### **Group Commander Pool**

### **Group Commander – Surrey Fire and Rescue Service**

### Are you a dedicated leader who values integrity and role models inclusive leadership?

### Surrey Fire and Rescue Service (SFRS) is looking to develop a pool of talented and diverse applicants to fill anticipated Group Commander (GCs) vacancies in 2025/26. If appointed you will join a professional, passionate and diverse team who are committed to delivering excellent services to our communities. You will make a significant contribution to the leadership of SFRS, leading on Service wide improvements, role modelling excellent leadership behaviours that support our ongoing cultural improvements, and delivering our new [2025-2030 CRMP](https://www.surreycc.gov.uk/community/fire-and-rescue/about/what/community-risk-management-plan).

### **About our offer**

The working location may be dependent on the specific role, with most of the GCs Operating from Service Headquarters, Woodhatch Place, Cockshot Hill, Reigate RH2 8BF.

### This role offers a competitive salary, ranging from £67,143 per annum (GC Development), increasing to £74,433 once competent in role (inclusive of 20% flexi duty officer allowance, where applicable), plus £1,638 Surrey Allowance per annum, and Continuous Professional Development payment of **£886**.

### **#Whynotyou**

As a service we strive for excellence, we are seeking to attract ambitious, focused and driven professional candidates.

We are seeking candidates who can genuinely demonstrate that they have managed a **high performing** team/department, with some diversity in their fire service roles, ideally having experience as a Station Commander across a number of roles/departments. **Experience as a skilled Flexi Duty Officer**, ideally having some specialist qualifications (such as Hazardous Materials, Fire Safety, Fire Investigation, NILO or other tactical advisor experience as an SC/GC) is desired. Our ideal candidates will have **developed themselves from a managerial and leadership perspective** and attained a level 5 management qualification.

This opportunity is best suited to candidates who have an impressive record of project and change management and have led high-performing teams at a middle management level. It is important that candidates can demonstrate excellent stakeholder management, both internally and externally. The role involves actively seeking ways to enhance performance across the service and upholding our Core Code of Ethics and championing ethical decision-making. If you’re passionate about making a difference to our communities and staff, while also looking for the opportunity to lead and develop within Surrey Fire and Rescue Service, this could be the right fit for you.

**Why Surrey is your future**

Surrey Fire and Rescue Service has the responsibility of protecting over 1.2 million people who live in the 650 square miles of Surrey. The Service employs 730 staff comprising both uniformed and support personnel across a variety of roles. Our teams work from [25 fire stations](https://www.surreycc.gov.uk/community/fire-and-rescue/fire-stations-and-events/fire-stations), our Wray Park Training Centre and our Headquarters site in Woodhatch Place, both of which are located in Reigate.

Our fire and rescue authority, Surrey County Council (SCC), has set out a Community Vision for Surrey placing greater emphasis on prevention, services for vulnerable people, and the need for greater collaboration with partners.

By 2030 we all want Surrey to be a:

"Uniquely special place where everyone has a great start to life, people live healthy and fulfilling lives, are enabled to achieve their full potential and contribute to their community, and no one is left behind."

As an integral part of Surrey County Council, we will be playing our part in delivering this vision. Our plans for 2025-2030 are detailed within our [CRMP](https://www.surreycc.gov.uk/community/fire-and-rescue/about/what/community-risk-management-plan).

Further information about our service can be found here - [www.surreycc.gov.uk/community/fire-and-rescue](http://www.surreycc.gov.uk/community/fire-and-rescue)

## **Our ethical principles**

Surrey Fire and Rescue Service has adopted the national Core Code of Ethics for Fire and Rescue Services in England. We are seeking candidates who authentically embody these values, further information can be found at: [Core Code Of Ethics - NFCC](https://nfcc.org.uk/our-services/people-programme/core-code-of-ethics/)

**Eligibility and Essential Criteria (to be evidenced in application)**

Substantive Station Commander/Manager (or existing Group Commanders) with at least 12-month competence in role, serving with a UK Fire Authority FRS.

Demonstratable experience in managing/leading a high performing team/department.

Not be subject to a current capability action plan, concerning performance.

Not be subject to current disciplinary proceedings or a live formal disciplinary sanction.

Able to work and live in the UK free from any restrictions

To be able to meet the criteria for DBS checks, and to pass British Security Clearance (SC) vetting.

**Desirable Criteria**

Level 5 leadership/management qualification.

Hold an in-date Emergency Response Driving qualification and full UK driver’s license.

Hold an accredited Incident Command level two (Intermediate Incident Command level 4) qualified.

Hold a Health & Safety Management qualification (ideally NEBOSH).

Hold professional status through qualification, such as IFE Members/Grads status.

