



Lancashire Fire
and Rescue Service

Area Manager
Candidate Pack
June 2026

Lancashire Fire and Rescue Service

FIRE & RESCUE

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Welcome from Chief Fire Officer Jon Charters, Lancashire Fire and Rescue Service

Dear Applicant,

Thank you for your interest in the role of Area Manager with Lancashire Fire and Rescue Service. Our purpose is clear: to make Lancashire safer. We are proud to be a high achieving service, but we know we must continue to adapt as risks, communities, and expectations evolve.

Lancashire faces changing and increasingly complex challenges. While fires have reduced over the last 15 years, incidents such as wildfires, flooding, road traffic collisions, and support to partner agencies are rising. At the same time, financial pressures and the need to modernise our buildings, fleet, and digital systems require us to innovate and work more efficiently.

We are now developing our next Community Risk Management Plan (2027–2032) and reviewing all our services to ensure we remain aligned to emerging risks and community needs. This is a pivotal moment for the Service, with major investment underway in firefighter safety, digital transformation, estate redevelopment, and operational capability including new breathing apparatus, clean-cab fire engines, specialist resource reviews, and national leadership in drone innovation.

As an Area Manager, you will play a key role in shaping this future. We are seeking leaders who can inspire our people, uphold our strong values and positive culture, and drive improvement across prevention, protection, and response. Collaboration, innovation, and a commitment to public service will be essential.

If you share our ambition and passion for keeping Lancashire's communities safe, I would be pleased to hear from you and would welcome a conversation about the role.

Jon Charters Chief Fire Officer Lancashire Fire and Rescue Service



Jon Charters
Chief Fire Officer



About the service

Lancashire Fire and Rescue Service has a long and proud history as a valued part of communities across the county, helping to keep people safe and responding to emergencies.

Everything we do is aimed at making Lancashire safer and in recent years we have adapted considerably to changing risks, meaning we now assist people in more ways than ever before.

Activities such as gaining entry to properties where there's a medical emergency and searching for missing people are saving additional lives. Our expertise has grown to include the far-reaching impacts of weather-related emergencies and the rising complexities of modern buildings. We have led innovation and collaboration with the introduction of bespoke water tower fire engines that reduce damage to businesses and homes, and the creation of the first fire and police air support unit adding aerial intelligence to our capabilities.

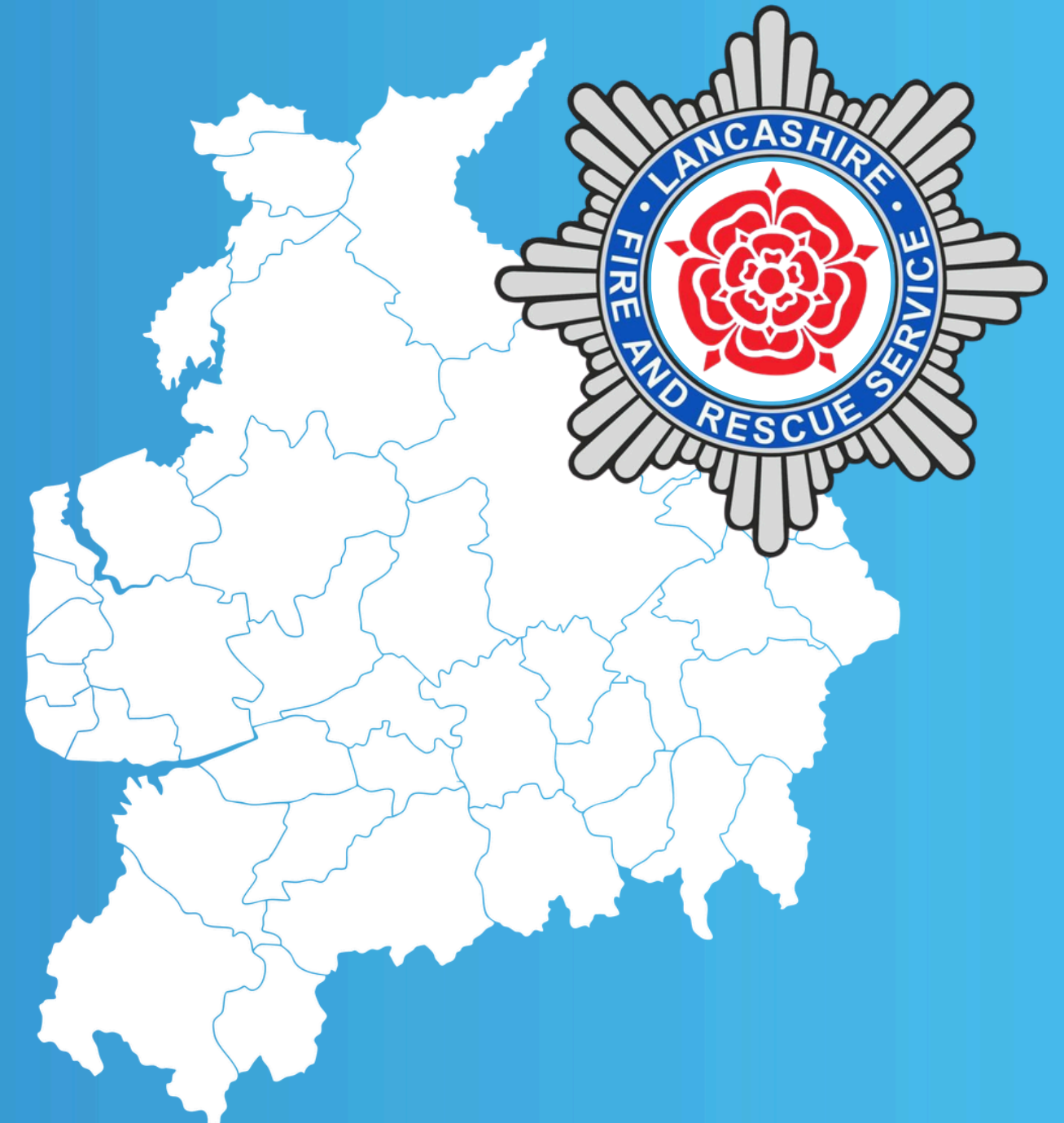
Our people are at the heart of our achievements. Motivated, professional and determined to make a difference, they serve Lancashire with pride. Coupled with the highest standards of operational effectiveness, this helps us to reach our goals and a long-standing commitment to continuous improvement keeps the Service evolving. Learning from incidents and difficult operating conditions drives our progress and having the confidence to try new ideas results in positive change.

