

Candidate Information Pack

ASSISTANT CHIEF FIRE OFFICER / ASSISTANT CHIEF OFFICER

Buckinghamshire
Fire & Rescue Service
Making a difference together

A unique opportunity to lead a progressive emergency service, inspire our people and shape the future of community safety across Buckinghamshire and Milton Keynes.

disability confident COMMITTED

ARMED FORCES COVENANT
EMPLOYER RECOGNITION SCHEME
GOLD AWARD

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ABOUT BUCKINGHAMSHIRE FIRE & RESCUE SERVICE

Headquartered in Stocklake Aylesbury, Buckinghamshire Fire & Rescue (BFRS) serves a population of more the 800,000 in the South East of England.

We currently operate 17 fire stations across our community, housing 30 fire engines (known as pumps) along with a range of specialist and support vehicles . We also host 1 of the 19 Urban Search and Rescue (USAR) teams that are strategically located across England. Our pumps are deployed to meet daily demands and provide resilience and capacity to handle occasional large-scale incidents or multiple, smaller incidents simultaneously.

Buckinghamshire Fire & Rescue Service serves Buckinghamshire & Milton Keynes.

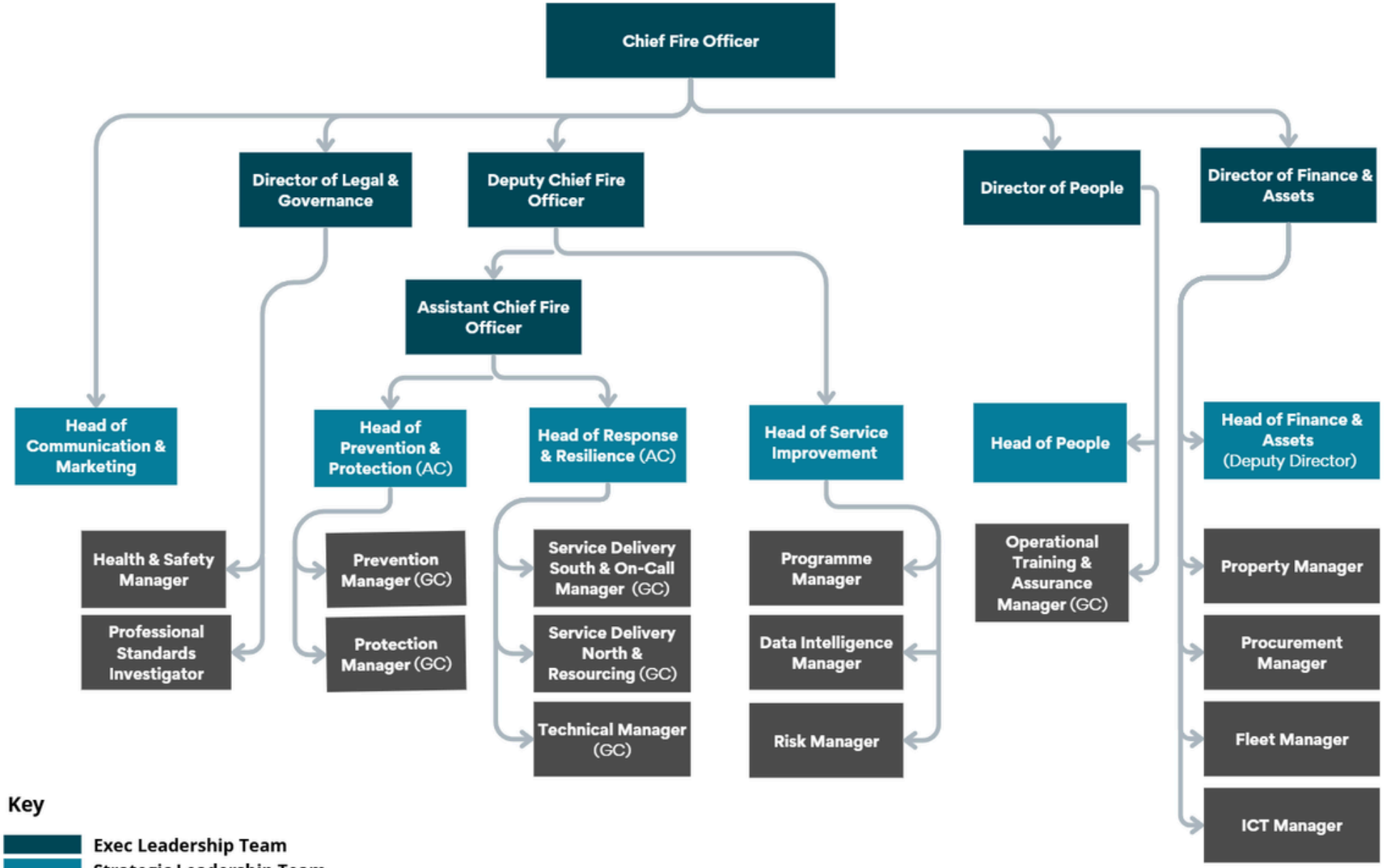


Map A, Location of Stations, Pumps and Specialist Vehicles and Boats

BFRS is also a proud signatory of the Armed Forces Covenant, and an Employer Recognition Scheme Gold Award holder. Details about what that means, including how we welcome applications from veterans of the armed forces, can be found here.



LEADERSHIP STRUCTURE



OUR PROMISE, VALUES & BEHAVIOURS

Underpinning our promise and our values are a set of core behaviours that clearly define what it means to work for us at BFRS. We believe these behaviours encourage a healthy workplace culture that values compassion, integrity and respect.

