



CAREERS IN EAST SUSSEX FIRE & RESCUE SERVICE



officer and the chief fire officer.

Not only can you progress with promotion but you can diversify your role and become a specialist within the service in a wide range of areas ranging from animal rescue through to business safety.

INTRODUCTION TO CAREERS

Every role in East Sussex Fire & Rescue Service helps make our communities safer.

We have a wide range of jobs within the Service – from our operational colleagues who work as firefighters, crew managers, watch managers, (Wholetime and On Call) station managers, group managers, area managers to the assistant chief fire officer, deputy chief fire

This is a career, not just a job and you'll never be stuck doing the same thing day after day.

There are also various support staff roles such as; control, health, safety and wellbeing, human resources, inclusion, training, estates, finance, IT, marketing and education officers.

All of our staff are passionate about serving our communities and, ultimately, helping create a safer place to live, work and visit. If you want to make East Sussex and Brighton and Hove safer consider joining us!



FIREFIGHTER ELIGIBILITY

- Over 17 and a half years old on the date you apply? (There's no upper age limit.)
- A UK/EU citizen or a permanent resident of the UK without any work restrictions?
- Able to speak at ease with our community and provide advice in accurate spoken English?
- Willing to get an LGV driving licence within two years of joining? (You don't need a driving licence to apply.)
- Confident with entering and working in water? (Water rescue training provided)
- You don't need any particular qualifications to become a firefighter however you'll be expected to sit tests at a similar level to English and Maths GCSEs.



WHAT DOES A FIREFIGHTER DO?

We make communities safer by working in partnership with others and to reduce death, injury, damage to property and the environment from fire and other emergencies.

Firefighters work in three key areas:

Prevention

Our firefighters work hard to reduce the risk to our communities through education and

engagement, delivering Home Safety Visits and working with local partners to run safety events and campaigns.

Protection

Firefighters take part in a wide range of events to reduce the risk to our communities by ensuring that premises covered under fire safety legislation (mainly businesses) are operating safely and within the law and our firefighters have a key role to play in this work.

Response

We respond, along with our emergency service partners, to help people at a range of emergencies to save life, property and protect the environment. These include fires in properties, cars and open spaces, road traffic collisions, animal rescue, floods and other natural disasters.



ON CALL FIREFIGHTERS

If you want to be a firefighter as well as having another career – you can! We have on-call firefighters in many parts of East Sussex and they work their normal job as well as being on-call to respond to emergencies when they happen. When on duty, the crew need to be within 5 minutes of the fire station.

An on-call firefighter could be called out two or three times a week, for a few hours at a time. The on-call

hours are based around people's availability and other commitments. To be an on-call firefighter, you must:

Would need to live or/and work within 5 minutes of your local fire station during those contracted times and attend 2 ½ hour Drill nights on station each week.



HOW TO APPLY AND THE PROCESS

Application form

The first step is to complete our application form to capture your details and establish your eligibility.

Behavioural Styles Questionnaire (BSQ)

The BSQ explores your preferred behaviours in a working environment.

Situational Judgement Test (SJT)

The SJT measures your judgement and decision making skills in situations typical in the Fire and Rescue Service.

Aptitude tests

Verbal, numerical and mechanical reasoning.

Bleep Test

A bleep test is a timed aerobic fitness test where you run between two points with the interval between “bleeps” decreasing so you have to speed up.

You will be required to achieve level 8.8 (equivalent of 42 VO2 Max) in order to pass this stage

of the process.

Fitness Test

You will need to undergo and successfully complete a Chester Treadmill Test which measures aerobic fitness. A 42vo2 max standard needs to be met.

Physical Testing

- Ladder climb - Whilst attached to a safety line, you'll climb a 12m ladder and carry out a selected task within a time limit.
- Casualty evacuation - A simulated rescue of a casualty. You will need to drag a 55kg dummy backwards around a 30m course around four cones within a set time.
- Ladder lift - You will need to raise the bar of a ladder lift simulator weighing 30kg to a height of 190cm to simulate housing a ladder back on an appliance.
- Equipment carry - You

will need to carry a variety of Fire Service items over a 25 metre course around two cones within a set time.

