



**WE ARE MERSEYSIDE
FIRE & RESCUE SERVICE**

CANDIDATE PACK

**DEPUTY CHIEF FIRE
OFFICER**

APPOINTMENTS PROCESS 2025



WELCOME TO MERSEYSIDE FIRE & RESCUE SERVICE

Welcome to Merseyside Fire & Rescue Service and thank you for your interest in leading our Service.

If you are successful through the process, you will be taking on a pivotal role. Not only leading a Fire & Rescue Service, which prides itself in being set in the heart of its diverse communities but also providing national leadership as MFRS acts as Lead Authority for National Resilience on behalf of the Home Office.

At Merseyside our staff are courageous, compassionate and serve with integrity. We are looking for a leader that is bold, dynamic, and innovative who will make a meaningful impact 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 to us 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 candidate with a career with excellent opportunities and an ability to make a real difference.

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



Cllr Leslie T. Byrom CBE
Chair of Merseyside Fire
and Rescue Authority

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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

DEPUTY CHIEF FIRE OFFICER APPOINTMENTS PROCESS



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

DEPUTY CHIEF FIRE OFFICER

Salary: £162,872 - £173,052 (dependent on experience)

THE ROLE

Merseyside Fire & Rescue Authority is seeking an exceptional individual to take on the role of Deputy Chief Fire Officer, leading our dedicated team in delivering a truly outstanding service to our communities.

As Deputy Chief Fire Officer, you will play a pivotal role in realising the strategic vision outlined in our leadership message: protecting and serving the people of Merseyside with Courage, Compassion and Integrity. This high-profile role requires a leader who can inspire confidence, foster resilience, and drive continuous improvement across all aspects of our service.

In addition to leading the Service, you will also represent us on a national scale with responsibility for National Resilience via MFRA’s role as Lead Authority. This role will require you to collaborate with both Government and Fire and Rescue services nationwide, sharing best practices and ensuring readiness to respond to major incidents wherever they may occur. Your leadership in this arena will be essential for enhancing our collective capacity to manage complex and large-scale emergencies, providing safety and security for communities far beyond our borders.

As Deputy Chief Fire Officer:

- You will demonstrate exceptional leadership skills developed from experience of operating at the Brigade Manager/Principal Officer level.
- You will have a strong strategic vision and a track record of achieving ambitious goals.
- You will have excellent communication skills and an ability to engage effectively with diverse stakeholders and represent MFRS at local and national levels.
- Extensive political skills and proven ability to lead and professionally advise elected members and other politicians.
- 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 assume the role of commanding Principal Officer within a Multi-Agency ‘Gold Command’ setting as Incident Commander.

OUR LEADERSHIP BEHAVIOURS

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

Personal Impact	Promote and role model behaviours and make strategic decisions in line with our leadership message.	Promote & uphold our values and professional standards. Communicate the importance of ethical and inclusive approaches to our work	Actively engage with teams to seek their views.
Outstanding Leadership	Engage with others to establish the strategic direction and the working goals of the organisation.	Empower, enable, and inspire people to understand and commit to the vision and communicate openly.	Foster and embed the principles of a learning organisation.
Service Delivery	Shape the wider community outcomes for the Merseyside Region.	Consider the future political, social and economic landscape and communicate this to the organisation and others.	Proactively build and sustain collaborative relationships with high-level stakeholders.
Org. Effectiveness	Lead the organisation and develop the vision, mission and strategic plan, which are inclusive of diverse and changing community risks.	Act as a professional advisor to governance at all levels.	Foster and enable continuous improvement & promote an innovation culture encouraging people to experiment and learn.



ELIGIBILITY

Candidates must have substantive experience of operating in a Principal Officer/Brigade Manager role and hold an Incident Command Level 4 qualification.

THE SELECTION PROCESS

Interested individuals should complete the online application form and submit this prior to the closing date of **Midnight, 19th January 2025**.

Please note **applications will be scored against the Person Specification criteria**.

The Service will shortlist applications on **20th & 21st January 2025**. Shortlisted candidates will be invited to attend an Interview & Presentation on **5th-7th February 2025**

Please note **applications will be scored against the Person Specification criteria**.

