orders and financial regulations.
- ❑ Gather and analyse Community Risk Reduction risk assessments to ensure that trends are identified, addressed and monitored.
- ❑ Build effective relationships with the community through pro-active networking in order to promote safer communities through increased involvement and participation in local partnerships to maximise impact of community safety strategies.
- ❑ Promote and monitor a positive Station/Department within the community which projects MF&RS' mission, values and stated aims.
- ❑ Provide a point of contact within the local community for all relevant stakeholders including members of the community, elected members and other agencies to ensure that service delivery is responsive to local needs.

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| <ul style="list-style-type: none">Identify opportunities for the Station/Department and its staff to become involved in community initiatives that support the duties, aims and objectives of MF&RS. |
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OTHER AREAS OF RESPONSIBILITY

- | |
|--|
| <ul style="list-style-type: none">Take responsibility for personal performance, including personal fitness and welfare, and the development of personal skills including the use of appropriate IT systems and the attainment of the appropriate vocational qualification to ensure the required skills, knowledge and demonstration of competence to fulfil the role.Communicate skills and knowledge to colleagues in order to support the development of their personal and professional competence.Ensure as far as is reasonably practicable the health and safety of yourself, colleagues and others who may be affected by your acts and/or omissions.Ensure that all activities comply with the policies and procedures of MF&RS.To operationally assure incidents in a monitoring capacityTo work flexibly within the 42 hour week as the Service requires |
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If required:

- | |
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| <ul style="list-style-type: none">Attend and resolve fire related incidents, by controlling and extinguishing fires and road traffic collisions in order to ensure that such incidents are dealt with effectively and safely therefore limiting the impact on people, property and the environment.Attend and resolve incidents involving hazardous materials and mitigate damage to property and the environment and damage and distress to people, in order to minimise the effects of such incidents.When required attend and resolve emergencies (other than fire and road traffic collisions) to minimise the impact on people, property and the environment. Respond with other agencies in accordance with the organisation's functions, the national policy, the organisation's integrated risk management plan and policies and where a suitable response shows clear safety improvements for the community.Manage operational incidents as Incident Commander, or in other incident command support roles, through the assessment of incident status, the implementation of appropriate action and by conducting de-briefings to ensure their effective resolution. |
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ADDITIONAL INFORMATION

Notwithstanding the detail in this job profile, in accordance with MF&RS' approach towards flexible working, and in accordance with NJC Scheme of Conditions of Service (Section 3, paragraph 6), the job holder will undertake such work as may be determined by the Chief Fire Officer from time to time within the scope of the nationally agreed role map for this role, and in any location within the geographical area served by the MF&RS and other areas where MF&RS has entered into mutual arrangements with other fire and rescue authorities and other agencies. This will include attendance at management team meetings from time to time.

Date job profile prepared / revised:	September 2022
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Job Title:	Station Manager B	Team:	Senior Officers
Salary:	Station Manager B	Directorate:	Various