- Equipment assembly - You'll be asked to assemble and disassemble a piece of equipment following a series of diagrams within a set time frame.
- Enclosed space - You'll negotiate your way through a measured crawl way wearing a Breathing Apparatus facemask within a set time. Your vision will be unobscured/obscured and you will be asked to identify a number of objects during this test.

Medical

A full medical examination by the Service's Occupational Health Adviser is required.

Interview

Applicants will be invited to an interview.



VERNA LINGARD

CREW MANAGER

TRAINING CENTRE

For me, the best thing about working for the Fire Service is the variety. Not just with incidents but the opportunity to develop skills in other departments across the service too.

I absolutely love my role at Service Training Centre and the way it allows me to support my colleagues and improve our capabilities. I'm proud to be able to help the community and enjoy organising events and

engaging with people about what we do. As a Fire Cadet unit manager I feel privileged to work with young people and support them in achieving their goals too. ESFRS gives me the opportunity to be my best self and the support to achieve it.



KATE SANDS

WATCH MANAGER

ON CALL SUPPORT OFFICER

I always wanted to join the Fire Service as a young girl as my Dad was a Firefighter in London.

After 15 years in the Fire Service, I still love my job and feel passionate about what we do.

Our job is different every day and we never know what we might be called out to. I feel proud to work for the Fire Service and put on my Uniform to help my community.

The Fire Service offers plenty of opportunity to progress to leadership roles and develop skills across all areas of the Service.



BEX WASHINGTON

WATCH MANAGER

OPS, PLANNING & POLICY

I never dreamed the dream of driving a fire engine or be a hero firefighter as a young girl. After 10 years of working as an Actor, an advert to join the fire service caught my eye... the more I learnt about it, the more I wanted to be a firefighter. After 15 years of enjoying serving as a firefighter, fire behaviour training instructor, medical instructor, and Incident Commander, I am now a Watch Manager in Operational Assurance learning from all of our firefighters around the

country. I work with other fire services, other emergency services and the National Fire Chiefs Council to improve the way we work and the equipment we have and ultimately, the safety of our firefighters and our public. I love the variety of my job - to problem solve and resolve incidents involving the lives of our public.



PAULA WHEATLEY

STATION MANAGER

OPS, PLANNING & POLICY

I support both our own operational teams and our control room based in Surrey. I enjoy being part of a team and in a varied role, working together to be more efficient and effective.

Each day we have new challenges that we support each other through to find the best possible outcome and future improvements. My role allows me flexibility for a work life balance, allowing me to be a full

time working mum. I wear my uniform with pride.

We ensure that the control room and ESFRS crews have the support that they require and we arrange crewing cover to keep appliances available for the communities we serve.



KATIE CORNHILL

GROUP MANAGER

LEARNING & DEVELOPMENT

Leading the Training, Learning and Development department is an important role as all of our staff need training and support in achieving their goals, and of course the goals of the Service.

That's not just for ESFRS but ultimately for the communities we serve. It's really important to me personally that we deliver a high performing service with a safe and valued workforce that has the right mix of behaviours,

skills, knowledge and competence when and where the public need it.

I am proud of the Service I work for and of being a custodian of public safety. I am proud of being me in a uniform that represents everything I stand for in terms of effectively using our resources to realise the benefits that our communities deserve from their public services.

We have a caring and passionate group of people working together to make the Service stronger and more fit for purpose. Together we are making a difference to people's safety. Together we find ways to make us more effective. Together we are creating a caring team offering support to each other at challenging times. We make a difference to people in times of need. We make our communities safer.



