



# Supervisory Recruitment Process

## FAQs

Following feedback from colleagues across WFRS and a complete service order revision, we are now running the first substantive promotion process, in conjunction with independent facilitators, T2.

This is a pilot process for crew and watch managers, and as such we will endeavour to clarify any points that may be raised as soon as possible. If your question has not been answered below, please contact recruiting manager Rob Hartrick.

### Question 1 - How was the new process created?

**Answer.** A working group of colleagues from across the service was established, a draft process created, focus groups and rep bodies engaged with and independent expertise (including West Midlands Employers and T2) sought for assurance purposes. The original working group was then disbanded to ensure no conflict of interest in the final product, and only staff who cannot avail of the process have been tasked with its pilot delivery, alongside external facilitators T2.

The outcome is a robust and fair promotion process, which we hope will give colleagues the transparency they have asked for when it comes to all future promotion processes. Transparency is key at every stage of this process.

## **Warwickshire Fire and Rescue Service**



## **Question 2 - A position I am interested in hasn't been advertised, should I apply?**

**Answer.** Workforce Tactical has identified several current vacancies, it is these vacancies that the Service is looking to fill substantively. Any subsequent vacancies will be filled on a temporary basis until the next process is ran and would be open to all, providing the essential criteria is met. However, the Service would encourage those who are interested in progressing their career to apply.

## **Question 3 - Am I able to give my preferences to the jobs I would like to apply for?**

**Answer.** Yes, preferences will be taken on stage three of the process.

## **Question 4 - I am On Call, am I able to apply?**

**Answer.** As with previous campaigns, On Call personal can apply to transfer into wholetime at the same rank they currently are, providing the essential criteria is all met.

## **Question 5 - I haven't completed the relevant IFE paper, but I have accredited prior learning and I have also sat the wholetime gateway exam. Am I able to apply?**

**Answer.** You will be eligible to apply. All future recruitment processes will require the relevant Incident Command and Operations IFE exam.

## **Question 6 - I have already passed the practical training assessment will I have to do it again?**

**Answer.** No, If you have previously passed this there will be no need to take this again. This will only be required for candidates who have never passed this previous. This will form part of the recruitment process for subsequent recruitment campaigns, we are honouring those who have previously taken it for this campaign.

