



HUMBERSIDE
Fire & Rescue Service

Humberside Fire and Rescue Service

Group Manager Recruitment Pack

RECRUITMENT PACK



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Fire Officer, Phil Shillito

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Independently accredited
menopause friendly
employer



1. Foreword



A message from our Chief Fire Officer, Phil Shillito

Thank you for considering the role of Group Manager for Humberside Fire and Rescue Service.

This role is essential to the organisation as we follow our 2025-2028 Strategic Plan and look to continue to manage our resources effectively to keep communities in the Humber area safe, keep our firefighters safe and contribute to the emergency response capabilities of the United Kingdom.

This is an exciting and challenging role which offers an opportunity to influence, shape and secure the future of the Service.

I hope we can engage your interest and provide more information as we go through the process to help you decide if being a Group Manager with Humberside Fire and Rescue Service is right for you.

The post of Group Manager is available as a result of a recent internal promotion. You will support in the efficient and effective running of Humberside Fire and Rescue Service by providing strategic leadership and direction.

We are fortunate to live and work in an area which has something for everyone whether that be the vibrancy of city life, peaceful countryside or stunning coastlines, our region has it all! With good schools and low house prices, we really believe our area is something of a hidden gem.

We are committed to being an inclusive employer with a diverse workforce, whilst making a real and valuable difference to the safety of everyone who lives, works, travels or visits our area. This role offers a fantastic opportunity for you to influence and inform how we deliver those services whilst developing your own skills and experiences. Details of the role and an application form are included in this pack.

I look forward to receiving your application and can promise a rewarding job in a positive, energetic and progressive organisation.

Phil Shillito
Chief Fire Officer

2. The advert

Group Manager

Contract Type: Permanent Contract

Job Function: Corporate Leadership Team

Closing Date: Midnight on Friday 2 October 2026

Based at Fire Service Headquarters in Hull

Salary: £66,445 + 20% FDS Supplement (+ 7.5% Humberside GMDS supplement)

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 Lincolnshire and North-East Lincolnshire.

The Service is seeking to appoint ambitious and forward-thinking individuals who will put our communities first, act with integrity, dignity and respect and be positive role models, actively promoting equality, diversity and inclusion. Applications are invited from competent Station Managers and temporary/substantive Group Managers for our Group Manager Talent Pipeline.

Benefits package:

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

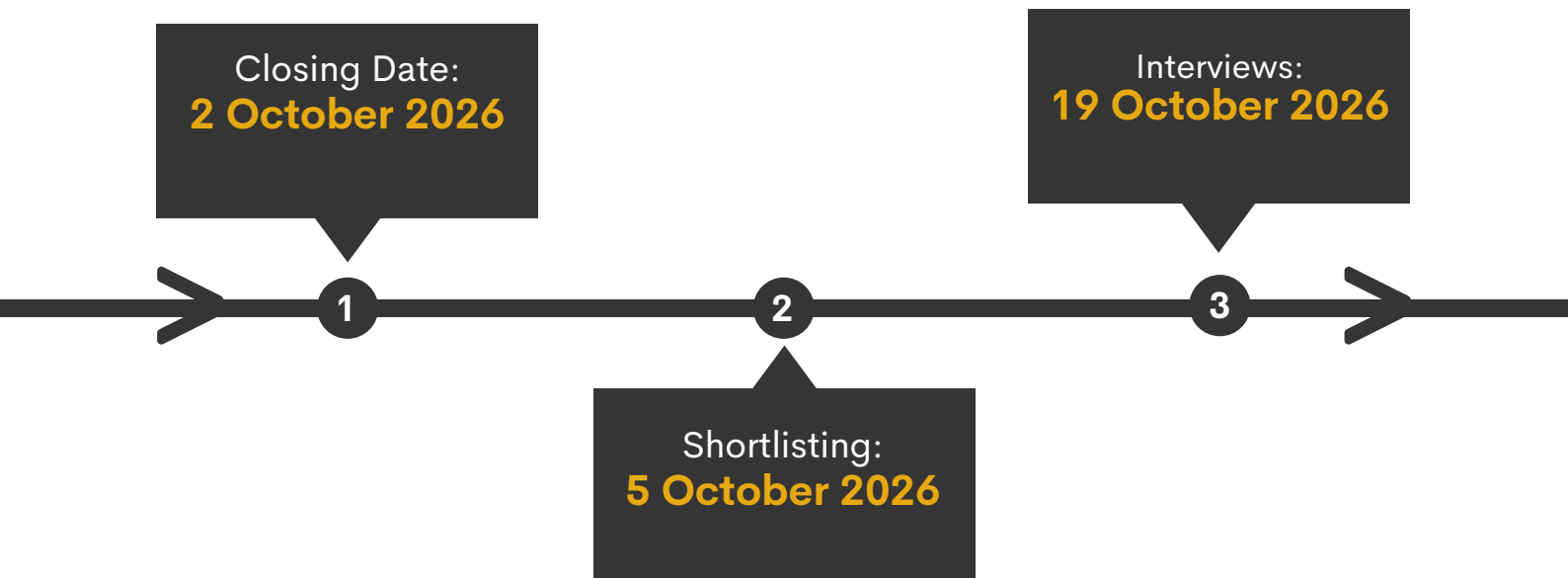
We are seeking an individual who has significant experience in a corporate environment, has a supportive and inclusive leadership style and a high level of emotional intelligence.

