

## **COMPETENT FIREFIGHTER TRANSFEREES**

**ANNUAL SALARY:** £31,767

**BASE LOCATION:** Various locations throughout Lincolnshire

**DUTY SYSTEM:** Lincolnshire Crewing System

**CLOSING DATE:** 1200 hrs 27<sup>th</sup> November 2020

Lincolnshire Fire and Rescue is committed to delivering an inclusive, modern and effective service with staff who reflect our communities, to deliver a high quality service and contribute to our strategic vision of 'making our communities safer, healthier and more resilient'. Our values of service to the community; Our people; Diversity and Improvement, shape our staff, as they help guide our decisions, actions and behaviours. We are committed to recruiting and retaining a workforce that is inclusive to the communities we serve.

To be eligible to transfer, applicants will be current substantive competent firefighters who are able to demonstrate and prove competence via their current UK Local Authority Fire Service employer and able to provide an address within the Lincolnshire County boundary.

Are you interested in supporting the communities of Lincolnshire to make them safer, healthier and more resilient? If yes, we would really like to hear from you.

### **Essential Criteria:**

- Competent substantive Firefighter currently serving in a UK Local Authority Fire Service.
- In date for all Operational training in line with your current Service training policy and able to prove competency within the last 12 months against our Maintenance of Competence Training Programme.
- Prepared to accept a contract to work on any wholetime Lincolnshire Crewed Station.
- Not be in possession of any formal disciplinary sanctions at the point of application and for the duration of the process.
- Not be subject to any formal development plans within current role at point of application and for the duration of the process.
- Receipt of two acceptable references, one from your current Head of Department/Division and one from a further in-service professional.
- Be medically fit to undertake the role of operational Firefighter including evidence of pass of V02 max fitness test within last six months.
- Hold a current UK full driving licence.
- Willing to undertake a DBS check.
- Able to provide an address within the Lincolnshire County boundary.

### **What we offer in return:**

- An opportunity to work in the picturesque county of Lincolnshire covering 2,250 square miles of countryside with phenomenal heritage, incorporating the City of Lincoln with all that it offers.
- A wonderful and safe place to live with great schools and wider family employment opportunities.
- Access to a range of development and career opportunities within Lincolnshire Fire and Rescue.



## RECRUITMENT PROCESS

### Stage 1 - Candidate Expression of Interest and proof of competence in role

The process closes at 1200 hrs on Friday 27<sup>th</sup> November 2020.

***Expressions of interest will not be considered if received after the closing time and date.***

Click on the link on our website or within the vacancy advert and you will be required to complete:

- Candidate Expression of Interest, where you register all your personal details, current Service details, professional and in-service qualifications, provide a personal statement and names of two referees, one must be from your current Head of Department/Division and one from a further In-Service professional.
- Proof of competence in role, here you are required to complete the skills competency form to prove competence in role. We require this to be signed off by your current Station Manager or above.

**PLEASE NOTE:** You will need to provide your e-mail address. It is important you check that you input your e-mail address correctly, as we will communicate with you using the e-mail address that you provide. If you provide an incorrect e-mail address, we will be unable to provide you with relevant information regarding your application.

If you are successful at Stage 1 of the selection process you will be invited by email to complete Stage 2 of the selection process. Please check your inbox and junk mailbox for emails.

### Stage 2 - Job related tests and interview

Should you be successful in Stage 1, you will be invited to attend our Training Centre to complete a V02 fitness test (if unable to supply evidence of pass within last six months), job related physical tests, a practical drill and an interview. We anticipate this stage will commence week commencing 4<sup>th</sup> January 2021

Basic firefighter skills assessments and physical tests will include, but are not limited to:

- V02 fitness test (if applicable)
- Equipment carry
- Hose running
- Swim (up to 100m)
- A practical drill
- Panelled interview

You will also be provided with a list of documents to bring with you that will be used to complete pre-employment and DBS checks should you be successful at this stage.



## Stage 3 - Medical, References, Pre-employment and DBS checks

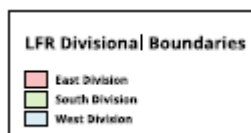
Successful candidates will be advised of a date to attend a medical during January/February 2021. You will be provided with your appointment details via email only. These will take place with our Occupational Health provider HML in Lincoln. A DBS check will be carried out using the documents you provided at Stage 2. The two references will be requested – one from your current Head of Department/Division and one from another In-Service professional.

