

# Deputy Chief Fire Officer

## NYFRS Recruitment Pack



July 2022

## Introduction

### Message from the North Yorkshire Police, Fire and Crime Commissioner

Thank you for your interest in becoming the next Deputy Chief Fire Officer for North Yorkshire Fire and Rescue Service. I am looking to appoint an exceptional individual who will play a crucial role at a point of transformational change as the Service makes itself fit for the future.

We have a committed and passionate workforce who make a real difference to keeping the people of North Yorkshire and York safe and feeling safe. Resources are always constrained, and we need to continue the work to ensure we have a strong and sustainable organisation which is innovative in its response and preventative practices.

The successful candidate will be responsible for ensuring seamless continuity of business delivery during a period of transformational change, ensuring that the Service continues its essential work while modernising and revising its operational model and enhancing and expanding its work on prevention and protection. Given this challenge, applicants for the position will need to demonstrate experience of managing change


processes and delivering transformation alongside normal business with the enthusiasm and commitment to bring everyone together.

Diversity continues to be a challenge for our Service, and I will be looking to the successful applicant to embed a step change in this area across all areas of business.

This is an exciting opportunity to join the Service, to ensure our communities remain some of the safest in which to live and work in the country, and deliver a modern, reactive and respected organisation which protects people and property and saves lives.

Details of the role and how to apply are in this pack, and if you would like an informal conversation with me or the Chief Fire Officer about the role, please do get in touch.

With best wishes,



**Zoë Metcalfe**

North Yorkshire Police, Fire and Crime Commissioner

### Message from the Chief Fire Officer

Thank you for your interest in our forthcoming Deputy Chief Fire Officer selection process.

I am extremely proud to lead North Yorkshire Fire and Rescue Service through our ambitious transformation programme. To achieve our strategic aims, our core strength stands in our people. Attracting the best, diverse talent is fundamental to our success, as we share a strong value driven ethos, that reflects the culture in our Service.



The Deputy Chief Fire Officer is a crucial role, advocating continuous improvement as we build an inclusive, sustainable organisation, transforming our service delivery model. A key priority is developing partnerships, to build and sustain collaborative relationships with a range of stakeholders, shaping and influencing the positive impact we have in our communities.

You will lead high performing teams that value innovation and change, in a positive working environment, ensuring our people and partners feel valued and able to be their very best for our communities.

This is an exciting time for change in our Service and our ambition for change reflects this. If you have the drive and passion to join our team, we welcome your application.

Kind regards



**Jonathan Dyson**  
Chief Fire Officer



## About North Yorkshire, North Yorkshire Fire and Rescue Service and our family of organisations

### North Yorkshire

North Yorkshire and the City of York make up one of England's largest rural fire service areas, covering almost 3,212 square miles. Stretching almost the breadth of the country from the Tees in the north to the Humber at its southern tip, it includes two National Parks and three Areas of Outstanding Natural Beauty making it a very attractive place to live, work and visit, though it does bring challenges associated with rurality and travel distances.

The population of 820,000 is spread across isolated rural and coastal hamlets and villages, market towns and larger urban areas such as York, Harrogate and Scarborough. There is also a significant military presence at the garrison at Catterick, and every year the area receives over 20 million visitors. York is a major university City, home to over 21,000 students from across the world.

The area holds over 800 tourist attractions, 12,000 listed buildings, and major national infrastructure such as Drax power station. It is bisected by the East Coast Mainline and the A1(M), with other major trunk roads including the M62, the A59, A64 and A66. Altogether it has over 6000 miles of road, the majority of which is a web of small rural roads.

Our communities are diverse, by geography and demography. Scarborough has some of the most deprived areas in the country, whilst Harrogate and York have some of the least. Those settlements on our boundaries look outward to our neighbouring areas – to Leeds and Bradford, Doncaster, Hull, Lancaster, Darlington and Middlesbrough; our coastal communities look to the sea, while our rural communities are closely connected to the land. Our minority ethnic communities are small but focused, with strong links to communities in neighbouring areas.





## North Yorkshire Fire and Rescue Service

North Yorkshire Fire and Rescue Service is one of only four in the country governed by a Police, Fire and Crime Commissioner. Transfer of governance took place in November 2018 following the development of a full business case and public consultation by the OPFCC which can be found on the Commissioner's website.

