



## Shortlisting Evidence Template – Watch Manager A

Dear Candidate,

Please complete the form below in FULL adhering to the 500-word limit for each of the 5 shortlisting criteria (i.e. max of 2500 words). Then save in a Word document format and upload to the ‘supporting evidence’ section of the online application.

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 that for shortlisting purposes we will be removing ‘Name’ and ‘National Insurance number’ and each candidate will be provided with a candidate number for anonymised shortlisting.

For any queries please contact [personnel@southwales-fire.gov.uk](mailto:personnel@southwales-fire.gov.uk)

|   |  |
|---|--|
| <b>Full Name:</b>   |  |
| <b>National Insurance Number:</b>   |  |
| <b>Anonymised Candidate Number (to be completed by FRS HR team)</b>   |  |
| <b>Shortlisting Criteria 1:</b><br>Please outline how you meet the eligibility criteria requirements for this role.   |  |
|   |  |
| <b>Shortlisting Criteria 2:</b><br><b>Personal Impact</b> - Please evidence how you have demonstrated your organisation’s core values within the workplace  |  |
|   |  |
| <b>Shortlisting Criteria 3:</b><br><b>Outstanding Leadership</b> – Please evidence an occasion/s where change has occurred which impacted you and your team and how you successfully managed the changes. |  |
|   |  |
| <b>Shortlisting Criteria 4:</b><br><b>Service Delivery</b> – Please evidence how you have effectively led a team to meet the objectives and needs of an operational incident                              |  |

**Shortlisting Criteria 5:**

**Organisational Effectiveness** – Please evidence how you have contributed to reducing risk within your community

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