In 2025, we set the national benchmark for excellence, achieving the best performance in the country in His Majesty's Inspectorate of Constabulary and Fire and Rescue Services' inspection programme. We want to evolve in ways that preserve what is exceptional about Lancashire and intend to use our expertise and experience to introduce changes carefully and to the highest standards.

Lancashire Combined Fire Authority

The Lancashire Combined Fire Authority (CFA) is responsible for leading and supporting Lancashire Fire and Rescue Service. The CFA has a membership of 25 elected councillors consisting of 19 from Lancashire County Council, three from Blackburn with Darwen Council and three from Blackpool Council. Under the Fire and Rescue Services Act 2004 the CFA is legally required to enforce fire safety legislation and to reduce the risk of fire causing death, severe injury and property related losses to the community. It must also make provision for rescuing people in the event of road traffic collisions and for protecting people from serious harm arising from road traffic collisions in the Lancashire area.

- The CFA is legally responsible for the enforcement of the Regulatory Reform (Fire Safety) Order 2005 which is applicable across England and Wales. This Order places the responsibility of individuals within an organisation to carry out risk assessments to identify, manage and reduce the risk of fire within public and commercial buildings.
- The CFA governs Lancashire Fire and Rescue Service, which is a designated Category 1 responder under the Civil Contingencies Act 2004. This Act requires emergency responders in England and Wales to co-operate in maintaining a public community risk register which is a product of the Lancashire Resilience Forum (LRF). The LRF gives responders the opportunity to consult, collaborate and share information with each other to facilitate planning and response to emergencies.
- The CFA meets five times a year with five sub committees, which report back to the Authority, meeting separately throughout the year. The CFA makes key strategic decisions including settling the Council Tax precept, approving the budget requirement and reviewing items referred for a decision by a sub-committee.



Advertisement

Location:

Lancashire Fire and Rescue Service Headquarters, Garstang Road, Fulwood, Preston, PR2 3LH

Duty System: Continuous duty system.

Salary:

£67,792 - £74,360 (20% Flexible Duty Allowance and 10% Continuous Duty Allowance)

Closing Date:

23:59 hours, Friday 12 June 2026

Job Details

Lancashire Fire and Rescue Service (LFRS) is a strongly performing, forward-thinking service with outstanding values and culture. We are seeking motivated and capable leaders to help build on our achievements through continuous improvement, strong performance management and excellent service to our communities.

We are looking to appoint Area Managers and invite applications from competent Group Managers who hold a current ICL3. Applicants should also hold a degree (or equivalent) or have equivalent experience working at a senior level.

You will demonstrate an effective and inclusive leadership style, with a strong focus on performance, delivery of objectives and continuous improvement, while upholding our values and supporting operational and strategic priorities.

All applicants will be required to complete an online application form detailing how they meet elements of the employee specification. References will also be requested, and candidates are encouraged to seek feedback from their referees.

Key Dates

Closing date for applications is 23:59 hours on Friday 12 June 2026.

