



ASSISTANT CHIEF FIRE OFFICER

(2 positions)

NWFRS Headquarters, St Asaph

Permanent, £114,800 - £117,294 per annum

We are delighted to offer an exciting opportunity to join North Wales Fire and Rescue Service as an Assistant Chief Fire Officer on a permanent basis. This is a key leadership position within our organisation, and we are seeking exceptional individuals who are passionate about delivering meaningful change, high-performing public services, and strong, values-led leadership.

Following a significant period of change and a recent independent culture review, the Service is embarking on a vital journey of improvement, focused on protecting our communities and prioritising our people. As a member of our Service Leadership Team, you will help shape a new chapter in the organisation's future, bringing vision, integrity and drive to a time of renewal and transformation.

You will report directly to the Chief Fire Officer and work closely with the Fire Authority to ensure strategic objectives are translated into outstanding service delivery. With a workforce of approximately 950 operational staff, corporate services and support teams operating across 44 fire stations, your leadership will be instrumental in meeting the needs of a diverse and evolving region.

In return, you will join an organisation committed to your professional growth and well-being, with access to strong support networks, leadership development, and opportunities to make a tangible and lasting impact.

You will be expected to contribute to the delivery of our Community Risk Management Plan (CRMP) and ensure our work aligns with the National Framework for Fire and Rescue Services in Wales, as well as the Well-being of Future Generations (Wales) Act—ensuring that our services remain sustainable, inclusive, and fit for the future.

This post is politically restricted under the Local Government and Housing Act (1989). The successful applicant will be required to undergo a standard Disclosure and Barring Service (DBS) check, police vetting, and security clearance. Strategic command training will be provided for those who do not already hold this experience.

You will also be required to provide strategic cover as part of the Principal Officer rota and be based at our Headquarters in St Asaph. Candidates will need to live in, or be willing to relocate to, North Wales—and we are happy to support relocation where required.

This is more than a senior role, it's a rare opportunity to shape the future of a service, influence cultural change, and help make North Wales a safer and stronger place to live, work and visit.

To apply, please complete and submit your application pack by email to: christine@novelushrandrecruitment.co.uk

For further details about the role, please refer to the information pack.

Closing date for receipt of application forms is 09:00 on 09/06/2025

The closing date will be strictly adhered to and no exceptions will apply.

