

Operational Station Manager Selection Process 2025

Lincolnshire Fire and Rescue (LFR) is committed to supporting the development and progression of all staff and ensuring a fair and consistent approach to performance and promotion. LFR is an equal opportunities' employer. We value diversity and welcome applications from candidates from all backgrounds. We particularly welcome applications from sections of the community that are currently underrepresented at LFR.

The next Selection Process is due to run over W/C 25th August & 1st September.

The process will be as follows:

- Process Advertisement
- Application
- Sifting process
- Selection process

Advertisement

07/07/2025	Selection Process adverts & applications released
28/07/2025	Adverts close & application deadline

Eligibility Criteria

- In date Incident Command Level 1 qualification or equivalent is essential (Incident Command Level 2 will then be undertaken once in role). Incident Command Level 2 is desirable.
- Substantive and fully competent Wholetime Watch or Station Manager
- No active or pending disciplinary action/live sanctions
- No current or pending capability plans including documented informal management action outside the formal meetings covered in LCC policy
- In date Fitness Test – a predicted VO2 Max of no less than 36.8mls/02/kg/min is the minimum required.
- IFE Level 4 Certificate in Leadership and Management (old L4C Unit 5)
or
ILM Level 4 Leadership and Management, or equivalent
- IFE Level 4 Certificate in Fire Service Operations and Incident Command (old L4C Unit 3)

Application

An application form must be completed as detailed in the advertisement. Please ensure you demonstrate throughout the application how you meet the eligibility criteria.

The Selection Process is aimed at those individuals who wish to be considered for substantive promotion to Station Manager, or for sideways transfers.

Sifting Process

Applications will be marked and sifted against the eligibility criteria. The sift will assess whether the applicant meets the eligibility criteria as detailed in the advertisement.

If the application is successful, the talent and resourcing team will contact individuals with further information and to invite them to an assessment day.

If the application is unsuccessful, the talent and resourcing team will contact the individuals shortly after the closing date once the sift has been completed.

Selection Process



The station manager selection process involves the following elements:

A written report: topic and instructions provided following successful application. To be completed and submitted prior to the assessment day.

A presentation: The instructions for the presentation element will be provided on the assessment day. The delivery of the presentation element will be on the assessment day.

An interview with a panel: Conducted on the assessment day.

Further details on these elements will be provided to those individuals whose application is successful. All applicants invited into the selection process will be required to complete all elements – evidence from prior processes will not be accepted.

Reasonable Adjustment Requests

For candidates with neuro-divergence and disabilities, the process will operate a system of reasonable adjustments to those applicable parts (e.g. written report) to enable these candidates full access to the process whilst ensuring that the assessment process remains valid with all candidates receiving an equitable assessment experience.

For the applicable parts of the assessment process, LFR will mirror the IFE position for Reasonable Adjustments to provide continuity and clarity. Although reasonable adjustments must not compromise the validity and reliability of examination results, they should be based on individual needs and reflect the ways in which affected candidates normally work.

Applications for reasonable adjustments should be made clear on the application form.

Alternatively please contact RecruitmentFire@lincolnshire.gov.uk to discuss further.

Relevant contacts:

- Senior Talent and Resourcing Advisers: RecruitmentFire@lincolnshire.gov.uk
- Talent, Resourcing and Learning Manager: Lucy.Grundy@lincolnshire.gov.uk