

Wholetime Firefighter

Based in Leicester, Leicestershire or Rutland

£27,178.08 (Trainee) £28,310.04 (Development) £36,226.08 (Competent) per annum

Leicestershire Fire and Rescue Service (LFRS) are welcoming applications for the post of Wholetime Firefighter. This recruitment campaign will see successful applicants placed into two groups, with commencement dates of employment in February or April 2024. Offers of employment for commencement in the aforementioned months will be determined by LFRS.

We are offering three routes of application through the selection process based on your Fire and Rescue Service status. These routes are:

- Applications from those who **are not** currently employed as a firefighter by a UK Local Authority Fire and Rescue Service (external applicants); or,
- Applications from those who hold a UK Local Authority Fire and Rescue Service contract **but not** a LFRS contract (transferee applicants); or,
- Applications from those who hold a LFRS operational contract (eg On call).

You will need to confirm the status of your application (and status of competence, where applicable), when you apply. The status' and the eligibility criteria for each route are as follows:

Applications from those who are not currently employed as a firefighter by a UK Local Authority Fire and Rescue Service:

- You must currently and permanently live in Leicester, Leicestershire or Rutland.
- As part of the application process, you must be willing to complete a series of on-line assessments, in addition to undertaking fitness and physical assessments, and an interview. Details of these assessments will be provided during the process once your application has been submitted.
- You must be aged at least 18 years, on or before 26 February 2024
- You must be prepared to undertake a disclosure check.
- Initial acquisition training provided will be coordinated by LFRS and will be an external (residential – outside of Leicestershire) training course.
 - The external (residential) course, will last approximately 8 – 10 weeks and will be followed by in house continuation training for further initial acquisition related to LFRS procedures.
 - **You will not be able to take any time off during the training period.**
- You must be able to commence employment in February or April 2024 (to be determined by LFRS).

The firefighter training program is delivered through an apprenticeship program which requires applicants to hold and be able to evidence, or be able to achieve an approved level 2 Functional Skills qualification (or equivalent GSCE level) in both English and Maths before they can successfully complete the apprenticeship. Even if you are able to provide suitable evidence to confirm that you already hold the relevant qualifications you will still be required to complete some elements of the functional skills. If you are not able to provide the evidence, you will be required to complete the full qualification, which is included within your 24-month learning journey and you will receive additional support from a functional skills coach in this area.

Our Firefighters are trained to meet national standards, and Leicestershire Fire and Rescue Service currently use the apprenticeship route to provide the training and development from a trainee firefighter through to a fully competent one. The chosen route for the provision of training does not change your employment status. (To find out more about modern apprenticeship standards and/or the Operational Firefighter Apprenticeship Standard, go to <https://www.instituteforapprenticeships.org/>)

At the start of your learning journey you will be placed on the Level 3 Operational Firefighter Apprenticeship, which takes approximately 24-months to complete. As part of the apprenticeship you will be allocated a Skills Coach, who will support you throughout your journey.

Once you have completed your initial training, you will begin the development phase. This will allow you to apply your new knowledge, understanding and skills to real life incidents over a 24 month period. You will experience different challenges as you move between two different stations during this period. In addition you will continue to develop the use of your core skills through station based training scenarios on a frequent basis.

Around the 22 month point, you will be required to attend an End Point Assessment process. This process will be made up of evidence gathered during your journey so far as well as simulated emergency response scenarios.

Applications from those who hold a UK Fire and Rescue Service contract but not a LFRS contract:

Applications are accepted for the LFRS role of Firefighter only.

You must be a current, serving Firefighter (or above and willing to revert to Firefighter if successful), in a United Kingdom Fire and Rescue Service.

- As part of the application process, you must be willing to complete a series of on-line assessments, in addition to undertaking fitness and physical assessments, and an interview. Details of these assessments will be provided during the process once your application has been submitted.
- You must be prepared to undertake a disclosure check.
- Depending on your competence status in role, you may be required to attend external training or an internal training course and must be willing to do so.
- Successful candidates (excluding any competent transferees) will undertake their firefighter training program via an accredited Apprenticeship program.
- You must be able to commence employment from March 2024 (to be determined by LFRS).

