

Wholetime Firefighter

Based in Leicester, Leicestershire or Rutland

£31,539.00 (Development), £40,358.04 (Competent) per annum

Leicestershire Fire and Rescue Service (LFRS) are welcoming applications for the post of Wholetime Firefighter. This year our recruitment and selection campaign will result in successful candidates being placed into a pool, from which we will progress candidates subject to vacancies being identified through our succession planning. The pool will be live from 01 April 2027 until 31 March 2028 and if successful commencement may be coordinated at any point during this period. If another campaign takes place during 2027-2028 then candidates in the pool who have not been progressed to appointment will need to take part in that campaign to be considered for 2028-2029.

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 (external applicants):

- You must currently and permanently live in Leicester, Leicestershire or Rutland – with the exception of full time current serving members of the Armed Forces ^{*}.
- 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 31 March 2027
- 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 hold a valid full car driving licence which can be manual or automatic (UK, EU or EEA).

*** Armed Forces Personnel (must be full time)**

- There is no location restriction for current active serving members of the Armed Forces.
- The application process will be equal to that of external applicants and therefore you will be required to attend all of the selection dates.
- You must be aged at least 18 years, on or before 31 March 2027
- 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 negotiate release prior to the commencement of employment with LFRS**
- You must hold a valid full car driving licence which can be manual or automatic (UK, EU or EEA).

The firefighter training program is delivered through an apprenticeship program which requires applicants under the age of 18 to hold and be able to evidence, or be able to achieve an approved level 2 Functional Skills qualification (or equivalent GCSE 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 may 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 as our main 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://skillsengland.education.gov.uk/>)

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 core skills 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 a professional discussion on the evidence gathered during your journey so far, a multiple choice theory test, and practical application through simulated emergency response scenarios. To find more information about the End Point Assessment, go to https://skillsengland.education.gov.uk/media/rhqpscmq/st0486_operational-firefighter_l3_ap-for-publication_adjustment_26032024pm-final-draft.pdf

Where the individual does not meet the eligibility criteria for the apprenticeship programme, the core skills training remains the same, however, the development phase is completed through completion of National Occupational Standards, Fire and Rescue Operations in the Community (URN SFJFRSFF1 to SFJFRSFF8) where you will be supported by a workplace mentor and verified through internal workplace assessment. To find out more about National Occupational Standards, go to <https://www.ukstandards.org.uk/en/about-nos>

Applications from those who hold a local authority UK Fire and Rescue Service contract but not a LFRS contract (transferee applicants):

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.
- Where the individual does not meet the eligibility criteria for the apprenticeship programme, the core skills training remains the same, however, the development phase is completed through completion of National Occupational Standards, Fire and Rescue Operations in the Community (URN SFJFRSFF1 to SFJFRSFF8) where you will be supported by a workplace mentor and verified through internal workplace assessment. To find out more about National Occupational Standards, go to <https://www.ukstandards.org.uk/en/about-nos>
- You must hold a valid full car driving licence which can be manual or automatic (UK, EU or EEA).

Applications from those who hold a LFRS operational contract (internal On-call – migration):

- 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).*

- Where the individual does not meet the eligibility criteria for the apprenticeship programme, the core skills training remains the same, however, the development phase is completed through completion of National Occupational Standards, Fire and Rescue Operations in the Community (URN SFJFRSFF1 to SFJFRSFF8) where you will be supported by a workplace mentor and verified through internal workplace assessment. To find out more about National Occupational Standards, go to <https://www.ukstandards.org.uk/en/about-nos> 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).
- You must hold a valid full car driving licence which can be manual or automatic (UK, EU or EEA).
- Applicants who receive a disciplinary sanction or are placed on formal performance and capability procedures during the process will not be progressed.

Being a Firefighter is about people. It’s about being there for someone on what may be the most difficult day of their life, supporting your community and working alongside a team you can rely on.

While responding to fires is an important part of the role, our Firefighters attend a wide range of emergencies, including road traffic collisions, chemical incidents, animal rescues and many other situations. Just as importantly, they work to prevent emergencies from happening in the first place. By engaging with local communities, providing safety advice and helping people understand and reduce risk, you can make a difference long before the emergency call comes in.

We’re looking for people who genuinely care about others and want to contribute to their community. You’ll need to be compassionate, respectful and able to build strong relationships with colleagues and members of the public. You’ll also need the physical fitness and resilience to work safely in challenging environments, alongside the ability to think clearly, solve problems and make good decisions when it matters.

The role is varied and requires commitment. You’ll continue to learn and develop throughout your career, taking part in training, planning and other activities that support the Service and the communities we serve. You’ll work days, nights, weekends and occasional public holidays, and there will be times when you’re required to work for several hours in difficult and demanding conditions.

Some of the situations you encounter may be challenging or unsettling, and you may experience things that most people never will. But you’ll be part of a team, supported by colleagues and provided with the training, welfare and wellbeing support you need throughout your career, including access to counselling services.

If you want to do something that matters, be part of something bigger than yourself and make a positive difference to people and communities every day, a career as a Firefighter could be for you.

Campaign Schedule

- Advert opens – 14 October 2026
 - Advert closes at 23:59 on 28 October 2026
- 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 06 and 11 November 2026 (Closes at midday)
 - Bleep Test – One day’s attendance on 21 or 22 November and 28 November 2026
 - Second stage Online assessments – To be completed between 09 and 13 December 2026 (Closes at midday)
 - Point of Entry Selection Tests – One weekday’s attendance between 11 and 15 January 2027
 - Interview – One weekday’s attendance between 25 and 29 January 2027

- *All successful applicants – Post-conditional offer*

- Further assessments will be undertaken including, right to work in the UK, disclosure checks, medical assessments, and a fitness update assessment. In addition, you will be required to attend for kit and face fitting appointments; and LFRS will request references
- The kit fit will take place on either 16 or 17 February 2027
- The medicals will take place on either 15, 18, 19 or 22 February 2027
- The face fitting appointment is to be arranged by the candidate directly with the responsible department (details will be provided)
- The fitness update assessment is expected to take place on 20 March 2027

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. Our workforce data indicates that our workforce currently has areas of underrepresentation from communities across Leicester, Leicestershire and Rutland, in particular female applicants, and applicants from ethnically diverse communities.

The Service will be delivering positive engagement and action activities as part of this Wholetime recruitment campaign to better represent the whole County. For more information, please [visit our website](#). We welcome and encourage applications from people of all backgrounds from across the County. All appointments will be made on the merit of skill, competence, behaviour and values as detailed in the Person Specification, regardless of background.

Our organisation participates in a number of nationally recognised initiatives that promote equality, diversity and inclusion, and we are working with them to help us achieve our objectives. These initiatives include:

- Employers Network for Equality and Inclusion (ENEI) membership
- Department of Works and Pension's Disability Confident Scheme: we a Disability Confident Committed Employer.
- Asian Fire Service Association (AFSA)

Safer Recruitment

We are committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. Safer recruitment practices, including identity, reference, and appropriate criminal record checks, will be applied throughout the recruitment process.

Sponsorship

Please take note that Leicestershire Fire and Rescue Service does not hold a UK Visa & Immigration (UKVI) Skilled Worker License sponsor and are unable to sponsor any individuals for Skilled Worker Sponsorship.

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

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

People Services