



GROUP COMMANDER

Candidate Information



CAMBRIDGESHIRE
FIRE & RESCUE SERVICE

Working together to improve community safety



WELCOME

from our Deputy Chief Executive

I am pleased that you are interested in finding out more about Cambridgeshire Fire and Rescue Service (CFRS) and the role of Group Commander.

CFRS is a high performing service. We are willing to do things differently and constantly seek to improve. His Majesty's Inspectorate of Constabularies and Fire and Rescue Services visited us in Spring 2023 and our report was published in August 2023. We were inspected in 11 areas. We scored one area of Outstanding, six Good, three Adequate and one Requires Improvement. We are very proud to have been recognised as an organisation that is seen as outstanding for the use of our resources.

We are committed to protecting the community and it was particularly pleasing that the inspectorate recognised our understanding of the risks in Cambridgeshire and Peterborough and how we manage these. They noted some of the positive work we have done to reduce that risk, working with partners to ensure that those in our communities most vulnerable from fire are protected as much as they can be. The full report inspection report can be found on our website.

We have worked hard to ensure we are making the best use of our resources across the county, being innovative to find new solutions to provide a better service. An example of this is roaming fire engines to provide cover in areas where on-call crews are not available. The aim is to reduce attendance times to emergency calls while also delivering fire prevention activity. The roaming pumps will not work out of a fixed fire station but will be sent to areas north and south of the county each day. When not attending incidents, the crews will be carrying out community safety work including safety visits to elderly and vulnerable residents, as well as visiting local businesses to ensure they comply with fire safety legislation.

If you are successful in your application, you will join a highly motivated and close-knit team of leaders who are committed to leading the Service to operational and community safety excellence. As an Area Commander you will immediately be able to play a vital role in helping to develop and translate the Service's strategic direction into efficient, effective actions that produce clear and measurable outcomes. You will be selected because you have the knowledge and skills to successfully perform in the role but more importantly because you have the behaviours and qualities required to build a cohesive team able to deliver outstanding performance.

We look forward to receiving your application and hope to have the opportunity of working with you.

Jon Anderson
Deputy Chief Executive

ABOUT

Cambridgeshire and Peterborough

Economy: Where Innovation Meets Opportunity

Cambridgeshire and Peterborough boast a thriving economy with robust GDP growth of 2.7% (as of 2022) and a vibrant ecosystem of tech enterprises, research institutions, and startups.

The county is home to the Cambridge Cluster, with a large number of high tech businesses focused on software, electronics, and biotechnology. The average income, consistently above the national average, reflects the rewarding nature of the professional landscape across the county.

Lifestyle: Where Tradition Meets Modernity

Cambridgeshire and Peterborough offer a rich tapestry of cultural experiences, picturesque landscapes, and recreational activities. Immerse yourself in the world-renowned Universities of Cambridge, where centuries of academic excellence unfold against the backdrop of iconic spires and cobblestone streets.

Explore the serenity of the Fens, where nature beckons with its tranquil waterways and lush green expanses. From vibrant market towns to the historic Peterborough Cathedral, each corner of the county resonates with a sense of community and heritage.

Communities: Where Diversity Flourishes

According to the latest census data, the region exhibits not only economic prosperity but also a rich mosaic of ethnicities and cultures. The population growth, outpacing the national average, underscores the attractiveness of this region. In Peterborough, for instance, the census reveals a population with roots in over 100 different countries, contributing to a dynamic cultural landscape.

Whether you're drawn to the cosmopolitan vibrancy of Cambridge or the welcoming warmth of smaller, rural towns, it's about being part of a dynamic, forward-thinking community that values progress, heritage, and the shared tapestry of diverse lives.



ABOUT

Cambridgeshire and Peterborough Fire Authority

The Cambridgeshire and Peterborough Fire Authority is the governing body responsible for delivering a fire and rescue service to Cambridgeshire and Peterborough. It was established in 1998 when Peterborough City became a unitary authority. Seventeen elected members make up the Authority, all of whom are serving councillors.