The Commissioner's Fire and Rescue Plan sets ambitious priorities of transformation for the Service, aligned to the national fire reform programme, to make it fit for the future. To fulfil these principles, and further reduce the current and foreseeable fire and rescue related risks in North Yorkshire and the City of York, we are redesigning our service model to prioritise prevention and protection activity.

We have recently commenced a transformation programme to achieve this, including the design and delivery of a new Risk and Resource Model (RRM). This programme will realign our operational focus, redesign our on-call model, consider the capabilities and equipment we need to modernise, and ensure we are effective, efficient and aligned to current and emergent risk. We are currently consulting with staff and the public on our resource proposals at the end of May and implement a new RRM from September 2022.

We have a mix of shift, day-crew, on-call and volunteer stations. On-call stations provide emergency response across the county, predominantly in our more rural areas. We are very reliant on the on-call with around 55% of operational staff employed as on-call firefighters and 26 of our 38 being standalone on-call stations. The on-call model is outmoded and in need of reform and investment to improve availability of fire appliances in our more rural areas.

We need to prioritise the need for cultural change within the organisation and to embrace a more diverse workforce. Embedding the new Service Values, Core Code of Ethics, and fire standards needs to be at the heart of all we do.

In 2019 HMICFRS rated NYFRS as good for its effectiveness at keeping people safe and secure from fire and other risks and some elements of how it looks after its people, and requiring improvement for its efficiency and for other aspects of how it looks after its people. The Service requires considerable investment in its assets and infrastructure and, while it now has a balanced budget, has substantial financial challenges to manage in the years ahead. Industrial relations are currently good, but the national position in relation to pay and the firefighter rolemap remains fragile.





## Enable North Yorkshire

As part of the transfer of fire governance, the Commissioner set out plans to bring staff in enabling functions together as one team to provide services to police, fire and OPFCC to improve efficiency and affordability across the police and fire services in North Yorkshire.

Our finance, people, assets and ICT teams, as well as others, have come together as one team, under Enable North Yorkshire. Enable North Yorkshire went live from April 2019 based in the joint police and fire headquarters, with a mission to provide high quality, efficient business support services.

Enable North Yorkshire is headed up by a Managing Director, who is accountable to both the Chief Constable and the Chief Fire Officer for providing the services needed to support their respective operations.

## North Yorkshire OPFCC

The OPFCC is a small, dynamic team that delivers a wide ranging and ambitious programme of work across policing, fire and rescue, criminal justice, victim and community safety matters in support of the Commissioner and the public of North Yorkshire. This includes research and policy innovation; public and partner engagement and communications; scrutiny, assurance and governance work; the delivery of the Commissioner's statutory functions; as well as having a dedicated commissioning team managing a portfolio of victim and perpetrator services.

The team maintains a presence locally, regionally and nationally working with members of the public, local authorities, regional partners and government departments as well as national Service and representative bodies. The OPFCC also triages and service recovers police and fire and rescue complaints, as well as handling a substantial amount of correspondence and case work from the public.

## North Yorkshire Police

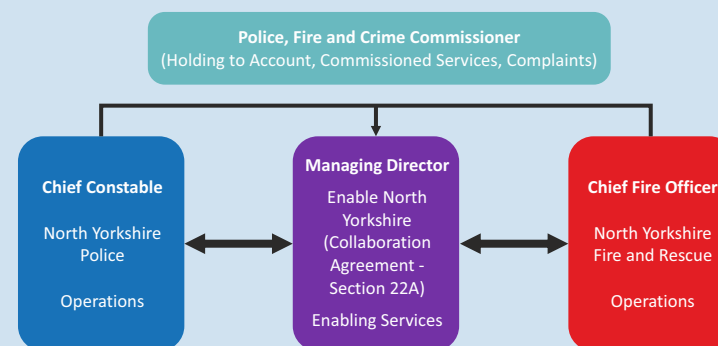
North Yorkshire Police serves one of the largest policing areas which is mainly rural with all the challenges of policing a dispersed, sparsely populated area. Conversely, the main population centres of York, Harrogate and Scarborough have vibrant night-time economies and largely urban patterns of policing demand.

