



HUMBERSIDE
Fire & Rescue Service

Humberside Fire and Rescue Service

Chief Fire Officer/Chief Executive

RECRUITMENT PACK



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Councillor Nigel Sherwood

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Independently accredited
menopause friendly
employer



1. Foreword



A message from the Chair, Humberside Fire Authority, Councillor Nigel Sherwood

Thank you for your interest in the position of Chief Fire Officer / Chief Executive at Humberside Fire and Rescue Service.

This is an exceptional opportunity to lead one of the UK's most forward-thinking and high-performing fire and rescue services.

Our organisation is proud and committed to deliver outstanding service to the communities of Hull, East Riding of Yorkshire, North East Lincolnshire, and North Lincolnshire, and we are proud of the strong partnerships and collaborative culture that underpin everything we do.

In our most recent inspection by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), we were rated 'Outstanding' for our understanding and prevention of fires and other risks. The report highlighted our pioneering initiatives, including partnerships with local health bodies and our falls response team, which has successfully reduced demand on health services for over a decade. The inspection also praised our adaptability to local needs, our dedication to staff wellbeing and mental health, and our relentless drive to evolve and improve for the benefit of all.

Looking ahead, we face both challenges and opportunities as the landscape of fire and rescue continues to change. I am confident that, together, we will achieve our vision of being a leading fire and rescue service with a clear mission: to make our communities safer and stronger.

Our region is unique, home to high-hazard industry and areas of outstanding natural beauty, with communities as diverse as the environment itself. Equality, diversity, and inclusion are therefore central to our values. We want our people, our services, and our culture to reflect and respond to the diverse needs of all.

We are now seeking an exceptional leader to take on the role of Chief Fire Officer / Chief Executive. This individual will build on our proven track record of excellence, role model our values and ethical behaviours, and foster a culture of inclusivity. Personal resilience, integrity, and a commitment to innovation will be essential to drive forward our ambitious plans and deliver outstanding services for our communities, both now and in the future.

Thank you for considering this opportunity. We look forward to receiving your application.

Councillor Nigel Sherwood
Chair Humberside Fire Authority

2. The advert

Chief Fire Officer/Chief Executive

Contract Type: Permanent Contract

Job Function: Executive Board

Closing Date: Midnight on Monday 19 January 2026

Based at Fire Service Headquarters in Hull

An exciting opportunity has arisen to join Humberside Fire and Rescue Service, an innovative, high performing organisation which has ambitious plans for the service it provides to the communities of Hull, East Riding of Yorkshire, North East Lincolnshire, and North Lincolnshire. The Fire Authority is seeking a suitably qualified and experienced professional to be their next Chief Fire Officer/Chief Executive leading Humberside Fire and Rescue Service into the future. The successful applicant will lead the Authority's Executive team, providing strategic leadership, influencing the vision and direction of the Service.

Benefits package:

- Attractive salary and pension benefits
- Access to a pool car to provide continuous duty
- Free car parking
- Relocation Assistance Package
- Access to an Employee Assistance Programme
- Access to Health Care plan
- Sports and Welfare Association with free use of gym

We are seeking an individual who has significant experience in a corporate environment, a supportive and inclusive leadership style, and a high level of emotional intelligence. You will be a driven, self-motivated and credible, with excellent communication skills with the ability to build and maintain strong working relationships with a range of stakeholders and partners. Political acumen, the ability to deliver substantial programmes of change, and a commitment to continuous improvement within the service are essential.

Applicants must have extensive experience at a senior executive level, have a relevant degree (postgraduate) appropriate to the post and have completed a MAGIC course. You should be qualified to and operating at Fire Service Incident Command Level 4. As part of the Principal Officer Gold rota, you will need to maintain a permanent base within the Humberside Fire and Rescue Service area.

3. Recruitment timetable process

Timetable:



Appointments Panel Date (to include Humberside Fire Authority Appointments Panel Presentation and Interview, and Partner Panel Interview).