We create a welcoming, engaging and inclusive place to work, which inspires pride in our people . This is achieved through open and transparent communication, where everyone working within the Service feels safe and confident to offer ideas, feedback and speak up when things aren't right.

The combination of our promise, values and behaviours set the direction for how we deliver the culture we want to see within our Service, empowering our staff to make the right decisions over the lifetime of this CRMP, and into the future .

Our Promise

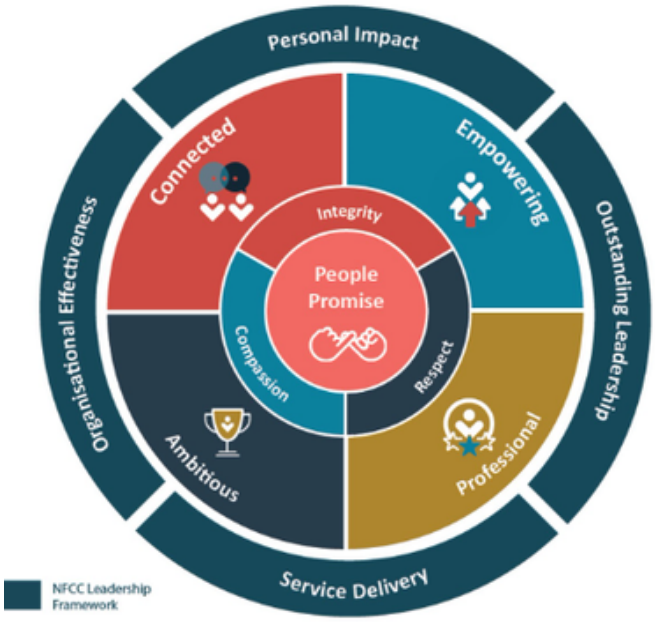
COMMITTED	DEDICATED	TOGETHER
to providing an excellent, modern and agile FRS for our community.	to having the right people, at the right time, with the right skills, to keep you safe.	we will work to protect and safeguard people and places.

Our Core Values

COMPASSION | INTEGRITY | RESPECT

Our Core Behaviours

PROFESSIONAL | CONNECTED | EMPOWERING | AMBITIOUS



OUR PUBLIC PLANS

At Buckinghamshire Fire & Rescue Service, we are committed to delivering an excellent, modern and agile service for the communities of Buckinghamshire and Milton Keynes. Our key plans set out how we reduce risk, protect people, and respond to emergencies effectively. From our long-term Community Risk Management Plan (CRMP) to our Annual Delivery Plan, these strategies show how we prioritise safety, inclusivity, and continuous improvement.

Explore our latest plans below to see how we're working together to keep our communities safe.



HMICFRS
Making communities safer



His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) has published its latest assessment of Buckinghamshire Fire & Rescue Service. The report recognises substantial progress since our previous inspection and identifies the areas where we need to keep improving.

The report contains no causes of concern and no recommendations.
It also identifies our Leadership and Behaviour Framework as innovative practice.

