

Northamptonshire Police, Fire and Crime Panel

A meeting of the Northamptonshire Police, Fire and Crime Panel will be held in the Great Hall, The Guildhall, St Giles Square, Northampton NN1 1DE on Thursday 27 July 2023 at 10.00am

Agenda

1.	Apologies for Absence and Notification of Substitute Members
2.	Notification of requests from members of the public to address the meeting Any requests to speak on an item on the agenda should be notified to the Chair (c/o the Committee Manager) by 12 noon two working days before the date of the meeting.
3.	Declarations of Interest Members are asked to declare any interest and the nature of that interest which they may have in any of the items under consideration at this meeting.
4.	Chair's Announcements To receive communications from the Chair.
SCRUTINY OF THE POLICE, FIRE AND CRIME COMMISSIONER	
5.	Confirmation Hearing – Chief Fire Officer of Northamptonshire Fire and Rescue Service
a)	Confirmation Hearing Procedure (Pages 5 - 10)
b)	Proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of a temporary Chief Fire Officer (Pages 11 - 20)
6.	Urgent Business The Chair to advise whether they have agreed to any items of urgent business being admitted to the agenda.

7.	<p>Exclusion of Press and Public</p> <p>In respect of the following items the Chair may move the resolution set out below, on the grounds that if the public were present it would be likely that exempt information (information regarded as private for the purposes of the Local Government Act 1972) would be disclosed to them: The Panel is requested to resolve: “That under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) of business on the grounds that if the public were present it would be likely that exempt information under Part 1 of Schedule 12A to the Act of the descriptions against each item would be disclosed to them.”</p>
8.	<p>Report and recommendation to the Police, Fire and Crime Commissioner for Northamptonshire on the proposed appointment of a temporary Chief Fire Officer</p> <p>Exemption under Paragraph 1 – Information relating to any individual.</p>

Catherine Whitehead
Proper Officer
19 July 2023

Northamptonshire Police, Fire and Crime Panel Members:

Councillor David Smith (Chair)	Councillor Gill Mercer (Vice-Chair)
Councillor Fiona Baker	Councillor Jon-Paul Carr
Councillor Andre Gonzalez De Savage	Councillor Dorothy Maxwell
Councillor Zoe McGhee	Councillor Ken Pritchard
Councillor Russell Roberts	Councillor Winston Strachan
Mrs Anita Shields	Miss Pauline Woodhouse

Information about this Agenda

Apologies for Absence

Apologies for absence and the appointment of substitute Members should be notified to democraticservices@westnorthants.gov.uk prior to the start of the meeting.

Declarations of Interest

Members are asked to declare interests at item 3 on the agenda or if arriving after the start of the meeting, at the start of the relevant agenda item

Local Government and Finance Act 1992 – Budget Setting, Contracts & Supplementary Estimates

Members are reminded that any member who is two months in arrears with Council Tax must declare that fact and may speak but not vote on any decision which involves budget setting, extending or agreeing contracts or incurring expenditure not provided for in the agreed budget for a given year and could affect calculations on the level of Council Tax.

Evacuation Procedure

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Queries Regarding this Agenda

If you have any queries about this agenda please contact James Edmunds, Democratic Services, via the following:

Tel: 07500 605276

Email: democraticservices@westnorthants.gov.uk

Or by writing to:

West Northamptonshire Council
One Angel Square
Angel Street
Northampton
NN1 1ED

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NORTHAMPTONSHIRE POLICE, FIRE AND CRIME PANEL

27 JULY 2023

Report Title	Confirmation hearing in relation to the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of a temporary Chief Fire Officer of Northamptonshire Fire and Rescue Service.
Report Author	James Edmunds, Democratic Services Assistant Manager, West Northamptonshire Council James.edmunds@westnorthants.gov.uk

Contributors/Checkers/Approvers		
West MO (for West and joint papers)	Catherine Whitehead	19/07/2023
West S151 (for West and joint papers)	Martin Henry	18/07/2023

List of Appendices

None

1. Purpose of Report

- 1.1. The report is intended to advise the Northamptonshire Police, Fire and Crime Panel of the procedure to be followed for a confirmation hearing in relation to the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of a temporary Chief Fire Officer of Northamptonshire Fire and Rescue Service.