North Yorkshire has a low number of recorded crimes, and currently has the lowest crime rate in England. In 2018/19, HMICFRS rated North Yorkshire Police as good at reducing crime, keeping people safe, operating efficiently and providing sustainable services to the public. North Yorkshire Police received a rating of “needs improvement” for legitimacy. Financially North Yorkshire Police is in a stable position, although efficiencies are necessary if the Force is to afford planned investments in the service over the next few years.

## Outline organisational structure

The Chief Constable and Chief Fire Officer are jointly responsible for setting out the requirements of the collaboration and the services we need, delivered by the Managing Director. The Commissioner holds the Chief Constable and Chief Fire Officer to account for efficient and effective service delivery.

The outline organisational structure opposite shows what this looks like:



## North Yorkshire Fire and Rescue Service



Jonathan Dyson  
Chief Fire Officer

## Office of the Police, Fire and Crime Commissioner



Zoë Metcalfe  
Police, Fire and Crime  
Commissioner



Simon Dennis  
Chief Executive and  
Monitoring Officer



Michael Porter  
Commissioner's Chief  
Finance Officer

## North Yorkshire Police



Lisa Winward  
Chief Constable

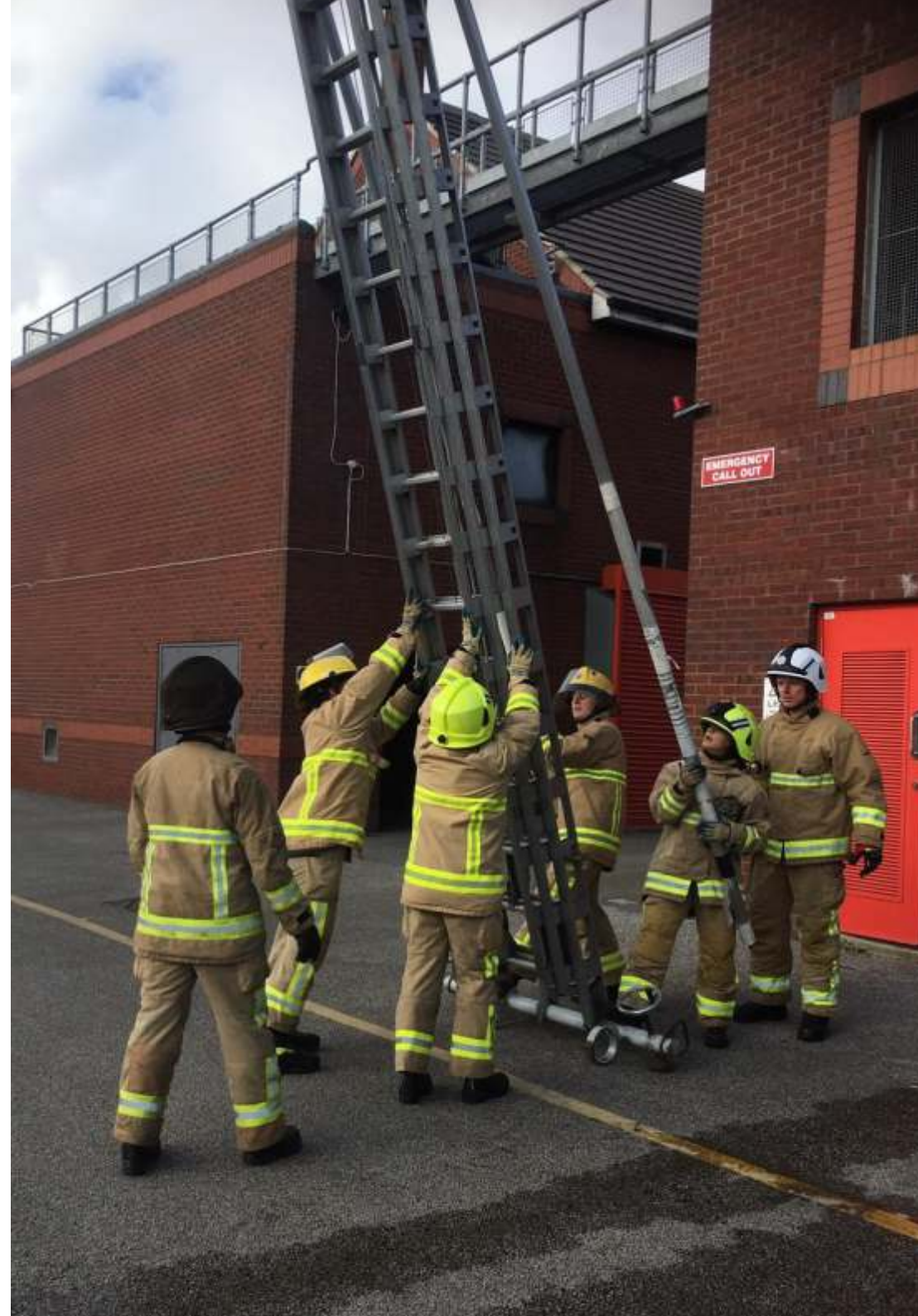


Mabs Hussain  
Deputy Chief Constable

## Enable North Yorkshire



Ray Ward  
Managing Director



# Plan on a Page

Exemplary fire  
and rescue  
services helping  
you to be safe  
and feel safe in  
North Yorkshire  
and York

Caring  
about the  
vulnerable

Ambitious  
Collaboration

Realising  
our  
potential

Enhancing  
our service  
for the public

## Priorities

**1. Actively engage with all communities to identify need and risk and to reassure**

**Outcome 1a:** Public confidence and satisfaction in North Yorkshire Fire and Rescue Service has increased.

**Outcome 1b:** North Yorkshire Fire and Rescue Service has a holistic understanding of risk in our communities.

**2. Work jointly as a trusted partner to prevent harm and damage, intervene early and solve problems**

**Outcome 2a:** North Yorkshire Fire and Rescue Service is recognised as a leading partner in driving a whole-system approach to preventing vulnerability.

**Outcome 2b:** The prevention of vulnerability and fire protection services are the core elements of North Yorkshire Fire and Rescue Service's operating model.

**3. Deliver the "Right People, Right Support" every time**

**Outcome 3a:** North Yorkshire Fire and Rescue Service has resource and response models that maximise productivity in communities and the efficiency and effectiveness of the response to emergencies.

**Outcome 3b:** North Yorkshire Fire and Rescue Service has developed a blueprint for, and has begun implementing, a new on-call model.

