Wholetime and On-call Competent Firefighter Transfers

Join an ambitious, improving service and help us build on significant progress

Salary £40,358

Closing date 26 November 2026



We welcome applications from all sections of the community.

www.gloucestershire.gov.uk

Gloucestershire
Fire and Rescue Service
Working together for a safer Gloucestershire

Gloucestershire
COUNTY COUNCIL

Welcome



Nathaniel Hooton

A message from Nathaniel Hooton
Temporary Chief Fire Officer and Director of Community Safety

On behalf of Gloucestershire Fire and Rescue Service (GFRS), I am pleased to welcome your interest in joining us as a competent firefighter. This is an exciting opportunity to bring your skills, experience and professionalism to a service that is making significant progress while remaining focused on continuous improvement.

Our latest inspection by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, published on 21 October 2026, recognised substantial improvement across GFRS. The Service was rated Good in five areas: understanding risk; protecting the public through fire regulation; making best use of resources; training and developing staff; and ensuring fairness and diversity. Inspectors also highlighted innovative practice in our Professional Standards Unit and our approach to Equality Impact Assessments.

These findings reflect the dedication and hard work of colleagues across the Service. They also give us a strong foundation for the next stage of our journey. We will maintain this momentum, address the areas identified for further improvement and continue to learn, develop and deliver the best possible service for our communities, staff and partners.

Leadership is central to that ambition. The refreshed 2026 NFCC Leadership Framework strengthens the focus on ethical and inclusive leadership, psychological safety, wellbeing, coaching and mentoring, evidence-based decision-making, partnership working, continuous learning and leading change. These expectations apply at every level. We are therefore looking for firefighters who lead through their everyday actions, create trust, speak up, listen to others and take responsibility for high standards.

You will join a Service where our Workplace Charter, the Core Code of Ethics and our commitment to community outcomes shape how we work. We want people who bring operational competence, sound judgement and a genuine commitment to inclusion, professionalism and improvement.

If you share our values and want to contribute to the future of GFRS, we look forward to receiving your application.

Our latest HMICFRS inspection

- **Five areas rated Good, significant progress recognised, and a clear commitment to sustaining improvement and addressing the remaining areas for development. HMICFRS assessment of Gloucestershire Fire and Rescue Service 2025-27.**

November 2026

About Gloucestershire

Gloucestershire combines vibrant towns and cities with the Cotswolds, the Forest of Dean, the Wye Valley and extensive rural communities. It is well connected to Bristol, Birmingham, Cardiff, Oxford and London and offers a wide range of cultural, sporting and outdoor opportunities.

The county is diverse, and its communities experience different risks and levels of inequality. Our firefighters must understand their local area, listen to communities and work with partners to reduce risk, prevent harm and respond effectively when emergencies occur.

Scenically beautiful

Over half of Gloucestershire's 1025 square miles have been designated as Areas of Outstanding Natural Beauty, including parts of the Cotswolds, the Wye Valley and the Forest of Dean. When you venture out into the countryside you will find no end of beautiful villages, picturesque hamlets and tranquil countryside.

Diverse towns and cities

Gloucester, the County town, has plenty to offer and is everything you would expect from a vibrant, multicultural British city. It's also home to one of the finest medieval buildings in the country; its breath-taking cathedral has formed the backdrop of many scenes in Doctor Who and the Harry Potter films. From the Victorian Docks to the array of restaurants and shops at Gloucester Quays, the city is a unique blend of historic charm and modern attraction.

Cheltenham is the county's cultural heart, resplendent with its celebrated Georgian architecture and worldrenowned festivals of literature and music. The famous race course is home to the Gold Cup. Stroud is home to an awarding-winning farmer's market, while Cirencester is a beautiful town in the heart of the Cotswolds.

Well connected

Thanks to excellent road, motorway and rail links, London is just two hours away and the cities of Birmingham and Bristol close by.











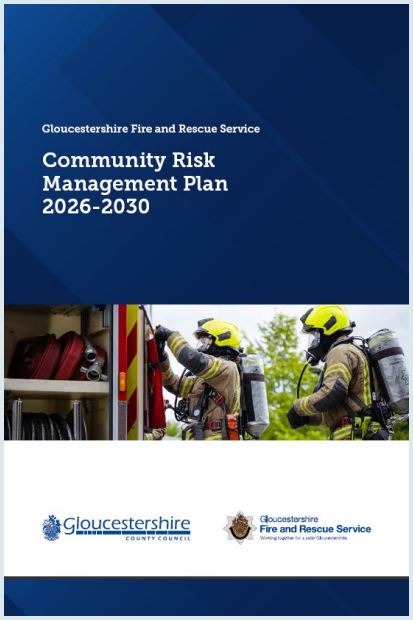


About Gloucestershire Fire and Rescue Service

Gloucestershire Fire and Rescue Service is an integral part of the County Council and incorporates other community safety related services such as Trading Standards, Coroners and Safe and Social Driving. It has a current revenue budget of approximately £30.4 million.