Appointment is subject to satisfactory pre-employment checks which includes completion of the Non-Police Personal Vetting (NPPV) Level 3 clearance and National Security Developed Vetting (DV) Clearance , references and medical including a fitness test.

For an informal discussion about the role please contact Chief Fire Officer, Phil Shillito, on 01482 567417 (PA to CFO).

Humberside Fire and Rescue Service 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 under-represented at Humberside Fire and Rescue Service, including women, ethnic minorities and applicants with disabilities.

4. Role description and person specification

Job title

Chief Fire Officer/Chief Executive

Job purpose and summary

The Chief Fire Officer is responsible for discharging, on behalf of the Fire Authority, the requirements placed upon it by the Fire and Rescue Services Act 2004 and other legislation as determined by the Fire Authority. The Chief Fire Officer is responsible for providing strategic leadership and direction to achieve the objectives of Humberside Fire and Rescue Service.

Responsible to

- Humberside Fire Authority

Responsible for

- Executive Team – Deputy Chief Fire Officer, Assistant Chief Fire Officer and Executive Director of Finance/Section 151 Officer

Job location

Service Headquarters, Summergroves Way, Kingston Upon Hull, HU4 7BB.

Key accountabilities

- To be accountable to the Fire Authority for the discharge of its statutory obligations
- To take command of operational incidents at Strategic/Gold level in accordance with the Principal Officer rota
- To provide strategic leadership and direction to the Executive Leadership Team, and their representatives in their absence
- To provide and promote highly visible and authentic leadership across the Service, building a culture of trust, ensuring all aspects of the Service drive continuous improvement, achieving Service standards and objectives

- To provide vision, direction and leadership to the Service ensuring staff are motivated to achieve the Service's objectives
- To oversee corporate planning, governance and project/change management initiatives, ensuring the desired benefits are realised
- To act as the Principal Advisor to the Authority and its Members, providing advice and support as required to ensure Authority Members are equipped to fulfil their role and make effective decisions
- To support colleagues to ensure the production and delivery of a strategic plan that is achievable in terms of cost, time and resources and which is focused on delivering Service objectives
- To be responsible for the continuous development of the Service and its staff, ensuring that their skills are maintained to support the achievement of Directorate objectives
- To drive a strong performance culture, ensuring appropriate processes and systems are in place to measure and monitor performance
- To represent the Service on external working groups and projects
- To attend National, Regional and Local forums to influence the decisions of external stakeholders in order to protect the Service's interests
- To actively practice and promote the Service's Equality, Diversity and Inclusion and Health and Safety Policies and to conduct oneself in a manner that is always consistent with the Core Code of Ethics
- Carry out such other duties within the Service as from time to time may be required and which are commensurate with the grading of this post

Essential criteria

Experience	Assessed by
<ul style="list-style-type: none"> • Extensive experience at senior executive level across a range of fire service functions 	A&SP
<ul style="list-style-type: none"> • Experience of leading major/transformational change in a large, complex environment 	A&SP
<ul style="list-style-type: none"> • A track record of building positive relationships and providing advice and support to Elected Members on a range of operational and strategic issues 	A&SP
<ul style="list-style-type: none"> • Experience of negotiations with representative bodies within a highly unionised environment 	A&SP
<ul style="list-style-type: none"> • Experience of operational command at a strategic level 	A&SP