**4. Maximise efficiency to make the most effective use of all available resources**

**Outcome 4a:** North Yorkshire Fire and Rescue Service is increasing its effectiveness and efficiency through transformation.

**Outcome 4b:** North Yorkshire Fire and Rescue Service has better data to understand and improve itself.

**5. Enhance positive culture, openness, integrity and public trust**

**Outcome 5a:** Public trust in North Yorkshire Fire and Rescue Service is maintained.

**Outcome 5b:** : Inclusivity, diversity and equality are at the heart of North Yorkshire Fire and Rescue Service's organisational culture and service delivery.

**Outcome 5c:** North Yorkshire Fire and Rescue Service is an employer of choice with a clear people focus that develops leadership, integrity and inclusivity.

Fire  
business  
delivery  
plan

OPFCC  
business  
delivery  
plan



York

# Job Role and Application Process

## Salary

£104,823 - £110,906 inclusive of operational allowance.

## Deputy Chief Fire Officer

The Police, Fire and Crime Commissioner for North Yorkshire is looking to appoint an inspirational Deputy Chief Fire Officer who will work closely with our newly appointed Chief Fire Officer and continue the work of modernising the way in which North Yorkshire Fire and Rescue Service currently operates.

North Yorkshire is one of only four Services under the Commissioner model and in shared governance arrangements with the Police, bringing unique opportunities to drive collaboration and change.

The Service has an ambitious programme of transformational change and collaboration already underway, making this an exciting time to join and support with leading the Service. You will be heavily involved in shaping the future delivery of the Service to ensure our communities remain some of the safest in which to live and work. This includes embedding the work of our shared enabling services across Fire, Police and the OPFCC through Enable North Yorkshire.

If you're the person we're looking for, you'll have:

- The leadership style that motivates and inspires those around you, building confidence, trust and stability amongst the workforce.
- An authentic and engaging communication style, with the ability to build and maintain strong working partnerships both inside the Service and across the partnership landscape.
- You will value and not discourage difference, with a passion and commitment to drive forward transformation in respect of equality, diversity and inclusion (EDI) priorities.
- You will have the determination and passion to see through your vision for the Service providing clarity to all.
- You'll be a strategic thinker, with experience of leading complex transformational change programmes and will thrive on achieving results through teamwork.