How we were assessed

HMICFRS independently assesses fire and rescue services across effectiveness, efficiency and people. This inspection covered ten assessment areas:

Assessment area	2025-2027 Grade	2023-2025 Grade
Understanding fires and other risks	Good	Requires Improvement
Preventing fires and other risks	Good	Requires Improvement
Protecting the public through fire regulation	Adequate	Inadequate
Responding to fires and other emergencies	Adequate	Requires Improvement
Responding to major and multi-agency incidents	Adequate	Adequate
Making best use of resources to provide an efficient and affordable service	Good	Requires Improvement
Promoting, embedding and improving values and culture	Good	Requires Improvement
Training and developing the right people with the right skills	Good	Requires Improvement
Ensuring fairness and diversity	Adequate	Requires Improvement
Leading people effectively	Good	Requires Improvement

ROLE PROFILE

ROLE DETAILS	
Role Title:	Assistant Chief Fire Officer (Operational) / Assistant Chief Officer (Non-Operational) - Director of Service Delivery
Grade:	Local T&Cs / Operational Commitment Allowances Apply
Service Area:	Service Delivery
Responsible to:	Deputy Chief Fire Officer

PURPOSE OF THE ROLE: *Why the role exists and what it has to achieve*

The Assistant Chief Fire Officer / Assistant Chief Officer is a pivotal executive leadership role, helping to shape a modern, ambitious and trusted fire and rescue service for Buckinghamshire and Milton Keynes.

Working as part of the Executive Leadership Team and wider Strategic Leadership Board, the postholder will lead with vision, integrity and purpose to deliver excellent services, strengthen community safety and resilience, and support our people to thrive.

The role will drive innovation, collaboration and continuous improvement across prevention, protection and response, ensuring the Service remains responsive to changing risks, focused on public value and committed to making a lasting difference for the communities it serves.

DIMENSIONS OF THE ROLE: *The key statistics associated with the role*

As a member of the Executive Leadership Team and wider Strategic Leadership Board, the postholder will provide strategic leadership across the Service Delivery portfolio, shaping the direction, performance and impact of Prevention, Protection and Response.

With oversight of a revenue budget of approximately £28.7 million and direct leadership responsibility for senior leaders across Response, Resilience, Prevention and Protection, the role influences a significant proportion of the Service's people, resources, culture and community outcomes.

Operating in a complex public service environment, the postholder will collaborate with elected members, regulators, partner agencies and stakeholders to strengthen service delivery, organisational resilience and community outcomes.

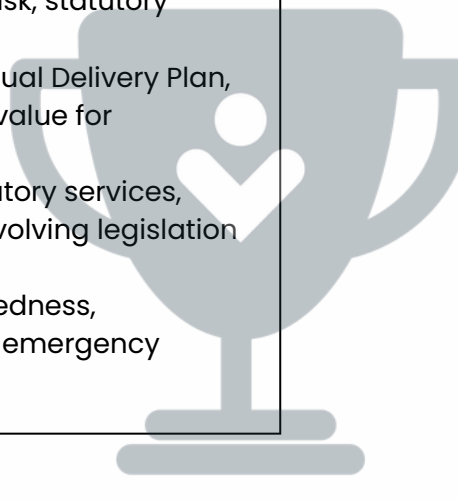
PRINCIPAL ACCOUNTABILITIES: What the role is accountable for and required to deliver

Personal Impact

- Provide visible, authentic and values-led leadership that reflects the Service's commitment to Compassion, Integrity and Respect, promoting an inclusive culture where diversity is valued, wellbeing is prioritised and people are empowered to perform at their best.
- Build trust through openness, professional credibility and ethical decision making, acting as a role model for the behaviours and standards expected across the Service.
- Lead with resilience, self-awareness and accountability, recognising the impact of leadership decisions on individuals, teams and organisational culture.
- Maintain a visible leadership presence across the Service and within communities, strengthening engagement, understanding and pride in the organisation and its people.

Service Delivery

- Provide strategic leadership across Prevention, Protection and Response, ensuring services are effective, evidence-led and aligned to community risk, statutory responsibilities and organisational priorities.
- Drive delivery of the Community Risk Management Plan and Annual Delivery Plan, ensuring the Service delivers outstanding outcomes and public value for communities.
- Lead strategic oversight of Protection, Building Safety and regulatory services, ·ensuring the Service responds effectively to national learning, evolving legislation and emerging risk.
- Ensure robust arrangements are in place for operational preparedness, community safety, fire protection, building safety, resilience and emergency response capability.