2. Executive Summary

- 2.1 The report summarises the Northamptonshire Police, Fire and Crime Panel's statutory responsibilities relating to reviewing and making a report on the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of a Chief Fire Officer of Northamptonshire Fire and Rescue Service, in this case with reference to the proposed appointment of a temporary Chief Fire Officer. A report by the Police, Fire and Crime Commissioner providing information on the proposed appointment is included separately on the agenda for the hearing.

3. Recommendations

- 3.1 It is recommended that the Northamptonshire Police, Fire and Crime Panel reviews and makes a report on the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire of a temporary Chief Fire Officer of Northamptonshire Fire and Rescue Service.
- 3.2 Reasons for Recommendation(s) – The recommendation is intended to enable the Panel to carry out its statutory responsibilities to review and make a report on the proposed appointment of a Chief Fire Officer.

4. Report Background

- 4.1 The Policing and Crime Act 2017 makes provision for a Police and Crime Commissioner for an area to be the fire and rescue authority for that area. This position has applied in Northamptonshire since 1 January 2019. The responsibilities of a Police, Fire and Crime Commissioner (PFCC) created under the 2017 Act include the function of appointing, suspending or dismissing the chief fire officer.
- 4.2 The Fire and Rescue Authority (Police and Crime Commissioner) (Application of Local Policing Provisions, Inspection, Powers to Trade and Consequential Amendments) Order 2017 part 2 chapter 1 specifies that a PFCC must notify the relevant Police, Fire and Crime Panel of the proposed appointment of a chief fire officer. In such cases the PFCC must also notify the Police, Fire and Crime Panel of the following information:
 - a) the name of the person whom the PFCC is proposing to appoint (“the candidate”);
 - b) the criteria used to assess the suitability of the candidate for the appointment;
 - c) why the candidate satisfies those criteria; and
 - d) the terms and conditions on which the candidate is to be appointed.
- 4.3 When a Police, Fire and Crime Panel is notified of such a proposed appointment it is required to review the proposed appointment and to make a report on it to the PFCC. The report must state the outcome of the review by the Panel. In the case of the proposed appointment of a chief fire officer these outcomes are:
 - a) A recommendation as to whether or not the candidate should be appointed, or
 - b) A veto of the proposed appointment, if at least two-thirds of the people who are members of the Police, Fire and Crime Panel at the time vote in favour of making that decision.
- 4.4 The 2017 Order requires that a Police, Fire and Crime Panel must review the proposed appointment at a confirmation hearing. A confirmation hearing is defined as: “A meeting of the Panel, held in public, at which the candidate is requested to appear for the purpose of answering questions relating to the appointment”. Supporting guidance produced by the Local Government Association (LGA) and the Centre for Governance and Scrutiny (CfGS) advises that a confirmation hearing should not be dealt with as an item of business at a standard Panel meeting but conducted as a separate meeting.

- 4.5 The process of reviewing and reporting on a proposed appointment must be completed within three weeks of a Police, Fire and Crime Panel being notified of it by the PFCC.

5. Issues and Choices

- 5.1 This confirmation hearing of the Northamptonshire Police, Fire and Crime Panel (“the Panel”) has been convened to enable the Panel to review and make a report on the proposed appointment by the Police, Fire and Crime Commissioner for Northamptonshire (“the Commissioner”) of a temporary Chief Fire Officer of Northamptonshire Fire and Rescue Service following notification of the proposed appointment by the Commissioner.
- 5.2 A report by the Commissioner providing information on the proposed appointment is included separately on the agenda for the hearing. The proposed appointment of a temporary Chief Fire Officer follows the departure of the previous post holder on 7 July 2023.

Confirmation Hearing Procedure

- 5.3 It is proposed that the Panel conducts the confirmation hearing according to the following process, which reflects statutory requirements and good practice and has been used successfully in the past:
- a) The Panel Chair will welcome the candidate to the hearing and invite Panel members and host authority officers present to introduce themselves.
 - b) The Chair will ask the Panel’s secretariat officer to outline briefly the format of the hearing. The Chair will invite Panel members to ask any related questions.
 - c) The Chair will invite the Commissioner to outline the proposed appointment and introduce the candidate. The Chair will invite members to ask any related questions to the Commissioner.
 - d) The Chair will invite Panel members to ask questions of the candidate. The Panel secretariat will work with Panel members to draw up these questions ahead of the hearing. The questions should reflect the principles set out in paragraphs 5.4 – 5.6 of this report.
 - e) When all Panel members’ questions have been asked and addressed the Chair will invite the candidate to clarify any answers that they have given during the hearing and to ask any questions of the Panel, for example about the next steps in the process.
 - f) The candidate will then withdraw from the meeting.
 - g) The Panel will be asked to agree a resolution to exclude the press and public from the meeting before it considers its report to the Commissioner.
 - h) The Panel will consider its report and conclusions. The possible outcomes that may result from a review of the proposed appointment of a chief fire officer are discussed in paragraphs 5.7 – 5.10 of this report.
 - i) The Panel will send its report to the Commissioner by the end of the working day following the date of the confirmation hearing.

