

Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

JOB APPLICATION PACK

www.mawwfire.gov.uk

Introduction

Dear Applicant,

Thank you for your interest in joining Mid and West Wales Fire and Rescue Service.

My vision is for our Service *'To deliver the best possible service for the communities of Mid and West Wales.'* Whilst we have a proud track record of achievement, we know that there is always room for improvement.

When people think of a career in the Fire and Rescue Service, they tend to think of Firefighters responding to emergency incidents, but it's not just Firefighters who make mid and west Wales a safer place.

Behind the operational scene, the Service has a large range of other posts within different departments which are either office based or in our workshops, and we employee people in professional, technical, and administrative roles.

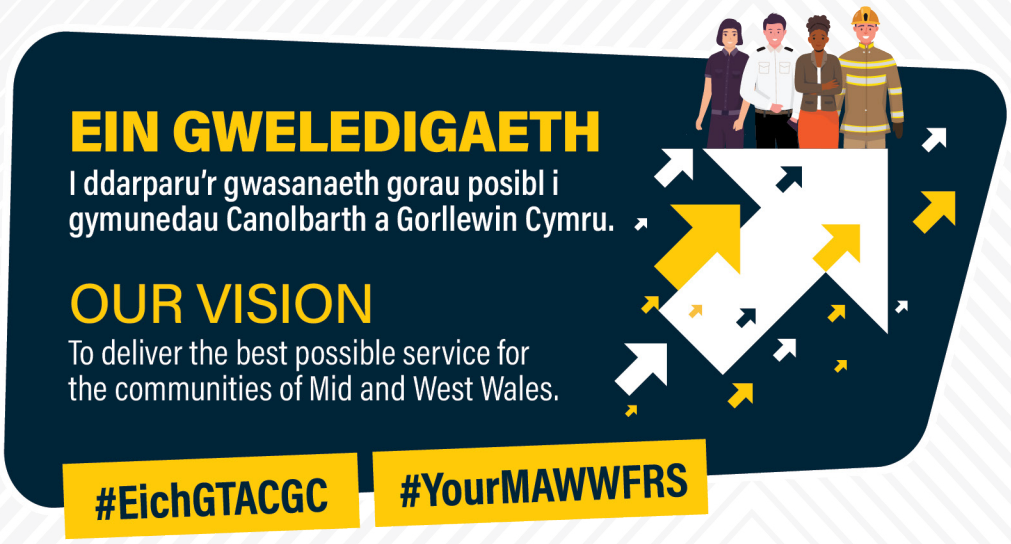
Without corporate support functions in place to provide the systems, processes and technology, the Service would not be able to deliver the best possible service to our communities.

If you're looking for a career with variety, a challenge, and opportunities for progression, along with all the benefits you'd expect from a key public service organisation, then why not consider joining us in one of our specialist or administrative support functions.

Thank you and good luck



Craig Flannery
Chief Fire Officer



BEHAVIOURS

- Be Accountable
- Be Respectful
- Demonstrate Integrity
- Be Impartial
- Be Ethical

Candidates will be assessed against these behaviours throughout the recruitment process.

ENABLERS

- Our people
- Corporate Social Responsibility
- Leadership and Management: Governance, decision making and continuous improvement
- Digital and Information Communications Technologies Strategy
- Financial Resilience
- Partnerships and Collaboration

Benefits

Working for the Service opens the door to a whole portfolio of benefits which can enhance your lifestyle both now and into the future. Some of our main ones include:



Competitive rates of pay -
Recently reviewed to ensure fairness across all roles; with annual increments to the top of your salary band, as you build knowledge and experience.



Local Government Pension scheme -
A generous pension scheme, with the Service making a substantial contribution (currently 15.2%) to funding your retirement, as well as the option to increase your benefits by purchasing additional pension or investing in Additional Voluntary Contributions (AVC).



Generous Annual leave –
26 Days plus bank holidays, going up to 33 days after 5 years employment with opportunities to purchase additional annual leave.



Flexi Scheme –
We support flexible ways of working to help employees achieve a healthy work-life balance. Subject to Service needs, our flexi-time scheme allows employees to work between 7:00am and 7:00pm and many roles offer agile working, including home working for up to two days per week. Opportunities for part-time working, hybrid working and job sharing may also be available.



