DEPUTY CHIEF FIRE OFFICER

Appointments Process 2026



Candidate Pack

MERSEYSIDE FIRE & RESCUE SERVICE

WELCOME TO MERSEYSIDE FIRE & RESCUE SERVICE



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

Thank you for your interest in the role of Deputy Chief Fire Officer at Merseyside Fire & Rescue Service.

This is an exciting opportunity to join one of the UK's highest-performing Fire and Rescue Services and play a pivotal role in shaping its future. Serving more than 1.4 million people across the diverse communities of Merseyside, we are proud of our reputation for excellence in prevention, protection, response, resilience and innovation.

As Deputy Chief Fire Officer, you will be a key member of our executive leadership team, supporting the Chief Fire Officer in delivering the Authority's vision and strategic priorities.

The role offers a unique combination of local impact and national influence. Alongside your responsibilities within Merseyside, you will contribute to the Authority's important national leadership responsibilities for National Resilience and UK International Search and Rescue, helping to strengthen the UK's preparedness for major and complex incidents.

We are proud of the culture we have created. Our people are courageous, compassionate and serve with integrity. We are committed to creating an environment where people feel valued, respected and supported to succeed. We are therefore seeking an exceptional leader who shares these values and can inspire others through authentic, visible and inclusive leadership.

This candidate pack provides information about the role, our organisation and the communities we serve. I encourage you to explore the opportunity fully and learn more about what makes Merseyside such a special place to work and lead.

We look forward to hearing from you.

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AT A GLANCE...

ROLE: Deputy Chief Fire Officer

SALARY: £174,471 to £185,376

LOCATION: Service Headquarters

ELIGIBILITY: Substantive PO with ICL4

SELECTION PROCESS:
- APPLICATION STAGE
- LEADERSHIP PROFILE
- STAKEHOLDER ENGAGEMENT
- PRESENTATION
- INTERVIEW

APPLICATION CLOSING DATE:
24th November 2026

DEPUTY CHIEF FIRE OFFICER APPOINTMENTS PROCESS

Salary: £174,471 - £185,376 (dependent on experience)

THE ROLE

This is a rare opportunity to join the executive leadership team of one of the UK's most respected Fire and Rescue Services and help shape the future of public safety at both a local and national level.

As Deputy Chief Fire Officer, you will play a pivotal role in the strategic leadership of Merseyside Fire & Rescue Service, helping to shape the organisation's future direction, drive continuous improvement and ensure the delivery of outstanding services that make a positive difference to our communities.

The role carries significant operational, strategic and political responsibility. You will provide corporate leadership across the organisation and maintain operational preparedness at the highest level, including undertaking the role of strategic Incident Commander within a multi-agency Gold Command environment.

We are seeking an accomplished and values-led leader with the credibility, resilience and strategic insight to succeed in a complex and high-profile environment. You will have a proven track record of leading organisational improvement, developing high-performing teams and building effective partnerships that deliver meaningful outcomes.

Above all, you will embody our values of Courage, Compassion and Integrity and provide visible leadership that inspires confidence, drives excellence and makes a lasting difference to our people and communities.

YOU WILL DEMONSTRATE

- A strong track record of delivering organisational improvement and strategic outcomes within a complex environment.
- Exceptional political awareness and the ability to build productive relationships with elected members, Government and senior stakeholders.
- Experience of leading through influence, collaboration and partnership working across organisational boundaries.
- A commitment to creating an inclusive, high-performing culture where people feel valued, supported and able to thrive.
- Strong communication and engagement skills, with the credibility to represent the Authority at local, regional and national levels.
- The professional competence and operational leadership required to undertake the role of strategic Incident Commander within a multi-agency Gold Command setting.
- The ability to lead with authenticity, integrity and compassion, while maintaining a relentless focus on service improvement and community outcomes.

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.

OPERATIONAL BACKGROUND REQUIREMENTS

Applicants for the Deputy Chief Fire Officer role must come from an operational background. This reflects the unique responsibilities of Merseyside Fire & Rescue Service as the National Resilience Lead Authority on behalf of MHCLG, including oversight of specialist national resilience capabilities, operational assurance arrangements and the deployment of national assets in response to significant regional and national incidents.