JULES KING

ASSISTANT DIRECTOR

PEOPLE SERVICES

I have worked for ESFRS for 28 years. I started as a firefighter in Eastbourne. I didn't know that women could be firefighters but an advert said that applications from women were particularly welcome. When I first joined the service I was one of only very few women and firefighting was very much a male dominated service. This still remains the case but much work has been done on encouraging under-represented

groups to apply and I am active in encouraging women to consider a role in ESFRS.

For the first few years I felt very much like I needed to fit in, be one of the 'boys'. As I moved to different stations and watches I felt like I had to prove myself time and time again. However, I am proud to say this is no longer the case. As a service we value and appreciate differences in people, we make the best out of the diverse skill sets and strengths of a varied team of people.

It is so very important for ESFRS to represent the communities we serve and the more diverse the service is, the better the service we can provide to our communities.

When people are having their very worst of days I get the opportunity to make their day just that little bit better and that means so very much to me.



MARK MATTHEWS

ASSISTANT CHIEF FIRE OFFICER

I have always been driven by the sense of community and the sentiment behind Public Service. I feel extremely privileged to have worked for East Sussex Fire & Rescue Service (ESFRS) for 25 years.

ESFRS exists to reduce risk in the communities we serve, through prevention, protection and response services. Success therefore often results in lives being saved and injuries being prevented and I can not

imagine a more fulfilling purpose. Such purpose attracts a fantastic mix of characters and difference and it's this that makes ESFRS such an enjoyable and wholly fulfilling place to work.

I have undertaken 18 roles within ESFRS and I can honestly say I have enjoyed every one. I am extremely proud of what this Service stands for and the difference we collectively make to those in need.



DAWN WHITTAKER

CHIEF FIRE OFFICER & CHIEF EXECUTIVE

I enjoy my job because it is so varied and not only do I work with some great people, I know what we do helps people.

I would recommend a career in the Fire and Rescue Service because you really get an opportunity to make a difference to people and their safety and contribute to such a wide range of community work, as well as dealing with emergencies. There are some fab people, with a

real “can do” attitude. It gives me a real sense of fulfilment and has real meaning, it’s more than a job to me.



SIAN HEATHER

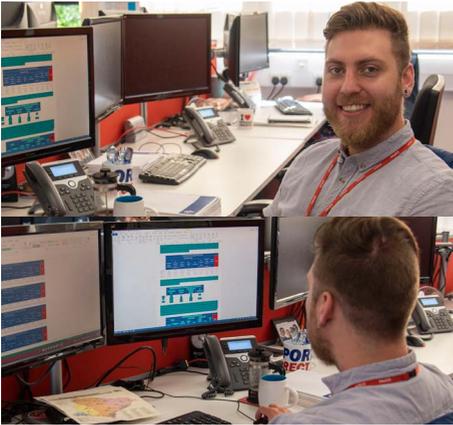
GRAPHIC DESIGNER & ON CALL FIREFIGHTER

My graphic and content design role for the service is incredibly varied, I provide and advise on graphics, photography, audio and visual services for service publications. The best part of my role is designing graphics to make firefighters and the community safer.

I combine my day job with being an on call firefighter. When the call comes in I drop what I am doing to respond.

I have always liked being active and working as part of a team. I love learning, stepping outside of my comfort zone and challenging myself. No incident is the same and you never know what to expect from your day.

The role of a firefighter is an incredibly rewarding career with plenty of opportunities to progress and diversify.



SCOTT HIGGINS

PLANNING & IMPROVEMENT ANALYST

We employ a team of professionals, from ICT specialists to HR and Finance professionals.

“The Fire and Rescue Service is respected and highly regarded by the public. Our primary function is to save lives and make the community safer, which is something I thought was really cool, and I wanted to be part of that.

Aside from all the

interesting data I get to analyse and research as part of my role, I think that the work is extremely rewarding - knowing that you contribute to saving people’s lives and help the community you live in is a great feeling!