Applications from those who hold a LFRS operational contract:

- You must be a current, serving On-Call Firefighter with Leicestershire Fire and Rescue Service.
- Your application will be deemed to be your expression of interest to be considered for a Wholetime position, as such, there will be no assessments during the selection process, instead you will be directly invited to interview at the relevant stage of the overall selection process. *(There may be a requirement to complete an online assessment of your functional skills depending on your competency status, relating to any alignment to the apprenticeship).*
- Successful candidates (excluding any competent migrations) will undertake their firefighter training program via an accredited Apprenticeship program.
- Depending on your competence status in role, you may be required to attend a residential training course or an internal training course and must be willing to do so.
- Successful applicants will be provided employment contracts in line with the operational exigencies of the Service (to be determined by LFRS).

Firefighting is only one vital part of the service that our Firefighters provide. They also respond to Road Traffic Collisions, chemical incidents, animal rescues and other emergencies. In addition to emergency response, a great emphasis is placed on safety and the reduction of the numbers of avoidable injuries within the local communities. As such, our Firefighters are involved in providing advice and support to members of the public on a variety of safety issues with the aim of reducing the numbers of incidents they attend.

You must be caring, compassionate, respectful, able to form relationships with colleagues and the public and be fit and strong enough for the physical elements of attending incidents. You need to be studious, diligent and able to manage the administrative and planning elements of the role. A career as a Firefighter involves working days, nights, weekends and occasional public holidays. It also means that you could be working at emergency incidents for several hours in difficult conditions. You will deal with incidents that most people will never experience, which at times may be unsettling, so we provide a range of training, welfare and wellbeing including counselling services to support you.

Campaign Schedule

Advert opens – 23 August 2023

Advert closes at midnight on 06 September 2023

Key selection process dates are detailed below. Applicants will need to be available on or between dates listed as dates cannot be re-arranged. Online assessments can be accessed from home.

- First stage Online Assessments – To be completed between 13 and 18 September 2023 (Closes at midday)
- Bleep Test – One day's attendance on 23 or 24 September and 30 September or 01 October 2023 *(depending on applicant numbers)*
- Second stage Online assessments – To be completed between 04 and 09 October 2023 (Closes at midday)
- Point of Entry Selection Tests – One day's attendance between 16 and 20 October; or 23 and 27 October 2023

- Interview – One weekday’s attendance between 13 and 24 November 2023

Further dates are scheduled depending on which group successful applicants are progressed within. These are detailed on the ‘Recruitment Timetable’ attached to this advert on our recruitment website. It remains that applicants will need to be available on or between the further dates listed as dates cannot be re-arranged.

- Group One will commence in February 2024
- Group Two will commence in April 2024

LFRS may introduce additional engagement events which will be determined and detailed to applicants if they are successful.

Please ensure you read all of the attached documentation (on our recruitment website) **prior** to completing and submitting your application form. **Please also note there is no website technical support available outside of office hours and at weekends and it is therefore highly recommended your application is submitted prior to the closing date.**

Leicestershire Fire and Rescue Service is committed to promoting equality, diversity and inclusion in the workplace creating a work environment where everyone feels safe, can be themselves and can perform their roles to the best of their abilities. We particularly welcome applications from Woman, Black, Asian and Minority Ethnic (BAME) candidates, LGBT+ communities as data shows that these groups are underrepresented in this role at Leicestershire Fire and Rescue Service. All appointments will be made on the merit of skill, competence, behaviour and values as detailed in the Person Specification.

We have made a positive commitment to employing disabled people and guarantee to interview all disabled candidates who meet the minimum essential criteria for the role as set out in the Person Specification.

We have signed up with a number of nationally recognised organisations that promote equality, diversity and inclusion and we are working with them to help us achieve our objectives. These organisations include:

- Employers Network for Equality and Inclusion (ENEI)
- Department of Works and Pension’s Disability Confident scheme
- British Sign Language Charter
- Asians in the Fire Service Association (AFSA)

For further details and to apply, please visit our website:

<https://leics-fire.gov.uk/careers-with-us/recruitment/>

Human Resources