The postholder must be capable of providing strategic leadership and assurance in relation to operational response, firefighter safety, incident command, national resilience capabilities and emergency preparedness arrangements. The Authority therefore considers an operational firefighting background to be a necessary and proportionate requirement to meet the duties and responsibilities of the post.

THE SELECTION PROCESS

Interested individuals should complete the online application form and submit this prior to the closing date of **Midnight, Tuesday 24th November 2026**.

Please note applications will be scored against the Deputy Chief Fire Officer Person Specification.

KEY DATES

APPLICATION CLOSING DATE	**24th November 2026**
ASSESSMENT STAGE	**7th & 8th December 2026**

Shortlisted candidates will be invited to participate in a multi-exercise selection process including completion of a Leadership Profile, Stakeholder Engagement exercise, Presentation and Panel Interview. The selection stage assesses role suitability, with assessments aligned to the Deputy Chief Fire Officer role, our Leadership Behaviours and the Core Code of Ethics.

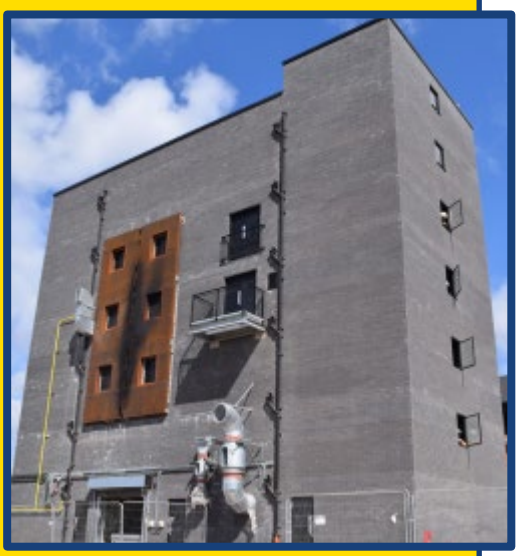
WANT TO FIND OUT MORE? *WHY NOT PAY US A VISIT*

We hope our candidate pack will 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 designate Dave Mottram – davemottram@mersetyfire.gov.uk during the advert window.



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.

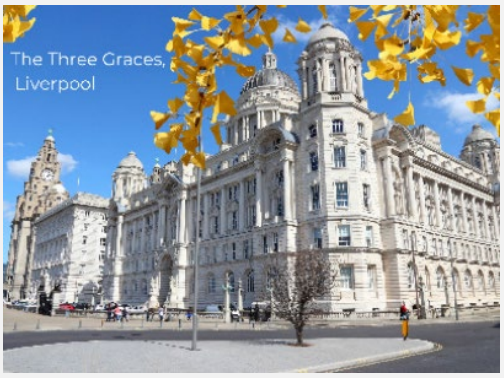
OUR PLACE

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 attracts 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.

