



Gwasanaeth Tân ac Achub  
De Cymru  
South Wales  
Fire and Rescue Service

**Be a part of our team and make South Wales safer by reducing risk.**

**South Wales Fire & Rescue Service are now recruiting for Wholetime Duty System (WDS) Group Manager (A).**

South Wales Fire and Rescue Service (SWFRS) is one of the largest, high performing Fire and Rescue Services (FRS) in the UK, serving 1.6 million people across 10 Constituent Unitary Authorities stretching from Bridgend to Monmouth and from Cardiff Bay to the Brecon Beacons National Park. We have built a reputation of excellence in the delivery of our services from responding to emergency incidents to an impressive range of preventative initiatives. SWFRS is committed to making our communities the safest places to live, work and visit, by focusing on community protection, attracting, and developing our people, making effective use of resources, whilst achieving organisational improvement.

The Service is currently seeking to appoint Wholetime Duty System (WDS) Group Manager (A)'s who will demonstrate an enthusiastic and inclusive approach to the leadership of a large Service area, whilst upholding our Service's values:

Professional

Caring

Respectful

Dedicated

Trustworthy

Dynamic

Disciplined

Resilient

This post will provide successful candidates with the opportunity to enhance the culture and values of the Fire and Rescue Service through the provision of effective leadership of teams working within our unitary authority and department specific sites whilst, contributing to its current culture change transformation.

To view the role map for Group Manager please access here:

[https://www.fbu.org.uk/sites/default/files/publications/rolemaps\\_booklet\\_final\\_njc9-05.pdf](https://www.fbu.org.uk/sites/default/files/publications/rolemaps_booklet_final_njc9-05.pdf)

To apply for this role, candidates should read the following eligibility criteria in full and then respond in detail to the 5 outlined shortlisting criteria through attaching a document to their online application. Application forms should be completed online through our e-recruitment system, which can be accessed via our website: <https://www.southwales-fire.gov.uk/working-with-us/latest-vacancies/>. During the process applicants are encouraged to check all email folders for system generated updates. If a paper version is required, please email: [personnel@southwales-fire.gov.uk](mailto:personnel@southwales-fire.gov.uk). **WE DO NOT ACCEPT CV'S AS PART OF THE APPLICATION PLEASE COMPLETE THE ONLINE APPLICATION IN FULL UPLOADING YOUR SHORTLISTING CRITERIA IN THE SUPPORTING EVIDENCE SECTION USING THE TEMPLATE PROVIDED.**

**External candidates** - Please note that appointments into this role are conditional upon undertaking an Enhanced with Barred List(s) Disclosure and Barring Service (DBS) check. Please be aware this check will pick up any spent and unspent convictions or cautions. Prior to any formal offers being made successful applicants will be required to undertake a Drug and Alcohol Test.

**Closing date - 12:00pm midday on Monday 15<sup>th</sup> July 2024**

**Interviews will be held week commencing 05/08/2024**

## ELIGIBILITY CRITERIA:

Candidates must be able to evidence the following criteria:

- Competent and substantive Station Manager or Group Manager employed in a UK local authority Fire and Rescue Service.
- Middle Manager Technical Test Examination pass from South Wales Fire & Rescue Service **OR** Institute of Fire Engineering (IFE) Level 4 Certificate in Fire Service Operations and Incident Command **OR** Equivalent.
- Skills for Justice Level 6 Award (ICL3) Advanced Incident Command pass **OR** An ICL2 command pass with a willingness to participate in an ICL3 assessment as part of the selection process and a commitment to passing the full ICL3 within 6 months of commencement of a Group Manager appointment.
- Demonstration of suitable experience of learning within a leadership and management field at Middle Manager level.

## SHORTLISTING REQUIREMENTS:

Please outline in a Word document how you meet each of the following 5 shortlisting criteria areas in no more than 300 words for each criterion (1500 words total).

1. **Eligibility** - Please outline how you meet the eligibility criteria requirements for this role.
2. **Personal Impact** - Please outline how you have created a culture where individual and team wellbeing is a priority and where you have systems in place to make sure teams you lead are coping.
3. **Outstanding Leadership** – Please outline how you value your team and how you make the best of their diverse skills and strengths.
4. **Service Delivery** – Please outline how you have developed and implemented thoughtful solutions or recommendations based on sound evidence and feedback from internal and external sources.
5. **Organisational Effectiveness** – Please outline how you encourage and respond to being challenged and how you show you are willing to adapt thinking with new information or better evidence.

All documentation is available in both Welsh and English and we welcome communication in either language. Applications submitted in Welsh will not be treated less favourably. Candidates successful at the shortlisting stage will be given the opportunity to confirm their language preference for interviews and assessments (including paperwork, verbal introductions, and interview questions). Arrangements will be confirmed following invitation to interview and may include Translation and/or Simultaneous Translation.

We believe in the true value of a diverse workforce and encourage applications from all sectors within the community.



