



**Vacancy: Watch Manager - Response**

**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 8<sup>th</sup> 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 9<sup>th</sup> February)

#### **Stage 2**

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

#### **Stage 3**

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

It is the intention that offers will be made at TAP Board on Thursday 7<sup>th</sup> 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 Kerry Taylor (07870998587 or [Kerry.taylor@essex-fire.gov.uk](mailto:Kerry.taylor@essex-fire.gov.uk)) in the first instance.

If you have any questions about the process, please contact [recruitment@essex-fire.gov.uk](mailto:recruitment@essex-fire.gov.uk)