



Vacancy: Crew Manager - Response

Job Title Crew Manager
Grade Crew Manager B
Directorate Response
Reporting to Watch Manager

Additional information

I meet all the essential criteria and I am...	I apply by...	I join at...	If unsuccessful, I...
Crew Manager (CM) in another UK Fire and Rescue Service	750 word supporting statement detailing how I meet the essential criteria of the person specification	Stage 1 and am required to undertake all 3 stages	...will receive feedback on my application, and will be welcome to apply again for future opportunities
Firefighter (FF), not in resource or development pool (this includes external applicants)	750 word supporting statement detailing how I meet the essential criteria of the person specification	Stage 1 and am required to undertake all 3 stages	...can look to join LRS if I wish to, following conversation with my line manager. I will need to complete all stages of LRS, including a portfolio. I do not join either development or resource pool
FF, in development pool	Uploading a word document that states I am in the development pool. I do not need to include anything further at this stage	Stage 2 – Leadership presentation; operational assessment (drill, in-tray exercise, exam paper)	...remain in the development pool, and will review my development plan with my line manager and support from the LRS team, line manager and HR
FF, in resource pool	Uploading a word document that states I am in the development pool. I do not need to include anything further at this stage	Stage 3 – role specific interview. If you have not previously passed the operational assessment, you will be required to successfully complete this.	...remain in the resource pool, and will review my development plan with my line manager and support from the LRS team, line manager and HR

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Assessment and selection

The assessment activity will take place in line with the Service's Recruitment Policy and promotion approach and will involve the following activities:

Stage 1

- Shortlisting (Thursday 31st January – this is also the same day as LRS Portfolio sign-offs)

Stage 2

- Operational assessment – this comprises of an operational drill, in-tray exercise, and a test paper (Saturday 10th February)*
- Leadership presentation (w/c 26th February – we will look to give people the option to do this either via MS Teams or face-to-face)

*All candidates are required to complete the operational assessment

Stage 3

- Role specific interview (w/c 26th February, w/c 4th March)

Offers will be made at TAP Board on Thursday 7th March.

Should you wish to have an informal discussion with regards to the role, please contact your line manager, or Station Manager in the first instance.

If you have any questions about the process, please contact recruitment@essex-fire.gov.uk

Closing date to be considered for this vacancy is 5pm, Wednesday 31st January 2024