



We are committed to safeguarding and promoting the welfare of children, young people and adults and expect all our employees to share this commitment. Our roles are subject to a DBS disclosure.



For more information on attaining a good physical fitness standard, visit:
www.warwickshire.gov.uk/wholetimefirefighters

Or email:
ffrecruitment@warwickshire.gov.uk



Wholetime Firefighter



Salary

**Trainee
(Phase 1)
12 Weeks
£29,169
per annum**

**Development
(Phase 2)
12 weeks – 24 months
£30,384
per annum**

**Competent
(Phase 3)
£38,881
per annum**

Salaries are correct in July 2025.

Firefighter salaries are reviewed and agreed annually through national negotiations. For the latest pay rates, please visit fbu.org.uk/pay-rates



The role

Applicants will need to have a strong desire to support the local community, an enthusiasm for working as part of a team, as well as a desire to learn and develop new skills.

The role of a firefighter is wider than responding to emergencies. Some of the other areas of work include:

- Carrying out Safe and Well checks for vulnerable people across the community.
- Educating young drivers to help minimise the risk of accident and injury.
- Conducting workplace fire safety inspections to help reduce risk across Warwickshire.
- Supporting our blue light colleagues in the ambulance and police services including dealing with medical emergencies and searching for missing people to dealing with road traffic collisions.
- Giving road and fire safety presentations at schools and local events
- Rescuing both people and animals when they are facing real danger, wherever they may be. These might be rescues from height, confined spaces or water.



Recruitment process

We operate a rigorous recruitment programme that takes place over several months.

Candidates are assessed on a range of attributes through both written and practical tests, a thorough background check and at interview stage. The process is designed to ensure that we recruit the best candidates.



Initial information

Firstly, we will ask you to provide us with your personal details and any other information we may need for monitoring purposes.

A full driving licence is essential to become a Wholetime Firefighter.



Psychometric tests

As has become standard practice with many recruitment programmes, we use online psychometric testing in order to gauge whether a candidate has the aptitudes we require. In our case, we assess candidates on numerical ability, verbal reasoning, problem-solving and risk assessment.

The tests are as follows:

- Situational judgement test

The situational judgement test presents you with a number of hypothetical scenarios of the type you are likely to encounter as a firefighter and requires you to select the response, out of a number of possible answers, which you think would be the best course of action to take.

- Verbal reasoning

This is a timed, multiple-choice test which will assess your ability to process written information.

- Calculation

The numerical test is designed to assess your ability to make basic numerical calculations and is timed and multiple choice. The questions involve interpreting numerical data from tables and graphs.



Values Based Assessments

This process will allow the Service to explore and measure an individual's values and behaviours against those identified by WFRS, Warwickshire County Council, the National Fire Chiefs Council's Core Code of Ethics. The assessment requires the candidate to participate in two of the three value-based assessment activities:

Group Physical –the group (6 individuals) will try and solve a physical problem with a set time frame (45 minutes)

Group Discussion – the group (6 individuals) is presented with a topic for discussion and are then injected with specific questions. The set time frame is 45 minutes.

Group Presentation – the group (6 individuals) is given a topic on which to base a presentation. This will require individuals to present an equal share to the panel. The group will be given a set time frame (35 minutes) to discuss and create the presentation, along with a set period for the presentation itself (10 minutes).

Health questionnaire

We will also ask you to complete an occupational health questionnaire. The information will then be reviewed and a judgement will be taken as to whether there are health issues that may affect your ability to do the job.



Practical selection tests

In order to ensure that you are able to handle fire service equipment, you will undertake a series of tests that will assess a range of attributes including your ability to work at heights, your manual dexterity, ability to combine your upper and lower body strength and your coordination.



Interview

During the interview you will be asked questions about your experience and skills. The answers you give will be used to determine your suitability for the role. The interview will also be an opportunity for you to ask any questions you might have about working for Warwickshire Fire and Rescue Service.



Pre-employment checks

If you are successful in all the previous stages we will then make a conditional offer that is subject to several pre-employment checks. Once these checks are complete we will be in a position to confirm an offer of employment.