



WATCH MANAGER PROMOTIONS BOARD PROCESS

Watch Manager: £45,711 (development) per annum

Watch Manager: A £46,980 (competent) per annum

Watch Manager: B £50,034 (competent) per annum

(exclusive of allowances that may be applicable dependent on role)

Open to internal and external candidates

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.

Applications are invited from substantive wholtime Watch Managers and substantive and competent wholtime Crew Managers. (Existing internal Watch 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 promotion board process enables successful applicants to be eligible for appointment within a 12-month period or until a new process commences.

Posts are available across the Service and candidates should indicate those posts that they would be willing to accept on the associated location preference form.

Candidates should read the application guidance notes carefully in relation to providing current evidence against all of the essential criteria in their Application Form. Only those who meet all of the essential criteria detailed in the Person Specification will be shortlisted for interview.

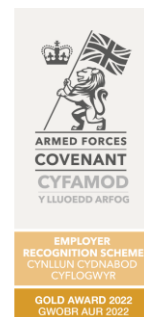
Candidates will be required to deliver a 15 minute presentation (the presentation topic will be advised within the confirmation of shortlisting) and answer questions in relation to the presentation delivered and the requirements of the role.

A simulated Incident Command assessment will be undertaken for those candidates who are unable to demonstrate satisfactory evidence of operational assurance or formal assessment within the last 12 months.

Welsh Language skills at level 2 are a requirement of this post; existing employees will need to demonstrate prior achievement of this level upon application, for external candidates that cannot demonstrate this at application, this must be achieved within the probation period, with support provided as appropriate.

Interviews will be held during the week commencing from 5th October 2026. Please be advised that if candidates are unable to attend on the scheduled interview date, the Service may be able to make alternative arrangements within this timeframe only.

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.



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

For an informal discussion about this vacancy, please contact Station Manager Stephen Campbell, Assurance and Resourcing Manager on 07787 578 479 or by emailing stephen.campbell@northwalesfire.gov.wales

To apply, please complete and submit your Manager Endorsement for Promotion Form (Internal Only), Location Preference Form and a full application form all together by email to: recruitment@northwalesfire.gov.wales prior to the closing date.

**Closing date for receipt of application forms is 12:00
on Friday 11th September 2026**

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