GENERAL ROLE LEVEL CRITERIA

	QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
1	IOSH Managing Safely OR NEBOSH General Certificate qualification.	DESIRABLE	AF/PD/IC
2	Educated to HNC (level 4) level or equivalent	DESIRABLE	AF/PD
3	Deemed competent against all units of the Watch Manager Role map.	ESSENTIAL	AF/PD
4	IFE Level 4 Certificate unit Operations & Incident Command.	DESIRABLE	AF/PD
	KNOWLEDGE & EXPERIENCE	ESSENTIAL/DESIRABLE	ASSESSED BY
5	Knowledge, understanding and input into the delivery of the Integrated Risk Management Plan.	ESSENTIAL	AF/I
6	Proven track record of managing and leading multi-functional teams in a dynamic environment.	ESSENTIAL	AF/I
7	Ability to work towards attaining the requirements of national occupational standard EFSM2.	ESSENTIAL	AF/I/IC
8	Experience of working within a risk management framework.	ESSENTIAL	AF/I
9	Experience in resource planning and control and knowledge of management	ESSENTIAL	AF/I
10	Experience in contributing to the development and delivery of community based initiatives & of working in partnership with a range of diverse communities	ESSENTIAL	AF/I
11	Experience in assisting in the management and delivery of a variety of performance management systems	ESSENTIAL	AF/I
12	Experience in delivering and contributing to innovative change management policies, initiatives and processes.	ESSENTIAL	AF/I
13	6 months substantive experience in the role of Watch Manager	ESSENTIAL	AF/I
14	Experience of operating in the role of Station Manager	DESIRABLE	AF/PD/I
15	Experience of contributing to the development of constructive partnership working with internal and external stakeholders.	DESIRABLE	AF/I
16	Experience of dealing with financial accountability systems within a Public Sector environment.	DESIRABLE	AF/I
	SKILLS & ABILITIES	ESSENTIAL/DESIRABLE	ASSESSED BY
17	High level of leadership skills and the ability to inspire and maintain excellent performance from self and others.	ESSENTIAL	AF/I/IC
18	Proven ability to work within a highly pressured, risk centred environment whilst making effective decisions and delegating appropriately.	ESSENTIAL	AF/I/IC
19	Good level of interpersonal and people management skills and the ability to develop and maintain constructive working relationships with a variety of individuals, groups and stakeholders.	ESSENTIAL	AF/I
20	Ability to undertake appropriate planning and to demonstrate creative problem solving.	ESSENTIAL	AF/I
21	Excellent oral and written communication skills.	ESSENTIAL	AF/I/IC

CONT'D ... GENERAL ROLE LEVEL CRITERIA

	SKILLS & ABILITIES	ESSENTIAL/DESIRABLE	ASSESSED BY
22	Effective report writing skills.	ESSENTIAL	AF/I
23	Good level of IT skills, using Microsoft Office applications including Word, Excel, Outlook and other systems used within MF&RS.	ESSENTIAL	AF/I
	COMMITMENT	ESSENTIAL/DESIRABLE	ASSESSED BY
24	A commitment to model our values and behaviours; promoting a culture which embraces collaboration, inclusivity, high performance and wellbeing, striving to make a real difference to the communities we serve.	ESSENTIAL	AF/I
25	A knowledge and understanding of and a personal commitment to equality & diversity and related legislation and how this is applied in practice	ESSENTIAL	AF/I
26	A demonstrable commitment to continuous professional development.	ESSENTIAL	AF/I
27	A commitment to achieve relevant Institution of Fire Engineers (IFE) qualification.	ESSENTIAL	AF/I
	WORK RELATED CIRCUMSTANCES	ESSENTIAL/DESIRABLE	ASSESSED BY
28	Must provide a base within the county to give operational cover.	ESSENTIAL	AF
29	Must maintain personal standard of fitness and also pass the point of entry medical.	ESSENTIAL	PD/AF
30	Must have a full driving licence and be prepared to travel as dictated by the requirements of the role.	ESSENTIAL	AF/PD

KEY

AF	Application Form	I	Interview
PD	Produce Documentation	IC	Incident Command Assessment



LINKS TO ASSOCIATED DOCUMENTS CAN BE ACCESSED BELOW

INTEGRATED RISK MANAGEMENT PLAN 2021-2024



Integrated Risk
Management Plan (IRMP)



Click HERE: <https://tinyurl.com/d5tj5wwk>

Click HERE: <https://tinyurl.com/yc7k992n>

SERVICE DELIVERY PLAN APRIL 2022 - MARCH 2023



Service Delivery Plan



Click HERE: <https://tinyurl.com/yc593y6c>

Click HERE: <https://tinyurl.com/2p8c8nxv>



Fire & Rescue Service 2021/22

Effectiveness, efficiency and people

An inspection of Merseyside Fire and Rescue Service



PEOPLE PLAN 2021-24



*Our people, our
culture, our place*



INFORMING OUR LEADERSHIP MESSAGE



The **Leadership Message** has been created by our own staff, ensuring that it fully reflects what it means to be part of Merseyside Fire & Rescue Service. There are also a number of key documents that have informed our Leadership Message, these are outlined below with explanations to show how they are linked.



OUR STORY

There is nothing more tragic to us than loss of life so we will do everything we can to prevent this happening.

Saving lives and keeping our firefighters safe matters to us.

We are a team of diverse people undertaking different roles but working together to achieve outstanding impact.

