

SOUTH WALES FIRE AND RESCUE SERVICE

CAN YOU MAKE OUR SERVICE STRONGER?

HEAD OF PEOPLE SERVICES **Salary £57,650 plus access to Service Lease Car** **Pay Award Pending**

South Wales Fire and Rescue Service is one of the largest, most successful and highest performing Fire and Rescue Services in the UK serving over 1.5 million people across 10 Constituent Unitary Authorities stretching from Bridgend to Monmouth and from Cardiff Bay to Brecon Beacons National Park.

We have built a reputation of excellence in the delivery of our services; from responding to emergency incidents to an impressive and outstanding range of preventative and education initiatives. South Wales Fire and Rescue Service is committed to making our communities the safest places to live, work and visit. By focusing on community protection, attracting and developing our people and making effective use of resources, we strive for organisational improvement and excellence.

South Wales Fire & Rescue Service seeks to appoint a Head of People Services that will uphold the Services values of being professional, caring, respectful, dedicated, trustworthy, dynamic, disciplined and resilient. The successful candidate will be able to demonstrate an enthusiastic and innovative approach to the leadership of a large Service area reporting directly to the Director of People Services.

This will be an opportunity for the successful candidate to enhance the culture and values of South Wales Fire and Rescue Service, providing strategic leadership, whilst building and maintaining high performance that will contribute to future services provided to the communities and people of South Wales. In addition to the demands of this challenging role there is a significant and exciting opportunity for the successful candidate to help develop the role of the Service within the context of public services within Wales and the rest of the UK.

The successful candidate will need to demonstrate strong planning, organisational and people skills. Excellent communication and relationship/networking skills will be key to advising Fire and Rescue Authority Members at a strategic level and to working in collaboration with the Welsh Government, other Fire and Rescue Services, and partner organisations.

We are looking for an individual with a broad range of experience and with the ability to make effective decisions based on sound judgement.

The successful candidate must be committed to fairness at work and will successfully achieve it by developing and effectively implementing appropriate strategies, through staff and service delivery.

The hours of work will generally be 37 hours per week. However, due to the nature of the role it cannot always be satisfactorily undertaken within a fixed working week, some element

of unsocial hours will be required for the performance of the posts responsibilities and being the Service’s representative at events.

These circumstances and the working arrangements of the Fire and Rescue Authority are likely to commit you to extended periods of availability and to a significant volume of work in addition to, and outside normal office hours.

The successful candidate will be expected to hold a degree within a HR field and/or have relevant senior managerial experience within an HR environment. The successful candidate must also be experienced with a track record of delivering positive change, effective employee development, positive industrial relations and successful performance management. Knowledge of relevant, current employment law is essential as is an understanding of the political, legal and financial dimensions of the role. You will need to be a strategic, creative thinker and a strong communicator. The successful candidate is expected to be an active member of the National Fire Chiefs Council (NFCC) through the Service’s corporate membership.

The post is based at Fire Service Headquarters, Forest View Business Park, Llantrisant, Pontyclun, CF72 8LX or any other of the Service’s locations.

For an informal discussion regarding the role, please contact the Director of People Services Alison Reed on 01443 232024.

To apply please follow this link: <https://www.southwales-fire.gov.uk/working-with-us/latest-vacancies/> Submissions are to reach the Recruitment team by noon on the 28th March 2023.

Appointment Schedule

Activity	Date
Assessment Centre	13 th and 14 th April 2023
Professional Interview – Executive Leadership Team	15 th and 16 th May 2023

SWFRS believes in the real value of having a diverse workforce and proactively encourage applicants from all sectors of the FRS community to apply.

We welcome applications in both English and Welsh.