There are 13 members appointed by Cambridgeshire County Council and four members from Peterborough City Council, reflecting the proportion of tax payers in each of the two council areas. The political make-up of the Authority reflects the number of members from the political parties on each of the appointing county and unitary authorities. A Chairman and Vice-Chairman are elected annually.

Further information can be found [here](#).



**CAMBRIDGESHIRE
& PETERBOROUGH
FIRE AUTHORITY**
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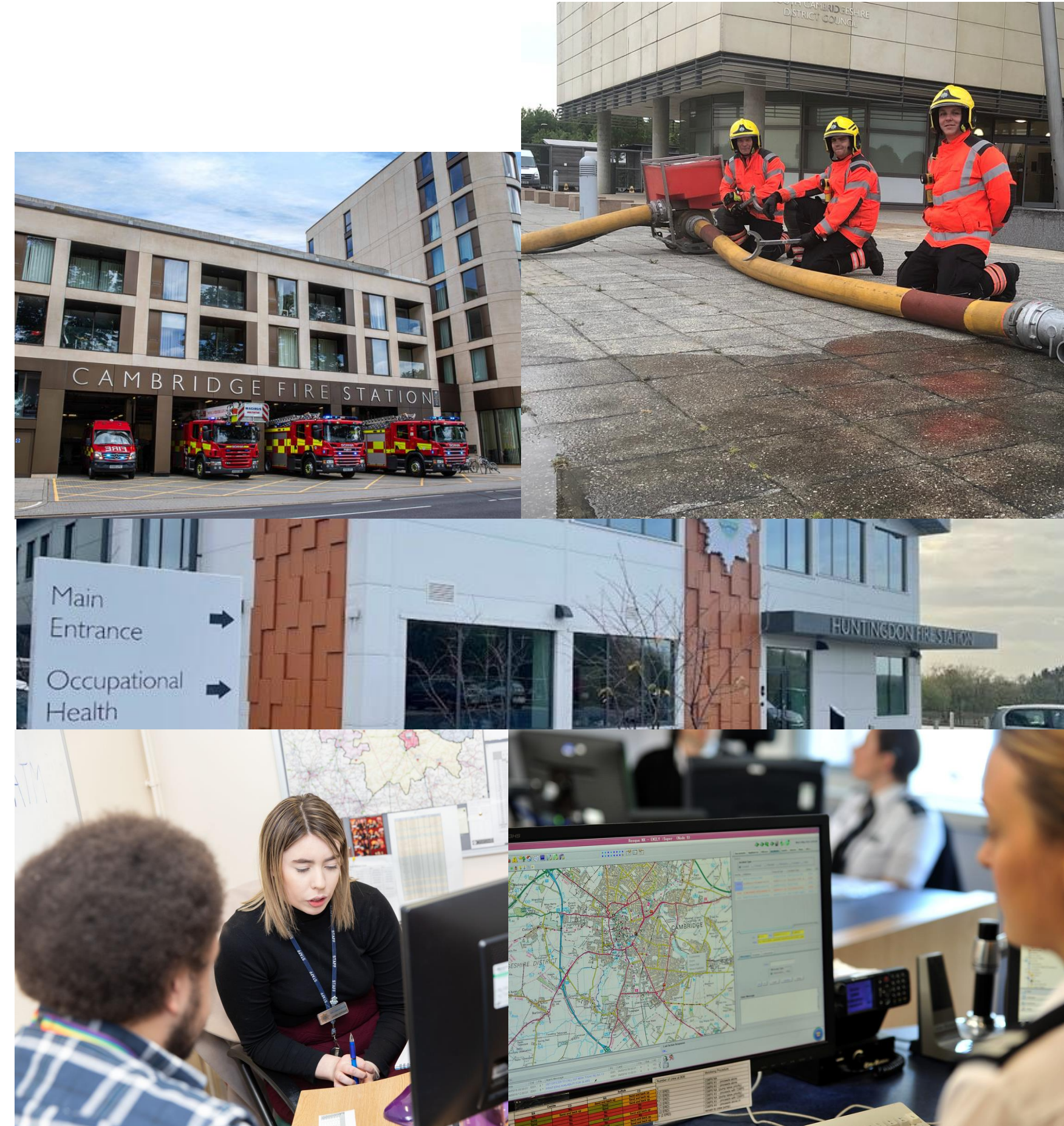
ABOUT

