

ROLE DESCRIPTION : Assistant Chief Fire Officer	
DIRECTOR AREA : Corporate – Fire and Rescue	
JOB TITLE: Assistant Chief Fire Officer (ACFO) Lincolnshire Fire and Rescue	
RESPONSIBLE TO : Chief Fire Officer (CFO)	
RESPONSIBLE FOR: Allocated areas of reference	
1.	Job Purpose :
	<p>To act as the corporate lead for the functional responsibilities within their specific role (see below) enabling delivery of the vision and objectives as described in Lincolnshire County Council's and Lincolnshire Fire & Rescue's business plans.</p> <p>To contribute, as part of Lincolnshire Fire & Rescue and the Corporate Directorate, to the creation of one organisation, giving leadership to the communities Lincolnshire County Council serves. Working effectively in partnership with others to develop effective corporate solutions to the challenges the Council faces.</p> <p>As a Principal Officer of Lincolnshire Fire & Rescue provide the strategic leadership and management as required by the references.</p>
2.	MAIN RESPONSIBILITIES, TASKS & DUTIES
	<p>Corporate Lincolnshire County Council (LCC) responsibilities</p> <p>To contribute and/or lead in the development and implementation of service strategies and delivery plans to meet the Council's targets and objectives. Assist in the delivery of the LCC Corporate Plan Success Framework</p> <p>To ensure that the relevant area of reference is appropriately organised and structured to meet the Council's statutory obligations and, where appropriate, any national and local performance indicators.</p> <p>To lead, inspire, develop and manage the performance of the people within their area of reference to ensure the effective delivery of services to the public.</p> <p>To look to continuously improve the services provided by the area of reference, identifying where possible, value for money savings and managing within allocated budgets.</p> <p>To be a key, part of the Chief Officer Group and to support the CFO to deliver LFR and LCC aspirations. To work with the LCC Executive, the relevant portfolio holder and elected Members to assist in the realisation of the Council's aspirations, aims and objectives and to support the democratic processes of the Council.</p>

	<p>To establish and develop effective strategic partnerships to enable delivery of the Service's objectives, working on a County, Regional and National basis.</p> <p>To ensure the way in which resources in the Service are managed reflects the agreed culture and style of the County Council.</p>
	<p>Assistant Chief Fire Officer responsibilities</p> <p>Represent the Fire and Rescue corporately within the County Council.</p> <p>Work with the Service Management Board to plan, lead and implement the strategy for the organisation to fulfil its statutory and corporate responsibilities.</p> <p>If the applicant is operationally competent, provide strategic advice and support to resolve operational incidents, attending operational incidents providing command, support and guidance (<i>as part of the operational rota</i>).</p> <p>Maintain awareness of current and potential issues relevant to the business of the Fire Service, making recommendations for future policy development where appropriate, to enable the Fire Authority to make critical strategic decisions in order to improve service delivery and undertake organisational development.</p> <p>Attend meetings, prepare and present reports to the Authority, associated Committees and other groups, providing professional advice and support to elected members as required.</p> <p>Act as a role model for leadership, change and diversity, ensuring that the Equality and Fairness at Work policy is upheld at all levels within the organisation.</p> <p>Deputise for the Chief Fire Officer when required.</p>
	<p>Role Specific responsibilities (<i>could be responsible for either: Response, Prevention and Protection, Resources or People – The role is likely to be fluid according to the needs of the service</i>)</p> <p><u>Response</u></p> <ul style="list-style-type: none"> • To ensure strategic oversight and delivery of the Service's response strategy to ensure provision of a timely, appropriate and resilient response capability. To include: <ul style="list-style-type: none"> – Operations – Fire Control – National Resilience <p><u>Resources</u></p>

	<ul style="list-style-type: none"> To ensure strategic oversight and delivery of the Service's resources strategy to ensure that the correct assets and resources are available, in a way which maximises value, to allow the Service to meet its aims and objectives. To include: <ul style="list-style-type: none"> - Asset Management (Fleet, operational equipment, property, ICT, operational support) - Community Risk Management Planning Process - Performance Management - Health & Safety - Service Assurance <p><u>Prevention and Protection</u></p> <ul style="list-style-type: none"> To ensure strategic oversight and delivery of the Service's planning, prevention and protection strategies to ensure: clarity on what needs to be done and how it will be done; a reduction in the likelihood of fires and other emergencies occurring and; regulation of the built environment to protect people, property and the environment from harm. To include: <ul style="list-style-type: none"> - Community Fire Safety - Community Fire Protection - Cadets <p><u>People</u></p> <ul style="list-style-type: none"> To ensure strategic oversight and delivery of the Service's objectives to have competent and confident workforce that reflect the needs of our communities. To include: <ul style="list-style-type: none"> - Learning and Development - Workforce Planning - Equality, Diversity and Inclusion To be the lead officer for consultation and negotiation with representative bodies on all Service matters Budget monitoring and planning
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Person Specification – Assistant Chief Fire Officer			
Directorate : Corporate - Fire and Rescue			
		Essential	Desirable
Education/ Professional Qualification	Educated to degree level or equivalent/Fire Service Executive Leadership Programme		A
	Level 7 qualification in strategic command or equivalent.		A
	Evidence of relevant recent and continuing managerial and professional training and development	A	
Experience	An impressive track record of developing services and translating local, regional and national requirements into practical outcomes	A/I	
	Effective performance in and contribution to corporate and strategic management in either the public or private sector or both	A/I	
	Extensive experience of working in partnership with a range of internal and external stakeholders to improve service delivery	A/I	
	Track record of challenging existing standards and costs of services through establishing organisational standards, effective performance management and use of best value principles	A/I	
	Strong and evidenced track record of delivering sustainable strategic level success	A/I	
Post specific experience	Practical experience of planning and managing financial budgets and resource allocation.	A/I	
	A track record of providing advice and support to stakeholders on a range of operational and strategic issues	A/I	
	Appropriate experience in the management of complex operational incidents	A/I	
Knowledge and Understanding	An understanding of the political, economic, legal and environmental context in which Lincolnshire Fire & Rescue Service operates within Lincolnshire County Council.		I
	Knowledge of methodology and issues affecting the management of change	I	
	Effective risk management	I	
Skills and Abilities	Ability to think strategically and apply analytical reasoning to complex problems	A/I/JRT	
	Ability to develop working relationships as part of the Service Management Team and with other colleagues/members	A/I/JRT	

	Ability to lead by example, provide direction and develop successful teams and individuals to achieve objectives	A/I/JRT	
	Openness to change with the ability to drive and manage the change process, seeking opportunities to create and implement improved organisational effectiveness	A/I/JRT	
	Excellent presentational and communication skills, both written and oral	A/I/JRT	
	Ability to manage priorities effectively, develop and implement effective plans and assess their impact	A/I/JRT	
	Effective advocacy and negotiation skills	A/I/JRT	
Personal Attributes	Political judgement and sensitivity inspiring the confidence of Members, colleagues and partners	A/I/JRT	
	Personal commitment to and understanding of diversity issues in aspects of service delivery and employment issues	A/I/JRT	
	Demonstrates and supports fair and ethical behaviors, showing commitment to Fire Service Core Code of Ethics	A/I/JRT	
	Resilience whilst under pressure	A/I/JRT	
	Drive to achieve excellence and empower others	A/I/JRT	
	Enthusiastic, committed and self-motivated with a strong sense of direction	A/I/JRT	
	Demonstrating high levels of Trust and integrity	A/I/JRT	
	Situational Awareness – maintains an active awareness of the environment to promote safe and effective working	A/I/JRT	

Key: A = Application Form JRT = Job related Tests I = Interview