I feel proud when I tell people I work for the Fire and Rescue Service. People always seem genuinely interested in what I do, and they see the value in what I, and the Service do.



highest risk young people in the service area.

The team work in partnership with key agencies such as the NHS, Sussex Police, the RNLI and third sector organisations, creating and running sessions about knife crime, peer-pressure, water safety, road safety and fire safety.

MICHAEL WARNER **EDUCATION OFFICER /** **FIREWISE ADVISOR**

I visit schools and education settings, teaching young people in Key Stages 1-3. All sessions are delivered through evidence-based, child-centred, engaging education and intervention programmes. The team also run Firewise scheme working with young people to reduce the likelihood of fire setting. We won a Silver iESE transformation award in how we use data insight to reach our

I trained as a Primary School teacher with a BA honours in Primary Education at the University of Brighton 10 years ago and have been working for East Sussex Fire and Rescue Service ever since. I enjoy the way my work has developed over the years and challenged me. I find the Firewise work in particular, extremely rewarding knowing that reducing fire setting behaviours I am making a real difference to the young people, enabling them to lead safer lives.



ELIZABETH CURTIS

COMMUNICATIONS MANAGER

Our communications team delivers a whole range of work – we run the website and intranet, we promote the Service on social media and in newspapers, on radio and television, and we produce posters, leaflets and lots of other graphics. Some of the fun things we've done include designing special "wraps" for fire engines and cars – obviously there's normally a serious message behind it but it's great to be able to use

our imaginations to create something new.

I also lead our Business Services team who support colleagues in numerous ways. They assist with internal communications, manage printing and organise our annual awards ceremony plus so much more!



VIKKI WATERS

EXECUTIVE ASSISTANT

I enjoy my job because it offers so much variety! From diary management and managing emails to producing high quality documentation and organising events. In my role I get to learn about different areas of the business such as operational decision making, programme management and HR matters. I enjoy being 'behind the scenes', helping others perform their roles more effectively.

I love working as part of a team where we all support each other and I also get to build relationships with a variety of different people, supporting Principal Officers in their local, regional and national roles. There is never a time when I am not busy - every day there is something different and there are always areas that require me to push myself and use my own initiative.



POLLY KETTLEY

SERVICE TRAINING CENTRE

On joining the training team I was initially surprised by the use of new technologies such as virtual reality simulators in developing firefighter skills. Digital solutions and new technology offer all kinds of possibilities for re-inventing training and ensuring their skills are kept up-to-date and able to respond to increasingly complex and unexpected emergency incidents. It's exciting to be a part of that.

Whilst my role is administrative and not operational, it may seem far removed from emergencies and the Incident Ground. However the Service is a team effort and I know that my work is valued and I am contributing to firefighter safety and ultimately the safety of the public.



COMMUNITY VOLUNTEERS

Community Volunteers are used to support the service in achieving its vision of safer and more sustainable communities across East Sussex and Brighton & Hove.

Community Volunteers undertake various supporting roles which include Telephone Befriending Scheme, Station Open Days, Cadets, Service Exercises and Careers Days.

Do you have good

interpersonal skills and confidence when talking to the public, the ability to acquire and develop (with training) a good understanding of Fire, Water & Road safety issues and other community safety messages, the ability to work well within a team and to follow instructions and commitment min 8 hours a month and reliability?

More information can be found on our website.



INCLUSION & DIVERSITY

We are committed to making our communities safer. We will achieve this by proactively approaching everything we do with fairness and impartiality, engaging and supporting all aspects of diversity in our communities.

Diversity helps create the strongest team possible and helps us connect with everyone in the communities we serve.

We will understand

our workforce and community, drive positive change and outcomes keeping the whole of our community safer.

Demonstrating inclusive behaviour and leadership throughout the organisation. We will be known for valuing our workforce and the communities we serve.

We will foster good relationships and be able to engage effectively with diverse communities.

We have a number of staff networks run by staff for our staff, including:



We also support:



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