



GROUP MANAGER (Flexi Duty) PROMOTIONS BOARD PROCESS

**Group Manager B: £71,924 (development)
£79,734 (competent) per annum (inclusive of flexi allowance),
plus lease car or provided vehicle
Open to internal and external applicants**

Living and working in North Wales offers an excellent environment for anyone seeking an enhanced quality of life. Long regarded as one of the most beautiful places in the UK, the area has much to offer, especially in terms of outdoor pursuits, cultural and leisure activities.

North Wales Fire and Rescue Service are seeking to identify suitable individuals for Group Manager (B) roles. The promotion board process enables successful applicants to be eligible for appointment within a 12-month period or until a new process commences. As per Grey Book terms and conditions the appointments are interchangeable with any other post of the same role within the Service.

Applications are invited from substantive competent Station Managers and substantive Group Managers. (Existing internal Group Managers that wish to change their current role should submit an internal transfer request form, which will be considered as part of this process).

The successful candidates will work in an increasingly demanding and performance centred environment and applicants should therefore have a strong track record of achievement and be able to champion transformational leadership and demonstrate a commitment to excellence.

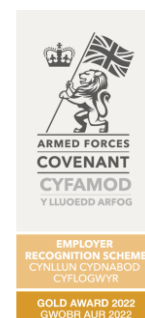
Candidates will be required to complete a full application form having read the guidance notes carefully in relation to providing evidence against all the essential criteria in the person specification. Candidates will be required to deliver a 15 minute presentation and answer questions in relation to the presentation delivered focusing on the requirements of the role. The presentation topic will be advised within the confirmation of shortlisting.

Welsh Language skills are a requirement of this post and ideally candidates will be able to demonstrate Level 3 Welsh on application, however, this is not an essential selection criterion and full support and training will be provided to successful candidates.

Please note that this post is subject to pre-employment checks including a DBS Check, Security Clearance, Medical, Drug and

We are an equal opportunity employer and welcome applications from all sections of the community. We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We welcome correspondence and calls in Welsh and English and we will respond equally to both and will reply in your language of choice without delay. Applications submitted in Welsh will be treated no less favourably than an application submitted in English.



Alcohol test and satisfactory references. If a positive disclosure (spent or unspent) is received on the DBS, a risk based approach on managing the information will be adopted by the Service and a reasonable and proportionate decision is then made regarding the current or prospective employee. Further information can be found [here](#).

For further details about the role, please refer to the information pack. To apply, please complete and submit your Manager Endorsement for Promotion Form (Internal Only) and a full application form all together by email to: recruitment@northwalesfire.gov.wales prior to the closing date.

It is envisaged that the Managerial and Incident Command Assessments will take place prior to the interview stage, with interviews being held over a number of days commencing from **3 September 2026**. Please note that if candidates are unable to attend on their scheduled interview date, the Service may be able to make alternative arrangements where reasonably practicable.

For an informal discussion about this vacancy, please contact Area Manager Dave Hughes, Head of Response by email Dave.Hughes@northwalesfire.gov.wales or phone 07876 390 847.

**Closing date for receipt of application forms is
12:00 on 21st August 2026**

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