You must be a driven, self-motivated and credible individual. You will possess excellent communication skills with the ability to build and maintain strong working relationships with a range of stakeholders and partners. The ideal candidate will also have excellent political acumen, be able to execute substantial programmes of change and drive forward continuous improvement within the Service.

You will be an experienced and inclusive leader with a strong track record of leading people, delivering high-performing services and managing change. You will have excellent communication and stakeholder engagement skills, sound judgement and political awareness. You will be competent in the Station Manager role, hold the required IFE Level 4 qualifications and Incident Command Level 2 competency, and demonstrate a commitment to continuous improvement, wellbeing, equality and the Fire Service Core Code of Ethics. As part of the Group Manager rota, you will be required to provide operational response.

3. Recruitment timetable process

Timetable:



Appointment is subject to satisfactory pre-employment checks.

For an informal discussion about the role please contact Area Manager, Jason Kirby: jkirby@humbersidefire.gov.uk or by calling 01482 567509 (PA for Area Managers).

Humberside Fire and Rescue Service is an equal opportunities employer. We value diversity and welcome applications from candidates from all backgrounds. We are committed to preserving our inclusive culture and promoting a sense of belonging. We believe we grow and learn better with a diverse team of employees and, as a result, we always appoint the best applicants based on what they can bring to our organisation, drawing on the differences in who we are, how we think and what we've experienced.

Applications will be via the submission of an application form, outlining suitability for the role against the criteria set out in the person specification. We recommend that you read all sections of this recruitment pack and familiarise yourself with the CRMP, Strategic Plan and the 25 Year Vision document. Completed applications should be returned to the HR team by emailing: hr@humbersidefire.gov.uk by 23:59 on 2 October 2026.

4. Person specification

Prerequisite Specification

Experience	Assessed by
Leads, monitors and supports people to resolve operational incidents at a Tactical Level	A/SP/PDR
Leading, motivating and managing teams, individuals and projects across the Service	A/SP/PDR
Engaging with stakeholders at relevant levels of the Service and across partner organisations	A/SP/PDR
Determining solutions to hazards and risks identified through inspection and investigation	A/SP/PDR
Taking personal responsibility to put things right if they go wrong	A/SP/PDR
Monitoring the quality of Service delivery and sharing information so that people know how well we are performing	A/SP/PDR
Taking ownership of change and supporting others to understand, adapt and implement change	A/SP/PDR
Setting up communication processes to ensure that people in the team have access to accurate information	A/SP/PDR
Application of Joint Emergency Services Interoperability Program (JESIP) principles and procedures	A/SP/PDR
Monitoring the quality of Service delivery and sharing information so that people know how well we are performing	A/SP/PDR
Education, Training and Qualifications	Assessed by
Competent in Station Manager role regarding IFE- Level 4 Certificate in Fire Service Operations & Incident Command & IFE Level 4 Certificate in Fire Safety	AC/CMS
Incident Command Level 2 (Tactical) competency	AC/CMS
ERDT Light Vehicle Assessment (blue lights)	AC/CMS
Level 5 Ops/Dept Manager Apprenticeship (or CMI/ILM equivalent))	AC/CMS
External media training	AC/CMS
WIM (Water Incident Manager)	AC/CMS
NEBOSH Certificate	AC/CMS

Key: **A** = Application form **IP**= Interview Process **PDR** = Personal Development Review
AC= Application Course **CMS** = Management System

Ethical Principals and Underpinning Behaviours	Assessed by
Consistently displays Core Code of Ethics Principles and Behaviours in their personal work. Champions these across the Service	A/IP/PDR
Underpinning Knowledge	Assessed by
Detailed understanding of the Service, it's operations and partnership working	A/IP
Joint Emergency Services Interoperability Program (JESIP) principles and procedures	A/IP
Fire Sector knowledge	A/IP
H&S in the workplace	A/IP
Equality and inclusion issues with a commitment to fairness and dignity at work	A/IP
Equality Impact Analysis compliance	A/IP
Local & national political awareness	A/IP
Safeguarding and Prevent responsibilities	A/IP
HR policy to practice consistent application	A/IP
Skills/Personal Attributes	Assessed by
Communication skills that demonstrate an ability to set out a clear sense of purpose to the wider team	A/IP/PDR
Communicates with passion and integrity to maintain and elevate the reputation of the service to staff stakeholders and the public	A/IP/PDR
Making decisions based on sound rationale utilising appropriate information	A/IP/PDR
Demonstrates outcomes that are solution focused and innovative in their approach	A/IP/PDR
Self-starter taking responsibility for personal and team development	A/IP/PDR
Works without direct supervision	A/IP/PDR
Discretion and maintains confidentiality	A/IP/PDR
Team Working	A/IP/PDR
Effective and appropriate Media Communication	A/IP/PDR
Working Arrangements	Assessed by
24/7 rota system to attend incidents is required when working the GM rota system (Link to PDG)	IP
Be willing to provide a base in the Humberside area to facilitate on call provision	IP

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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.](#)

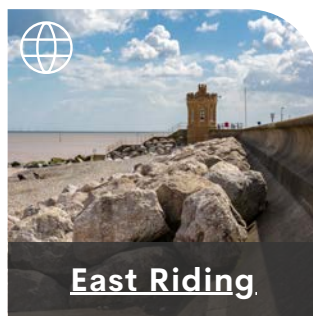
b. Living and working in the Humberside area

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 reform 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 25 Year Vision