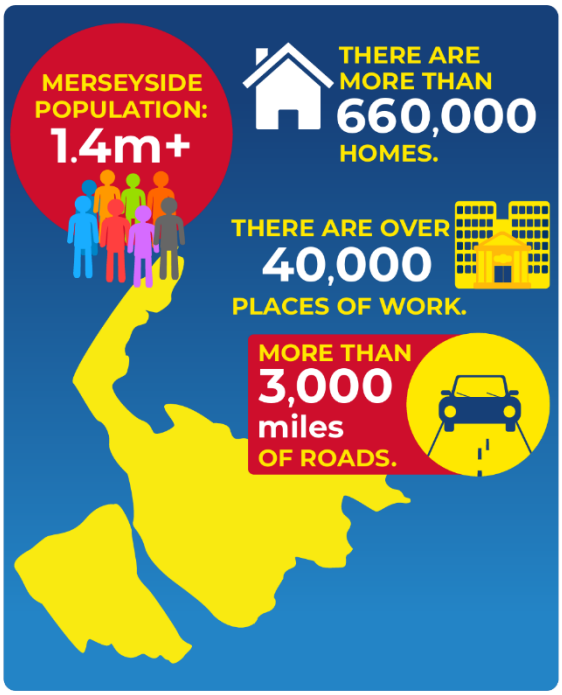


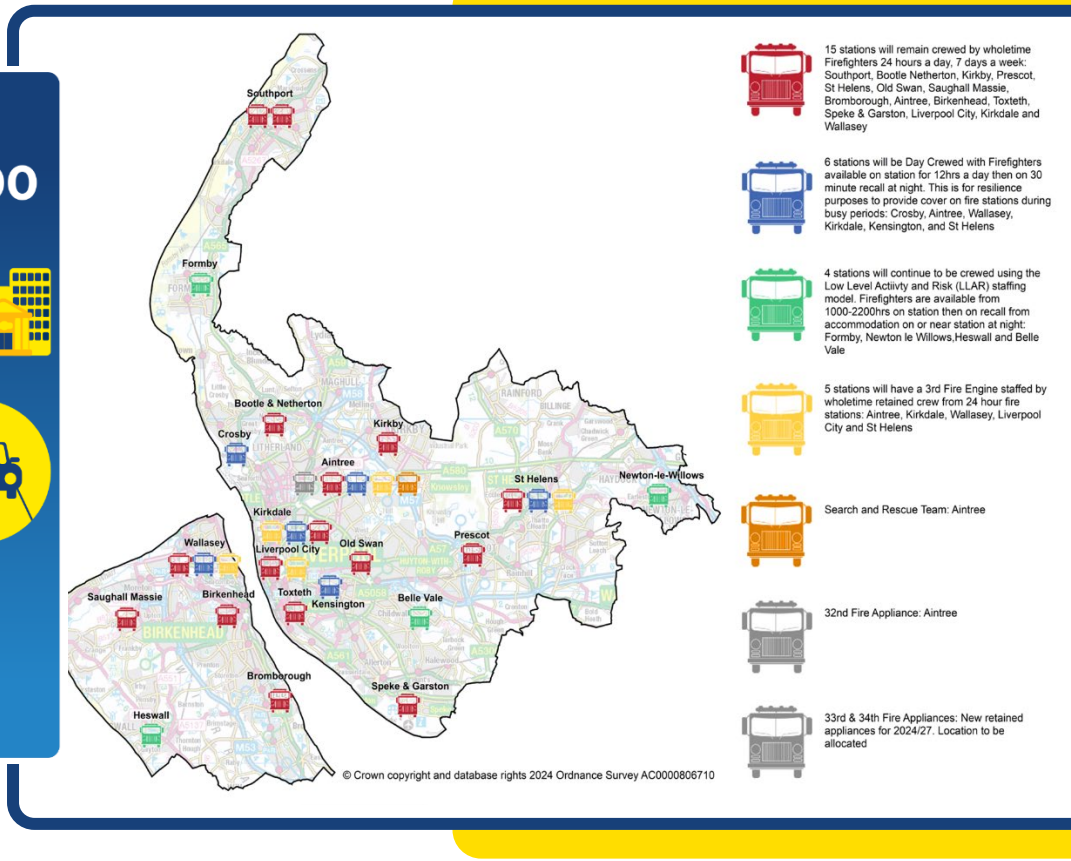
Green Spaces: In Liverpool City Region we are blessed with an abundance of outdoor spaces. We have 200 acres of parkland under 15 minutes from the city centre at Sefton Park. We've pretty beaches on both sides of the water. Trips to Crosby Beach to visit Antony Gormley's Iron Men, National Trust's Formby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