- j) The Panel will publish its report an appropriate time after the confirmation hearing, normally in liaison with the Commissioner to reflect that the Commissioner will also publish his own final decision on the proposed appointment following the hearing.

Focus of questions to the candidate

- 5.4 LGA / CfGS guidance recommends that confirmation hearings should focus on the following areas:
 - a) Professional competence: i.e. the candidate's ability to carry out the role, for example, their professional judgement and insight; and
 - b) Personal independence: i.e. the need for the candidate to act in a manner that is operationally independent of the PFCC.
- 5.5 The guidance further recommends that Police, Fire and Crime Panels should think in terms of minimum standards applying to particular attributes: i.e. there should be minimum standards below which it would not be appropriate to appoint a candidate under any circumstances. Above this level, the Panel might have concerns but the candidate would still be 'appointable' at the discretion of the PFCC.
- 5.6 This focus is intended to reflect that confirmation hearings should complement rather than duplicate a PFCC's systems for making the appointment in question: hearings are not intended to represent a re-staging of a previous selection process.

Possible outcomes of the review

- 5.7 The Panel should use the confirmation hearing to form a view about the professional competence and personal independence of the candidate and whether or not they meet the minimum standards for the role. Based on this it should agree the conclusion about the proposed appointment that it wishes to report to the Commissioner.
- 5.8 The Panel essentially has the following options:
 - a) If the Panel is satisfied that the candidate meets the criteria set out in the role profile for the post it can recommend to the Commissioner that the appointment be made. The Commissioner may accept or reject such a recommendation, and must notify the Panel of his response.
 - b) If the Panel considers that the candidate meets the criteria set out in the role profile for the post but has a query or concern about their suitability it can make a recommendation to this effect to the Commissioner. Ultimately, the Panel has the option of recommending to the Commissioner that the appointment not be made. The Commissioner may accept or reject such a recommendation, and must notify the Panel of his response.
 - c) If the Panel considers that the candidate clearly does not meet the required minimum standards in the role profile for the post the Panel can veto the proposed appointment. A decision to veto a proposed appointment must be supported by at least two-thirds of the

people who are members of the Panel at the time when the decision is made. In the event that the Panel vetoes a proposed appointment the Commissioner must not appoint that candidate. The Commissioner must then propose another – reserve – candidate for appointment. This proposed appointment will be subject to review by the Panel at a second confirmation hearing, resulting in a report to the Commissioner making a recommendation about the appointment of the reserve candidate. The Commissioner may accept or reject such a recommendation, and must notify the Panel of his response.

- 5.9 LGA / CfGS guidance anticipates that a recommendation not to appoint should be used very rarely by Police, Fire and Crime Panels, based on the principles that candidates will have already been subject to a recruitment process.
- 5.10 LGA / CfGS guidance emphasises that the veto should only be used in exceptional circumstances. A PFCC's power to appoint a chief fire officer should be backed up by appropriate human resources functions and appointment procedures designed to provide a 'due diligence' check on the suitability of the candidate that a PFCC proposes for appointment. A proposed appointment should only be vetoed if a Police, Fire and Crime Panel considers that there has been a significant failure of this 'due diligence' check, to the extent that the candidate is not appointable.

6. Implications (including financial implications)

6.1 Resources and Financial

- 6.1.1 There are no resources or financial implications arising from the proposal.

6.2 Legal

- 6.2.1 There are no legal implications arising from the proposal.

6.3 Risk

- 6.3.1 There are no significant risks arising from the proposed recommendation in this report.

