



Vacancy: Watch Manager - OCAT

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

Additional information

I meet all the essential criteria and I am...	I apply by...	I join at...	If unsuccessful, I...
Watch Manager (WM), or WM equivalent, 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
Crew Manager (CM), 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	(Internal)...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 (External) ...will receive feedback on my application, and will be welcome to apply again for future opportunities
CM, in development pool (internal applicants)	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
CM, in resource pool	Uploading a word document that states I am in the	Stage 3 – role specific interview	...remain in the resource pool, and will review my development

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	development pool. I do not need to include anything further at this stage		plan with my line manager and support from the LRS team, line manager and HR
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Closing date for applications is 5pm, Thursday 8th February 2024

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 (Friday 9th February)

Stage 2

- Leadership presentation (w/c 19th February). This presentation will include an additional discussion about inclusion, values and ethics.
- Operational assessment – this comprises of a drill, in-tray exercise, test paper (Tuesday 6th February for LRS candidates who have applied by 1st February, Friday 1st March for non-LRS candidates and LRS candidates who have applied after 1st February)

Stage 3

- Role specific interview (we are aiming for these to take place on the w/c 4th March)

It is the intention that offers will be made at TAP Board on Thursday 7th March, subject to the process being concluded in time.

Should you wish to have an informal discussion with regards to the role, please contact your line manager or Station Manager Justin Mackerness (07866051211 or justin.mackerness@essex-fire.gov.uk) in the first instance.