## Eligibility

Applicants must be persons of significant calibre with proven strategic management experience, at competent Area Manager level or above, display strong evidence of operating at a strategic level within a Fire and Rescue Service, and with the commensurate high level of skills. The provision of Incident Command leadership is essential and applicants must be capable to operate at Strategic Commander level, and hold an accredited ICL L4 or equivalent qualification to apply.

Applicants are also required to evidence relevant academic achievement or to demonstrate equivalent experience.

The role is based in Northallerton but the applicant will be expected to travel across North Yorkshire and the City of York to meet the requirements of the role and the Continuous Duty System.

## Application

To submit a formal application for consideration you must complete the online application form – please click [here](#). Closing date for applications: 9am Monday 15th August.

## Informal conversation

If you would like an informal conversation about this opportunity with Zoë Metcalfe, Police, Fire and Crime Commissioner or Jonathan Dyson, Chief Fire Officer, please email PFCC Executive Support on [PFCCexecutivesupport@northyorkshire-pfcc.gov.uk](mailto:PFCCexecutivesupport@northyorkshire-pfcc.gov.uk).

## Familiarisation Events

To learn more about the Deputy Chief Fire Officer role at North Yorkshire Fire and Rescue Service please join us for an online familiarisation event on Tuesday 19th July 11am – 1pm. This will be held via MS Teams. If you would like to attend, please email [PFCCexecutivesupport@northyorkshire-pfcc.gov.uk](mailto:PFCCexecutivesupport@northyorkshire-pfcc.gov.uk)

## Selection Process

All applications received will be subject to an initial sift based on supporting statements submitted. Following a pass at the shortlisting stage, successful applicants will be invited to attend assessments including a strengths based assessment.

Interviews will take place across 2 consecutive days w/c 12th September 2022 at Headquarters in Northallerton.

Throughout the assessment process we will be assessing against the following strengths: **Partnership - Strategic Awareness - Strategic Collaboration - Change Driver - Resilience - Empathy - Authenticity - Performance Orientation**

## Candidate timeline

### MAKING YOUR APPLICATION

The application form is online.  
[here](#)

### ADVERT PUBLISHED

Monday 11th July 2022

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### Familiarisation event

Tuesday 19th July 11.00 am - 1.00 pm

This will be held via MS Teams. If you like to attend, please email  
[PFCCexecutivesupport@northyorkshire-pfcc.gov.uk](mailto:PFCCexecutivesupport@northyorkshire-pfcc.gov.uk)

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### CLOSING DATE

Application closing date:  
9.00am Monday 15th August 2022

### ASSESSMENTS

Week Commencing  
12th September 2022  
at HQ, Northallerton

All applicants will be  
notified of decision  
within one week of  
the assessment.

# Role Profile

Job Title:	Deputy Chief Fire Officer
Grade:	Brigade Manager/Principal Officer
Reporting to:	Chief Fire Officer
Location:	Service Headquarters
Designated Responsibilities:	All aspects of Service Delivery, providing efficient and effective operational and organisational management and leadership, and ensuring effective stakeholder engagement, including negotiating and problem solving.

## Purpose of Role

- To provide operational and organisational management and leadership for North Yorkshire Fire and Rescue Service, ensuring the maintenance and development of effective service provision.
- To deputise for and to undertake the full range of service delivery functions, duties and responsibilities of the Chief Fire Officer when necessary.
- To provide strategic operational command in respect of large / complex emergency incidents in accordance with the Service's policies and multi-agency protocols.
- To make a significant contribution to vision, strategy, policy development and delivery as a member of the strategic leadership team.
- To secure continual improvement, constantly monitoring and managing the performance of the Service.
- To provide information and advice to the PFCC partners on all matters related to the broader responsibilities of the Service.
- To assist with the responsibility for administering the revenue and capital expenditure programme.

- To liaise with senior politicians locally and nationally, securing the best outcomes for the Service.
- To exercise independent judgment, skills and due diligence in all activities.