Gloucestershire Fire and Rescue Service has 21 community fire stations, 16 of these staffed by on call firefighters, with 32 frontline fire appliances strategically located across Gloucestershire. The Service has 189 wholetime firefighters, 233 on call firefighters, 21 control staff and 58 support staff.

Our focus on prevention, protection and response is carefully balanced to ensure our high standard of service delivery.



Community Risk Management Plan (CRMP) 2026-30

Gloucestershire Fire and Rescue Service Community Risk Management Plan (CRMP) sets out how we will make Gloucestershire safer over the next four years and identifies the greatest risks to the people and communities of Gloucestershire.

Our aims to 2030 (key objectives)

Aim A: Create a highly skilled and inclusive values-driven workforce by putting people first.

Aim B: Modernise our rural response model and ensure it is fit for the future.

Aim C: Adapt skills and assets to meet evolving risks, demand and legislation.

Aim D: Become a greener and more efficient service, and make a difference in our communities.

Aim E: Achieve outstanding assessments and be a partner of choice.

See our full plan here: Community Risk Management Plan (CRMP) 2026-30 | Gloucestershire Fire and Rescue Service

Our inspection and improvement journey

The October 2026 HMICFRS report recognised progress in fire protection, workforce planning, governance, financial planning, organisational culture, equality and diversity, and operational improvement. Many previous areas for improvement have been closed. We are proud of that progress, while remaining open about the work still required and committed to sustainable continuous improvement. Our full inspection report can be found here: Effectiveness, efficiency and people 2025–2027: Gloucestershire Fire and Rescue Service - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services.

About Gloucestershire Fire and Rescue Service

GFRS is part of Gloucestershire County Council. We deliver prevention, protection and emergency response services across the county, working closely with communities, local authorities, health, social care, police, ambulance services and other partners.

Our Mission and Values

Our Mission is

"Working together for a safer Gloucestershire"

Our Vision is to

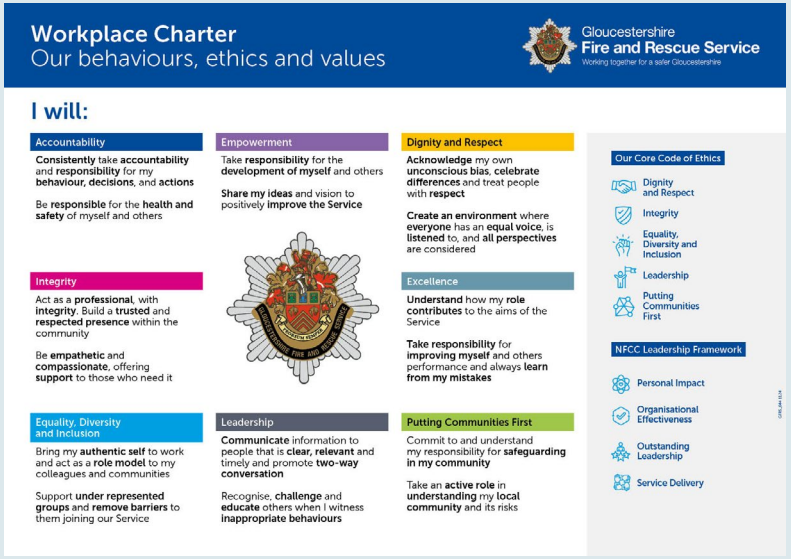
Create a positive workplace culture that empowers and supports our people to provide the highest standard of community safety and emergency response services to the communities of Gloucestershire

Our Workplace Charter

Our culture

Our Workplace Charter sets clear expectations for accountability, empowerment, dignity and respect, integrity, excellence, equality, diversity and inclusion, leadership, and putting communities first.

Our Workplace Charter sets the standard of behaviour and conduct for our staff on a day-to-day basis, ensuring everybody feels valued and respected. We are focused on bringing greater diversity across the Service and developing a culture where everyone demonstrates our values and is able to speak up when things are not right.





Useful Links

Core Code of Ethics
GFRS Website (www.glosfire.gov.uk)

The role

Competent Firefighter

As a competent firefighter with GFRS, you will work in line with the national firefighter role map, the NJC Scheme of Conditions of Service and relevant Service policies, procedures and operational guidance.