Detailed role information is available within the candidate pack. For further information about the role please contact Nick Mernock, Director of People & Organisational Development (nickmernock@merseyfire.gov.uk 07780 997 938)

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 our Pensions team, or our Pension Administrator website (Local Pensions Partnership 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 our Pension Administrator website (Local Pensions Partnership 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 theatres 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 watersports, 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 Hilbre 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.

- ❖ **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 which opened this year. More information about this is available **HERE:** <https://tinyurl.com/3b36mbcw>
- ❖ **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/yvahtrfx>
- ❖ A relocation package is available.
- ❖ The Service have developed 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.
- ❖ 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 (Gold Book) and supplemented by Merseyside Fire & Rescue Authority's local terms and conditions and associated policies.

- ❖ Salary is £162,872 - £173,052 (dependent on experience).
- ❖ Pension provisions in accordance with the Firefighters' Pension Scheme as amended from time to time.
- ❖ Hours of work. As a member of the Principal Officer Group, you will work sufficient managerial hours as necessary to complete your duties. This should normally average 42 managerial hours per week. Managerial Hours are supplemented by a continuous period of operational cover (24 hours a day, 7 days a week), except during periods of leave.
- ❖ 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 TITLE:	Deputy Chief Fire Officer
SALARY GRADE:	DCFO
SALARY RANGE:	£162,872 - £173,052 (dependent on experience)
LOCATION OF WORK:	Merseyside Fire & Rescue Service HQ, Bridle Road, Bootle, Liverpool L30 4YD
HOURS OF WORK:	As a member of the Principal Officer Group, you will work sufficient managerial hours as necessary to complete your duties. This should normally average 42 managerial hours per week. Managerial Hours are supplemented by a continuous period of operational cover (24 hours a day, 7 days a week), except during periods of leave.
DIRECTLY RESPONSIBLE TO:	Chief Fire Officer

LEADERSHIP BEHAVIOUR LEVEL:	Leading the Service
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MAIN JOB PURPOSE	
<p>The Deputy Chief Fire Officer (DCFO) is responsible for supporting and assisting the Chief Fire Officer (CFO) in the strategic management of Merseyside Fire & Rescue Service and in the general discharge of their duties. The DCFO will ensure organisational compliance with all statutory and legislative requirements, and will deputise as necessary and when required for the CFO.</p> <p>Reporting to the CFO, the DCFO will ensure standards are met, alongside delivering effective, efficient organisational performance. The DCFO will have specific strategic responsibility for a number of organisational functional areas and will assume corporate leadership of the Service in the absence of the CFO.</p> <p>A visible leader who will continue to drive a positive and professional workforce culture that will mean our people feel listened to, appreciated and psychologically safe, making Merseyside Fire and Rescue Service an employer of choice. One who through their values and behaviours puts inclusion, diversity and compassion at the heart of the Services decision making, driving continuous improvement and high performance.</p> <p>The DCFO will provide continuous operational cover at the strategic level, alongside providing national leadership for Government as part of the Authority’s lead roles for National Resilience (on behalf of the Home Office), and UK International Search & Rescue (on behalf of the Foreign, Commonwealth & Development Office).</p>	

KEY AREAS OF RESPONSIBILITY	
<ul style="list-style-type: none"> ❑ To deputise for the CFO as necessary and when required, assuming corporate leadership in the CFO’s absence. ❑ To support the CFO in the strategic leadership of Merseyside Fire & Rescue Service, ensuring the organisation meets its objectives and delivers an efficient and effective service for the community. ❑ To oversee the strategic leadership of a number of functional areas. 	