## Primary Functions:

To be accountable to the Chief Fire Officer for the efficient and effective management, operation and performance of all service delivery aspects, ensuring achievement of the priorities within the Fire & Rescue Plan, Integrated Risk Management Plan, and other strategic and departmental objectives, and discharging the responsibilities and duties as Deputy Head of Paid Service for the Police, Fire and Crime Commissioner Fire and Rescue Authority for North Yorkshire.

- To support the CFO in the achievement of the priorities and objectives set out in the PFCC's Fire & Rescue Plan and the Integrated Risk Management Plan by ensuring the development, implementation and management of appropriate operational plans, policy and procedures.
- Maintain availability for strategic operational command purposes as required by the Gold Command rota and respond to operational incidents in line with Service policies, leading and commanding the operational fire and rescue service responses on occasion, in the most-high risk and high-profile instances, in order to protect the public and ensure an appropriate and effective response.
- To contribute effectively to the Corporate Governance of the Service at Executive Board/ Corporate Management Board/ Principal Officer Group meetings and as Chairperson of relevant Governance Groups.
- Support the CFO in the delivery of Service direction and goals, by ensuring visible senior management, acting as a role model and providing effective and positive leadership at all times, and by promoting a positive workforce culture that encourages wellbeing and empowerment, building a culture of trust, high performance and continuous improvement.
- In line with Service policies and operational priorities convene, attend (Chair as appropriate) Business Continuity Management Team (BCMT) meetings for the purpose of resolving any potential or actual strategic interruption to key Service functions.

- Work closely and build excellent working relationships with the executive leaders of North Yorkshire Police, the Managing Director of ENABLE North Yorkshire, and executive leaders of County and City organisations.
- To contribute to a comprehensive, coherent and resilient approach and response to community safety, broad impact critical incidents including those that require multi-agency responses.
- To lead on effective and joint engagement, building confidence with the public by optimising opportunities for developing prevention and early intervention initiatives.
- Develop and maintain strategic relationships with local, regional and national partners, the public, media and other external stakeholders to promote Service visibility and confidence in the Fire & Rescue Service, effectively influencing and collaborating, contributing to and sourcing good practice.
- Ensure the effective corporate governance of the Service through compliance with the PFCC's local Code of Corporate Governance, primary strategies / policies and relevant regulatory responsibilities.
- In respect of designated responsibilities, to put in place and maintain management systems that will ensure the effective and efficient administration of:
  - Service resources and budgets
  - Quality of service delivery
  - The discharging of the PFCC's legislative duties
  - Working relationships and partnerships with other emergency services and agencies that will enhance the performance of the Service
  - Staff competence, development and capacity
  - Health, safety and welfare of responsibilities
  - Equality and workforce diversity

- Ensure effective communications are maintained with key Service stakeholders through the provision of appropriate reports, consultation documents, general updates and publications.
- Conduct consultation and negotiation with representative bodies in order to manage change in a constructive and positive climate of effective employee relations.
- To have joint responsibility for liaison with the OPFCC in relation to the Service's functions including resource and planning issues.
- To attend meetings as required by the Chief Fire Officer and to represent the Service on other working groups and projects as necessary.
- Attain and maintain personal and professional competence in line with role map functions and agreed priorities and objectives, including attainment of any relevant/ designated professional qualifications requirements.
- To undertake the role of Senior Information Risk Owner (SIRO) for the Service.
- Act in accordance with PFCC's /Service policies, procedures and staff code of conduct.

### **Secondary Functions:**

To be contactable by the Service via PDA/Pager in respect of Operational / Business Continuity Management Team responsibilities in accordance with the post specific Statement of Particulars.

### **Expertise in Role Required at Selection**

Nationally Recognised Gold Command FRS Operational Qualification / Degree or equivalent level qualification, and completion or commitment to future completion of the ELP or an equivalent leadership programme.

### **Expertise in Role Required during Development**

Maintenance of competence in line with current National Qualification / Course Requirement. Specific qualifications / expertise identified as appropriate for the role by the PFCC. Executive Leadership Qualification.