You will be part of both an emergency response and community safety team. You will help prevent emergencies, minimise their impact and intervene effectively when required, always working within a safe and professionally accountable environment.

What we are looking for

We are looking for competent firefighters who are operationally credible, community focused and committed to the behaviours expected in a modern fire and rescue service. You will:.

- Act with integrity, professionalism and personal accountability.
- Put communities first and understand local risks and needs.
- Treat people with dignity and respect and actively support equality, diversity and inclusion.
- Create trust through open communication, active listening and constructive challenge.
- Contribute to psychological safety by speaking up, learning from mistakes and supporting others to raise concerns.
- Maintain your operational competence, fitness, safety awareness and commitment to continuous professional development.
- Use evidence, professional judgement and learning to make sound decisions.
- Work collaboratively across teams, functions and partner organisations.
- Remain adaptable, resilient and positive during change.
- Look after your own wellbeing and contribute to the health, safety and wellbeing of others.

Main duties and responsibilities

- Respond safely, promptly and effectively to emergency calls and requests for assistance in line with operational procedures.
- Work respectfully with all members of the community, recognising different needs and ensuring inclusive service delivery.
- Provide fire safety advice and support prevention and community safety activity designed to reduce risk and harm.
- Undertake inspections and other activity associated with fire safety legislation, within the scope of the role and relevant competence.
- Maintain appliances, equipment and other operational resources in a state of readiness.
- Participate fully in training, exercises, simulated incidents, drills and development activity to achieve and maintain competence.
- Maintain the physical fitness required to perform the firefighter role safely.
- Complete records and routine administration accurately and on time.
- Promote and comply with health, safety and wellbeing requirements, including contaminant management arrangements.
- Promote the Service's commitment to equality, diversity and inclusion and challenge inappropriate behaviour.
- Contribute ideas, feedback and learning that improve team and Service performance.
- Undertake other reasonable duties appropriate to the role as directed by the Chief Fire Officer.



Leadership and behavioural expectations

The refreshed 2026 NFCC Leadership Framework describes how leadership should be demonstrated across fire and rescue services, regardless of rank, role or function. For this process, applicants should answer the provided questions as part of their application. See advert for specific details.

The full framework can be read here: Leadership Framework - NFCC.

The four behavioural areas

Personal impact ...

- ... ensures we value respect and promote equality, diversity and inclusion. It is about providing a positive presence for others, having personal integrity, and an ability to self-manage. The emphasis is on self-awareness and how we lead to create a positive, inclusive, open working environment, with a focus on ethics and wellbeing.

Outstanding leadership ...

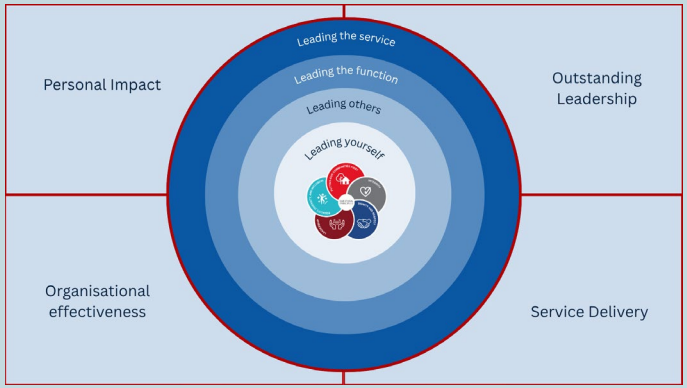
- ... is about supporting the development of high-performing teams by enabling others to reach their full potential. It is about communicating with integrity, being open and honest to foster trust, and building collaborative working partnership as an ambassador and role model for the fire and rescue service.

Service delivery ...

- ... is about delivering high-quality services now and into the future. It involves intelligent problem solving with an outcome-focussed approach towards service improvement and providing value for money. It emphasises how leadership translates tasks into results that meet community needs.

Organisational effectiveness ...

- ... is ensuring everything we do is linked to organisational plans and values. It is about driving the mission and ensuring decisions and actions are beneficial to the communities we serve. The focus is on the organisation and how we lead to continuously improve, innovate, and change.



Experience, knowledge and skills

Essential

- Current competence as a wholetime firefighter, or competence as an on-call firefighter
- Experience of working effectively as part of a team.
- Experience of working with communities and people from different backgrounds.
- Understanding of the role of a modern fire and rescue service in prevention, protection and response.
- Clear written and verbal communication skills.
- Ability to plan, prioritise, solve problems and work accurately.
- Ability to establish and maintain effective working relationships with colleagues, communities and partner organisations.
- Commitment to equality, diversity, inclusion, the Core Code of Ethics and GFRS Workplace Charter.
- Commitment to learning, development, operational competence and personal fitness.