Cambridgeshire Fire and Rescue Service

2024 was a milestone year for the Service and marked 50 years since its formation. A lot may have changed over that time, but one thing remains constant and that's the commitment and care shown by our people and the constant strive for improvement.

We currently operate from 27 fire stations across Cambridgeshire and Peterborough. We have four wholetime stations, three day crewed and the remainder are on-call stations, one of which is a voluntary fire station. Our fleet contains a number of different types of fire appliance, including rescue and light rescue pumps, aerial appliances, hazardous materials and command units, as well as a high volume pump. Management, professional support departments and our Combined Fire Control, which takes emergency calls from residents in Cambridgeshire and Suffolk, are all based at our Service Headquarters in Huntingdon. We employ more than 600 members of staff, made up of 247 wholetime operational staff, including Principal Officers, around 200 on-call firefighters, 42 members of staff in our Combined Fire Control and 144 staff in professional support roles.

The Service is run by a Chief Fire Officer who is also the Chief Executive of the Service. The Chief Fire Officer is supported by a Deputy Chief Executive and an Assistant Chief Fire Officer, who form the chief officers group. Each chief officer is responsible for a number of departments and functions and is supported by a management structure from across the organisation.





Our Vision

Our vision is for safe communities where there are no preventable deaths or injuries from fire or other emergencies. Put simply, this means we will strive to reduce risk and save lives.



To succeed in this, we need to achieve **community safety** and **operational excellence** in the most cost-effective way, putting **people** at the centre of everything we do.

 People	 Community Safety Excellence
We have a culture that embodies our values and expected behaviours.	We understand and target the risk in our communities.
We listen and engage with our people, communities and our partners to improve what we do.	We are inclusive in our approach and tailor our services to meet the needs of our diverse communities.
We develop our people and encourage them to reach their potential.	We work with partner agencies in a targeted, proactive and effective manner and are perceived as a key contributor to community safety.
We continually improve the service we deliver.	We have a high level of success in our community safety activities and evaluate our impact.
 Operational Excellence	 Value for Money
We have competent, confident and skilled people.	We actively seek collaborations.
We have the right skills, equipment and resources in the right places.	We evaluate the impact of working practices to strive for efficiency, effectiveness and sustainability.
We have a learning culture looking to continually improve what we do and how we do it.	We continuously monitor how we are performing, sharing what we do and taking best practice from others.

Our Values and Behaviours



 Welcoming	 Respectful	 Professional
I am welcoming and inclusive.	I treat everyone with dignity and respect.	I always act with integrity and am accountable for my behaviour, actions and words.
I consider and support my colleagues' wellbeing.	I embrace diversity and difference.	I communicate clearly and listen attentively.
I appropriately address language and behaviours that are not in line with our values.	I am mindful of my impact on others.	I am open and receptive to feedback.



ABOUT

Our culture

We are committed to creating a workplace where everyone feels welcome, respected and are treated with dignity. We recognise that the work involved in improving culture is a continuous journey, however the results from our 2022 employee engagement survey confirmed our belief that CFRS has a good culture.

We know we cannot be complacent though; the HMICFRS Culture Spotlight report and other events in the media show us that it is essential this continues to be a priority.

We use engagement and culture surveys, commissioned with external organisations to ensure it is unbiased, to help us understand how our people feel about working for the Service. We measure our culture through these surveys and other listening channels and metrics.

