**Information for candidates**

**The Process:**

The Oxfordshire Fire and Rescue Service Group Manager Promotional Board 2025 will consist of two phases:

**Phase 1:**

* Online Application Form
* CV (no more than 2 sides of A4). Please include work history, experience and qualifications
* Eligibility check
* Personal Statement marked against our organisation’s values

The deadline for Phase 1 submissions is 12 noon on Thursday 4th September 2025. Please note late entries will not be assessed. Please ensure your CV and personal statement are attached to your online application submission by the deadline.

The Personal Statement is to be completed on the document titled “Personal Statement Template” and attached to the online submission – candidates are encouraged to read the instructions carefully including the “Values” document which will provide guidance on the values themselves.

**Phase 2:**

* Leadership and Management Interview
* Presentation

Guidance on preparation for the Leadership and Management Interview and the topic for the presentation will be provided to candidates who successfully pass Phase 1. The interview and presentation will take place on the same day, which is currently scheduled for October 1st and 2nd 2025 at Service Headquarters in Kidlington.

**Eligibility:**

The eligibility criteria for candidates is as follows:

* Current serving UK Fire and Rescue Service Group Manager or current serving competent and substantive Station Manager
* Level 2 Incident Command System qualification
* Officer Emergency Response Driving
* Level 5 Apprenticeship in Leadership and Management (or equivalent BTEC/ILM)
* No current performance management action plans

**Level 3 ICS / Duty Officer:**

For Grey Book candidates successful at this process, as vacancies arise, there will be an expectation to join the Level 3 ICS / Duty Officer rota. Candidates will be expected to provide standby cover from a suitable location. For information on approved standby locations, please email Dave Edge on david.edge@oxfordshire.gov.uk to discuss.

**Results / Outcome:**

Candidates that are successful will be placed in a pool and offered roles as and when they arise.

Candidates will be enrolled onto the Group Manager Development Programme and expected to drive their own development along with their line manager.

**Salary:**

Candidates will be paid Group Manager Development rate of pay (plus 20% flexi duty allowance for being on the Level 3 operational rota) until the Group Manager Development Programme is completed and signed off at which point the candidate will move onto Group Manager Competent rate of pay (plus 20%).

**Further information:**

If you require further information, please contact GM Dave Edge by emailing david.edge@oxfordshire.gov.uk