- ❑ To act as a strategic lead officer as part of MFRA's role as Lead Authority for National Resilience and UK International Search & Rescue.
- ❑ To support the creation of, and delivery of key organisational strategies including but not limited to, a Community Risk Management Plan, a People Plan, and a Medium-Term Financial Plan.
- ❑ To represent the Authority or Chief Fire Officer as appropriate, at all meetings at local and national level where matters relating to the Fire and Rescue Service are under discussion.
- ❑ To engage with a wide variety of key stakeholders to influence and contribute to service strategy as part of ensuring the Authority makes a positive difference to the community.
- ❑ To report all matters as necessary to the Fire Authority, ensuring all decisions and functions of the Authority are discharged effectively.
- ❑ To foster a positive safety culture where the health, safety, welfare and wellbeing of all employees is prioritised.
- ❑ To support the Authority's duties under the Civil Contingencies Act 2004.
- ❑ To maintain a high level of expertise and operational preparedness within the Service to ensure that service can efficiently and effectively discharge its functions, including liaising with other organisations and agencies, regular large-scale exercising.
- ❑ To foster a positive industrial relations climate by engaging with the workforce and their representatives as part of engendering a positive organisational culture.
- ❑ To ensure the Equality, Diversity and Inclusions are at the centre of organisational decision making.
- ❑ To prepare and coordinate all reports relevant to relevant functional areas.
- ❑ To manage resources in accordance with financial realities whilst delivering an efficient and effective Fire and Rescue Service, ensuring compliance with all regulations laid out in the standing orders and other financial regulations.
- ❑ Regularly review existing practices and procedures and plan for projected exigencies in terms of the development of policies and resources.
- ❑ To take command of complex operational incidents and represent the Service at strategic command.
- ❑ To lead and be accountable for planning, program management, performance standards, and quality assurance systems, continuously evaluating and innovating to ensure continuous improvement.
- ❑ To embrace and promote the values of MFRS, the ethical principles outlined in the National Core Code of Ethics for Fire & Rescue Services and apply them throughout all corporate decision making.
- ❑ To ensure the statutory enforcement responsibilities of the Fire and Rescue Authority are effectively and efficiently discharged.
- ❑ To be responsible for own continuous professional development.

**CORE REQUIREMENTS –
EQUALITY & DIVERSITY, HEALTH & SAFETY, CONFIDENTIALITY & DATA PROTECTION**

To be responsible for ensuring that your conduct and behaviour accords with Service Policies on Equality and Fairness at Work and Ground Rules, and for promoting an environment of dignity and respect amongst colleagues.

It is the policy of Merseyside Fire & Rescue Authority (MFRA) to provide, maintain and seek continual improvement of, as far as is reasonably practicable, a safe working environment for all of its employees and for others that may be affected by its activities. Everyone has a personal responsibility for their own safety and health, for others in the workplace and for the environment in which they work. It is, therefore, the duty of every employee whilst at work to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work;

Confidentiality / data protection regarding all personal information and Authority activity must be maintained at all times (both in and out of work). The post holder must be able to recognise the importance and sensitivity of issues, ensuring that confidentiality is maintained at all times. All employees should ensure that they are familiar with and adhere to the Authority's data protection policy.

REVIEW ARRANGEMENTS

The details contained in this job profile reflect the content of this post at the date it was prepared. It should be remembered, however that it is inevitable that over time, the nature of individual posts will change, existing duties may no longer be required and other duties may be gained without changing the general nature of the duties or the level of responsibility entailed.

Consequently, the Authority will expect to revise this job profile from time to time and will consult with the post holder at the appropriate time.

VALUES, BEHAVIOURS AND CODE OF ETHICS

As detailed in the Authority's CRMP, 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

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

The National Core Code of Ethics for Fire & Rescue Services sets out five Key Principles, which provide a basis for promoting good behaviour and challenging inappropriate behaviour. The code is complemented by MFRA's Ground Rules, which outlines how we welcome difference and individuality, create a sense of belonging in the most inclusive way and provide some key, simple rules surrounding how we act.



LEADERSHIP BEHAVIOURS			
Personal Impact	Promote and role model behaviours and make strategic decisions in line with our leadership message.	Promote & uphold our values and professional standards. Communicate the importance of ethical and inclusive approaches to our work	Actively engage with teams to seek their views.
Outstanding Leadership	Engage with others to establish the strategic direction and the working goals of the organisation.	Empower, enable, and inspire people to understand and commit to the vision and communicate openly.	Foster and embed the principles of a learning organisation.
Service Delivery	Shape the wider community outcomes for the Merseyside Region.	Consider the future political, social and economic landscape and communicate this to the organisation and others.	Proactively build and sustain collaborative relationships with high-level stakeholders.
Org. Effectiveness	Lead the organisation and develop the vision, mission and strategic plan, which are inclusive of diverse and changing community risks.	Act as a professional advisor to governance at all levels.	Foster and enable continuous improvement & promote an innovation culture encouraging people to experiment and learn.

