

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



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

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



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



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.



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.