Education/Training/ Qualifications	Assessed by
• Relevant undergraduate or postgraduate qualification or evidence of commensurate experience	A
• Evidence of continuous professional development	A
• Successful completion of MAGIC	A
• Completed FRS Executive Leadership Programme (ELP) or currently undertaking the ELP, or have completed/be undertaking an equivalent post graduate level leadership programme, or relevant experience commensurate with the role	A
Knowledge and Skills	Assessed by
• An ability to plan, direct and evaluate performance in all areas of business activity	A&SP
• Possession of a thorough understanding of the political and economic context of the fire and rescue service in terms of government, governance, stakeholders and the community	A&SP
• Motivational, emotionally intelligent with a supportive and inclusive leadership style	A&SP
• Ability to engage effectively with a range of internal and external stakeholders at all levels	A&SP
• Highly driven, credible and self-motivated, with resilience and tenacity	A&SP
• An effective and balanced decision maker who leads by example, using innovative thinking to achieve the best outcomes	A&SP
• Highly effective communication and interpersonal skills	A&SP
• Thorough knowledge of Fire and Rescue Service terms and conditions	A&SP
• To be self-assured, confident, assertive and approachable	A&SP
• Appreciation of and a track record in, embracing equality, diversity and inclusion	A&SP
Work Related Circumstances	Assessed by
• Be willing to relocate to provide on call cover to attend any incidents in the Humber area within 2 hours	A
• Ability to be flexible in working hours, meeting the requirements of the continuous duty system	A
• A current, full, UK driving licence with the skills and aptitude for blue light response driving	A

Key: **A** = Application form **SP**= Selection Process

5. About us

Founded in 1974, Humberside Fire and Rescue Service serves the communities of East Riding of Yorkshire, Hull, North East Lincolnshire and North Lincolnshire. With a population of almost one million people, spread over more than 1,360 square miles, our area comprises of isolated rural settlements and farms, market towns and larger urban areas such as Hull, Scunthorpe and Grimsby.

We serve the Port of Grimsby and Immingham, located on the south bank of the Humber Estuary. The combined Port of Grimsby and Immingham handles 14% of all the UK's cargo; it is the busiest port by tonnage in the whole of the UK and the 5th largest trading estuary in Europe.

The River Humber is one of the major deep water estuaries in the UK. The deep water channel is 22 miles (35kms) long from the open sea at Spurn Point to Hull. The Humber starts at the juncture of the River Ouse and the River Trent and increases in width until, at its mouth, it is approximately 8 miles (13kms) wide between North Lincolnshire and East Yorkshire. The Humber has many canals and tributaries (including the rivers Hull, Ancholme, Derwent, Ouse and Trent).



The Yorkshire Wolds, a broad crescent of rolling chalk hills and valleys, arcs from the coast at Flamborough, towards Malton and then south to the Humber Bridge. The ancient market town of Beverley lies on the lower ground.

Businesses thrive in our area owing to the strategic coastal location and global connectivity. Business sectors include:

- Chemical
- Agriculture
- Food Manufacturing / Processing
- Ports and Logistics
- Energy & Renewables
- Advanced Manufacturing
- Visitor Economy and Tourism

Hull University is home to approximately 15,000 students, drawing students from all over the world.

Our region attracts around 19m visitors every year.

a. Service area

The area has a population of more than 900,000 people and covers a geographical area of 1360 square miles. Each of the four Unitary Authorities is very different and this makes the Service area very diverse, consisting of urban, rural and coastal communities providing many different challenges to the Service.



Discover how we're keeping our community safe. Watch our Community Risk Management Plan video, click below to start.



[For more information about the way we resource risk in the area click here for our CRMP.](#)

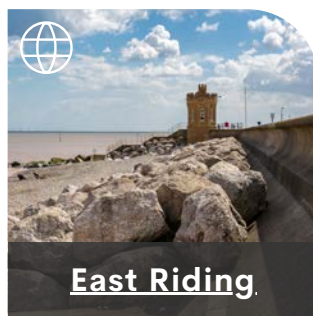
b. Living and working in the Humberside area

Humberside, is a former administrative county in eastern England, bordering the River Humber estuary and the North Sea. The area comprises parts of the historic counties of Yorkshire and Lincolnshire to the north and south of the Humber, respectively.