## ABOUT LINCOLNSHIRE FIRE AND RESCUE

Lincolnshire Fire and Rescue consists of 38 fire stations, divided into 3 divisions, West, East and South. We have 9 wholtime stations at:

- Lincoln North
- Lincoln South\*
- Gainsborough
- Louth
- Skegness
- Boston
- Sleaford
- Grantham
- Spalding

\*Lincoln South operates a 2:2:4 shift pattern. All other stations are Lincolnshire Crewed Stations



Our Training Centre at Waddington provides initial recruit courses for wholtime and on-call plus continuation courses for all our staff.

Our combined Fire and Police Headquarters at Nettleham also houses our shared Fire and Police Control Room.



**MAKING OUR COMMUNITIES SAFER, HEALTHIER AND MORE RESILIENT**

[WWW.LINCOLNSHIRE.GOV.UK/LFR](http://WWW.LINCOLNSHIRE.GOV.UK/LFR)

## APPOINTMENT

The appointment will be made on a conditional basis subject to references and appropriate medical clearance. The offer will be also be subject to Disclosure Barring Service.

### Location

You will be based at any one of 8 wholetime Lincolnshire Crewed Stations.

### Rates of pay for operational wholetime firefighters (as at July 2020)

Competent Firefighter rate of pay - Annual salary: £31,767

### Lincolnshire Crewing System

Our eight Lincolnshire Crewed Stations are crewed 24/7 by wholetime firefighters working a 4 on 4 off; 4 on 4 off; 5 on 3 off pattern. Each period of duty covers 24 hours therefore incorporating a period of 'on-call' at night where crews are required to respond to the station with 5 mins. On site accommodation PODs are provided for duty crews and a 20% pay enhancement is applicable to this rota system.

### Annual leave entitlements

The leave year runs from 1<sup>st</sup> January to 31<sup>st</sup> December. The full annual leave entitlement for full time firefighters is 23 days. Additionally, after 5 year's continuous service, employees are entitled to an additional 3 day Long Service Leave. All leave is planned, the authorisation of which shall be subject to the exigencies of the Service.

### Public holiday leave

In addition to the above annual leave entitlement employees will be granted 8 days leave in respect of public holidays and these will be allocated to you. Good Friday Late Summer Holiday Easter Monday Christmas Day Spring Bank Holiday Boxing Day First Monday in May New Year's Day

### Pension Scheme

The details of the relevant Firefighter's Pension Scheme are available on our Pensions Administrators website: [www.wypf.org.uk/firefighters/](http://www.wypf.org.uk/firefighters/). There are different pension schemes for firefighters, with the date of joining the Service dictating which scheme is relevant.

## FIREFIGHTER DUTIES AND RESPONSIBILITIES

Reports to Crew Manager

### Role Map

- Inform and educate your community to improve awareness of safety matters
- Take responsibility for effective performance
- Save and preserve endangered life
- Resolve operational incidents
- Protect the environment from the effects of hazardous materials
- Support effectiveness of operational response
- Support development of colleagues in the workplace
- Contribute to fire safety solutions to minimise risk to your community
- Drive, manoeuvre and redeploy fire service vehicles





**PERSONAL QUALITIES AND ATTRIBUTES (PQA'S)****Personal Style**

- Understands and respects diversity and adopts a fair and ethical approach to others
- Is open to change and actively seeks to support it
- Maintains a confident and resilient attitude in highly challenging situations

**Interpersonal Skills**

- Works effectively with others both within the F&R service and in the community
- Communicates effectively both orally and in writing
- Committed and able to develop self and others

**Working with Information**

- Understands, recalls, applies and adapts relevant information in an organised, safe and systematic way
- Maintains an active awareness of the environment to promote safe and effective working

**Organisational Effectiveness**

Adopts a conscientious and proactive approach to work to achieve and maintain excellent standards

**TO APPLY**

Visit our website [www.lincolnshire.gov.uk/lfr](http://www.lincolnshire.gov.uk/lfr) or click on the link within the vacancy advert:

- 1 Complete the Expression of Interest and the CoreSkills Competency document.
- 2 Email the above completed documents to:  
[wholetimerecruitment@lincoln.fire-uk.org](mailto:wholetimerecruitment@lincoln.fire-uk.org)

All queries or enquiries should be submitted in writing to email address:  
[wholetimerecruitment@lincoln.fire-uk.org](mailto:wholetimerecruitment@lincoln.fire-uk.org)

**GOOD LUCK WITH YOUR APPLICATION!**

