

# States of Jersey Fire and Rescue

## Candidate Briefing Pack



**Jersey Fire & Rescue**

*..making Jersey a safer community*

Dear Applicant

Thank you for expressing an interest in our leadership roles at the States of Jersey Fire and Rescue Service (SJFRS).

This pack is intended to provide you with information to use in submitting your application.

The next few years represent a generational opportunity for the service and these roles will be critical in helping us realise our strategic and operational ambitions.

I look forward to receiving your application.

Paul Brown

Chief Fire Officer







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# About Jersey

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Jersey is the largest of the Channel Islands, with an area of 45 square miles. The island combines a lively and cosmopolitan main town, which is home to our global finance sector, with sweeping, unspoilt beaches, fishing ports and rolling countryside. Just 14 miles off the north-west coast of France and 85 miles south of the English coast and it is very well served by air and boat to a range of UK locations.

Relocating here means you'll enjoy the best that outdoor island life has to offer. From beach walks to coastal drives, from boat trips to water sports, and from heritage sites to rolling countryside – you'll have your pick of what to see and do.

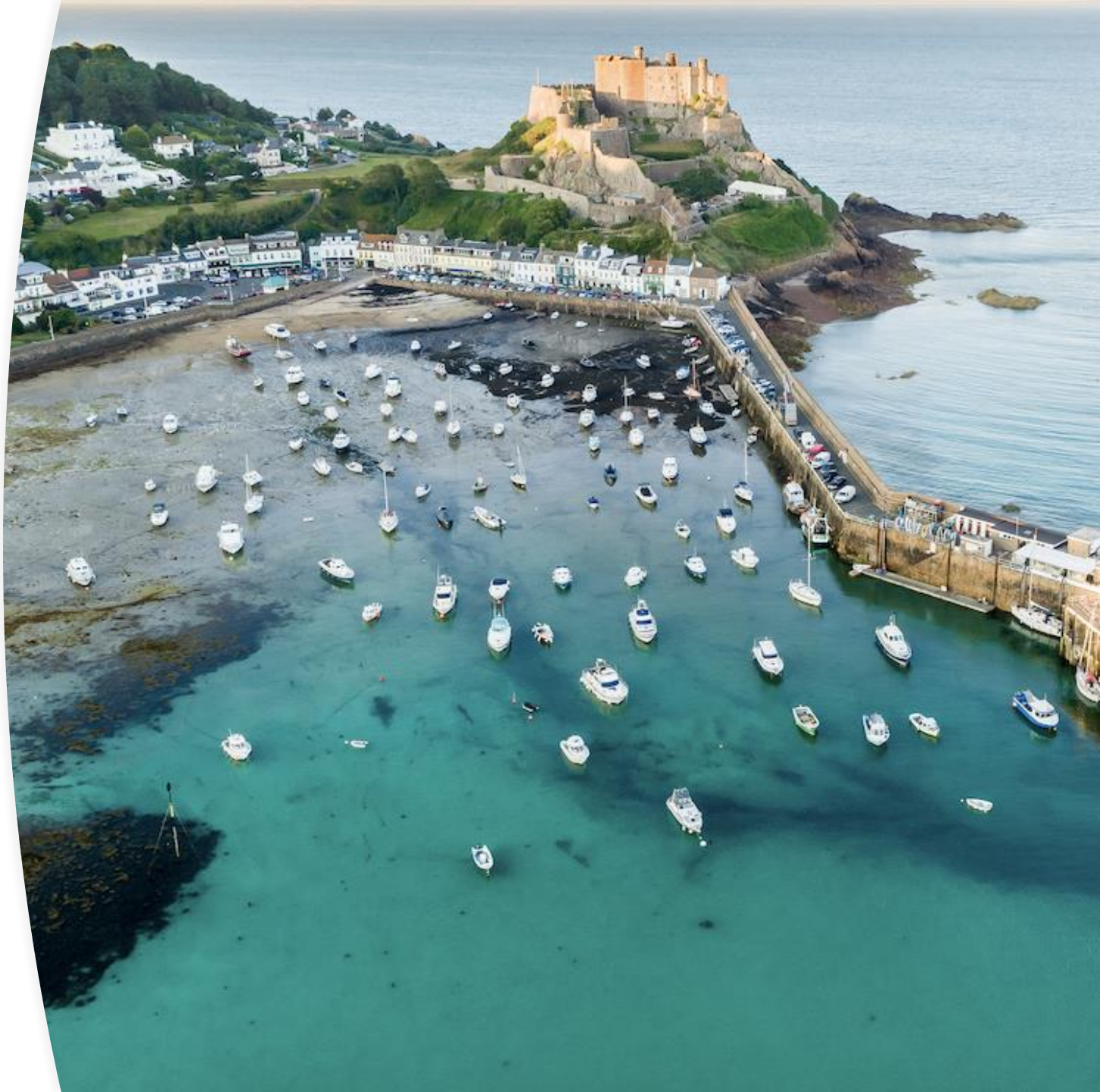


# Island life

Jersey is a Crown Dependency. While it's in the British Isles, it's not part of the UK.