North of the Humber estuary lies the historic East Riding of Yorkshire, a landscape of rolling countryside and coastal beauty. Today, this area is governed by two unitary authorities: East Riding of Yorkshire and Kingston upon Hull. Hull, as it is often known by, is the region's vibrant heart, known for its rich maritime heritage and role as the main commercial centre.

Across the water, on the southern shore, is South Humberside, part of the historic county of Lincolnshire. This area is divided into North Lincolnshire and North East Lincolnshire, home to bustling towns and ports that have long been gateways to trade and industry.

The websites below give a good idea of what each of the respective unitary areas have to offer:



6. Background reading



Our Ethical Principles and Behaviours



Our Equality and Inclusion Priorities 2025-2029

Our Strategic Plan 2025 - 2028

Proud to serve our community



Deliver a Service that puts our communities first

- 1.1 Deliver a Service that works with other agencies to help reduce injuries and save lives
- 1.2 Deliver intelligence-led activities to prevent fires and other emergencies
- 1.3 Deliver regulated activities to protect the public from fire and other risks, using enforcement actions when needed
- 1.4 Deliver a control room with the highest standards of communication, organisation, and empathy, providing critical support to our communities in times of need
- 1.5 Deliver exceptional emergency response and availability standards, helping our communities during their most urgent times of need

Enable a positive and inclusive workplace culture

- 2.1 Enable and nurture a positive, inclusive workplace culture guided by our Core Code of Ethics
- 2.2 Enable the ongoing progress towards building a Service that reflects the diversity of the communities we serve
- 2.3 Enable the health, safety, and wellbeing of our staff at all times
- 2.4 Enable the recruitment and retention of a highly trained, skilled and diverse workforce
- 2.5 Enable a workplace environment where equality, diversity, and inclusion thrive, empowering staff to collaborate, be heard, and help shape the Service

Ensure an effective & efficient Service

- 3.1 Ensure a value for money service for our communities
- 3.2 Ensure effective and transparent governance arrangements open to scrutiny and accountability
- 3.3 Ensure operational practices that minimise our environmental impact and support the sustainability of the Service
- 3.4 Ensure resources are effectively managed
- 3.5 Ensure productivity and efficiency practices inform Service activities

Enhance Continuous Service Improvement

- 4.1 Enhance a culture of continued learning and improvement
- 4.2 Enhance communications and change management
- 4.3 Enhance collaborations locally, regionally and nationally leading on sector reforms and improvements
- 4.4 Enhance a culture of innovation to advance Service policies, processes and personnel development
- 4.5 Enhance the Service by continuing to work against and achieve performance benchmarks and professional standards



Check out our plans on our website

Our Mission Statement:

To protect and serve our community by delivering exceptional and inclusive emergency services, adapting to evolving risks, and ensuring the safety and resilience of all

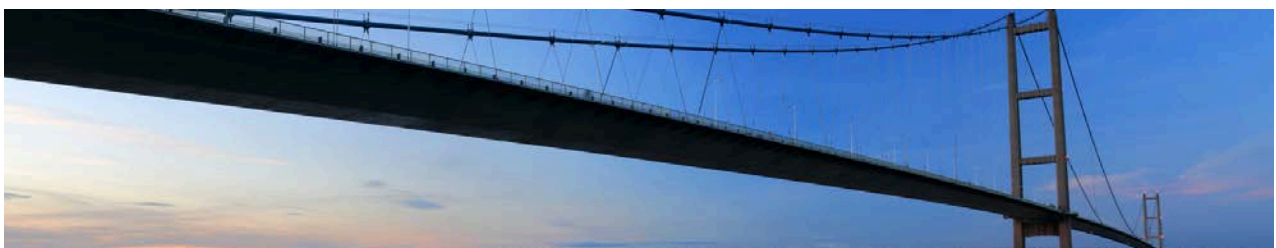
Supporting our Community Risk Management Plan



Our Strategic Plan 2025 - 2028



Our CRMP 2025 - 2028



Our 2050 Vision