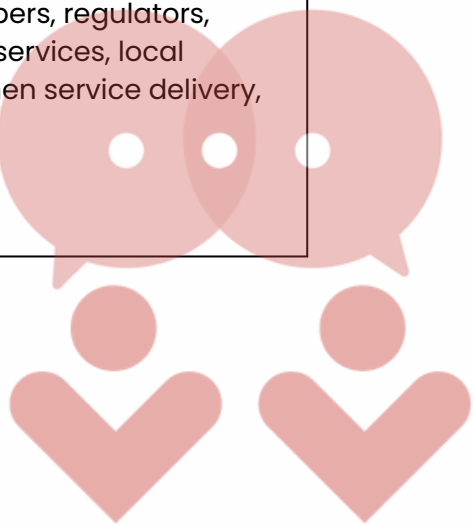
- Provide strategic assurance that operational performance, risk management arrangements and statutory duties are discharged effectively, proportionately and in line with Fire Authority expectations.
- Act as an authorised signatory on behalf of the Fire Authority in relation to Fire Safety legislation, ensuring enforcement and inspection responsibilities are fulfilled effectively.
- Maintain strategic oversight of emergency communications, mobilising, operational support and resilience arrangements, ensuring the Service can respond effectively to current and future risk.
- Promote evidence-based decision making, innovation and continuous improvement, ensuring resources are used effectively and deliver maximum value for communities.

Operational Command Responsibilities – ACFO only

- As an Assistant Chief Fire Officer, maintain Strategic Command competence and contribute to the Principal Officer rota, providing strategic command and leadership during major incidents, civil emergencies and significant operational or business continuity events.

Organisational Effectiveness

- As a member of the Strategic Leadership Board, contribute to the overall leadership, governance and long-term success of the Service.
- Work closely with the Chief Fire Officer, Deputy Chief Fire Officer, Executive Leadership Team and wider leadership team to shape a modern, progressive and high-performing organisation equipped to respond to future challenges and opportunities.
- Lead organisational transformation and continuous improvement, ensuring people, culture, systems, technology and operating models evolve to meet changing community expectations, emerging risk and national developments.
- Provide professional advice and strategic assurance to the Chief Fire Officer, Deputy Chief Fire Officer, Fire Authority and its Committees to support effective governance, informed decision making and delivery of corporate objectives.
- Ensure effective arrangements are in place for performance management, corporate governance, risk management, financial stewardship and organisational assurance.
- Promote accountability, responsibility and evidence-led decision making, ensuring resources are deployed efficiently, effectively and economically.
- Develop and sustain effective relationships with elected members, regulators, government departments, representative bodies, emergency services, local authorities, health partners and wider stakeholders to strengthen service delivery, organisational resilience and community outcomes.



Outstanding Leadership

- Create a culture of ambition, empowerment and high performance that supports organisational excellence and individual growth.
- Lead, develop and support senior leaders to achieve outstanding performance, creating an environment where accountability, innovation, collaboration and learning can flourish.
- Develop organisational capability through effective workforce planning, talent management, succession planning and leadership development, ensuring the Service has the capacity, capability and resilience required to meet future demands.
- Build constructive relationships with recognised trade unions and representative bodies, fostering trust, engagement and partnership working that supports positive industrial relations and successful organisational change.
- Act as a prominent ambassador for the Service, enhancing its reputation through positive engagement with communities, stakeholders, partners, professional bodies and media representatives.
- Champion a learning organisation that embraces feedback, reflective practice, innovation and continuous improvement, ensuring the Service remains an employer of choice and continues to deliver excellent, modern and agile services.

DECISION MAKING:

The postholder will operate with a high degree of professional autonomy, making strategic decisions that influence service delivery, public safety, organisational performance and the effective discharge of the Fire Authority's statutory responsibilities.

Decisions will often involve balancing risk, financial sustainability, organisational priorities and community outcomes within a complex and politically accountable environment. This role is politically restricted.

As a member of the Strategic Leadership Board, the postholder will act as a key strategic adviser to the Chief Fire Officer, Deputy Chief Fire Officer and Fire Authority, shaping organisational direction and supporting effective governance, assurance and decision making.

Operational Command Decision Making – ACFO only
As an operational Assistant Chief Fire Officer, the postholder will exercise Strategic Command responsibilities during major incidents and civil emergencies, making critical decisions that may have significant implications for public safety and organisational resilience.