Date job profile prepared / revised: October 2024

MERSEYSIDE FIRE & RESCUE SERVICE

PERSON SPECIFICATION



Job Title:	Deputy Chief Fire Officer	Team:	Executive
Salary:	DCFO	Directorate:	CFO Management & Admin
JE Reference:	N/A		

	QUALIFICATIONS & TRAINING	ESSENTIAL/DESIRABLE	ASSESSED BY
	Relevant degree or alternative equivalent professional qualification.	DESIRABLE	A/PD
	Member of a suitable professional body (e.g. Institute of Fire Engineers).	DESIRABLE	A/PD
	Suitably qualified and experienced to assume the role of commanding Principal Officer within a Multi-Agency 'Gold Command' setting or as an executive officer responsible for the strategic management of the service during a major emergency.	ESSENTIAL	A/PD
	Incident Command Level 4 Qualification	ESSENTIAL	A/PD
	Evidence of continuous professional development.	ESSENTIAL	A/PD
	KNOWLEDGE & EXPERIENCE	ESSENTIAL/DESIRABLE	ASSESSED BY
	Knowledge of the statutory role, powers and responsibilities of the Fire and Rescue Authority and its members.	ESSENTIAL	A/I
	Knowledge of the external influences of Fire and Rescue Service and the ability to respond to them within the context of the Governments (Home Office) Fire Reform Programme.	ESSENTIAL	A/I
	Knowledge of Corporate Governance; financial; strategic planning and human resources.	ESSENTIAL	A/I
	Knowledge of a risk management framework.	ESSENTIAL	A/I
	Proven relevant experience to be able to lead a Fire and Rescue Service.	ESSENTIAL	A/I
	Experience in the strategic management of incidents.	ESSENTIAL	A/I
	Experience of UK National Resilience arrangements at the strategic level	ESSENTIAL	A/I
	Extensive political skills and proven ability to lead and professionally advise elected members and other politicians.	ESSENTIAL	A/I
	Experience of contingency and emergency planning.	ESSENTIAL	A/I
	Experience of successfully leading and delivering strategic change and improvement in a large complex organization within an industrial relations framework.	ESSENTIAL	A/I
	Building and developing effective collaborative relationships with a wide range of stakeholders with a proven ability to lead outside traditional boundaries.	ESSENTIAL	A/I
	Active commitment and proven experience of embedding diversity.	ESSENTIAL	A/I
	Experience of building high performing teams with clear outcome focus.	ESSENTIAL	A/I
	SKILLS & ABILITIES	ESSENTIAL/DESIRABLE	ASSESSED BY
	Ability to lead, monitor and support people to resolve operational incidents.	ESSENTIAL	A/I
	Ability to deal with complex management problems.	ESSENTIAL	A/I
	Ability to lead, motivate and engage employees at all levels.	ESSENTIAL	A/I
	Ability to manage resources, lead and performance manage a large complex organisation.	ESSENTIAL	A/I
	Ability to communicate effectively with employees, representative bodies and the media, both orally and in writing.	ESSENTIAL	A/I
	Excellent influencing skills including negotiations and advocacy.	ESSENTIAL	A/I

	Excellent political sensitivity and awareness and the ability to maintain effective working relationships.	ESSENTIAL	A/I
	WORK RELATED CIRCUMSTANCES	ESSENTIAL/DESIRABLE	ASSESSED BY
	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	A/I
	Ability to work additional hours as required.	ESSENTIAL	A/I
	Requirement to live within the boundaries of Merseyside.	ESSENTIAL	A/PD
	Valid, clean UK driving licence.	ESSENTIAL	A/PD

A	Application	I	Interview	PD	Produce Documentation
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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 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

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	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 provide 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.		
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 setting 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>OUR GROUND RULES</p>	<p>NFCC Leadership Framework</p>	<p>British Values</p>
<p>WE ARE MERSEYSIDE FIRE & RESCUE SERVICE</p>	<p>WE ARE MERSEYSIDE FIRE & RESCUE SERVICE</p>	<p>WE ARE MERSEYSIDE FIRE & RESCUE SERVICE</p>	<p>WE ARE MERSEYSIDE FIRE & RESCUE SERVICE</p>
<p>Core Code of Ethics >> MFRS Leadership Message</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</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</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</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