## **NFCC Leadership Framework: Personal Qualities and Attributes**

### **Personal Impact – being a positive presence**

- Champions and embodies inclusion, diversity and integrity, communicating, driving and embedding a fair, inclusive and ethical approach within the organisation.
- High emotional intelligence, with excellent and open communication skills, embracing active listening opportunities
- Promoting and role modelling FRS values and professional standards, and disseminates this through diffused leadership approach
- Promotes and follows reflective practice principles, embracing opportunities for learning and taking steps to ensure continuous improvement
- Proactive and adaptive to tackling sensitive situations, providing support and management solutions
- Looks after self and others, seeking help and support where needed, and encouraging others to do the same

### **Outstanding Leadership – building high performing teams**

- Projects and promotes a confident, skilful and focused attitude, inspiring the same standard across the FRS
- Be an ambassador for the FRS, taking pride and responsibility for the work of the FRS, communicating with passion and integrity
- Champions FRS ambition and the vision of the PFCC to all key stakeholders
- Works with the whole FRS team to establish clear sense of purpose and set expectations and goals
- Is accountable and takes responsibility for team effectiveness, devolving and delegating where this will help achieve overall outcomes
- Leads, involves and motivates others, creating and implementing strategies for influencing others both within the FRS and in the community
- Uses flexible and adaptive leadership approaches to optimise engagement with individuals and situations

- Committed and able to develop self, individuals and units, offering coaching, mentoring and debriefing opportunities, and promoting principles of a learning organisation, to help FRS people be the best they can be.

### **Service Delivery – delivering high quality services**

- Focused on public need and developing the safety of our communities, fostering and maintaining constructive and positive working partnerships and collaborative relationships
- Gathers information in order to predict future requirements, and make plans to resolve or minimise issues
- Understands and addresses risks and diverse needs of people and communities
- Horizon scans to prioritise own work and to take long term view, factoring in the political, social and economic landscapes, designing effective response strategies, using innovation and new technology
- Monitors quality and effectiveness and efficiency of service delivery, taking account of emerging risk and issues, evaluating the impact of any changes
- Promote use of formal and informal engagement and consultation methods with staff and customers
- Develop smart and lean organisational systems and processes that support the workforce, and which are adaptable to future change
- Use evidence-based decision making, developing and implementing thoughtful solutions.

### **Organisational Effectiveness – ensuring what we do is linked to organisational plans and values**

- Demonstrates acuity of key organisational goals, ensure team understands this, and is cognisant of broader priorities and how the organisation contributes more widely
- Leads organisation and contributes to joint working to achieve excellence, developing vision, mission and strategic business plan, inclusive or diverse and changing community risks.

- Anticipates, analyses and responds to the political environment from a strategic perspective, and creates and implements effective plans to deliver long-term organisational strategic objectives
- Drives and manages the change process, seeking opportunities to create and implement improved organisational effectiveness, encouraging and empowering staff to adopt flexible approaches, and to contribute to and influence decisions.
- Works within organisational policies, procedures and processes, speaking out promptly regarding safety or organisational risk
- Seeks to improve own and organisational performance, and enable continuous improvement, supporting the FRS to be an inclusive employer of choice
- Takes responsibility for ensuring well-crafted organisational messages on key issues are communicated effectively, monitoring how they are being received and disseminated across and down the organisation, clarifying where needed, and remedying any systematic and/ or systemic failure points.

#### **Rolemap (National Occupational Standards)**

EFSM1	Provide strategic advice and support to resolve operational incidents
EFSM2	Lead, monitor and support people to resolve operational incidents
EFSM4	Plan organisational strategy to meet agreed aims & objectives
EFSM5	Plan implementation of organisational strategy to meet objectives
EFSM7	Evaluate organisational performance against agreed measures
EFSM8	Lead organisational strategy through effective decision making
EFSM13	Select required personnel for employment
EFSM14	Manage the performance of teams and individuals to achieve objectives
EFSM15	Develop teams and individuals to enhance work-based performance
EFSM16	Manage yourself to achieve work objectives
EFSM20	Exchange information to ensure effective service delivery





Whitby

# Terms and Conditions

## Appointment

The appointment will be made on a conditional basis subject to references and appropriate medical clearance, including the completion of a pre-physical questionnaire, fitness test and health surveillance as standard practice.

The offer will be also be subject to Non-Police Personnel Vetting Level 3 (NPPV 3) and National Security Vetting at Security Check (SC) Clearance.

## Salary and development

The gross salary for the Deputy Chief Fire Officer is £104,823 - £110,906 inclusive of operational allowance.