CONTACT WITH OTHERS: *The frequent contact the role holder has with others and for what purpose*

Internal:

Develop collaborative and trusted relationships across the organisation, providing leadership, support, challenge and direction to enable a high-performing, inclusive and accountable culture. Work closely with the Chief Fire Officer, Deputy Chief Fire Officer, Executive Leadership Team, Strategic Leadership Board, Authority Members and employees at all levels to deliver organisational priorities and continuous improvement

External:

Build influential relationships with government departments, regulators, representative bodies, emergency services, local authorities, health partners, elected representatives and community stakeholders. Represent the Service locally, regionally and nationally to enhance reputation, influence policy and strengthen outcomes for communities.

PERSON SPECIFICATION

PERSONAL REQUIREMENTS:

The role holder will be required to

- Participate in continuous personal and professional development relevant to the role, including coaching and mentoring others where required.
- Protect and respect the privacy of individuals and ensure the responsible handling of personal information.
- Ensure health, safety, safeguarding, equality, diversity and inclusion responsibilities are understood, promoted and embedded within the area of responsibility.
- Support the effective implementation and embedding of relevant policies, procedures and organisational standards.
- Attend meetings, provide information in appropriate formats and undertake other duties within the broad spirit, scope, level and purpose of the role as reasonably required.

Behaviours we are looking for

· **Professional:** Upholds integrity, compassion and respect, values diversity and champions inclusion.
· **Connected**: Communicates with clarity, builds trusted relationships and manages stakeholders effectively.
· **Empowering**: Enables others to succeed, celebrates achievement and fosters collaboration.
· **Ambitious**: Embraces improvement, innovation and technology to deliver better outcomes.



REQUIREMENTS: Essential Criteria *The skills, knowledge, qualifications and training required to perform the role*

Qualifications & Training

The postholder will demonstrate a commitment to professional excellence and lifelong
learning. They will demonstrate the professional credibility and leadership capability required operating at a strategic level. They will maintain the knowledge, skills and qualifications necessary to provide executive leadership and professional oversight within a modern Fire and Rescue Service.

- Degree-level qualification, strategic management qualification, or equivalent evidence of executive-level leadership and management expertise.
- Evidence of continuing professional development in leadership, organisational development and business management.
- Full UK Driving License.

Operational Command – ACFO only

The postholder will maintain their knowledge, skills and qualifications necessary for operational competence and strategic command requirements of an Assistant Chief Fire Officer.

- Skills for Justice Award Level 4 in Strategic Incident Command in Fire and Rescue Services (QCF Level 7)
- Blue Light driving capability

Experience

We are seeking an inspiring and credible strategic leader with a proven track record of delivering organisational improvement, operational excellence and sustainable change within a complex and publicly accountable environment. The successful candidate will demonstrate the ability to lead through ambiguity, influence at the highest levels and deliver positive outcomes for communities, people and partners.

Strategic Leadership

- Significant experience operating successfully at executive or senior strategic leadership level within a complex, politically accountable organisation.
- Demonstrable success in leading organisational transformation, service improvement and cultural change.
- Experience of developing, implementing and evaluating organisational strategy, policy and service improvement programmes that deliver measurable outcomes. Experience of contributing as a member of a senior executive leadership team within a large, complex operational organisation, influencing organisational strategy, culture, performance and service delivery.
- Experience of leading and delivering organisational performance through the effective use of assurance, performance management and continuous improvement frameworks.

- Experience of leading operational service delivery within a Fire and Rescue Service or comparable emergency service environment.
- Proven ability to balance operational risk, public safety, organisational resilience and community impact when making complex strategic decisions.
- Experience of commanding, coordinating or providing strategic leadership during periods of significant operational challenge, major incidents, organisational disruption or civil contingency response.

Operational Command - ACFO only

- Operational Command and Service Delivery
- Experience of exercising Strategic (Gold) Command at emergency incidents, major incidents and multi-agency events, demonstrating sound judgement, decisive leadership and effective risk management under pressure.
- Experience of working effectively within multi-agency command structures and partnership arrangements to deliver coordinated outcomes during emergencies and major events.

People and Organisational Leadership

- A strong track record of building high-performing teams, developing leadership capability and creating a positive, inclusive organisational culture.
- Proven experience of leading organisational and individual performance improvement, creating accountability and delivering measurable enhancements in service performance.
- Experience of leading within an industrial relations environment and maintaining constructive relationships with recognised trade unions and representative bodies.
- Experience of workforce planning, talent management and succession planning to meet current and future organisational needs.

Partnerships, Governance and Influence

- Experience of working effectively with elected members, governance bodies, regulators and senior stakeholders in politically sensitive environments.
- Significant experience of building partnerships and influencing across organisational boundaries to improve service delivery and community outcomes.
- Experience of presenting complex information, strategic recommendations and assurance reports to Boards, Committees or equivalent governance forums.