7. Background Papers

Police Reform and Social Responsibility Act 2011

The Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012

Police and Crime Panels Guidance on Confirmation Hearings Local Government Association and Centre for Public Scrutiny (August 2012)

Policing and Crime Act 2017

Fire and Rescue Authority (Police and Crime Commissioner) (Application of Local Policing Provisions, Inspection, Powers to Trade and Consequential Amendments) Order 2017

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Formal Notification to the Northamptonshire Police, Fire and Crime Panel of the Proposed Appointment to the Position of Chief Fire Officer for Northamptonshire Fire and Rescue Service as required under the Police Reform and Social Responsibility Act 2011 and the Fire and Rescue Authority (Police and Crime Commissioner) (Application of Local Policing Provisions, Inspection, Powers to Trade and Consequential Amendments) Order 2017

1. Introduction

- 1.1 Following the sudden departure of Mark Jones as the Chief Fire Officer for Northamptonshire Fire and Rescue Service; it was essential that we identified someone with the skills and experience to undertake the role of Chief Fire Officer for a brief period, to bring stability and continuity until the role is advertised and a new chief officer is recruited.
- 1.2 The Police, Fire and Crime Panel is required to undertake a confirmation hearing to review and endorse the appointment of a Chief Fire Officer.
- 1.3 In line with the Policing and Crime Act 2017 schedule A2 (8(1)) with ref to section 28 (5) of the Police Reform and Social Responsibility Act / Schedule 8, in relation to the confirmation of a new Chief Fire Officer, the Northamptonshire Police, Fire and Crime Commissioner must notify the Northamptonshire Police, Fire and Crime Panel of his preferred appointment to the post.
- 1.4 The Commissioner must include the following information in the notification:
 - a) the name of the person whom the commissioner is proposing to appoint ("the candidate").
 - b) the criteria used to assess the suitability of the candidate for the appointment.
 - c) why the candidate satisfies those criteria; and
 - d) the terms and conditions on which the candidate is to be appointed.
- 1.5 The Act, also sets out the Panel's responsibility to review the proposed appointment and make a report to the Police, Fire and Crime Commissioner within a period of three weeks from when the panel received notification from the Commissioner of the proposed appointment, including a recommendation as to whether or not the candidate should be appointed.

- 1.6 The Police, Fire and Crime Panel must hold a public confirmation hearing before making a report and recommendation to the Police, Fire and Crime Commissioner in relation to a proposed senior appointment. At this meeting, the candidate is requested to appear to answer any questions relating to the appointment.
- 1.7 The Police, Fire and Crime Panel may, having reviewed the proposed appointment, veto the appointment of the candidate. There needs to be at least two-thirds of panel members to support a decision to veto the appointment for it to be carried and this power is only exercisable in relation to a proposed appointment during the three-week appointment process. If the panel vetoes the appointment of the candidate, their report must include a statement that the panel has vetoed it and the PFCC must not appoint that candidate as Chief Fire Officer.
- 1.8 If the panel does not veto the proposed appointment, the PFCC may accept or reject the panel's recommendation as to whether or not the candidate should be appointed and must notify them of their decision whether to accept or reject the recommendation.

2. Background to the appointment

- 2.1 When the Chief Fire Officer left, I had to act immediately to secure cover in the chief officer role. The Fire and Rescue Service has plenty of firefighting expertise, however this is not what was needed then or is needed now.
- 2.2 Following HMICFRS's inspection, it was clear to me that it was vital that the service was able to progress to the next stage of its development, creating a positive, welcoming culture, embracing change, and taking the undoubted skills of the firefighters and staff to build on the already significant work being undertaken in the broader community safety arena.
- 2.3 What was, and is needed, is someone to provide leadership for the organisation in the short term and take forward the cultural and business improvements that are critical to the future of the organisation.
- 2.4 Looking to the future, it is essential that we consider how we can add additional capacity and skills into our fire service and help tackle the cultural issues. We should not be afraid of embracing new ideas and perspectives to ensure that we have a high performing fire and rescue service that can best meet the needs of a fast-growing county.

3. The Proposed Appointment

- 3.1 Given the urgency and the need to ensure this statutory role is undertaken, I have chosen Simon Tuhill, who has joined Northamptonshire Fire and Rescue Service as our

new Deputy Chief Fire Officer, to undertake the Chief Fire Officer's role on a temporary basis.