The island is self-governing and there is no equivalent of the UK's Home Office Public Safety Group and so our senior team are able to make change through direct, professional advice to the Minister for Justice and Home Affairs.

This includes advising on and developing policy and legislation and is enabled by good working relationships with ministers and officials in partner government departments.



# About the States of Jersey Fire and Rescue Service

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With no easy over the border assistance and the dynamic and independent nature of our island jurisdiction, our role is broad and complex.

With a wide range of land and maritime risks to consider and manage, the scope of our firefighters' work is very wide for a team of its size and their impact is felt on a daily basis. As well as emergency response and resilience, our work covers island-wide regulation of fire safety protection, petroleum and explosives, as well as the full range of prevention activity.





## We're a Service on the move and your impact can be made and appreciated quickly.

We're an agile and efficient fire and rescue service and recently secured investment from the States Assembly (Jersey's parliament) to roll out medium-term spending plans which include significant investment in the service.

The investment is aimed at increasing the number of firefighters including three leadership roles; DCFO, Station Commander and Area Commander to increase our capacity but also to invest more in training and equipment to increase our capability; we've also just made some of the most significant changes to pay and conditions in decades.

Our agility means the time taken from delivering or overseeing a change to seeing its effect can be short.



# A varied and interesting risk landscape

As an island we have all the infrastructure that would be found in much larger jurisdictions elsewhere.

An airport, prison, bulk fuel storage terminal, gas terminal, fuel and gas tanker berth, commercial port, leisure ports and marinas, water and sewage treatment and other waste facilities, a general hospital, world renowned finance and legal sectors and a high, per capita number of high-rise buildings.

We also undertake sea and inland water rescue, operating lifeboats, cliff and height rescue, and hold an offshore ship firefighting capability. Also on a per capita basis, the States of Jersey Fire and Rescue Service is busy compared to the overall English average.







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# Our opportunities:

## Deputy Chief Fire Officer

As well as deputising for the Chief Fire Officer in delivering the Minister's priorities, the role of the DCFO is to:

- Provide a positive, visible and engaging leadership presence across the service, for leadership team colleagues and more broadly in the communities we serve;
- Supported by two Area Commanders, lead the delivery of prevention, protection and response services, including SJFRS's role in the island's wider resilience agenda;
- Supported by a dedicated team, lead on operational policy, improvement, innovation, risk and assurance and;
- Form part of the strategic command rota, leading and supporting people to resolve larger and more complex emergencies.



## Area Commander

Working alongside senior colleagues, as well as deputising for the Deputy Chief Fire Officer when required, you will:

- Provide positive, visible and engaging leadership across our wholetime and on-call teams, ensuring effective emergency response, as well as service liaison for Fire control.

Working with the Area Commander (Fire Safety) to support the delivery of the service's prevention and protection priorities;

- Ensure SJFRS is a good partner in Jersey's wider resilience agenda and;
- Form part of the strategic command rota, leading and supporting people to resolve larger and more complex emergencies.

## Station Commander

Working alongside senior colleagues, as well as deputising for your Area Commander or representing the DCFO, you will:

- Provide positive, visible and engaging leadership, striving for excellence in service delivery and playing a critical role in delivering our Operational Improvement and Organisation Development Plans;
- Be responsible for a portfolio of functions, either in response and resilience or in operational policy, risk and assurance and or training;
- Form part of the Station Commander rota, leading and supporting people to resolve emergencies at the tactical and advanced tactical levels.





## Reward and pension

- All three roles are contracted to 37 hours per week with out of hours on-call operational command cover over and above this .
- The pension is career average with scheme members accruing 1/66th of their average annual earnings [Career Average Scheme \(gov.je\)](#). The employee contribution to this scheme is 10.1% and the States of Jersey Fire & Rescue Service contribute 16%. Normal pension age is 60 with early retirement available from 55 (but with a percentage reduction applied to the annual pension for each year before 60).
- For all UK candidates there is no abatement applicable to your UK Firefighter Pension when coming to work in Jersey, if you plan to be in receipt of your UK occupational pension.



# To be successful you will:

- Be credible, compelling and diplomatic with the ability to work routinely at the political interface;
- Be operating at the strategic 'Leading the Service' level in the National Fire Chiefs Council's Leadership Framework as a strategic manager (Area Manager or above) in a Fire and Rescue Service. SC 'Leading the function.'
- Be competent and current in incident command at Levels 3 and 4, DCFO and AC. SC L2 with the ability to complete L3 to achieve competency in role.
- Be passionate, skilful and extremely effective as a people leader, innovating and empowering those around you to positively impact culture change for SJFRS;
- Be confident leading teams through complexity and ambiguity and responding to people and community needs.



