

Assistant Chief Fire Officer

CANDIDATE RECRUITMENT PACK



Lincolnshire
FIRE & RESCUE



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1. Welcome

Thank you for considering the role of Assistant Chief Fire Officer for Lincolnshire Fire and Rescue Service.

Lincolnshire Fire and Rescue are seeking a Principal Officer to provide strategic leadership and help shape a unified, forward-thinking organisation

Reporting to the Chief Fire Officer, this position will support the delivery of the service's strategic objectives. We are looking for someone skilled in building inclusive and effective relationships, with a natural ability to inspire and develop others through a values-based approach. You will be focused on delivering solutions that align with the service's goals for continuous improvement. The successful candidate will have a proven track record of leading projects that have resulted in positive organisational change.

With a dedicated team of 700 staff, our people are at the heart of everything we do. They are passionate about serving the communities of Lincolnshire and helping to create a safer environment.

We are committed to our values, Trust, Help, Respect, Include, Value and Empower (THRIVE). These values align with the Core Code of Ethics for Fire and Rescue Services in England, which prioritises putting communities first, integrity, respect, leadership, and promoting equality, diversity, and inclusion.

To succeed in this role, you will need exceptional leadership abilities, experience in driving organisational improvement through the development and execution of effective strategies, and the capacity to inspire and motivate both colleagues and stakeholders.

We wish you every success in the process

2. Living in Lincolnshire



Lincolnshire, a picturesque county in the East of England...

...offers a unique blend of rural charm, historic towns, and growing economic opportunities. Known for its expansive countryside, rolling hills, and scenic coastline, the county is perfect for those who value a quieter lifestyle, yet still want access to modern amenities. Its historic city of Lincoln is a cultural hub, home to the iconic Lincoln Cathedral and Lincoln Castle, and features a bustling mix of independent shops, restaurants, and galleries.

Living in Lincolnshire provides an affordable alternative to the high costs associated with other parts of the UK, offering attractive housing options and excellent schools. The county is well-connected by road and rail to major cities like London, Nottingham, and Sheffield.

Whether you're drawn by the peaceful countryside or the thriving city, Lincolnshire offers a fulfilling place to live and work with a strong sense of community.

3. Job Advert

Assistant Chief Fire Officer (ACFO)

Contract Type: Permanent

Based at: Lincolnshire Fire and Rescue Headquarters, Nettleham, Lincoln

Salary: £120,047 with access to Service lease car scheme and Firefighter Pension Scheme

Closing Date: 18th August 2025

At Lincolnshire Fire and Rescue (LFR) we are committed to fostering a diverse, inclusive, and equitable workplace where all employees feel valued, respected, and empowered to contribute their unique perspectives. We believe that diversity in backgrounds, experiences, and ideas drives innovation and strengthens our ability to work together for safer communities.

Based at the joint Fire and Police Headquarters in Nettleham, you'll work closely with councillors, colleagues across Lincolnshire County Council, and partner agencies to drive forward innovation and improvement.

As a Principal Officer at LFR, you'll provide strategic leadership and help shape a unified, forward-thinking organisation. LFR takes pride in its strong collaborations with Police, Ambulance Services, and regional fire partners - partnerships that are central to delivering lasting impact for the communities we serve. Your leadership will support the delivery of our shared vision and objectives, aligned with both Lincolnshire County Council and Lincolnshire Fire & Rescue's business plans.



3. Job Advert

About us

LFR is driven by a clear purpose: Working together to keep our communities safer. This purpose is at the heart of everything we do and is the golden thread that runs through and drives every decision we take, investment we make, our plans and actions now and in the future.

About the role

This is a pivotal and high-impact leadership role at the heart of LFR and Lincolnshire County Council (LCC). As an Assistant Chief Fire Officer (ACFO), you will shape and deliver strategic priorities, working closely with elected Members, senior leaders, and key partners at local, regional, and national levels.

You will contribute to the development and implementation of service strategies that reflect the Council's vision, ensuring your portfolio delivers efficient, high-performing services that provide real value to our communities. You'll drive forward innovation, champion continuous improvement, and provide clear direction across your area of responsibility.

This is a highly collaborative role, requiring a visible, inspiring leader who thrives in a complex environment - someone who can motivate teams, manage performance, uphold high standards, and navigate competing priorities. You'll help shape the future of LFR while playing a key part in delivering the Council's wider ambitions.

Operationally competent candidates will also provide strategic command during incidents on a rotational basis, offering gold or silver-level leadership where required.

