



THE PERSON

Director of Service Delivery – Assistant Chief Fire Officer

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Incident Command Level 4	E	Application / Certificates
IOSH Managing Safely (while this is essential for the role, this qualification can be achieved once in post and does not form part of the eligibility criteria at this time)	E	Application / Certificates
Member(MIFireE) Member	D	Application / Certificates
Degree level Leadership and Management qualification or equivalent gained through in-house programme or experience.	D	Application / Certificates
Knowledge & Experience		
Experience of successful management at a strategic level and developing and leading high performing teams.	E	Application / Assessment Centre
Experience of commissioning and managing complex organisational change processes which have significant resources and strategic impact.	E	Application / Assessment Centre
Knowledge and experience of exploring ways of improving efficiency and effectiveness and promoting improvements in value for money.	E	Application / Assessment Centre
An in-depth knowledge of statutory requirements including Care Act, Health and Safety legislation, Civil Contingency Act and Fire and Rescue Services Act and Fire Safety Order	E	Application / Assessment Centre
A clear understanding of the risk concept and how it can be applied within a proactive safety culture.	E	Application / Assessment Centre

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Experience of managing and controlling budgets, resources and funding, resulting in improvements in efficiency and effectiveness of service delivery	E	Application / Assessment Centre
Experience of dealing with financial accountability and procurement systems within a public sector environment.	D	Application
An understanding of the social, economic and political environment of the Fire and Rescue Service and experience of working with Trade Unions and Staff Groups to achieve improvements in service delivery.	E	Application / Assessment Centre
An in-depth knowledge of managing major operational incidents	E	Application / Assessment Centre
Experience and understanding of operational assurance including the development and implementation of operational guidance, professional standards and HMICFRS improvement activities.	D	Application / Assessment Centre
An understanding and experience of creating inclusive workplaces that foster innovation and creates continuous learning and improvement	E	Application / Assessment Centre
Experience of working with partners to achieve improvements in public safety.	E	Application / Assessment Centre
Skills & Abilities		
High level of political and organisational awareness to anticipate and shape the political environment from a strategic perspective.	E	Application / Assessment Centre
Exceptional verbal and written communication skills, sufficient to write policy, plans, complex reports and engage with employees, managers and partners.	E	Application / Assessment Centre
High level analytical skills and ability to understand and plan for local and national issues that affects or may influence the objectives and strategic direction of the organisation.	E	Application / Assessment Centre
High level of interpersonal skills with the ability to build trust, confidence, credibility and integrity in the	E	Assessment Centre

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delivery of services. Able to articulate the vision for the organisation.		
Ability to think, plan and act strategically and corporately with a creative and innovative approach to problem solving, delivery of outcomes and managing organisational change.	E	Assessment Centre
The ability to influence and network locally and nationally.	E	Application / Assessment Centre
Other		
Willingness to work flexibly including National and international travel as required	E	Application Form
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application Form
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application Form