



Gwasanaeth Tân ac Achub
Fire and Rescue Service

Logistics and Equipment Technician

Fleet and Engineering Department

Candidate Information Pack

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Welcome from Justin Evans, Assistant Chief Fire Officer

When people think of the Fire and Rescue Service, they tend to think of Firefighters responding to emergency calls, and although this is a reality, the roles and responsibilities within North Wales Fire and Rescue Service go far beyond these traditional images.

In addition to Firefighters, the Service employs people in a variety of diverse and challenging roles, and the vital work carried out behind the scenes is just as crucial in helping to make North Wales a safer place to live, work and visit.

Saving lives and reducing risk are at the heart of our mission as a Fire and Rescue Service – and our Fleet and Engineering department is vital to our success by providing a crucial support to the Service, by ensuring all our fire appliances, vehicles and equipment is maintained safely and ready to use when needed by our frontline crews to respond.

Our Fleet and Engineering department are a critical component in how we deliver our daily activities. By providing the physical resources and equipment, the Fleet and Engineering team enable our staff to undertake their role of making North Wales a safe place to live, work and visit by ensuring the appliances and equipment are fit for purpose and safe to use. The role of the Fleet team in a frontline emergency service is challenging, varied and exciting and involves many diverse tasks and responsibilities, to ensure that the Service can continue to protect the communities we serve.

Our core values are about striving for excellence, serving the communities of North Wales and treating people well. We want people with the same values to join our team to help us continue to make North Wales a safe place to live, work and visit.



Who we are

North Wales Fire and Rescue Service's purpose is to Prevent, Protect, and Respond. To do this we employ more than 850 staff in operational and support roles.

We help to protect an area covering around 2,400 square miles and a resident population of over 700,000 people, as well as hundreds of thousands of visitors who travel in and out of North Wales every year.

On average, we go to around 2,000 fires and 1,000 non-fire emergencies such as road traffic collisions and flooding events every year. We also attend around 2,000 emergency calls that turn out to be false alarms.

We carry out extensive fire prevention work by visiting people in their homes, attending events, engaging with children and young people, and working with partners to educate and inform local communities. We also maintain an active presence in the media, including on social media.

Another part of our work is in a fire safety enforcement role, so we visit businesses and workplaces to make sure that the people responsible for those premises are keeping their fire safety arrangements up to standard.

North Wales Fire and Rescue Service is a professional and friendly place to work. We offer a supportive culture where we work hard to uphold our core values.

You can read more about our Core Values on the next page.

For more information about the Service please visit the [North Wales Fire and Rescue Service website](#).



Our Core Values



North Wales; A Place To Live, Work And Visit

Within the region of North Wales is Conwy, Denbighshire, Flintshire, Gwynedd, Wrexham and Ynys Mon (pronounced 'un-iss morn', also known as Anglesey). Each county has something special to offer, whether you are looking for action and adventure or culture and heritage. 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. Being an area of outstanding landscape ranging from extensive sandy beaches and headlands to sheltered valleys, open moors and rugged mountains, there is something for everyone to enjoy. Tourism is a big contributor to the local economy with a wide variety of facilities across the region to attract the different visitors to the area each year, from high adrenaline zip lines, adventure parks and water sports to more relaxing walks exploring towns and countryside or visiting historical and cultural landmarks, including castles.

Whilst North Wales is close to nature and has open spaces close by, it is also well connected to the hustle and bustle of major towns and cities in the North West of England, such as Chester, Liverpool and Manchester. Rail transport links also connect the North Wales coast to major cities across the UK, with direct trains to London (in 3 – 4 hours), Birmingham and Manchester among others.

Food and drink play an important part of Welsh culture with food festivals and farmers markets taking place across the region to showcase the best food and drinks that Wales has to offer. Utilising locally sourced and seasonal produce, including freshly caught fish, tender local lamb, cheese, wine, ales and gin, there are plenty of places to eat catering to different tastes, including fine dining, gastro-pubs and bistro's as well as country pubs, tea rooms and cafés.