# Our Ethical Framework

The States of Jersey Fire and Rescue Service is a trusted, effective and proficient emergency service at the heart of our Island's resilience capabilities. We are professional, ambitious and outward facing.



## Putting our communities first

We put the interests of the public, the community and service users first



## Integrity

We act with integrity including being open, honest and consistent in everything we do



## Dignity and respect

We treat people with dignity and respect, making decisions objectively, based on evidence, without discrimination or bias



## Leadership

We are all positive role models, always demonstrating flexible and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards

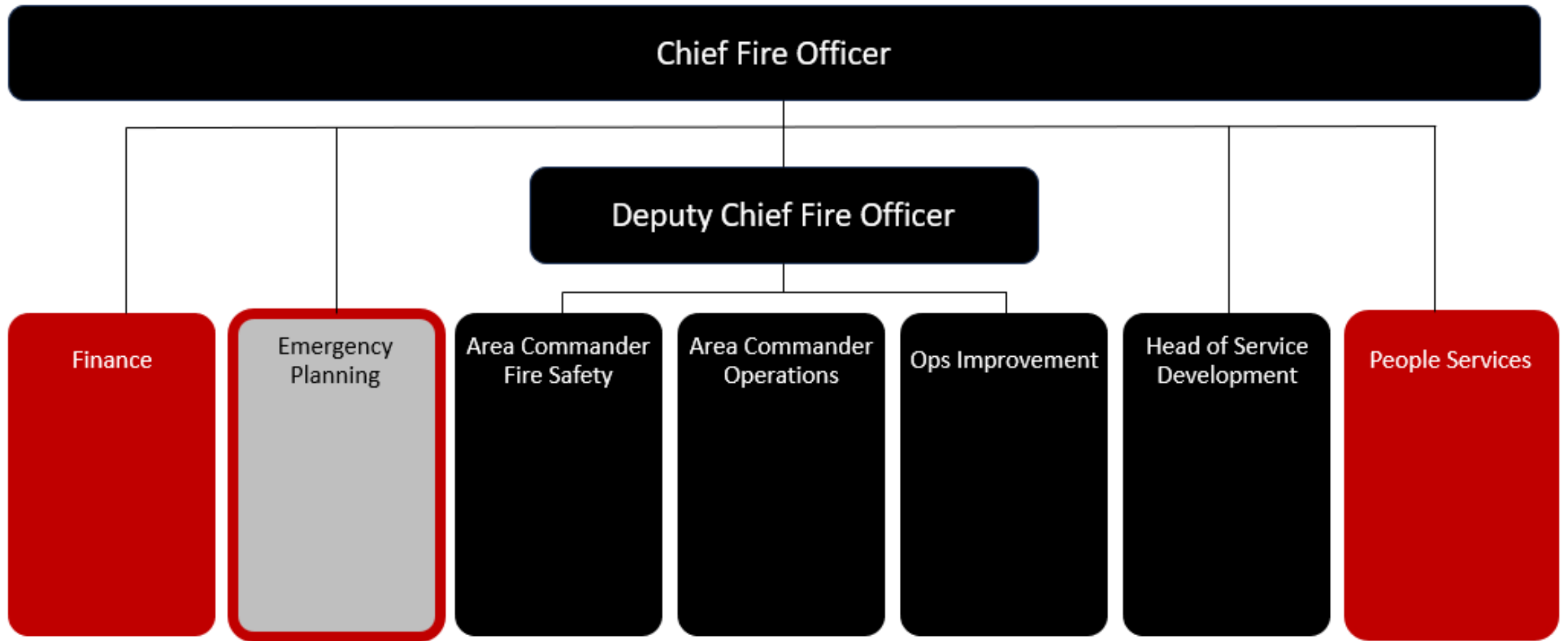


## Equality, diversity and inclusion

We continually recognise and promote the value of EDI, both within the FRS and the wider communities in which we serve. We stand against all forms of discrimination, promote equality, foster good relations and celebrate difference



# Structure chart – leadership team



# Application process

## Contract type:

Permanent and full time

## Application deadlines:

Station Commander, 9 April

Deputy Chief Fire Officer, 24 April

Area Commander, 24 April

## How to apply:

To apply please submit your CV and supporting statement outlining how you meet the [NFCC leadership criteria](https://nfcc.org.uk/wp-content/uploads/2023/08/NFCC_Leadership_Framework_Final-1.pdf) [https://nfcc.org.uk/wp-content/uploads/2023/08/NFCC\\_Leadership\\_Framework\\_Final-1.pdf](https://nfcc.org.uk/wp-content/uploads/2023/08/NFCC_Leadership_Framework_Final-1.pdf)

For an informal chat about these opportunities, please contact Andrew Tromans [Andrew.Tromans@Penna.com](mailto:Andrew.Tromans@Penna.com) 07805 226 301

Alternatively, please reach out to Paul Brown, Chief Fire Officer on 01534 445906 or [s.admin@gov.je](mailto:s.admin@gov.je)