



TRANSFORMATION PROGRAMME MANAGER

2 X 12 MONTH FIXED TERM CONTRACT

POST NUMBER: 505724

37 HOURS PER WEEK

GRADE 13: £41,511 - £42,708

An opportunity has arisen within South Wales Fire and Rescue Service for two fixed-term temporary appointments as Transformation Programme Manager. This post will report to the Director of Strategic Change and Transformation and will work closely with the Strategic Leadership Team, to support and embed effective strategic change and improvement. The role will be based within the Business Support Department, South Wales Fire and Rescue Service Headquarters, Forest View Business Park, Llantrisant, CF72 8LX, with some flexibility for remote working, and an expectation that they demonstrate visible leadership across our service.

South Wales Fire and Rescue Service are seeking to engage an enthusiastic, experienced programme manager. The post holder will be one of three programme managers who will work closely with project executives, project managers and other stakeholders. They will provide support to the Chief Fire Officer, Executive Leadership Team and Board of Commissioners, ensuring that priorities and improvements are delivered. They will be integral to the delivery of actions and governance and oversee the implementation of the recommendations in the Culture Review Report and the activity set out in the Commissioners Terms of Reference.

The main duties of the role will include supporting the development of an effective project management office and associated methodology. The post holder will be responsible for leading the coordination of Service governance structure meetings to ensure robust oversight and scrutiny of plans and actions and engaging with departments and stakeholders across the service, using portfolio, programme and project management expertise.

The successful applicant will be experienced in producing a full range of change management deliverables and managing change activities for programmes and projects of high complexity. They will have experience of designing and implementing changes to process, people, and technology-based initiatives, including the ability to assess complex technical and process information to identify business impacts. The successful applicant will have a PRINCE2 or equivalent project management qualification or demonstrable project delivery experience.

The successful candidate will be enthusiastic and positive, with the ability to lead across disciplines. They will be an ambassador for South Wales Fire and Rescue Service, with the ability to communicate, engage and inspire staff across the Service. They will be proactive and motivated with the ability to work independently and support others to achieve common goals. They will have an ability to cope with challenges and continually changing environments.

The successful candidate will show a commitment and ability to develop both individuals, and teams and be prepared to also develop themselves within the role. They will promote change and have the ability to seek opportunities to foster improved service effectiveness.

Above all else candidates will be transformational in their approach and demonstrate an alignment to the NFCC Core Code of Ethics.

How to apply:

Within your online application we require you to complete the following:

1. Please submit a CV (No more than three pages) outlining your relevant knowledge and experience against the criteria:
2. Provide a supporting statement outlining responses to the two questions below: Your response to the following two questions must not exceed 500 words per question (Maximum 1000 words)

Question 1 - Please outline why you are interested in this role and what skills and experiences you feel make you the right person to lead and inspire staff.

Question 2- Please provide a statement of how you feel your skills, experience, behaviours and values align to the NFCC Core Code of Ethics.

Closing date for receipt of applications is 12:00pm 09 December 2024.

For further information about the job role, please contact The Director of Strategic Change and Transformation by email or teams: d-mika@southwales-fire.gov.uk

The successful candidate will be subject to a satisfactory Disclosure and Barring Service check and be required to undertake a Drug and Alcohol Test prior to an appointment being made.

Applications are invited from candidates with suitable experience as outlined in the Person Specification. Please note that this is a highly competitive process and only those who have fully demonstrated evidence against all the essential criteria on the person specification will go forward to the Selection Process.

Welsh language skills are desirable but not essential for this post. This role involves travel between sites throughout the South Wales area. The successful candidate must be able to travel independently, and a driving license check will be required.

We are a family friendly organisation, and a flexible working system is in operation. To see the benefits of working with us, please visit: <https://www.southwales-fire.gov.uk/working-with-us/benefits/>

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/>. If a paper version is required, please email: personnel@southwales-fire.gov.uk All internal applicants applying should apply via their portal, selecting "Current Vacancies" from the left-hand tab. The e-recruitment system will notify all applicants of results via email address provided at application.

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.

SWFRS believes in the real value of having a diverse workforce and we proactively want to encourage applicants from all sectors of our community to apply.