As per the 2021 Census, Wales has a population of just over 3.1 million, with approximately 18% of the population being Welsh speakers. The Welsh are passionate about the language, sport and culture with competitive festivals of Welsh music, poetry and art taking place annually - known as an Eisteddfod (pronounced ace-teth-vod). They are cultural festivals held through the medium of Welsh, providing a national stage for music, dance, literature, visual arts and performance. Whilst Welsh language is an important part of an Eisteddfod, the events are inclusive for all people to get involved so you don't need to be a Welsh speaker to attend and enjoy the day. People of all ages and abilities, including Welsh language learners are encouraged to participate in Eisteddfods, with the International Eisteddfod in Llangollen being held annually at the start of August, bringing together participants from all over the world to celebrate the different cultures, music and arts in one place.



The Role

At North Wales Fire and Rescue Service everyone contributes in one way or another to helping to protect our communities and the natural environment. Providing the appropriate equipment and vehicles for our staff to undertake their duties is vital to enable us to provide an effective emergency and proactive service.

The Fleet and Engineering Department are based at our Fleet workshops in Llandudno Junction, but provide a mechanical and engineering support service to all our fire stations across North Wales. The departments primary responsibilities are for the design, purchase, maintenance and repair of the Service's fleet of 131 emergency response vehicles and 158 support vehicles as well as the associated equipment required by a fire and rescue service, such as ladders, plant and rescue equipment totaling 2145 assets.

The team also provide a 24-hour emergency call out service for our breakdowns and urgent repairs to ensure the continued availability of frontline fire appliances and equipment in responding to emergency incidents.

We are looking to appoint a Logistics and Equipment Technician to join our Fleet Department. The role is responsible for the repair and maintenance of Service equipment, collection/delivery of vehicles and equipment for service and repair and to carry out roller brake testing.

Applicants will need to demonstrate (with evidence) the skills, as outlined in the job description and person specification including the following essential requirements:

- LGV Category C
- C1+E Licence
- Ladder maintenance course/refreshers or the ability to pass the ladder maintenance course, branch maintenance and brake tester training.
- Basic mechanical maintenance experience.
- Able to work as part of a team.
- Good organisational skills in order to prioritise workload.
- Ability to meet deadlines.
- Reasonable level of fitness.
- Polite and helpful manner.
- Be able to hold a simple conversation at Welsh Level 2 – if not already demonstrated on application, this is to be achieved within a 12-month probation period, with support provided as appropriate.
- Appointment subject to a Standard DBS Check and satisfactory references.

What we can offer you

Pay

NWFRS Grade 04 £27,694 to £28,598 per annum.

Hours of work

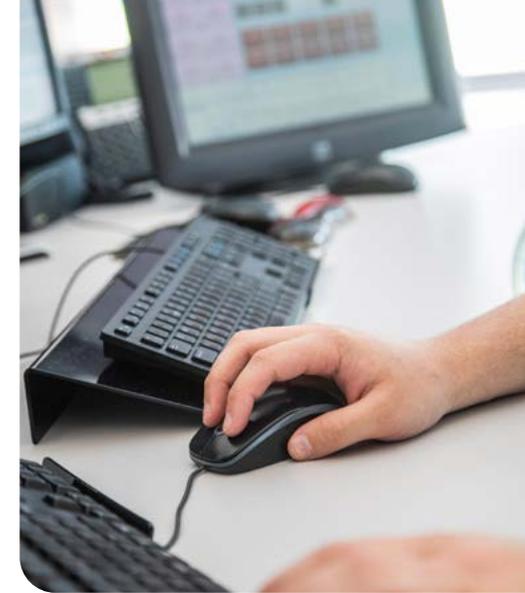
This position is based on working 37 hours per week, Monday to Friday. Fixed hours Monday - Thursday 8am-4pm Friday 8am-3.30pm

Location of work

The base location of the team is within the Fleet and Engineering Department based in Llandudno Junction. There will also be a requirement to attend different fire service locations and sites, therefore travel in a Service vehicle to other Service locations will be required.