Our recent survey showed that we had improved employee engagement and that colleagues were proud to work for CFRS. It also showed us further areas that we could improve on, for example improving our system for recording training, facilitating more opportunities for colleagues across different areas of the Service to engage with each other and showing greater transparency with recruitment processes.

We will look at these, along with the recommendations from HMICFRS and NFCC, to continue to maintain and improve our positive and inclusive organisational culture - which are all essential elements of the Area Commanders role.



ABOUT

The Role

An exciting opportunity has come available for a Group Commander/Manager to join Cambridgeshire Fire and Rescue (CFRS).

You will join a forward-thinking service and play a vital role in helping to develop and execute the Service's strategic direction into efficient, effective actions that produce clear and measurable outcomes.

As a Group Commander/Manager, you will be responsible ensuring we deliver our vision of a safe community, where there are no preventable deaths or injuries in fires or other emergencies. You will strive for operational and community safety excellence, demonstrate value for money, and put people, in the communities we serve and our people, at the centre of everything we do.

You will be required to display exceptional leadership skills and actively participate in building an organisation that is inclusive and representative of the communities we serve.

Our values of Welcome, Respect and Dignity will act as your guiding principles in every interaction with the people you work with and the community we serve.

We welcome applications from all sections of the community, but this role has the following eligibility criteria:

- Substantive and fully competent Group Commanders/Managers with experience in role, serving with a UK Fire Authority fire and rescue service
- Substantive and fully competent Station Commanders, who are looking to progress their career
- Hold Incident Command Level 2
- Not be subject to a current capability action plan concerning performance
- Not be subject to current disciplinary proceedings or a live formal disciplinary sanction
- Able to work and live in the UK free from any restrictions
- Provide a base within Cambridgeshire when on duty



The process

Our recruitment process is open, transparent, and centred on identifying leadership potential. We strongly encourage applications from individuals in underrepresented groups, as greater diversity within our Service helps us better reflect and serve the communities of Cambridgeshire.

The process and criteria are outlined below, and candidates are required to send completed applications to recruitment@cambsfire.gov.uk on or before the closing date.

Please note: there are 3 substantive GC positions available. The successful candidates will be appointed to the role at a time aligned to the needs of the Service and within the next 6 months.

Stage	Criteria
1. Shortlisting	Candidates will be assessed on the following: 1. How well they meet the essential criteria set out in the job description and person specification 2. The strength and relevance of their supporting statement, measured against the Leadership Development Framework 3. The quality and insight demonstrated in their written report
2. Candidate briefing	All candidates are invited to attend a briefing (online or in person). Please note that attendance is not mandatory.
3. Assessment day	Shortlisted candidates will present the findings from their written report to members of the senior leadership team, demonstrating the ability to communicate complex information clearly, concisely, and with impact. This will be followed by an interview that will explore the candidate’s suitability for the role, with broad questions focused on how their skills, knowledge and previous experience align with the role requirements.
4. Final Interview	Candidates will be assessed against the leadership competencies and behaviours detailed in the CFRS Leadership Framework.
5. Pre-employment checks	The successful candidate must complete pre-employment checks to the required standard before a formal offer can be made.

Key Dates

- Applications open: 12 May 2025
- Candidate briefing: 20 May 12:00 – 13:00 (in person/online)
- Closing date: 4 June 2025, 1:00 pm
- Shortlisting complete: 6 June 2025
- Assessment day: 11 June 2025
- Final stage interviews: 20 June 2025



We believe in the dignity of all people and their right to respect and equality of opportunity.

Our recruitment team are available if you'd like to confidentially tell us about any conditions you have, whether diagnosed or undiagnosed, to be taken into consideration during the recruitment process. This may be physical, mental health related or neurodiversity.

Please be assured that anything you tell us will not be taken into consideration in determining your suitability for the role, it is only to help us make any reasonable adjustments during the recruitment process for you.

If you have any questions our recruitment team are here to help.
They can be contacted on
recruitment@cambsfire.gov.uk