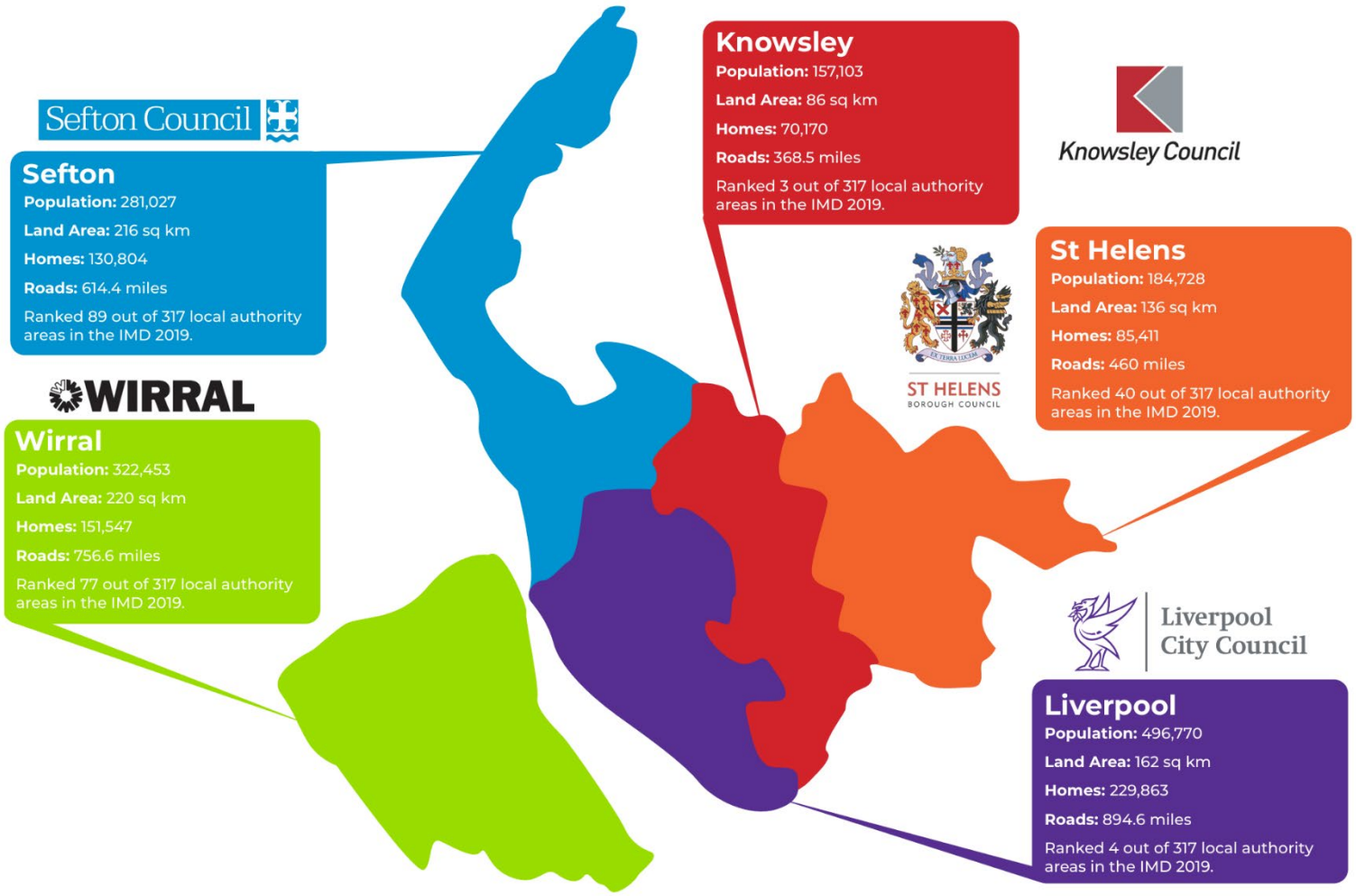


Education: Merseyside is home to some of the highest performing Secondary School in the UK. There's no shortage of Higher Education options either, with world leading Universities such as University of Liverpool, Hope University and Liverpool John Moores University not to mention institutes such a Liverpool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

MERSEYSIDE ON THE MAP







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 comprehensive 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.
  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 Health & Wellbeing 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 from £174,471 to £185,376 (dependant 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.
- The post holder must be able to provide a base for operational cover commitments in line with service requirements. For the provision of cover, this base must be within 45 minutes of Service Headquarters, travelling at normal road speed as determined by the Service.

Candidates are encouraged to contact the Service should they have any queries on any of the above.

MERSEYSIDE FIRE & RESCUE SERVICE

JOB PROFILE

JOB TITLE:	**Deputy Chief Fire Officer**
SALARY GRADE:	DCFO
SALARY RANGE:	£174,471 - £185,376 (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

MAIN JOB PURPOSE

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.

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.

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.

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 MHCLG), and UK International Search & Rescue (on behalf of the Foreign, Commonwealth & Development Office).