Skills & Knowledge:

Strategic Leadership

- Ability to provide visible, values-led leadership within a complex operational environment.
- Ability to think strategically, shape organisational direction and deliver sustainable improvement.
- Demonstrates the leadership behaviours and expectations associated with the Service's Behavioural and Leadership Framework and the NFCC Leadership Framework at the "Leading the Service" level.

Operational Excellence

- Comprehensive understanding of Prevention, Protection, Response, community risk management and organisational resilience within a Fire and Rescue Service environment.
- Strong understanding of fire safety, building safety and regulatory enforcement responsibilities.
- Ability to maintain strategic oversight of operational performance and lead effectively during major incidents, emergencies and periods of significant organisational challenge.

Governance and Public Accountability

- Strong understanding of governance, assurance, risk management and public accountability within the public sector.
- Knowledge of Fire Authority governance arrangements, elected member engagement and committee decision-making processes.
- Strong financial and commercial insight, with experience of managing significant budgets and ensuring value for money, financial sustainability and effective resource allocation.
- Ability to produce clear, concise and evidence-based reports and strategic recommendations for senior leaders, elected members and governance bodies.

Partnership and Influence

- Exceptional communication, influencing and stakeholder management skills, with the ability to build trusted relationships across organisational, political and sector boundaries.
- Ability to represent the Service with credibility and professionalism at local, regional and national level.

Professional and Technical Expertise

- Comprehensive understanding of the Fire and Rescue Service operating environment, including the political, economic, legislative and regulatory factors influencing public service delivery.
- Proven ability to operate effectively under pressure, exercising sound judgement, resilience and adaptability in complex and demanding situations.

Additional Requirements

- Security Clearance and Enhanced DBS is required

Operational Command - ACFO only

- Able to meet Brigade Manager response standards and participate in the Principal Officer rota.
- Able to meet and maintain BFRS medical and fitness standards

REQUIREMENTS: Desirable Criteria

The ideal candidate will bring breadth of strategic leadership, sector insight and partnership experience that enables them to contribute beyond the immediate requirements of the role and help shape the future development of the Service.

Qualifications and Professional Development

- Relevant postgraduate or executive leadership qualification, such as an MBA, MPA, MA Management or equivalent.
- Fire Service Executive Leadership Programme, Executive Leadership Programme or equivalent senior leadership development programme.
- Evidence of continued professional development in executive leadership, organisational transformation or public service reform.

Operational Command – ACFO only

- Multi-Agency Gold Incident Command qualification.
- CBRN Strategic Command qualification.
- Evidence of continued professional development in operational command.

Experience

- Experience of leading Protection, Building Safety or regulatory functions within a Fire and Rescue Service or comparable environment.
- Experience of leading significant organisational transformation or improvement across multiple service areas.
- Experience of working with national bodies, government departments, inspectorates or sector-led improvement programmes.
- Experience of leading large-scale partnership initiatives across emergency services, local government, health or wider public service organisations.

Operational Command – ACFO only

- Experience of operating at Principal Officer level within a Fire and Rescue Service.

Knowledge and Understanding

- Detailed knowledge of the Fire and Rescue Service operating environment and the wider political, economic and social factors influencing public services.
- Strong understanding of the statutory role, powers and responsibilities of Fire and Rescue Authorities.
- Knowledge of contemporary issues affecting Fire and Rescue Services, including community risk management, building safety, protection, resilience and sector reform.
- Good understanding of corporate governance, strategic risk management and assurance frameworks within Fire and Rescue Services and the wider public sector.
- Awareness of emerging developments in leadership, organisational culture, workforce inclusion, technology and innovation that can enhance service delivery and organisational effectiveness.

ANY ADDITIONAL INFORMATION: *Information relevant to the role.*

The postholder will be expected to demonstrate flexibility, integrity, reliability and confidentiality in the way they work. This role profile will be supplemented by annual objectives, developed with the role holder, and will be subject to regular review. The Service reserves the right to amend or add to the content listed above where required.

Development Pathway to Assistant Chief Fire Officer

The Service recognises that talented leaders may join through non-operational or comparable sector pathways while demonstrating the potential to develop towards future fire and rescue operational responsibilities.

Where mutually agreed and supported by organisational need, the postholder may be offered a tailored development pathway to work towards the operational competencies required of an Assistant Chief Fire Officer. This pathway will be subject to assessment of capability, organisational requirements, agreed performance standards and the availability of suitable development opportunities.