We are part of our community - it's where we are from, it's where we have brought up our families. We reflect our area - looking after each other and showing kindness.

Our teams continue to shape our story, putting our community at the heart of everything we do.

We have a long and proud history of being good - a mindset of let's try it, let's do it.

For Merseyside Fire & Rescue Service, good enough is never good enough.

We are our community and we know the part we can play - our place, our culture and our people are what make us great.

WE ARE MERSEYSIDE FIRE & RESCUE SERVICE

To be the best Fire & Rescue Service in the UK. One team, putting its communities first.

Here to serve. Here to protect. Here to keep you safe.

OUR VISION	OUR PURPOSE	OUR AIMS	OUR SERVICE	OUR VALUES
Protect We protect people from harm, provide advice, guidance and when absolutely necessary use enforcement to keep the public and our firefighters safe.	Prevent We are there for you. We are a visible presence that provides reassurance, support and advice. Alongside our partners, we protect the most vulnerable and reduce inequalities.	Prepare We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective.	Respond We will be there when you need us most, putting out all the stops to save lives. Whether we are taking 999 calls, or attending incidents, we keep our communities safe.	<p>We are bold Embracing new ideas to build on the confidence and trust the community place in us.</p> <p>We are professional Always giving our best to be the best we can be.</p> <p>We are safe Protecting lives and keeping our firefighters safe.</p> <p>We are built to help Looking after people and looking after each other.</p> <p>We are positive Recognising how far we have come and being positive about the future.</p> <p>We are relentless Overcoming barriers to help people feel safe.</p>
We serve with Courage By never settling for the status quo By being decisive and calm under pressure By having determination to see things through By being prepared to fail By celebrating diversity and being open to new opportunities and challenges By setting high standards and not being embarrassed for doing so By challenging ourselves to be better	We serve with Integrity By doing the right thing even when it is hard or no one is looking By leading by example By standing up for what matters By being open, honest and fair By making decisions based on facts By explaining the why By being consistent By always doing what we say we are going to do	We serve with Compassion By acting with empathy and kindness By actively listening - hearing what is being said By going the extra mile to help By looking after and supporting each other, noticing what is going on for people By recognising each other's contribution By creating a sense of belonging By embracing and understanding difference		

<p>Core Code of Ethics for Fire and Rescue Services England</p>		<p>Core Code of Ethics >> MFRS Leadership Message [click HERE for Code of Ethics]</p> <p>Putting our communities first > We are built to help.</p> <p>Integrity > Integrity, being consistent.</p> <p>Dignity & Respect > Compassion, looking after and supporting people.</p> <p>Leadership > We are professional, positive and serve with Integrity.</p> <p>Equality, Diversity & Inclusion > We celebrate diversity, embrace and understand differences and recognise each other's contributions.</p>
		<p>Our Ground Rules >> MFRS Leadership Message [click HERE for Ground Rules]</p> <p>Respect difference and Individuality, making Merseyside Fire & Rescue Service a great place to work ></p> <ul style="list-style-type: none"> > Celebrating diversity and being open to new opportunities and challenges. > Standing up for what matters, being open, honest and fair. > Recognising each other's contribution. > Creating a sense of belonging, embracing and understanding difference.
		<p>NFCC Leadership Framework >> MFRS Leadership Message [click HERE for Framework]</p> <p>Leading Yourself ></p> <ul style="list-style-type: none"> > Doing the right thing even when it is hard or no one is looking. > Looking after people and looking after each other. > Setting high standards and not being embarrassed for doing so. > Embracing new ideas to build on the confidence and trust the community place in us. > Protecting lives and keeping Firefighters safe.
		<p>British Values >> MFRS Leadership Message [click HERE for British Values]</p> <p>Democracy > Compassion, recognising other peoples contribution.</p> <p>Rule of Law > Here to serve. Here to protect. Here to keep you safe.</p> <p>Mutual Respect > Acting with empathy and kindness. Being open, honest and fair.</p> <p>Individual Liberty > Embracing and understanding difference. Celebrating diversity and being open to new opportunities and challenges.</p>