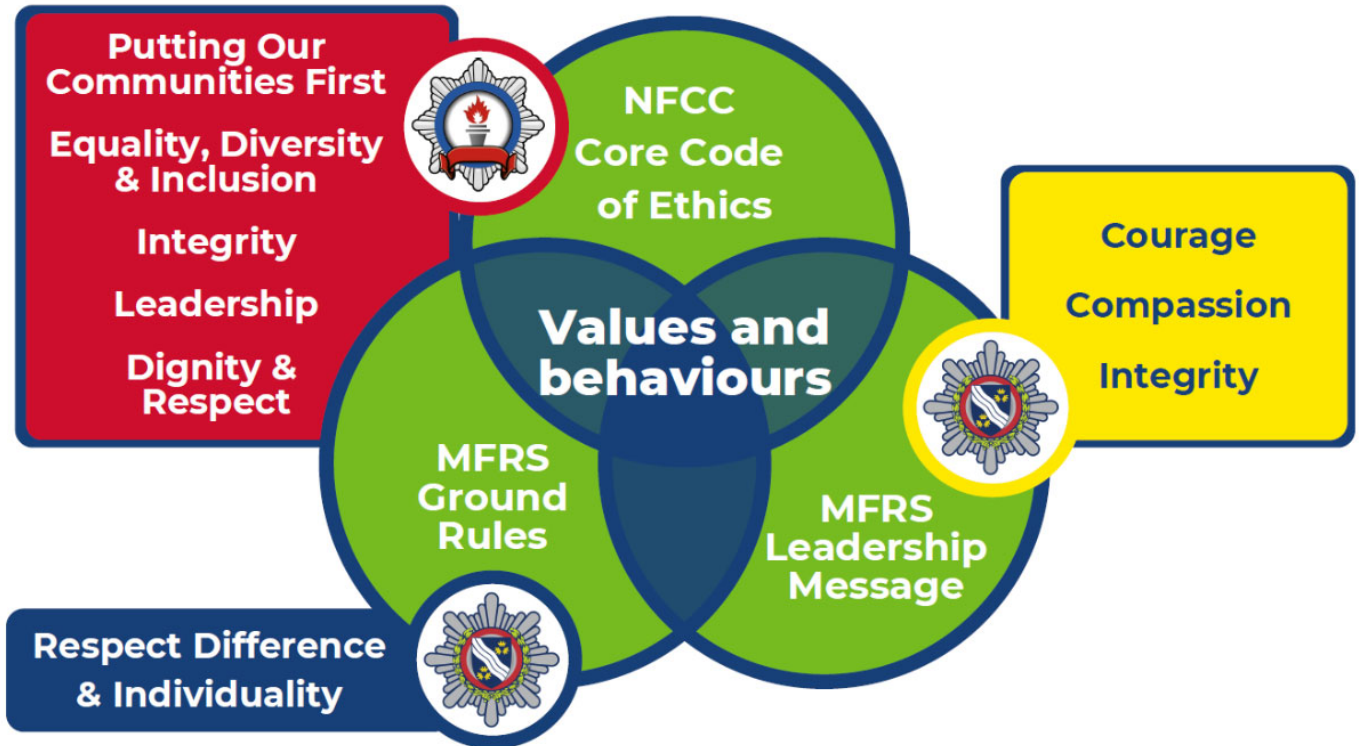
At Merseyside Fire & Rescue Service, our **Leadership Behaviours** below highlight both the 'WHAT' & 'HOW' we are expected to behave and the difference we make to the people around us. Our Leadership Behaviours reflect our Leadership Message and, in particular, our values that help us define the behaviours 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