Progression to an operational Assistant Chief Fire Officer role is not automatic and will require the successful attainment and maintenance of all relevant operational competencies, qualifications, assessment requirements, medical and fitness standards, and the ability to participate in the Principal Officer rota.

A tailored development programme may include operational command exposure through exercises, structured development, incident command mentoring, multi-agency training, operational knowledge development, driving competence and achievement of Strategic Command standards.

The content, scope and timescales of any pathway will be agreed between the postholder and the Service, taking account of existing experience, professional background, demonstrated capability and operational requirements. Applicants from comparable operational leadership environments, including other emergency services, blue-light organisations or the armed forces, may progress through elements of the pathway at an accelerated pace where prior experience and competence can be evidenced and assessed.

The postholder must be able to reside within a location that enables them to meet the response standards and attendance requirements associated with Principal Officer operational responsibilities.

TERMS AND CONDITIONS OF APPOINTMENT

Salary

Assistant Chief Fire Officer: £140,260.00
Assistant Chief Officer: £107,331.00 - £114,789.00

Annual Leave

35 days scale A, 2 days scale B, 3 days long service, 30 days if non-operational, plus bank holidays

Pension

The Authority operates two excellent public sector pension schemes, and membership will depend on background & expierence:

- Local Government Pension Scheme
- Firefighters' Pension Scheme

Abatement and Protected Pension

If are in receipt of a Firefighter's pension, before taking up employment with Buckinghamshire & Milton Keynes Fire Authority you are required to notify Human Resources as Abatement Rules may apply.

Additional Information

Residence requirements

Given the nature of the role and potential for 'out of hours' or rota call outs, it will be important to live within easy reach of BFRS Headquarters, Stocklake, Garside Way, Aylesbury HP20 1BD.

TERMS AND CONDITIONS OF APPOINTMENT

Disclosure and Barring Service Check

Given the nature of the role, an enhanced plus barred - Adult and Child DBS check will be requred.

Disability Confident Scheme (DCS)

As an inclusive employer, BFRS is a member of the Disability Confident Scheme under which, if you declare a disability when you apply, under most circumstances, if you meet the minimum criteria for the role, you will be guaranteed an interview.

Armed Forces Covenant Veteran Interview

Similar to the DCS if you have served, or are still serving in the Armed Forces, and you declare that when you apply, if you meet the minimum criteria for the role, you will be guaranteed an interview.

Politically restricted post

This post is politically restricted, which means you will automatically be disqualified from standing for or holding elected office, and these restrictions will be incorporated within your contract.

Further information

More information about BFRS can be found here: Join Us - Buckinghamshire Fire & Rescue Service



HOW TO APPLY

Application Details

Applications should be made via the e-recruitment system; **HERE**

(Internal applicants please log in using your iTrent Self Service username and password)

Application closing date: Midnight 6th December 2026
Assessment process: 15th December 2026

For an informal discussion about the role, please contact:

Simon Tuffley
Deputy Chief Fire Officer
stuffley@bucksfire.gov.uk

Buckinghamshire Fire & Rescue Service is committed to equality, diversity and inclusion and welcomes applications from all sections of the community.

We are an equal opportunity employer. Applications from people of any colour, race, nationality, ethnic origin, religion, sex, sexual orientation, marital status or disability are welcome. If there are any adaptions or adjustments, we can make to help you in your application, or with our recruitment process, please contact us via e-mail or telephone.

Everyone who works with us is required to have a DBS check. If you have any queries or concerns regarding this, please contact HR@bucksfire.gov.uk

APPLY

Applications Close:
6 December - Midnight

Shortlisting:
w/c 7 December

Selection Process:
15 December

Buckinghamshire Fire & Rescue Service values diversity and is committed to ensuring an inclusive recruitment process. Should you require any reasonable adjustments at any stage of the selection process, please contact chumphrey@bucksfire.gov.uk and we will work with you to ensure appropriate support is in place.

Lead with purpose, Protect communities, Shape the future.

Assistant Chief Fire Officer / Assistant Chief Officer

Closing Date: Midnight 6th December 2027

Salary: ACFO: £140,260.00
Assistant Chief Officer: £107,331.00 - £114,789.00

Contract Type: Permanent, Full time

Working Hours: 42/37 Hours per week

Location: Headquarters, Aylesbury, Buckinghamshire

Help shape the future of public safety, service excellence and community resilience.

