

# Cumbria Fire & Rescue Service

## Role Profile

April 2023



## Post:

Chief Fire Officer/ Chief Executive

## Responsible 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 Cumbria Commissioner Fire and Rescue Authority.

## Principal Responsibilities:

- To fulfil the statutory role of Chief Fire Officer and the requirements of the Civil Contingencies Act for the service
- 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 SLT colleagues, CCFRA and their office to lead, develop and implement leading edge strategies to ensure the services vision, priorities and values are actively promoted and delivered.
- 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 support to resolve operational incidents.
- \*Provide strategic leadership to ensure effective service delivery and

Making Cumbria a safer place for all



- integrated management of the Fire and Rescue Service.
- \*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.
- 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.
- \*Work in accordance with the Strategic Operational Manager Working Arrangements as a Strategic Gold Commander.
- Undertake such other duties as may be determined within the general scope and commensurate with the grade of the post.

**Approximate number of employees: 700.**  
**Approximate service budget: £31.4 million.**

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	An appropriate degree or equivalent	
	*Strategic Incident Command Level 4 or equivalent experience	Multi Agency Incident Command Course (M.A.G.I.C)
	Relevant management qualification or demonstrable equivalent experience.	
<b>Experience</b>	*Substantial leadership experience at Principal Officer level in a Fire and Rescue Service, 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.	
	Significant evidence of 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 - responsive to the present and future needs of the organisation, exercising prudence in policy setting and decision making and takes into account the best interests of all stakeholders.	
	A significant successful track record in developing effective working alliances between managers and politicians, together with a proven ability to network with partners	
	Significant experience of cross sector and partnership working, developing relations with other organisations and stakeholders to deliver key strategies and programmes.	
	A proven track record in delivering efficiencies and ensuring value for money services through innovation.	
<b>Knowledge</b>	Significant knowledge of public sector strategies and initiatives.	
	A broad and deep knowledge of the significant challenges and future direction of the fire and rescue service, nationally.	
<b>Skills / Behaviours</b>	Acute political awareness.	
	Demonstrable abilities in strategic thinking and planning solutions, showing an understanding of and responsiveness to the needs of communities.	

	Ability to lead, motivate, inspire and empower others, by example.	
	Demonstrable ability as a forward-thinker with an innovative approach, able to conceive, develop and implement new initiatives, and manage change.	
	First-class communication skills.	
	Ability to make decisions and take responsibility for actions	
	Excellent interpersonal skills: a strong networker able to build relationships with mutual confidence, honesty, and respect.	
<b>Other</b>	Ability to travel across Cumbria and nationally.	

## Our Code of Ethics



**Putting our communities first**



**Dignity and respect**



**Equality, diversity and inclusion**



**Integrity**



**Leadership**

