

## ICT Department

**Role:** Provide IT and communications support to ensure systems are operational across the service.

**Education:** BTEC/NVQ Level 3 or Degree in IT, Computer Science, or related field.

**Essential requirements:**

- Relevant IT qualifications or experience.
- Problem-solving and analytical skills.

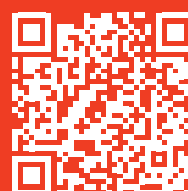
**Desirable:** Knowledge of systems used in emergency services.

**Recruitment stages:**

- Online registration
- Values-based interview.



To find out more about roles in Warwickshire Fire and Rescue Service, visit:  
[www.warwickshire.gov.uk/fireandrescuejobs](http://www.warwickshire.gov.uk/fireandrescuejobs)



## Operational Roles

### Wholetime Firefighter

**Role:** Respond to emergency incidents (fires, road traffic collisions, animal rescues), provide community education, and maintain equipment readiness.

**Education:** GCSEs grade 4 or above (or equivalent) in English and Maths preferred.

**Essential requirements:**

- Full driving licence
- Pass fitness and medical tests.
- Good communication skills.
- Ability to work in a team.

**Desirable:** Driving licence (LGV desirable but not mandatory).

**Recruitment stages:**

- Online application
- Online assessments - psychometric tests
- Values based assessment
- Role related physical assessment - ladder lift, ladder climb, manual dexterity, casualty carry, equipment carry and confined spaces
- Values based interview
- Medical and fitness assessments



### On-Call Firefighter

**Role:** Part-time firefighter available to respond when needed, often alongside other jobs.

**Education:** GCSEs grade 4 or above (or equivalent) preferred.

**Essential requirements:**

- Live or work within 5 mins from one of the on-call fire stations.
- Pass fitness and medical assessments.
- Be available for agreed cover periods.

**Desirable:** Local community knowledge.

**Recruitment stages:**

- Online registration
- Written assessment
- Role-related physical assessment
- Values-based interview
- Medical and fitness assessment

### Firefighter (Control)

**Role:** Handle emergency 999 calls, dispatch fire crews and provide critical information during incidents.

**Education:** GCSEs (or equivalent) in English and Maths.

**Essential requirements:**

- Strong communication and multitasking skills.
- Ability to remain calm under pressure.
- Good IT and typing skills.

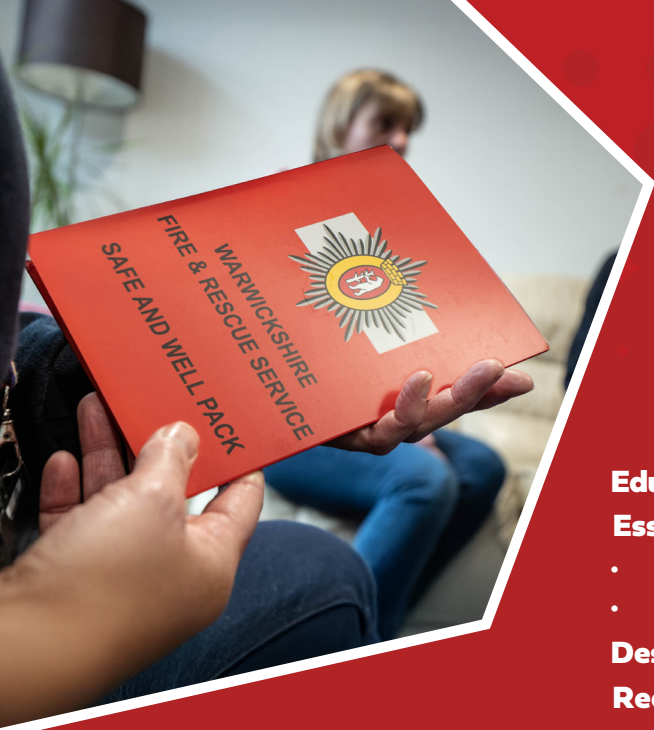
**Desirable:** Prior experience in call handling or emergency services.

**Recruitment stages:**

- Online registration
- Role related assessment (typing test and emergency call handling)
- Values based Interview







# Non-Operational Roles

## Fire Prevention Team

**Role:** Deliver community safety education to reduce the risk of fires and other incidents (e.g., school visits, safe and well visits).

**Education:** GCSEs (or equivalent) in Maths and English.

**Essential requirements:**

- Strong communication and presentation skills.
- Passion for public safety.

**Desirable:** Experience in community engagement or education.

**Recruitment stages:**

- Online registration
- Values-based interview



## Fire Protection Team

**Role:** Inspect regulated premises to ensure fire safety compliance with legislation.

**Education:** GCSEs (or equivalent) in Maths and English.

**Essential requirements:**

- ICT skills
- Attention to detail and analytical skills.

**Desirable:** Previous experience in inspections, risk assessment, or enforcement.

**Recruitment stages:**

- Online application
- Values-based interview and presentation.



## Technical Department

**Role:** Assist in the day-to-day operations of the Technical Support and Transport Departments. Maintain specialist firefighting equipment and ensure it is safe and operational.

**Education:** GCSEs (or equivalent) in Maths and English.

**Essential requirements:**

- Driving licence
- Flexibility and adaptability
- Be self-motivated and enthusiastic
- Ability to organise own workload

**Desirable:** Experience in maintaining emergency service equipment.

**Recruitment stages:**

- Online registration
- Values-based interview.

## Transport Department

**Role:** Maintain and repair fire service vehicles to ensure operational readiness.

**Education:** GCSEs (or equivalent) in Maths and English.

**Essential requirements:**

- Relevant vehicle maintenance qualifications.
- Experience with heavy vehicles.

**Desirable:** Experience in emergency service fleet maintenance.

**Recruitment stages:**

- Online registration
- Values-based interview.



## Occupational Health Team

**Role:** Support the physical and mental health of all staff, including fitness assessments and wellbeing initiatives.

**Education:** Degree/Diploma in occupational health, nursing, or related field.

**Essential requirements:**

- Relevant health-related qualifications.
- Strong people skills.

**Desirable:** Experience in occupational health or fitness assessments.

**Recruitment stages:**

- Online registration
- Values-based interview.



## Fire Hydrant Technician

**Role:** Inspect, maintain, and repair fire hydrants to ensure they are functional during emergencies.

**Education:** GCSEs (or equivalent) in Maths and English.

**Essential requirements:**

- Mechanical aptitude and practical problem-solving skills.
- Ability to work outdoors in all conditions.

**Desirable:** Knowledge of water systems or previous experience in maintenance roles.

**Recruitment stages:**

- Online registration
- Values-based interview.