LEICESTERSHIRE FIRE and RESCUE SERVICE

SAFER PEOPLE SAFER PLACES

disability confident COMMITTED

Person Specification

Post Title:	Assistant Chief Fire Officer		
Directorate:	Service Delivery		
Location:	Service Headquarters, Birstall		
Grade:	ACFO	**Date:**	October 2026

NFCC Leadership Framework Level: Leading the Service

	Requirements: **E = Essential** **D = Desirable**	**E/D**	**Measure (see below)**
	Knowledge and Experience		
Personal Impact	Proven experience and ability to analyse interpret and present complex data/ issues and matters to a range of audiences both orally and in writing.	E	1,2,3
Outstanding Leadership	A successful track record of leading and managing multidisciplinary teams and delivering outcomes that require collaborative approaches both within the organisation and external partners.	E	1,3
Service Delivery	Substantial experience at a strategic level of managing financial, physical and human resources to time, budget and quality outcomes to achieve organisational strategies and objectives.	E	1,2,3
	Financial and commercial awareness, with strong analytical skills and an excellent aptitude for developing innovative solutions to complex problems.	E	1,2,3
	Proven experience of emergency incident command at a strategic and tactical level	E	1,4
	Successful track record of engaging effectively with others at a senior level and building productive partnerships with key stakeholders.	E	1,3
Organisational Effectiveness	Experience and demonstrable success in the generation, implementation and management of strategic level organisational or culture change and of securing the support of others in the process.	E	1,2,3
	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 and the likely issues for the future.	E	1,2,3
	Demonstrable success in working with Representative Bodies to deliver significant change within the workplace.	E	1,3
	Equality and Fairness		
Minimum requirement Particular EO requirement for the post	Security Clearance vetted (to be undertaken post process)	E	1,3
	Sound knowledge of and commitment to Equality, Diversity & Inclusion.	E	1,3
This is law and part 7 of the Code of Practice on the English language requirements for public sector workers.	The ability to converse at ease with members of the public and provide advice in accurate spoken English.	E	1,3

Qualifications and Training			
Academic Professional Job related Vocational	To currently be working at a minimum of Area Manager level with proven experience of operational command to Silver (level 3) Incident Command.	E	1,4
	Achieved competence as a Strategic Level Incident Commander at Level 4	E	1,4
	Multi Agency Gold Incident Command (MAGIC)	E	1,4
	CBRNE Qualified Gold or Silver (Expectation to achieve as part of Personal Development Plan on appointment)	D	1,4
	Post graduate qualification in Management or a CPD programme with an equivalent level award e.g. Executive Leadership Programme	D	1,4
Skills			
Personal Impact	Fully committed to the principles and values underpinning Leicestershire Fire and Rescue Service – Positive, Professional and Honest	E	1,2,3
	Maintain personal conduct and credibility that engages and inspires confidence from all stakeholders on every interaction.	E	2,3
	Outstanding interpersonal and communication skills to relate effectively, gain respect, trust and confidence of employees, Elected Members, Representative Bodies, the community and other stakeholders.	E	1,2
	Highly motivated with energy and enthusiasm, personal resilience with a desires and track record of delivery and achievement.	E	1,2,3
	Excellent communication skills, including media management and negotiation with internal and external agencies.	E	1,2,3
Outstanding Leadership	An inspirational, motivational, enthusing leaders with a clear vision for the Service with high levels of energy, stamina and resilience.	E	1,2,3
	Leadership skills to engage, develop and motivate others to ensure high performance.	E	1,3
Service Delivery	Highly developed organisational skills to balance competing priorities and to meet deadlines.	E	1,2,3
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Organisational Effectiveness	Demonstrates ability to develop, implement and evaluate organisational strategies and lead on corporate initiatives working with others internally and externally.	E	1,2,3
	Takes accountability for own actions and decisions about major risk critical issues	E	2,3
	Extensive political skills and proven ability to lead and professionally advise elected members and other politicians	E	1,2,3
Other			
Must be willing to undertake an appropriate level criminal record check.		E	1,4
Live permanently within one hour of Leicestershire Police, headquarters building to be able to provide strategic and operational cover as required by the Combined Fire Authority.		E	1
Possess a valid UK, EU or EEC driving licence (Reasonable adjustments can be made under the Equality Act 2010 for those unable to hold a driving licence due to a disability)		E	1
Awareness of research and developments in relation to technical fire safety and related issues		E	1,3
Must be able and prepared to travel and work at any location within the Leicester, Leicestershire and Rutland area as required by the role		E	1,3

Not currently under performance and capabilities or have a live disciplinary sanction	E	1

Measures
1 = Application Form
2 = Testing
3 = Interview
4 = Other (e.g.: DBS Check/Certificates)