KEY AREAS OF RESPONSIBILITY

- 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 and 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 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

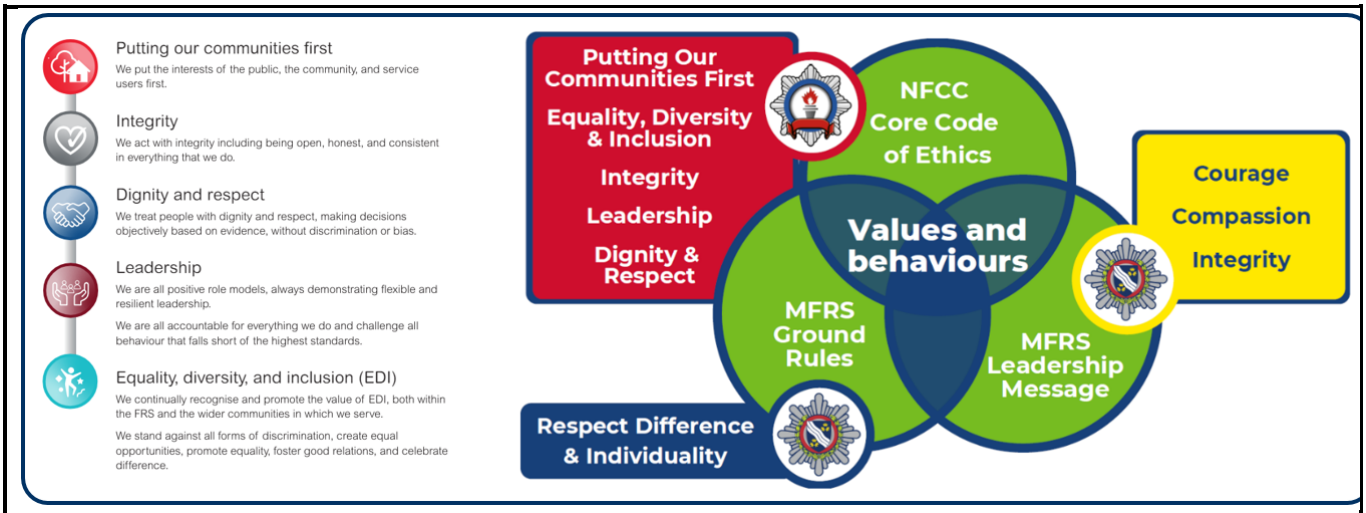
We serve with Integrity

- 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:	November 2026

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 (MHCLG) 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
	Must be able to provide a base for operational cover commitments in line with service requirements. For the provision of cover, this base must be within 45 minutes of Service Headquarters, travelling at normal road speed as determined by the Service.	ESSENTIAL	A/PD
	Valid, clean UK driving licence.	ESSENTIAL	A/PD

A	Application	**I**	Interview	**PD**	Produce Documentation

WE ARE MERSEYSIDE FIRE & RESCUE SERVICE

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.

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

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.



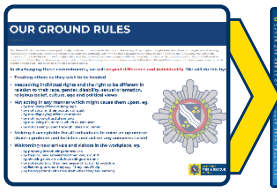






Core Code of Ethics >> MFRS Leadership Message

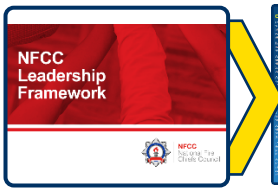
Putting our communities first > *We are built to help.*
Integrity > *Integrity, being consistent.*
Dignity & Respect > *Compassion, looking after and supporting people.*
Leadership > *We are professional, positive and serve with Integrity.*
Equality, Diversity & Inclusion > *We celebrate diversity, embrace and understand differences and recognise each other's contributions.*





Our Ground Rules >> MFRS Leadership Message

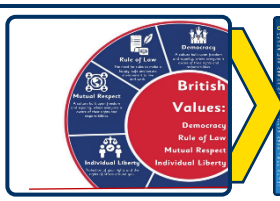
Respect difference and Individuality, making Merseyside Fire & Rescue Service a great place to work >
> Celebrating diversity and being open to new opportunities and challenges.
> Standing up for what matters, being open, honest and fair.
> Recognising each other's contribution.
> Creating a sense of belonging, embracing and understanding difference.





NFCC Leadership Framework >> MFRS Leadership Message

Leading Yourself >
> 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 building on the trust the community place in us.
> Protecting lives and keeping Firefighters safe.