As a member of the Chief Officer Group, and a trusted Assistant Chief Fire Officer, you'll help lead cultural change, promote equality, and ensure services meet both statutory requirements and the evolving needs of our communities.

3. Job Advert

About you

We are seeking an individual who has the tenacity, enthusiasm and passion required of a strategic leader in a modern fire and rescue service. The role requires sound knowledge and experience of fire and rescue service delivery, operational command at all levels, integrated risk management planning, business, financial and succession planning, performance and people management and partnership working.

You'll need to be politically astute, experienced in partnership working and be able to evidence translating strategy into activity. We are looking for a natural leader who will demonstrate and bring to life our values-based culture.

We welcome applications from

- Substantive ACFO's or Substantive and fully competent Area Managers with a minimum of 12 months experience in role.
- Applicants must be assessed as competent to operate as Multi Agency Gold Incident Command or ICL level 4, with proven relevant experience managing operational incidents at this level.
- Applicants must be able to demonstrate experience of operating effectively at strategic level and have a track record of achievement.
- Applicants will need to evidence how they meet the essential criteria detailed in the person specification.

In return for your experience, skills and qualities you will receive excellent support from the team and an opportunity to further develop.

Further details can be found in the job description and person specification.

4. Recruitment Process

Recruitment Process Timetable



Application Form

Directly through the recruitment system - Applicants are required to submit their CV along with clearly demonstrating how they meet the criteria outlined in the ACFO Person Specification, which is available in the attachments to this advert. Please use the Personal Statement section to provide specific, evidence-based examples of your experience, skills, and achievements that align with the person specification.

Your statement should be no more than 2,000 words in total.

4. Recruitment Process

Psychometric Testing

If successful at initial sift, you'll be invited to complete psychometric testing to help us better understand your strengths. You will have 1 week to complete the test. You will then be offered a 1:1 feedback session to review the results.

Interview, Presentation & Stakeholder Panel

All candidates successful at the sift will be invited to an assessment day at LFR's Headquarters to carry out an interview, presentation & stakeholder panel.

Job Offer & Pre-Employment Checks

The job offer is conditional until completion of pre-employment checks, including:

- Confirmation of medical
- References
- Successful Lincolnshire Police vetting at Level 3 and proof of SC clearance (or will be required to apply if not already SC Cleared)
- DBS Check

Start Date

This will be decided based on the candidate's notice period and the completion of pre-employment checks.



Talent Pool

For individuals not appointed during the process but who meet the benchmark, we plan to retain you in our talent pool for any opportunities that arise within the next 12 months.

5. Our Offer

Along with Grey Book T&C's, we are offering:

Company Car

A vehicle will be provided to enable operational provision as required.

Continued Learning and Development

Opportunity to undertake a strategic leadership apprenticeship (e.g., L7 senior leadership or MBA), access to extensive network of mentors and coaches, as well as a personalised development plan.

Flexible Working Policy

[Flexible working policy - Policy overview - Lincolnshire County Council](#)

Relocation Policy

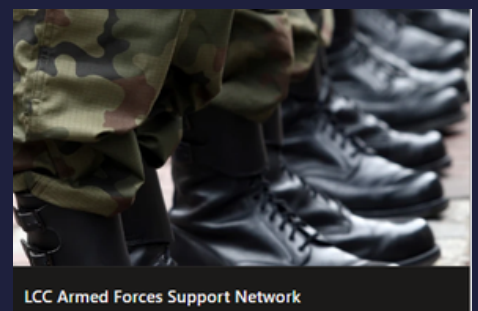
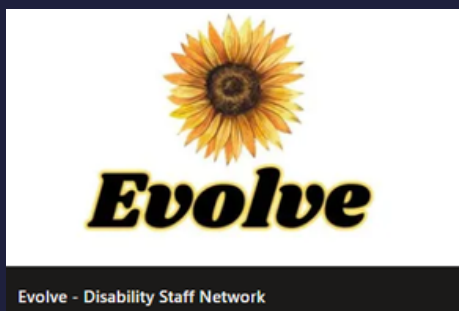
[Relocation policy - Eligibility - Lincolnshire County Council](#)

Health and Wellbeing

[Smarter Working: Health and Wellbeing Support](#)

Join our Staff Networks

A range of staff networks, encouraged and supported by our SLT.



7. Supporting Documents



Lincolnshire
FIRE & RESCUE

Community Risk Management Plan 2024 - 2028



NFCC Core Code of Ethics



NFCC Leadership Framework