MERSEYSIDE FIRE & RESCUE SERVICE

LEADERSHIP BEHAVIOURS

At Merseyside Fire & Rescue Service, our **Leadership Behaviours** below highlight both the 'WHAT' & 'HOW' we are expected to behave and the difference we make to the people around us. Our Leadership Behaviours reflect our Leadership Message and, in particular, our values that help us define the behaviours we are all expected to demonstrate. We have also integrated the fire service Core Code of Ethics and utilised the four leadership themes from the NFCC Leadership framework & identified leadership descriptors for each level of management. The four themes are:



PERSONAL IMPACT • OUTSTANDING LEADERSHIP • SERVICE DELIVERY • ORGANISATIONAL EFFECTIVENESS

PERSONAL IMPACT WHAT	LEADING YOURSELF Everyone (HOW)	LEADING OTHERS Supervisory Managers (HOW)	LEADING THE FUNCTION Middle Managers (HOW)	LEADING THE SERVICE Strategic Managers (HOW)
	I demonstrate Service values and behaviours.	I consistently lead by example.	I set standards of behaviour in line with Service values and behaviours	I promote and role model behaviours and make strategic decisions in line with our Leadership Message.
	I value inclusion and set a positive example to others.	I take responsibility for inclusion, and encourage different points of view.	I role model and mentor others in how they communicate and engage to encourage inclusion.	I promote and uphold our values and professional standards and communicate the importance of ethical and inclusive approaches to our work.
OUTSTANDING LEADERSHIP WHAT	I reflect on my own strengths and see the strengths of others (using colours).	I give and receive feedback.	I provide a visible presence and recognise the contribution of others.	I actively engage with teams to seek their views.
	I am an ambassador for the Service, taking pride and responsibility for the work we do and encouraging others to do the same.	I work with the team to establish a clear sense of purpose and set expectations to achieve our goal.	I work internally and externally to set clear work and objectives, actively monitoring the performance of the team and giving positive developmental feedback.	I engage with others to establish the strategic direction and the working goals of the organisation
	I take responsibility and accountability for the quality of my own work.	I have responsibility for team effectiveness which focusses on improving outcomes and decisions.	I am accountable for the output of my teams and devolve responsibility for work to the appropriate level.	I empower, enable, and inspire people to understand and commit to the vision and communicate openly.
SERVICE DELIVERY WHAT	I role model proactively, learning new skills and behaviours.	I look for opportunities to support others through appraisal, coaching and mentoring.	I nurture future talent and proactively plan for succession. I look for opportunities to coach, mentor and support people outside of my teams.	I foster and embed the principles of a learning organisation.
	I find out about my local community risks & associated behaviours to ensure we are offering the best service.	I seek to understand, prioritise & address the specific risks and diverse needs of people and communities.	I take a business-like broad approach that considers how to achieve better outcomes for communities.	I shape the wider community outcomes for the Merseyside Region.
	I plan ahead and prioritise my work, managing my time effectively to get things done.	I look ahead to anticipate issues with local service delivery and performance and make plans to resolve or minimise issues.	I monitor the quality-of-service delivery and share information so that people know how well we are performing and plan accordingly.	I take a long-term view to consider the future political, social and economic landscape and communicate this to the organisation and external organisations.
ORGANISATIONAL EFFECTIVENESS WHAT	I work to foster trust with others & build constructive working relationships to achieve goals.	I encourage my team to build constructive working relationships with others to achieve our aims.	I seek out opportunities to work collaboratively across teams and functions to improve service delivery.	I proactively build and sustain collaborative relationships with high-level stakeholders.
	I know what the key organisational goals are and how I contribute.	I make sure the team understands how our work contributes to and delivers organisational priorities.	I am aware of wider organisational and political priorities and how my function contributes more widely.	I lead the organisation and develop the vision, mission and strategic business plan, inclusive of diverse and changing community risks.
	I work within the organisation's policies, procedures and processes.	I manage quality in my team, and use various sources of feedback and evidence to understand how we are performing and managing risk.	I actively seek to understand the nature of risk in various projects and act to mitigate those risks or report them.	I act as a professional advisor to governance at all levels.
	I continuously seek to improve my performance & share my ideas.	I promote continuous improvement for the team and the organisation through listening and implementing ideas.	I apply the latest business processes and do not settle for the status quo.	I foster and enable continuous improvement & promote an innovation culture encouraging people to experiment and learn.