Hold a level three Incident Command Qualification (Advanced Incident Command level 6).

Be able to demonstrate 20 hours of Command Hours CPD (for internal candidates via Effective Command)

To have attended Media training.

Hold a Coaching/Mentoring qualification.

A diversity in management experiences/roles across a range of departments, or service areas.

Hold specialist Tactical Advisor qualifications (Hazmat, DIM, NILO, Waste Fire, Fire Safety, Fire Investigation, Water Incident Management, Airwave Tac Ad).

**The Selection Process**

Following application, candidates will be selected from their CV and 1000-word submission, to show their compliance against the essential and desirable criteria. Please note that all essential criteria must be evidenced, and desirable skills may be utilised in the selection of candidates for the next stage.

Those that are successful at shortlisting will be invited to the following -

**Stage 1A** – Deliver a presentation to a stakeholder panel (the management component).

* The stakeholder panel will be made up of SFRS stakeholders, community partners, and members of the Senior Leadership Team.
* The presentation topic will be related to a service/community impact theme, and this will be followed by questions from the panel regarding your knowledge of the topic.
* Sufficient time will be provided for applicants to prepare and research their presentation (minimum of 10 days).

**Stage 1B** - Completion of a Tactical Incident Command Assessment (the Incident Command Component - *a Test of Potential)*

Candidates will be expected to take over command of a significant developing incident scenario and manage that incident to a point where a Tactical Command Group (TCG) meeting can be held. The candidate will then chair the TCG and co-ordinate with partners a solution to help inform a Strategic Command Group (SCG) utilising the principles of JESIP. Following a briefing to a Strategic Commander, the candidate will then undertake a short media interview regarding the incident.

If you already hold a current level 3 Incident Command qualification you will not be asked to undertake a test of potential, but will be required to demonstrate evidence of your qualification and ongoing CPD.

Assessments will be using the SFJ criteria and a behavioral ICS marker system, with JESIP principles being applied. Positive indicators will be taken from the Code of Ethics and the NFCC Leadership Framework.

**Stage 2** - Formal Interview

A selection of senior staff within SFRS will interview candidates who have been successful at stages 1A/1B.

A range of questions, topics and themes will be incorporated, with some questions being provided to candidates 15 mins prior to interview.

Successful candidates will then enter the GC promotional pool within SFRS and be eligible to be considered for suitable roles. Courses and mentoring may be provided to candidates within the pool where applicable.

**Process for Applying**

This guidance contains important information to help with your application:

Please apply online via the portal and attach a CV with a personal statement of not more than 1000 words, detailing how you meet the essential criteria, and where you meet desirable criteria (Applicants must meet and evidence all essential criteria, and desirable components will be used at the sifting stage).

Successful candidates would ideally have the following managerial characteristics.

* Experience, knowledge and understanding to undertake the role of a senior FRS middle manager.
* You will need to have a thorough understanding of the challenges faced by the Service and the Sector locally, regionally, and nationally.
* You will need to be able to demonstrate a clear understanding of working in a diverse organisation, and a moral and ethical leadership approach within the Service.
* Lead by example, inspiring, coaching and guiding the efforts of those within your team. Motivating them to deliver continuous improvement and build a culture of high performance in all that we do.
* You will have experience and/or an understanding of corporate governance, financial management, budget setting and program management principles and practice.
* Experience of having been open and flexible in respect of change, actively participating in devising creative solutions to often complex problems, and taking people with you on a journey of improvement.

**Important Dates**

* Applications open **30 December 2024**
* Applications close **30 January 2025 at 1200hrs**
* Shortlisting **Outcomes 2 February**
* Stage 1 Technical Assessment\* and Community panel presentation – **10 February – 4 March**
* Outcomes from Stage 1 communicated by **6 March**
* Stage 2 Interviews WC **10 March**
* Outcome of process **4 April.**

**\***(Exemption for holders of accredited and in date ICS Level 3 – SFJ Award L6 Advanced ICS qualification, certification will be required)

Successful applicants will enter a talent pool, eligible for consideration for Group Commander posts as they arise.

They will be required to serve at any location in the Service, and to gain pre-employment clearances, including a DBS and SC clearance and meet the required standard for Medical and Fitness Assessments before appointment will be offered.

Successful applicants will be required to undertake a probationary period of 6 months and those successful on promotion will also be required to satisfactorily complete the Group Manager Development Programme.

Feedback can be provided to any applicant where requested.

Surrey Fire and Rescue Service is an equal opportunities employer and welcomes applications from all sections of the community.

For an informal discussion please contact:

Area Commander David Nolan, [david.nolan@surreycc.gov.uk](mailto:david.nolan@surreycc.gov.uk)