Family Friendly Policies -
We are committed to supporting our employees at every stage of life. Our family-friendly policies include enhanced maternity, paternity and adoption leave, helping employees balance family commitments with a rewarding career.



Health and Wellbeing -
Your wellbeing is important to us. Employees have access to a health benefit scheme, Employee Assistance Programme, and support services provided by Fire Fighters Charity.



Discounts and Employee Benefits –
Employees can benefit from a range of discounts and savings, including access to the Blue Light Card scheme and exclusive retail, lifestyle and technology offers through our employee benefits platform.



Free on-site parking



Cycle to Work



Car Leasing Scheme



Sports and Social Club

How to Apply

The information provided on the application form is key information that will be used in the short listing process. It is therefore important that the guidance notes below are followed when completing the application form. This will ensure all the relevant information is available to make a decision on whether you will be short listed for interview. Short listing will involve assessment of the details provided on the application form against the criteria outlined in the Person Specification provided.

Applications will be accepted in other formats where an applicant has difficulty completing the standard form as a result of disability.

What happens after you've sent in your application?

Once we've received your application, we will separate the equal opportunities monitoring form which will not form part of the selection process and will send the application form only to the shortlisting department. We will send an acknowledgement of receipt to all applicants.

Your application will then be assessed against the criteria (in a person specification) and the shortlisting panel will decide whether it can be shortlisted.

If you are not shortlisted for interview, you will be advised in writing, usually within six weeks of the closing date. If you have not heard from us by then, please contact us.

If you are shortlisted for interview, you will receive an email from us usually within 2-3 weeks of the closing date, advising the date, time and location of the interview. The email will also include details of assessment testing which is to be carried out and will continue the documentation which you are required to bring with you, if applicable to the role.

Our Commitments

disability confident EMPLOYER

Find out more about how we support disabled applicants and employees.

ARMED FORCES COVENANT

Find out more about our commitments to serving personnel, reservists and veteran's, including our guaranteed interview provision.

Disclosure and Barring Service (DBS) Checks

In line with the Service's Recruitment and Selection procedure, a standard disclosure is required as a minimum for all roles.

Certain roles will be subject to increased levels of DBS check, dependent on the duties and responsibilities of the role.

The DBS requirement for the role you are applying for will be specified in the Person Specification.

About the Service



we cover

4500

square miles

(11,700 km²)

of Wales

Mid and West Wales Fire and Rescue Service was established in 1996 following the merger of the former Dyfed, Powys and West Glamorgan Fire Brigades.

Covering almost two-thirds of Wales, we serve a predominantly rural area of approximately 11,700 km², including over 650km of coastline. Headquartered in Carmarthen, we employ around 1,300 staff, with operational personnel based across 58 fire stations.

Our Service area is home to around 900,000 residents, with visitor numbers increasing significantly during peak tourism periods. The diverse communities, landscapes and industries we serve create a varied and rewarding operating environment, making Mid and West Wales Fire and Rescue Service a unique place to work.

Find out more about the Service, our communities and our work by visiting

www.mawwfire.gov.uk

with a population of

910,000

living in

434,500

households

we run

58

fire stations

with

1430

staff

400 Wholetime Firefighters

702 On-Call Firefighters

23 Joint Fire Control Staff

255 Support Staff

A Working Environment Shaped by our Values

Equality, Diversity and Inclusion

We are committed to creating a workplace where everyone feels valued, respected and able to thrive. Equality, diversity and inclusion are at the heart of our culture and the way we work.

As a Disability Confident Employer and signatory to the Armed Forces Covenant, we support inclusive recruitment practices, including guaranteed interview schemes for eligible applicants who meet the essential criteria for the role.

Our employee networks play an important role in shaping an inclusive workplace, supporting colleagues and helping to inform organisational development.

committed to reducing our environmental impact

Environmental Responsibility

We are committed to reducing our environmental impact and creating a more sustainable future. As part of our ambition to achieve Net Zero Carbon by 2030, we continue to invest in initiatives that support our environmental goals.

The Service has achieved Level 5 Green Dragon Environmental Standard accreditation every year since 2013.

#CARBONZERO30



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