Benefits of employment

- Generous annual leave entitlement, starting at 25 days per year, plus public holidays
- North Wales Fire and Rescue Service uniform provided
- Access to the employer contributory Local Government Pension Scheme
- We will provide you with training, support and guidance to develop your potential
- Health, fitness and wellbeing support, including occupational health, colleague support, mental health champions, physical therapies and access to Service gyms
- A range of additional benefits such as cycle to work scheme and Corporate Blue Light Card enabling access to discounts from hundreds of retailers, leisure and service providers.



Job Description

Post Title	Logistics and Equipment Technician
Department	Fleet
Reports to	Workshop Supervisor/Assistant Fleet Manager.

Overall Job Purpose

Repair and maintenance of Service equipment. Collection/delivery of vehicles and equipment for service and repair and carry out roller brake testing

Principal Duties and Responsibilities

1. Transport and complete roller brake testing on stations that comply with legislation, including uploading the test results to the fleet management system, highlighting any failures or areas of concern.
2. Collect vehicles, plant or equipment and deliver to the NWFRS workshop, or to the premises of any other contractors nominated by the Fleet Supervisors, ensuring the correct changeover procedure, transferring operational equipment.
3. To collect or transfer vehicles between various locations, on the instruction of the Fleet Supervisors.
4. To ensure vehicles are inspected in accordance with pre-departure policy, result documented and any anomalies reported to Fleet Supervisors.
5. To ensure equipment is returned to correct location following maintenance and repair.
6. Carry out ladder servicing, repair and testing in accordance with specific regulations applicable to relevant ladder manufactures' and the Fleet Supervisors schedule.
7. Record any maintenance and repair carried out including test results and upload to the fleet management system, highlighting any failures or areas of concern.

8. Maintain ladder movement record.
9. Ensure vehicle ladder gantries are maintained and repaired to manufacturers' recommended specifications.
10. Assist workshop staff as directed by the Fleet Supervisors including, but not limited to, assisting technicians tilting vehicle cabs, store ladders on vehicles and use of forklift truck etc.
11. Perform fire pump output pressure, flow and vacuum testing whilst recording results ensuring Fleet Supervisors are advised if readings fall below required specification.
12. Carry out plant equipment commissioning and basic engine servicing.
13. Carry out inspection of workshop equipment in accordance with PUWER 1998 and workshop lifting equipment in accordance with LOLER 1998 ensuring that any anomalies are reported to Fleet Supervisor.
14. Carry out maintenance and repair of specialist operational fire fighting equipment to manufacturers' specification including hose branches and maintain asset management records.
15. Decommission vehicles or equipment prior to disposal under guidance from the fleet Supervisors.
16. The post holder may be required to participate in job-related training and professional development activities delivered both within the UK and overseas.
17. The post holder may be required to undertake additional or other duties as necessary to meet the needs of the Service.

Supervisory Responsibility

None

Financial Responsibility

Up to £10,000

Contacts Outside Own Section

Communicate with the following parties with a strong verbal and written communication skill:

Officers in charge of fire stations on a frequent basis as regards delivery/ collection of vehicles.

Fire crews on an infrequent basis with regard to asset maintenance queries.

Fire service control operatives

Language Requirements

The ability to communicate in Welsh - Level 2 - requires that you can;

Understand the gist of conversations in work. Respond to simple job-re-lated requests and requests for factual information. Ask simple questions and understand simple responses. Express opinions in a limited way as long as the topic is familiar. Understand instructions when simple lan-guage is used. Write short simple notes/letters/messages on a limited range of predictable topics related to personal experiences or own job area.

