



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

Area Commander

Recruitment Information Pack



Thank you for your interest in this opportunity with the Scottish Fire and Rescue Service (SFRS).

Our Purpose:

To work in partnership with communities and with others in the public, private and third sectors, on prevention, protection and response, to improve the safety and wellbeing of people throughout Scotland.

Our Values:

Our four values **safety, teamwork, respect and innovation** guide everything we do. You can read more in [Our Values Document](#)

What we offer:

- ❖ Generous leave entitlement that increases with Service.
- ❖ Workplace adjustments to support Neurodiverse and Disabled employees
- ❖ Cycle to work scheme
- ❖ Access to Vivup employee benefits portal
- ❖ A close working relationship with the Fire Fighters Charity and SFRS Family Support Trust, including mental and physical health support for you and your family.
- ❖ Employee Networks for a variety of different communities
- ❖ Access to gym facilities, health and wellbeing services and advice

Safety. Teamwork. Respect. Innovation.

Eligibility Criteria



Essential Criteria

Role

Competent and substantive Group Commander

Qualification

Current Incident Command Level 2 Qualification (ICL2)

Current CAT B ERD Qualification

Experience

Evidence of operational experience, including acting as Incident Commander at Level 2 incidents, managing multiple resources, and applying SFRS operational procedures during complex and protracted incidents in a multi-agency environment.

Readiness Evidence

Current appraisal signed by line manager indicating ready for progression

Deputy Assistant Chief Officer endorsement confirming suitability for promotion

Conditions

No live discipline conduct or performance issues

Complete Incident Command Level 3 within the required timeframe as a condition of appointment (ICL3)

Able to work to the Flexi Duty System

Full, valid and current UK Driving Licence

Accommodation address in the area in which allocated command duties

Leadership Behaviours

Demonstrates self-motivation and a forward-thinking, solution-oriented approach to complex challenges at a strategic level

Maintains a high degree of self-awareness, recognising personal strengths and areas for development, and modelling reflective leadership

Communicates with clarity, impact, and credibility, adapting style to suit diverse audiences and contexts

Leads and delivers transformational change, fostering a culture of innovation and adaptability

Desirable Criteria

Area Commander portfolio or evidence of professional development through undertaking temporary AC role

Qualified to graduate degree level or equivalent

Current Incident Command Level 3 Qualification (ICL3)

Selection Process

Online Application:

To apply, please submit your application through **myjobscotland** and **upload your CV (using the standard SFRS CV template) and your current appraisal.**

You will complete:

Screening questions (to confirm eligibility)

Three application questions (4000 character limit)

Internal candidates must also have Senior Manager Endorsement (SME) in line with current SFRS promotional guidance.

Shortlisting:

A panel will assess your knowledge, experience and skills based on the evidence you provide. Please ensure your responses are clear and specific, as only the strongest applications will be selected for interview.

Interview:

The formal interview will include a presentation followed by a structured interview. Please note, travel and subsistence expenses incurred during the selection process are the responsibility of the applicant.

Post Interview Outcomes:

The SFRS reserve the right to appoint candidates following a promotion process for a period of up to 12 months from the date of the placement meeting. The promotion process will therefore remain open and will apply where there are sufficient candidates who have met the relevant criteria but have not been appointed due to a limited number of vacancies.

Offer:

If successful, you will receive one offer of a post. Placements will be based on organisational needs, considering individuals skillset, preferences and development needs. An offer of appointment may be conditional and subject to a pre-employment check such as 'unspent' criminal record (PVG certificate) and other matters to ensure that you are qualified for the appointment.

Feedback:

Feedback will be available to all candidates and will be arranged upon completion of the process.

Timeline



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Further Information



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Disability Confident Employer:

SFRS are proud to be a Disability Confident Employer. To help us support you throughout the process, please indicate on your application form if you have a disability and/or a Specific Learning Difference (SpLD) and outline any specific requirements you would like to request during the selection process.

Corporate Parent:

As a corporate parent, we offer a Guaranteed Interview Scheme for care-experienced individuals. If a candidate meets the essential criteria for the role and discloses a care-experienced background (regardless of other factors such as age), they will automatically progress from the application stage to the interview stage of the selection process.

Diversity Monitoring Form:

The information you provide on the diversity monitoring form will be treated with the strictest confidence and will be used for monitoring and reporting purposes. It will be stored separately from your application and will not be shared with those involved in selection decisions.

Health and Wellbeing Support:

We are committed to supporting the physical and psychological wellbeing of all our employees throughout their careers with us. Mental health and wellbeing can look different for everyone, and we recognise that each person's experience is unique. That's why we offer a wide range of support services to help you maintain your health and wellbeing at work and beyond.

Further information can be found following the link below:

- [Health and Wellbeing Signposting for SFRS Employees](#)

Application Updates:

We are committed to keeping you informed throughout the recruitment process. All communications will be sent to the email address you provided on your application, so please ensure your contact details are up to date. We also recommend regularly checking your inbox including your spam or junk folder to avoid missing any important updates.

Please ensure that our contact email SFRS.PODVacancies@firescotland.gov.uk is added to your safe-sender or approved-sender list so that you receive all communication relating to your application. Instructions on how to do so can be found [here](#).



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We hope this pack has given you a clear understanding of the recruitment process and what to expect.

Thank you for your interest in this opportunity and we would like to wish you every success.

For further information about Scottish Fire and Rescue Service
please visit our [website](#)