Eligibility requirements

- Be a competent wholetime firefighter from a UK fire and rescue service, or a competent on-call firefighter who meets the stated service requirement.
- Have the right to live and work in the UK without restriction.
- Have no live formal disciplinary sanction and not be subject to a formal capability process at the point specified in the campaign rules.
- Hold a full and valid UK driving licence, subject to any reasonable adjustment considerations and the requirements of the role.
- Meet the medical and fitness standards required for operational firefighting.
- Satisfy pre-employment screening, references and Disclosure and Barring Service requirements where applicable.
- Be able to work at locations and on duty systems determined by the needs of the Service.

Terms and deployment

The role is subject to the NJC Scheme of Conditions of Service for Local Authority Fire and Rescue Services and relevant locally agreed arrangements. Successful applicants may be deployed to any appropriate GFRS location or duty system according to organisational need.

Application and selection process

Our commitment

We are committed to fair, transparent and inclusive recruitment. We welcome applications from all backgrounds and will provide reasonable adjustments for candidates who need them.

Stage 1: Online application

Complete the online application form and provide the evidence requested in the advert. **No CV is required**.

The closing date for applications is **Thursday 26th November**.

Stage 2: Leadership and behavioural evidence

After the closing date, you will receive an email acknowledging your application and providing your Applicant ID number. Please check your junk or spam folder to ensure you do not miss this email.

You will be sent a separate email from **ALICE* on Friday 27th.** Your ALICE submission must be completed by **midnight on Monday 30th**, giving you three days to submit your answers.

To help you prepare in advance, the four behavioural questions you will be asked through ALICE are provided below:

1. Please describe a situation where you have understood how your actions and behaviour impact on others.
2. Please provide a specific example of how you have taken pride and responsibility for the work you have done and how you have encouraged others to do the same.
3. Please explain a situation where you have spotted an opportunity to improve the way we do things for people.
4. Please outline an example of how you have previously been open to, and positively engaged with, new ways of working.

You may use these questions to identify and prepare suitable examples before receiving your ALICE email. However, your formal responses must be completed and submitted through ALICE within the stated timeframe.

When you receive the ALICE email, click the link and enter your Applicant ID number. You will then be asked to complete the four behavioural questions using the template supplied. There is a **200-word limit for each answer**.

Your answers must provide personal evidence of the values and behaviours detailed in the live advert. They should be concise, specific and based on examples that demonstrate the behaviours within the **refreshed 2026 NFCC Leadership Framework**, the **Core Code of Ethics** and the **GFRS Workplace Charter**.

** ALICE is a platform that uses artificial intelligence to analyse the answers you provide and support our recruitment team during the selection process.*

Word count: The word count for each question is limited to 200 words.

Application and selection process

Stage 3: Shortlisting

After the closing date your answers given to the questions in ALICE will be scored using AI technology as well as human assessors. The AI will "read" the application answers you provide and then score it using a scoring matrix provided by the GFRS recruitment team by utilising the NFCCs leadership framework.

The system will also provide us with a rationale for the score it has awarded, which will be based only on the information provided in your answers. Shortlisting decisions will be made by members of the GFRS recruitment team.

Stage 4: Evaluation

Shortlisted applicants will be invited to take part in role-related assessment activities designed to consider operational competence, judgement, values, behaviours, communication and leadership. The final format will be confirmed in the candidate information.

Stage 5: Interview

Successful candidates at evaluation will be invited for a formal interview.

Stage 6: Pre-employment checks and appointment

Offers will be subject to the required medical, fitness, reference, right-to-work, driving licence and other pre-employment checks. Appointments and any succession arrangements will be made in line with the published campaign rules and organisational requirements.

Contact and how to apply

For an informal discussion or a reasonable adjustment, contact: gfrsrecruitment@glosfire.gov.uk

Internal Staff: Apply using your SAP Success Factors log (GFRS on-call staff.)

External Staff: Apply through Gloucestershire County Council Careers.

Visit the GFRS website for more information about the Service.

Key Dates

Campaign opens - 9 November 2026
Closing date - 26 November 2026
Stage 2 Closing date - 30 November 2026
Shortlisting - By 4 December 2026
Evaluation - 8 to 11 December 2026
Interviews - 14 to 18 December 2026

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