Employment Checks / Specific Requirements

Standard DBS

Mandatory Training

Mandatory Learn Pro Modules

Other

Working both indoors within a workshop environment and outdoors on station visits.

The post holder may be required to lift heavy items and subject to dirt or dust whilst cleaning appliances and assets.

Safeguarding is the responsibility of all staff, and everyone is expected to be vigilant and proactive in ensuring the safety and well-being of others.

Person Specification

Experience and Competency Required

Essential

The qualities without which a post holder could not be appointed

LGV Category C.

C1 & E Licence.

Asset maintenance – or the ability to pass relevant courses including ladder, branch & brake tester training.

Basic mechanical maintenance experience.

Desirable

Extra qualities which can be used to choose between candidates who meet all the essential criteria

Good knowledge of local area.

Skills

Essential

The qualities without which a post holder could not be appointed

Ability to work as part of a team.

Good organisational skills in order to prioritise workload. Ability to meet deadlines.

Ability to meet deadlines.

Reasonable level of fitness.

Polite and helpful manner.

Desirable

Extra qualities which can be used to choose between candidates who meet all the essential criteria

Flexibility in order to work out of office hours on occasions.

Other Relevant Requirements

Essential

The qualities without which a post holder could not be appointed

Be able to hold a simple conversation at Wels Level 2 - if not already demonstrated on application, this will be achieved within a 12 month probation period, with support provided as appropriate.

*Evidence of qualifications will be requested and verified prior to confirmation of appointment

Please Note: In order to be shortlisted for this post you will need to demonstrate that you meet all the essential criteria.

Welsh Language Skills

At North Wales Fire and Rescue Service, we believe that in the conduct of public business in Wales, the English and Welsh languages should be treated on the basis of equality.

We pride ourselves on having taken the issue of language seriously over many years. By acknowledging our moral and legal duties to protect the cultural heritage of the area and to meet the expectations of the local community, we also acknowledge the positive service benefits of conducting our public business in both languages. Saving lives and reducing risk are at the heart of our mission - the language issue is vital to its success.

The Welsh language requirement of this post is a level 2 and the required skills are set out below.

Skill Area	Welsh Language Standards Requirements
Speaking / Listening	<ul style="list-style-type: none">• Able to understand the gist of conversations in work.• Able to respond to simple job-related requests and requests for factual information.• Able to ask simple questions and understand simple responses.• Able to express opinions in a limited way as long as the topic is familiar.• Able to understand instructions when simple language is used.

A short Welsh assessment will be undertaken at the start of employment and applicants who don't already speak Welsh to level 2 will have 12 months from appointment to the role to attain this.

We recognise that learning a language takes time and commitment and this requirement is in addition to learning a new role and the successful candidate will be supported to achieve the required level.



Recruitment Timeline

Recruitment Activity	Date
Closing date:	12:00 on 06/03/26

How to Apply

To apply for this post, all candidates must complete our application form to be considered. The application form can be found on the [Current Vacancies](#) page of our website and completed forms should be submitted by email to recruitment@northwalesfire.gov.wales

Please do not submit your CV with the Application Form, as only the information provided within the Application Form will be used at the shortlisting stage.

When completing your application, please familiarise yourself with the job description and the person specification within this information pack so you understand the essential qualifications, skills and attributes for the role. You will need to demonstrate that you meet all of the essential criteria detailed in the person specification in order to be shortlisted to the next stage. Whether or not you are shortlisted for an interview is based on the information you provide in your application form.

It would be helpful if you could let us know in good time if you would like us to make any reasonable adjustments for you.

Make sure you submit your application before the closing date as late applications will not be accepted.

If you have any issues accessing or completing the application form, please contact the Recruitment team: recruitment@northwalesfire.gov.wales or call 01492 562 300.

Further information

If you have any questions regarding this role or would like an informal chat before applying please call Sean Thomas, Deputy Head of Fleet or Anna Jones, Fleet and Engineering Supervisor on 01492 562 316.

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.