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| A close-up of a sign  Description automatically generated  **Deputy Chief Fire Officer**  **Shortlisting evidence Template** | |
| **Please complete the form below in FULL adhering to the 500-word limit for each of the shortlisting criteria (i.e. max of 1500 words). Then save in a Word document format and upload to the ‘supporting evidence’ section of the online application.**  **Please note that for shortlisting purposes we will be removing ‘Name’ and ‘National Insurance number’ and each candidate will be provided with a candidate number for anonymised shortlisting.**  **For any queries please contact** [**recruitment@southwales-fire.gov.uk**](mailto:recruitment@southwales-fire.gov.uk) **or for internal queries, please contact us via 24/7** | |
| **Anonymised Candidate Number (to be completed by FRS HR team)** |  |
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| **Question 1: Personal Impact** - Please outline how you have built trust and credibility at all levels to drive forward change and transformation. | |
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| **Question 2: Outstanding Leadership** – Please outline how you have developed high performing teams and driven up performance through a period of change and uncertainty. | |
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| **Question 3: Service Delivery** – Please outline how you have set a clear strategic direction in an organisation and how you engaged people in the journey | |
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| **Question 4: Organisational Effectiveness** – Please outline how you have taken steps to understand the effectiveness of an organisation and what steps you took thereafter. | |
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| **Closing date – 2nd July 2025 12:00 Midday** | |