- 3.2 Simon has served for over 25 years as a firefighter and began his career with London Fire Brigade where he served for 22 years in busy areas of Central London, including Paddington, Westminster and Knightsbridge. His career took him across the capital in a variety of dense urban environments, each posing unique risks and challenges, such as the country's tallest building (the Shard) whilst Borough Commander in Southwark and many of the capital's main hospitals and the HS2 construction site as Borough Commander for Camden. He also worked closely with London's two biggest sporting arenas, Twickenham and Wembley whilst in roles in Richmond and Brent respectively.
- 3.3 As a firefighter in London, Simon was involved in the response to many incidents of national significance, including the 7/7 bombings, the London pub bombings, the Paddington Train Crash, the Westminster Bridge terror attack, and the Grenfell Tower fire.
- 3.4 In Hertfordshire, Simon was responsible for service delivery, prevention and improvement, managing all twenty-nine stations and firefighters. This experience gave Simon experience of a more rural area but with its own urban challenges. During his three years in Hertfordshire, Simon has been Senior Operational Commander at a range of large complex incidents including 12-pump fires at Hemel Hempstead, St Albans and Welwyn Garden City. He has also acted as the Gold commander at various events and major incidents including the wildfires of last summer, the funeral of Her Majesty Queen Elizabeth II and the Just Stop Oil protests.
- 3.5 When the decision was taken to appoint a new Deputy Chief Fire Officer for Northamptonshire, a robust selection process was undertaken by the service with support from an independent external recruitment agency and our joint HR team. Simon beat a strong field of candidates and demonstrated that he had the skills and vision to drive a vigorous programme of change to further improve the service and deliver the cultural changes required for us to deliver a truly excellent fire and rescue service for Northamptonshire.
- 3.6 In his role. Simon will have the support of the existing team of Assistant Chief Fire Officer Rob Porter and Temporary Assistant Chief Fire Officer Phil Pells, who have considerable operational experience, and Assistant Chief Officer Paul Bullen, who leads the Enabling Services teams.

4. The terms and Conditions on which the Candidate is to be appointed

- 4.1 The PFCC has considered the salary band for the interim Chief Fire Officer, and it is proposed that Simon Tuhill will be appointed to the position on a salary of equivalent to £140k for the interim period.

4.2 It is my intention that I will advertise for the new Chief Fire Officer role to all applicants in August 2023. This was always my intention, and I will ensure the Panel are kept updated of the recruitment process before I formally announce a preferred candidate.

5. Financial Implications

5.1 For the period of this arrangement, Simon will receive a salary equivalent to £140k per annum. This is an increase of around £13k per annum on his current Deputy Chief Fire Officer salary.

5.2 If the Deputy role remains vacant for the interim period, this would equate to a saving in respect of pay and on-costs of approximately £12k per month.

6. Recommendation:

6.1 The Panel is requested to review and confirm the proposed appointment of Simon Tuhill, to the position of interim Chief Fire Officer for Northamptonshire as set out above.

Appendix A - Job Description of the Chief Fire Officer for Northamptonshire

Stephen Mold
Police, Fire and Crime Commissioner for Northamptonshire

Job Description

Title	Chief Officer for the Fire and Rescue Service
Organisation	Northamptonshire Fire & Rescue Service
Location:	Wellingborough

Job purpose

The challenges which our county faces are changing at pace and our services need to respond to successfully deliver the outcomes we aspire to achieve for the residents and communities we are here to serve. As the Chief Officer for the Fire and Rescue Service you will lead the development of a modern, responsive, partnership focussed service which will deliver the objectives of the Police, Fire and Crime Plan and contribute to the wider partnership priorities of the county as a whole.

You will lead our Fire & Rescue Service to support the outcomes of the Northamptonshire Police, Fire and Crime Plan. Reporting directly to the Police, Fire and Crime Commissioner, you take full operational responsibility to ensure that our Fire & Rescue Service fully discharges its statutory obligations and duties in line with the Fire and Rescue National Framework and the needs of the people and communities of Northamptonshire.

You will be given the autonomy needed to transform our Fire & Rescue Services to provide the best outcomes for our residents. Working with our emergency services partnerships you will shape and develop opportunities within and across our partnership borders. Fire service experience would be helpful, but it is not essential for this leadership role. What will be key is a strong focus on outcomes, with the ability to drive performance improvement and transformation in a large operational business.

You will be available on call, as required to meet the exigencies of the service.

Key Responsibilities

- Be responsible for the service delivery of fire and rescue functions ensuring that intended outcomes and agreed service levels are achieved through effective management against key performance indicators, with a particular focus on resilience and safety.
- Be responsible for significant delegated financial budgets and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates value for money and compliance with relevant policies and guidelines.
- In conjunction with the Monitoring Officer and Section 151 Officer advise the Commissioner accordingly to ensure standards of governance are maintained.
- Be accountable for delivering against the Community Risk Management Plan (CRMP).

