

Success profile



Role Title	Assistant Chief Fire Officer – Operations		
Directorate		Service	Fire and Rescue Service
Grade		Reports to	Chief Fire Officer
JE Code	9087	Pension Scheme	Firefighter Pension Scheme
DBS Required	Yes	Politically Restricted	Specified
Approving Manager	Chief Fire Officer	Date	March 2025

Information about the role

Role Purpose	The Assistant Chief Fire Officer is crucial in leading and managing the fire and rescue service, ensuring the safety and protection of our residents in your role as Brigade Manager and as a part of the Fire Leadership Team. You will collaborate closely with the Chief Fire Officer, Assistant Chief Fire Officer, the Fire Leadership Team and other key stakeholders to develop and implement strategic initiatives that enhance the effectiveness and efficiency of our fire service. Provide strategic leadership and representation for the service at Boards, meetings, groups and forums commensurate to the role including: • Safer Cornwall Partnership Board • Vision Zero Board • Local Resilience Forum • NFCC Regional Operations Committee • Force Contest Board Provide leadership and strategic direction to the Council and Fire and Rescue Service as part of the Brigade Management Team and Fire Leadership Team in service and as a member of the Extended Leadership Team within Cornwall Council. Oversee the operational activities within your Service area: • Emergency response across 31 community fire stations • Preparedness, business continuity and resilience • Critical Control • Prevention and Safeguarding • Income Generation and Cost Recovery • Protection • Collaboration
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	• Isles of Scilly Service Level Agreement • Tri Service Safety Officer Partnership Ensuring performance and compliance with relevant legislation, policies, and procedures across the functional areas and service, c.550 direct staff and service personnel. Provide the lead strategic role as chair of the services Diversity and Inclusion Forum for the service. Identify areas for improvement and innovation, driving the continuous development of our fire and rescue service. Lead on the continuous improvement of our culture of teamwork, collaboration, and professionalism across our service. Establish and maintain effective partnerships with external agencies, governing bodies, and stakeholders. Engage in emergency planning and preparedness, ensuring effective response and coordination during fire incidents or other emergencies. As part of the FLT, lead budget planning and allocation of resources efficiently to support optimal service delivery. As part of the FLT, shape the Community Risk Management Plan, Strategies and deliver service plans, ensuring that the CRMP is aligned to the Council Plan.
Financial accountability	Overall responsibility for circa £17.35m revenue budget, £92k Isles of Scilly SLA, which is devolved to individual members of the Operations Team.
Leadership capabilities	Head of Service
Systems leader and navigator	• Responsible for delivery against the: • Government Reform Programme • Government National Fire Framework Document • National Fire Chiefs Council Fit for Future Programme, National Operational Guidance • National Fire Standards Aligned to the services Community Risk Management plan, the Council's outcome delivery plans for service areas that consider new ways of working with communities and partners. • Responsible for ensuring teams commission in a service agnostic way in practice.
Political leadership and financial control	• Responsible for building, maintaining political relationships and providing relevant information with local members and MP's across the area of Operations. • Responsible for working with teams and managers to help them understand how their actions contribute to the delivery of political ambitions and the desired outcomes set by cabinet and relevant portfolio holders. • Responsible for ensuring services operate and deliver within the financial envelope set and that teams follow financial standards and best practice guidance. • Responsible for encouraging operational staff at all levels to build their commercial understanding and embed a commercial mindset in business as usual operations.
Co-production and community experience	• Responsible for enabling operational teams to work with communities to co-produce outcomes that make sense to the people of Cornwall. • Responsible for ensuring that operations at all levels meet set satisfaction and experience

	metrics and performance standards.
Developing the future workforce	• Responsible as a member of the Fire Leadership Team for workforce planning and succession and talent management. • Responsible for the skills development of operational staff throughout the service, identifying key areas where increased development and training is required. • Responsible for identifying and supporting the development of talent across Service Managers and within operational teams. • Responsible for building leadership capabilities in Service Managers and operational staff throughout the organisation.
Leading change, learning and innovation	• Responsible for helping staff understand the role they play in delivering the vision for change whilst navigating short-term cost pressures. • Responsible for leading the service to deliver and embed cultural change in practice and ensure collectively we drive in practice meaningful dialogue, being human and nurturing trust as our cultural principles. • Responsible for ensuring staff have the capacity and freedom to engage honestly in conversations on innovation and change to improve efficiency and productivity.
Place-based leadership	• Responsible for empowering all staff to build their networks and resilience within localities and understand the communities they are a part of. • Responsible for empowering staff to deliver the service models and build resilience by working with communities and localities.
Inclusion and diversity	• Leading the service to embed ongoing cultural change and improvement. • Responsible for ensuring that unlawful discrimination, harassment and victimisation is challenged within teams and working with staff to challenge inappropriate behaviour, advising on alternatives where individual cases arise. • Responsible for ensuring an inclusive working and team environment across the service where everyone is able to be themselves.
Role-specific accountabilities	Accountable for the performance and management of the Operational Leadership Team with direct responsibility for the following: • Business Operations Manager: - Critical Control, End Point Assessment – Collaboration including Tri Service and SLA - Isles of Scilly. • Response and Resilience Area Manager – Response and Resilience arrangements across the authority area. • Prevention, Protection and Safeguarding Area Manager – Prevention, Safeguarding and Business Fire Safety and enforcement across the authority area. • To lead the team and be responsible for the efficient and effective management of Operational elements of the Service, whilst also championing Health, Safety and Wellbeing, EDI and Safeguarding. • To deputise for the Chief Fire Officer in respect of her corporate responsibilities and in support of the wider council and national agenda. This will include deputising at functions and events in

other fire authority areas.

- To support, develop and manage an effective, economically sustainable and efficient service across Cornwall that is designed and delivered around the needs of the community, so it is accessible and responsive to all.
- To take operational command at strategic level for large scale and major incidents as a Brigade Manager.
- To lead on the development and delivery of a Community Risk Management Plan (CRMP) which aligns with the National Direction and Council Plan and to represent delivery in the development of the associated strategies.
- To personally, and through others, ensure effective contribution to the development and delivery of the CRMP and develop a strong Service culture where effective performance management delivers improved services, which focus on the needs of the customers and the wider community.