	LEADING YOURSELF Everyone (HOW)	LEADING OTHERS Supervisory Managers (HOW)	LEADING THE FUNCTION Middle Managers (HOW)	LEADING THE SERVICE Strategic Managers (HOW)
PERSONAL IMPACT WHAT Good listening skills – Empathy – Courage – Integrity – Compassion	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.
	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.
OUTSTANDING LEADERSHIP WHAT Listen & be informed – Persuasion - Developing others - Emotionally intelligent & aware	LEADING YOURSELF Everyone	LEADING OTHERS Supervisory Managers	LEADING THE FUNCTION Middle Managers	LEADING THE SERVICE Strategic Managers
	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.
	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.
SERVICE DELIVERY WHAT Community development - Cultural Intelligence - Curiosity - Continuous improvement	LEADING YOURSELF Everyone	LEADING OTHERS Supervisory Managers	LEADING THE FUNCTION Middle Managers	LEADING THE SERVICE Strategic Managers
	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.
	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.
ORGANISATIONAL EFFECTIVENESS WHAT Big picture – Collaboration - Commitment - Communication - Accountability - Measurements	LEADING YOURSELF Everyone	LEADING OTHERS Supervisory Managers	LEADING THE FUNCTION Middle Managers	LEADING THE SERVICE Strategic Managers
	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.

Our Leadership Message, Values and Behaviours have been created by our own staff, ensuring that it fully reflects what it means to be part of Merseyside Fire & Rescue Service. The NFCC's Core Code of Ethics is also one of a number of key documents that inform our approach.



NFCC Core Code of Ethics; the 5 Key Principles.



Putting our communities first

We put the interests of the public, the community, and service users first.



Integrity

We act with integrity including being open, honest, and consistent in everything that we do.



Dignity and respect

We treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias.



Leadership

We are all positive role models, always demonstrating flexible and resilient leadership.

We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.



Equality, diversity, and inclusion (EDI)

We continually recognise and promote the value of EDI, both within the FRS and the wider communities in which we serve.

We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.

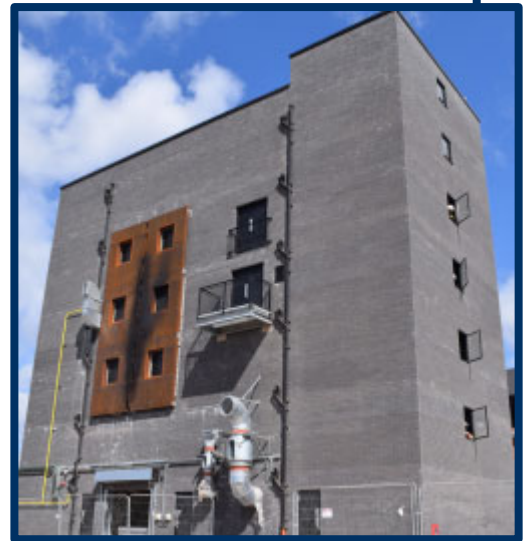
WANT TO FIND OUT MORE? *WHY NOT PAY US A VISIT*

We hope our candidate pack has given you a flavour of what its like here at Merseyside Fire & Rescue Service, but if you'd like to get a real feeling of what its like here – **why not pay us a visit!**

We'd like to encourage applicants to get in touch during the advert window, we'll make all the necessary arrangements to make sure you get the most from your visit.

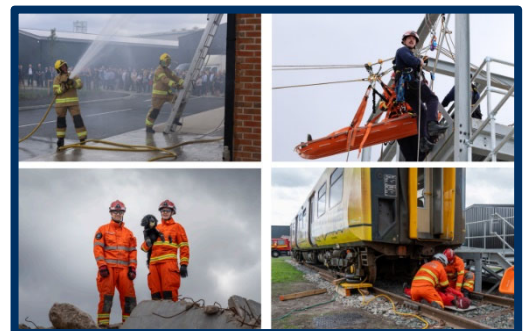
We're immensely proud of our world class facilities and amazing people, we'd love to show them off to you.

If you would like to arrange a visit, please contact Chief Fire Officer Phil Garrigan- philgarrigan@merseyfire.gov.uk during the advert window.



KEY DOCUMENTS

We've recently published our Corporate Plans. Our Community Risk Management Plan, People Plan and Medium Term Financial Plan are available here - <https://tinyurl.com/3pjxauuv>



KEY DATES

- ☑ Advert Closing Date
(19th January 2025)
- ☑ Shortlisting
(20th / 21st January 2025)
- ☑ Interview & Presentation
(5th-7th February 2025)