- Direct and lead the Service through transformational change at a strategic level to ensure it successfully achieves its business objectives and accommodates the challenges facing the Authority, including effective use of the resources available.
- Deliver cultural transformation to develop the Fire and Rescue service in Northamptonshire into a fully inclusive workplace, representative of the communities that it serves
- Provide strong, visible and collective leadership across the Fire Service and its partners which builds a culture of high performance, inspires people and supports the delivery of the Fire Authority's strategic objectives.
- Champion the benefits of a safe, inclusive and diverse workplace to the business of the Authority. Ensure that the Service operates and promotes fair and open practices relating to employment and service delivery. Utilise the relevant legislation relating to equality, fairness to present the Service as an employer of choice.
- Proactively build and maintain collaborative relationships and partnerships. Build constructive relationships with staff representative organisations to develop and foster a positive industrial relations climate that facilitates change.
- Assume the role of Principal Officer within a multi-agency Strategic Co-ordinating Group as Chief Officer for the Fire and Rescue Service during a major emergency. (Where appropriate candidates will be supported to gain relevant service knowledge.)
- Working with the Commissioner, make submissions to influence policy decisions that will affect people in Northamptonshire. Set the pace for the organisation; providing and actively promoting clear, consistent, highly visible leadership across the service to build a culture of trust, high performance and continuous improvement. Lead, manage and develop a highly effective Service Leadership Team that works strategically, collaboratively, and promotes a corporate 'one team' approach.
- Positively contribute to and champion a safe working environment; proportionately apply Health and Safety, Risk Management, Business Continuity and Safeguarding policies and procedures. Process personal data fairly and lawfully as identified within the Data Protection Act 1998.

- Lead and drive a culture of continual improvement for the Fire Service ensuring that business processes are effective and efficient and enable the highest possible levels of service quality to be provided.
- One of the primary roles for the Chief Officer for the Fire and Rescue Service will be leading on the Fire Service Integration and Collaboration with partners.
- You will be required to undertake routine medical examinations throughout your employment and it is your responsibility to maintain a level of physical fitness to meet the requirements of the role.

Person specification

Experience

Essential criteria

- Substantial track record of operating within a leadership role at Management Board level, within an organisation of comparable scale and complexity
- Proven track record and significant experience of leading substantial transformational change within a strongly unionised environment. Particularly organisational, behavioural and cultural transformation, with a demonstrable ability to lead people through the transformational change journey
- Strong and demonstrable people leadership skills, with a proven ability to manage resources effectively and efficiently, providing inspiration and motivation across a diverse workforce.
- Demonstrable track record of operating strategically; providing innovation and creativity to organisational challenges with the credibility and ability to contribute positively to policy and strategy development at a local, regional and national level
- Significant track record of effectively working with and managing diverse stakeholder relationships across a range of disciplines and at a breadth of levels.
- Positive track record of establishing sustainable working partnerships and relationships fostering collaboration and joint working
- Experience of leading a public sector or public sector related organisation/significant division/operation, and positively impacting the relationship with associate unions.

Desirable criteria

- Significant experience of having worked at a senior level in a political environment.
- Proven transformational and visionary leader with proven ability to lead a strategic team at a similar level through customer services and leadership capability.
- Ability to lead across a multi-agency environment including local authorities, emergency organisation, the private sector and the third sector.
- Strong awareness of the requirements of strategic (Gold) command during a major incident/civil emergency.
- Possession of a thorough understanding of the political and economic context of the fire and rescue service terms of government, governance, stakeholders and the community.
- Evidence of continuous and professional development.

Skills and Abilities

- Clear connection and commitment to the values of the organisation and commitment to the Nolan principles for public life.
- Proven leadership and motivational skills, especially in the context of servicetransformation
- Highly motivated and not easily discouraged, with resilience and tenacity.
- Ability to make clear decisions in a variety of circumstances.
- Highly effective written communication skills including drafting and interpreting strategic plans, policies and reports
- Personal and professional demeanour that commands credibility, confidence and respect.
- Able to engage effectively with a range of people and stakeholders at all levels.
- Financially astute able to manage budgets in all contexts.
- Excellent ability to deliver effective PR and media messages.
- An effective and balanced decision maker who leads by example.
- Excellent negotiation, persuasion and communication skills, including media management and negotiation with internal and external agencies.
- To be self-assured, confident, assertive and approachable

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