This is a rare and exciting opportunity to join Buckinghamshire Fire & Rescue Service as our **Director of Service Delivery**, leading the services that make the greatest difference to the communities we serve every day.

As an Assistant Chief Fire Officer (ACFO) or Assistant Chief Officer (ACO), you will be a key member of our Executive Leadership Team, helping to shape the future direction of a modern, ambitious and trusted fire and rescue service serving more than 800,000 residents across Buckinghamshire and Milton Keynes.

This role offers the chance to influence strategy at the highest level while leading the delivery of critical services across Prevention, Protection, Response and Resilience. You will help ensure our communities remain safe, our organisation remains resilient, and our people are empowered to deliver their very best.

For operational applicants, this is a Principal Officer role with strategic command responsibilities. For exceptional non-operational candidates and those from comparable leadership backgrounds, this role offers a supported development pathway towards future operational competence where appropriate.

About us
Buckinghamshire Fire & Rescue Service is on an ambitious journey of transformation and improvement. Guided by our values of Compassion, Integrity and Respect, we are committed to delivering excellent services, strengthening community safety and building a culture where people can thrive.

We are proud of the difference we make every day through prevention, protection and emergency response, and we are looking for an inspiring leader who shares our ambition to deliver exceptional outcomes for our communities now and in the future.

About the role
Reporting directly to the Deputy Chief Fire Officer, you will provide strategic leadership across a significant service portfolio with responsibility for:

- Prevention, Protection and Response services
- Organisational resilience and emergency preparedness
- Fire safety, building safety and regulatory functions
- Community risk management
- Strategic partnerships and stakeholder engagement

As a member of both the Executive Leadership Team and Strategic Leadership Board, you will help shape corporate strategy, organisational culture, governance and performance, ensuring the Service continues to evolve and meet changing risks and community expectations.

You will oversee a significant operational portfolio and budget, while leading senior managers responsible for delivering safe, effective and efficient services across the organisation.

Operational responsibility (Assistant Chief Fire Officer)

For candidates appointed as an Assistant Chief Fire Officer, this role includes maintaining Strategic Command competence and participating in the Principal Officer rota.

You will:
- Provide strategic leadership during major incidents, emergencies and civil contingency events
- Exercise Strategic (Gold) Command responsibilities when required
- Maintain operational competence and incident command qualifications
- Meet and maintain the Service's operational fitness and medical standards
- Be able to meet Principal Officer response requirements

This is a highly visible leadership role requiring sound judgement, resilience and the ability to make critical decisions under pressure that have a direct impact on public safety and organisational resilience.

Development pathway (Assistant Chief Officer)

We recognise that outstanding leadership talent can come from a range of operationally complex environments.

Applications are welcomed from experienced strategic leaders who may not currently hold fire service operational command qualifications but can demonstrate significant experience leading large-scale operational services, emergency response environments or comparable complex, publicly accountable organisations.

Successful candidates appointed as an Assistant Chief Officer may have the opportunity to undertake a tailored development programme designed to support progression towards future operational competence, subject to organisational need and individual capability.

This may include:

- Structured operational development
- Incident command mentoring and coaching
- Multi-agency training and exercises
- Strategic command development
- Operational knowledge and resilience training
- Assessment against relevant competence and fitness standards

This pathway is not automatic, but reflects our commitment to developing exceptional leadership talent and building future capability within the Service.

About you

We are seeking an inspiring, credible and values-led leader with the vision, strategic insight and leadership impact to operate successfully at Executive level.
You will bring:

- Significant experience in a senior executive or strategic leadership role within a complex organisation
- A proven track record of leading organisational improvement, transformation and cultural change
- Experience of delivering high-quality services in an operationally demanding environment
- Strong strategic thinking and decision-making capability
- The ability to influence, inspire and lead through complexity and ambiguity
- Excellent relationship-building and stakeholder management skills
- Experience working within politically accountable or highly regulated environments
- A commitment to inclusion, collaboration and continuous improvement
- Experience of leading senior teams and developing future leadership capability

Why join us?

This is an opportunity to help lead a forward-thinking fire and rescue service at a pivotal point in its development.

You will join a committed Executive Leadership Team that is passionate about delivering better outcomes for communities, developing exceptional people and creating a modern, inclusive and high-performing organisation.

If you are an ambitious leader who wants to make a lasting impact on community safety, organisational excellence and public service delivery, we would love to hear from you.

Buckinghamshire
Fire & Rescue Service
Making a difference together