The basic pay is distributed across a 4-point scale, the starting position of which reflects the level of experience and suitability of role. Progression of the scale could be at an accelerated rate, subject to achieving satisfactory performance against agreed objectives with the Police, Fire and Crime Commissioner.

The Deputy Chief Fire Officer will receive an annual NJC negotiated cost-of-living pay rise.

## Relocation expenses

Reasonable relocation costs will be considered, depending on the applicant's circumstances.

## Continuous Duty System

All Brigade and Area Managers (B&AMs) are conditioned to a Continuous Duty System (CDS) to maintain Strategic Duty Rota.

The post holder must be able to respond to North Yorkshire Fire and Rescue HQ in Northallerton within 1.5 hours, when undertaking first call on the Strategic Duty Rota.

## Working duty

The post holder will not hold any other appointment or engage in other work except with the prior written consent of the Police, Fire and Crime Commissioner.

## Pension

The successful candidate will be contractually enrolled into the Firefighters' Pension Scheme (FPS) but can opt-out of the scheme should they wish to. The FPS is comprised of a number of schemes. If the appointee is already a pension scheme member, they will be entitled to remain in their current scheme.

The FPS is administered by West Yorkshire Pension Fund (WYPF) on behalf of North Yorkshire Fire & Rescue Service. Comprehensive information relating to the FPS is available on the WYPF website [www.wypf.org.uk](http://www.wypf.org.uk).

Further pensions information is available on request. Candidates should seek independent advice on pensions should they have questions on their individual circumstances.



## Background Reading

### Fire and Rescue Plan

The Police, Fire and Crime Commissioner's Fire and Rescue Plan sets out the strategic vision, priorities and objectives for North Yorkshire Fire and Rescue Service to 2024/25.

<https://www.northyorkshire-pfcc.gov.uk/content/uploads/2022/05/Fire-and-Rescue-Plan-2022-25.pdf>

### North Yorkshire Fire and Rescue Service – Integrated Risk Management Plan 2016-2020

[https://www.northyorksfire.gov.uk/wp-content/uploads/2021/06/community\\_safety\\_plan\\_jan2018.pdf](https://www.northyorksfire.gov.uk/wp-content/uploads/2021/06/community_safety_plan_jan2018.pdf)

### Annual Report 2020/2021

<https://www.northyorkshire-pfcc.gov.uk/content/uploads/2021/11/PFCC-Annual-Report-2021-FRS-Final.pdf>

### Corporate Governance Framework

[https://www.northyorkshire-pfcc.gov.uk/content/uploads/2021/08/Corporate-Governance-Framework\\_v8.0-Aug-2021-to-publish.pdf](https://www.northyorkshire-pfcc.gov.uk/content/uploads/2021/08/Corporate-Governance-Framework_v8.0-Aug-2021-to-publish.pdf)

### Service Ambition 2025

<https://www.northyorksfire.gov.uk/wp-content/uploads/2021/05/NYFRS-Ambition-2025-1.pdf>

### Medium Term Financial Plan

<https://www.northyorkshire-pfcc.gov.uk/decision-notice/dn-04-2022-2022-23-fire-budget-medium-term-financial-plan-and-associated-papers/>

### HMICFRS inspections

<https://www.northyorkshire-pfcc.gov.uk/fire-oversight/governance/hmicfrs-fire-service-inspections/>

### NFCC Leadership Framework

[NFCC\\_Leadership\\_Framework\\_Final.pdf](https://www.northyorkshire-pfcc.gov.uk/nfcc_leadership_framework_final.pdf)  
([nationalfirechiefs.org.uk](https://nationalfirechiefs.org.uk))

### Community Risk Profile

<https://www.northyorksfire.gov.uk/about-us/who-and-what/community-risk-profile/>

### Risk and Resource Model Consultation

<https://www.northyorkshire-pfcc.gov.uk/rrm/>

## Useful Links

North Yorkshire Police, Fire and Crime Commissioner website:  
[northyorkshire-pfcc.gov.uk](https://northyorkshire-pfcc.gov.uk)

North Yorkshire Fire and Rescue website:  
[northyorksfire.gov.uk](https://northyorksfire.gov.uk)

North Yorkshire Police website:  
[northyorkshire.police.uk](https://northyorkshire.police.uk)



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