



Vacancy: Crew Manager - Response

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

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	Submitting a Supporting Statement via the CM External Transfers advert here	Stage 1 and am required to undertake all 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, or with a CM Leading Others ADC pass in the last 12-months	Uploading a word document that states I am in the resource pool, or that I have a relevant ADC pass. 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

Vacancies: Crew Manager - Response

Additional information

If you are a Firefighter who wishes to undertake the Leading Others ADC ahead of potential future Crew Manager opportunities, but not progress to interview for the vacancies at Harlow, Grays, or Loughton, you may utilise this opportunity to undertake the ADC, should you be shortlisted.

Alternatively, for internal candidates looking to progress in the near future, you are recommended to join the Leadership Resourcing and Succession programme, full details of which can be found here: [Leadership Resourcing and Succession \(sharepoint.com\)](#)

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 (week commencing 2nd September 2024)

Stage 2

- Operational assessment, which consists of a practical operational drill and an operationalt-focused test paper
- Leadership presentation & discussion. This presentation will include an additional discussion about inclusion, values and ethics.

Stage 3

- Role (station) specific interview

Should you wish to have an informal discussion with regards to the role, please contact your line manager in the first instance if you are currently an employee of Essex County Fire & Rescue Service.

If you are in another Service, have any questions about the process, please contact recruitment@essex-fire.gov.uk in the first instance.

*All candidates are required to pass the operational assessment. If you have successfully completed the Crew Manager operational assessment in 2023 or 2024, including during On-call promotion processes, you will not need to retake this assessment as part of this process. Evidence of this successful completion will be required.