



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) Watch Manager (A).**

South Wales Fire and Rescue Service (SWFRS) is one of the largest, 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. 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) Watch Manager (A)'s who will demonstrate an enthusiastic and inclusive approach to the leadership of a watch or area of work, 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 team leadership whilst also joining the organisation in contributing to its current culture change transformation.

**TO APPLY:**

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).

In addition to the online application, candidates should read the following eligibility and shortlisting criteria in full and respond in detail (on the template form provided) to the 5 shortlisting criteria. Criteria 1 of this document outlines the eligibility criteria required for this role, whilst criteria 2-5 are taken directly from the National Fire Chiefs Council's (NFCC) Leadership Framework and outlines those behaviours expected for "Leading others". Candidates should evidence their own involvement and experience of each of the criteria by providing a submission that outlines and evidences their competency and ability in each of the areas. As this is a highly competitive process, only those applications which pass the sifting stage will be taken through to the interview stage of the process.

**PLEASE NOTE: 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 OF YOUR APPLICATION USING THE TEMPLATE PROVIDED.**

**Closing date - 12:00pm midday on Monday 28<sup>th</sup> October 2024**

**Interviews will be held week commencing 25/11/2024**

## ELIGIBILITY CRITERIA:

Candidates must be able to evidence all of the following criteria:

1. Competent and substantive Wholetime Duty System Crew Manager **OR** Wholetime Watch Manager **OR** On-Call competent and substantive Watch Manager employed in a UK local authority Fire and Rescue Service.
2. Supervisory Technical Test Examination pass from South Wales Fire & Rescue Service (Papers 1&2 prior to 2023, Paper 1 from 2023 onwards). **OR** Institute of Fire Engineering (IFE) Level 3 Certificate in Fire Service Operations and Incident Command.
3. IOSH Managing Safely qualification. **OR** willingness to gain IOSH qualification within 6 months upon appointment.

## SHORTLISTING REQUIREMENTS:

Please outline in a Word document how you meet each of the following 5 shortlisting criteria areas in no more than 500 words for each criterion (2500 words total).

1. **Eligibility** - Please outline how you meet the eligibility criteria requirements for this role.
2. **Personal Impact** – Please evidence how you have demonstrated your organisation's core values within the workplace.
3. **Outstanding Leadership** – Please evidence an occasion/s where change has occurred which impacted you and your team and how you successfully managed the changes.
4. **Service Delivery** – Please evidence how you have effectively led a team to meet the objectives and needs of an operational incident.
5. **Organisational Effectiveness** – Please evidence how you have contributed to reducing risk within your community.

**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.

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.

