

# Cumbria Fire & Rescue Service

## Role Profile

September 26



## Post:

Chief Fire Officer

## Responsible/reporting to:

Cumbria Commissioner Fire and Rescue Authority

## Purpose:

The primary purpose of the role is to lead and develop a highly trusted, community-focused, professional fire and rescue service. This will require a leader who is focused on transforming the organisation to better meet the needs of the people and communities that we serve. The role will be accountable to the Police, Fire and Crime Commissioner.

## Principal Responsibilities:

- To fulfil the statutory role of Chief Fire Officer and the requirements of the Civil Contingencies Act for the service.
- Work with the Police, Fire and Crime Commissioner to provide fire and rescue services across Cumbria.
- Lead and deliver long term transformation of Cumbria Fire and Rescue Service, with Cumbrian residents and stakeholders, to achieve measurable improved outcomes for the communities.
- Create a positive, inclusive, productive and supportive culture where employees are encouraged to thrive, with a strong focus on wellbeing and encouraging talent.
- Provide overall strategic leadership, advice and guidance to the Strategic Leadership Team and all staff within the service.
- Work collaboratively with CCFRA, their office and SLT colleagues to lead, develop and implement leading edge strategies to ensure the services vision, priorities and values are actively promoted and delivered.
- Build and develop back-office Blue Light Collaboration with services both within and out with Cumbria.
- Create an environment of effective employee engagement where two-way communication, challenge, change and improvement is positively encouraged and innovation is fostered.
- Build the reputation of Cumbria Fire and Rescue Service with Cumbrian residents and stakeholders by actively listening, shaping, and improving the quality of service provided to ensure it delivers for our communities.
- Take the strategic lead in developing partnerships, networks and relationships with stakeholders across Cumbria, the region and nationally, to deliver the best possible services to our communities.
- Ensure the effective management and provision of strategic advice and

Making Cumbria a safer place for all



- support to resolve operational incidents.
- Ensure effective operational working relationships with adjacent Fire & Rescue Services and regional/national cooperation in accordance with government guidance.
- To make arrangements, in liaison with other organisations and agencies, for the joint planning, training and exercising of personnel in preparation for major disaster incidents/Strategic Gold Command
- Work with the CCFRA to effectively manage the service budgets, ensuring delivery within allocated resources and financial risks are identified and mitigated.

- Promote equal opportunities with our communities and our staff through personal example, open commitment and clear action.
- Fulfil the statutory role as Head of Paid Service.
- Fulfil the responsibilities of the role as set out in the corporate Health and Safety Policy.
- Ensure all relevant statutory and regulatory obligations are complied with.
- Undertake such other duties as may be determined within the general scope and commensurate with the grade of the post.

***Approximate number of employees: 550.  
Approximate service budget: £32.1 million.***

## Person Specification

|                | Essential                                                                                                                                                                                                                  | Desirable                                        |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| Qualifications | An appropriate degree, relevant management qualification or demonstrable experience in a senior leadership role.                                                                                                           |                                                  |
|                | Strategic Incident Command Level 4 or equivalent experience                                                                                                                                                                | Multi Agency Incident Command Course (M.A.G.I.C) |
| Experience     | Substantial leadership experience at Principal Officer level, including in the operational command environment.                                                                                                            |                                                  |
|                | Substantial leadership experience at Director level, in a relevant organisation, with an emphasis on transformation and delivery of measurable outcomes for communities and working in an inspected environment (HMICFRS). |                                                  |

|                            |                                                                                                                                                                                                                                     |  |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
|                            | Significant evidence of leading, developing and delivering a performance culture and achieving significant change management programmes.                                                                                            |  |
|                            | Significant evidence of direct involvement in leading the development of policy & programmes in a politically sensitive organisation.                                                                                               |  |
|                            | Significant evidence of ensuring good governance working with a scrutiny function - responsive to the present and future needs of the organisation, exercising prudence in policy setting and decision making.                      |  |
|                            | A significant successful track record in developing effective working alliances between managers and politicians, together with a proven ability to network with partner.                                                           |  |
|                            | Significant experience of cross sector and partnership working, developing relations with other organisations and stakeholders to deliver key strategies and maximise the benefits of joint working (shared back-office functions). |  |
|                            | Evidence of leading initiatives to make year on year savings by reducing operational costs and enforcing budget controls whilst balancing performance and risk.                                                                     |  |
| <b>Knowledge</b>           | Significant knowledge of horizon scanning public sector/ legal changes and embedding the change in the Fire and Rescue Service.                                                                                                     |  |
|                            | A broad and deep knowledge of the significant national challenges and delivering against HMICFRS inspections.                                                                                                                       |  |
| <b>Skills / Behaviours</b> | Proven track record of working in a political context with local and national awareness.                                                                                                                                            |  |
|                            | Demonstrable abilities in strategic thinking and planning solutions, showing an understanding of and responsiveness to the needs of communities.                                                                                    |  |

|       |                                                                                                                                                     |  |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------|--|
|       | Proven ability to lead, motivate, inspire and empower to build a positive culture.                                                                  |  |
|       | Demonstrable ability as a forward-thinker with an innovative approach, able to conceive, develop and implement new initiatives, and manage change.  |  |
|       | Excellent communication skills and interpersonal skills: a strong networker able to build relationships with mutual confidence, honest and respect. |  |
|       | Ability to make decisions and take responsibility for actions                                                                                       |  |
| Other | The role will require travel across Cumbria and nationally.                                                                                         |  |

## Our Code of Ethics



Putting our  
communities  
first



Dignity and  
respect



Equality,  
diversity and  
inclusion



Integrity



Leadership