British Values >> MFRS Leadership Message

Democracy > *Compassion, recognising other peoples contribution.*
Rule of Law > *Here to serve. Here to protect. Here to keep you safe.*
Mutual Respect > *Acting with empathy and kindness. Being open, honest and fair.*
Individual Liberty > *Embracing and understanding difference. Celebrating diversity and being open to new opportunities and challenges.*

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

Good listening skills – Empathy – Courage – Integrity – Compassion

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.
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

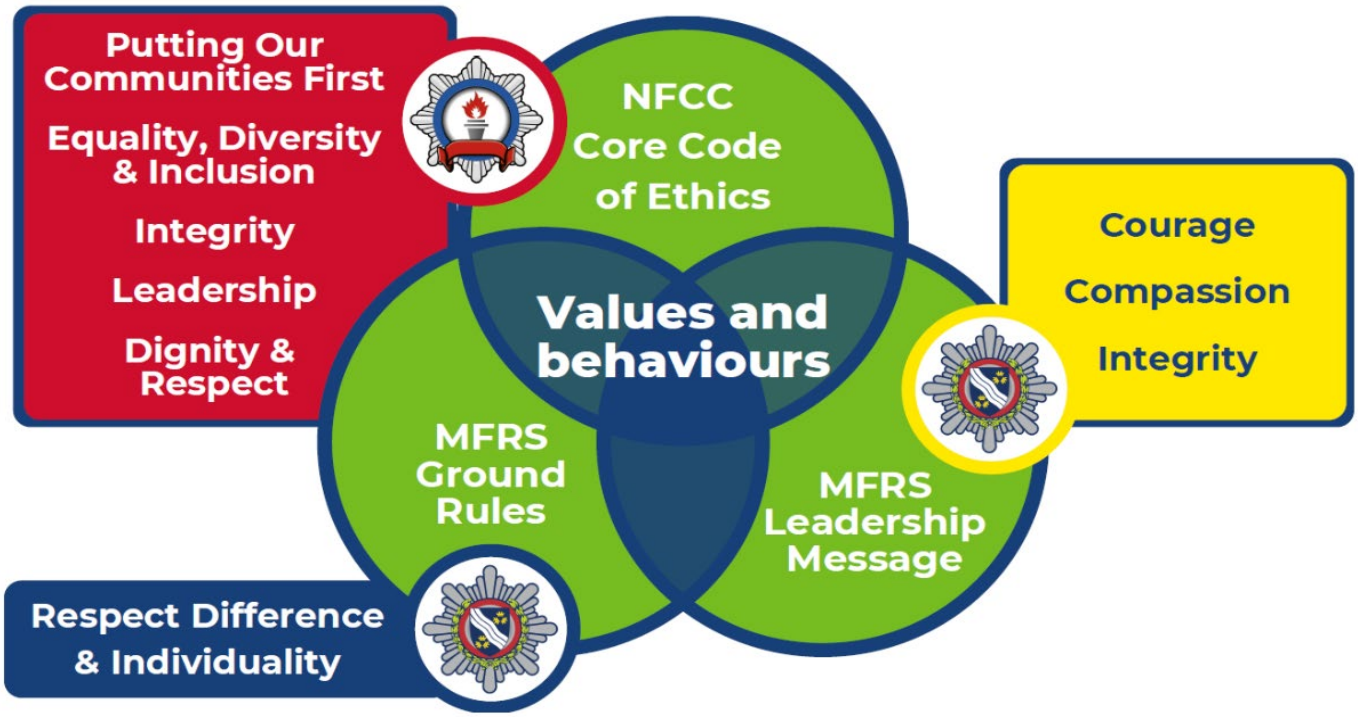
WHAT

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.

THE CORE CODE OF ETHICS

Our Leadership Message & Service Values has been created in partnership with our staff, ensuring that they fully reflect what it means to be part of Merseyside Fire & Rescue Service. Directly aligning with the Core Code of Ethics for Fire & Rescue Services and combined with our Service Ground Rules this demonstrates the Values and Behaviours expected of employees in MFRS.



Core Code of Ethics: The 5 Ethical 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.

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.

KEY DOCUMENTS

If you like to understand more about us through our Corporate Plans you can find our Community Risk Management Plan, People Plan and Medium Term Financial Plan here - https://tinyurl.com/3pjxuauv









KEY DATES

- ☑ Advert Closing Date (**Tuesday 24th November**)
- ☑ Shortlisting (**25th & 26th November**)
- ☑ Selection Stage (**7th & 8th December**)