Shortlisted applicants will be required to undertake a series of assessments as outlined below. A sifting exercise may be undertaken after each stage:

- Assessment Centre (including a media interview and peoples panel) - Monday 29 June & Tuesday 30 June 2026
- Online psychometric assessment
- Final Interview (which may include a presentation) - Wednesday 15 July & Friday 17 July 2026
- ICL4 Ops Assessment - The successful candidates will be required to undertake an ICL4 Ops Assessment w/c 20 July 2026.

If you are unable to make any of the dates listed above, please let Beth Simpson know via email at BethSimpson@lancsfireandrescue.org.uk as soon as possible; however, there is no guarantee that alternative dates can be accommodated.

Job Description

Job Role

Area Managers are responsible for providing strategic leadership over a range of functions, including service delivery (prevention, protection and response), corporate / strategic planning and leadership and development. They are responsible for delivering service priorities, managing large teams or functions, and commanding major incidents, while ensuring performance, governance, and risk reduction across their area of responsibility.

Responsibilities

- Be responsible for the overall management and command of their allocated department within Lancashire Fire and Rescue Service, as directed by the Chief Fire Officer or Director.
- Plan and implement organisational strategy through effective decision making.
- As Head of Department contribute to Management Team meetings.
- Provide support and direction to members of LFRS in relation to developing and discharging responsibilities identified within the Community Risk Management Plan (CRMP) and Annual Service Plan.
- Determine the effective use of physical and financial resources.
- Develop and implement robust strategic service delivery plans in consultation with staff.
- Lead, monitor, attend operational incidents/exercises and take command where appropriate, supporting people to resolve operational incidents.
- Provide leadership and support to staff to effect the necessary cultural change, promote diversity, inclusion and develop a highly flexible and responsive service.
- Recruit and develop a high performing team to achieve the targets and objectives assigned.
- Ensure robust performance management arrangements are in place; manage the performance of teams and individuals to achieve objectives.
- Develop, lead, implement and manage projects including projects of change leading to an improvement in quality and efficiency.
- Develop information systems to support service delivery objectives.
- Implement and monitor compliance with quality assurance systems





Employee Specification

Essential Qualifications

- Competent Group Manager
- Current ICL3
- Experience of working at a senior level or educated to degree level (level 6) or equivalent.

Experience

- Leading, motivating, and developing a team to deliver objectives and improvements in performance.
- Identifying the need for change, leading change projects and influencing change initiatives.
- Working with partners in a multi-agency setting, including in the operational environment.
- Working in strategic partnerships.

Knowledge, Skills and Abilities

- The ability to develop strategic plans and understand the wider implications of decision making.
- Knowledge of the national, regional, and local political operating climate of the Fire and Rescue Service (FRS), within the context of the Government's Fire Reform Programme and the Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspection regime.

- Lead, monitor, attend operational incidents/exercises and take command where appropriate, supporting people to resolve operational incidents.
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- Recruit and develop a high performing team to achieve the targets and objectives assigned.
- Ensure robust performance management arrangements are in place; manage the performance of teams and individuals to achieve objectives.
- Develop, lead, implement and manage projects including projects of change leading to an improvement in quality and efficiency.
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Employee Benefits

Benefits include

- Employee Assistance Programme (24/7 Support)
- Area Managers receive 35 annual leave days plus 3 long service days after 5 years continuous service
- Membership of a Pension Scheme
- Free Car Parking
- Occupational Health
- Learning and Development
- Family Friendly Policies
- Wellbeing Support Dogs
- Firefighters Charity
- Employee recognition
- Shopping Benefits – Blue Light card and bYond Card
- Free Gym Access
- Employee Voice Groups
- Cycle to Work Scheme
- Optician Vouchers
- Coaching and Mentoring



Equality, Diversity and Inclusion

Equality

We acknowledge that equality goes beyond treating everyone equally. It is about promoting fairness, respect, and providing individuals with equal and fair opportunities to reach their fullest potential.

Diversity

We acknowledge, appreciate, and consider the various differences in people's backgrounds, knowledge, skills, and experiences. We actively work towards meeting the requirements of diverse individuals and take intentional steps to cultivate an environment where everyone feels respected and empowered to achieve their maximum potential.

Inclusion

We acknowledge, appreciate, and consider the various differences in people's backgrounds, knowledge, skills, and experiences. We actively work towards meeting the requirements of diverse individuals and take intentional steps to cultivate an environment where everyone feels respected and empowered to achieve their maximum potential.

Our Employee Voice Groups

Within LFRS, we have 5 Employee Voice Groups (EVG's) where employees can share any ideas or concerns in a safe environment. Our EVG's are listed below:

- Neurodiversity – Supports and champions colleagues with neurodiverse conditions, promoting understanding and inclusivity across the Service. The group works to raise awareness and improve workplace adjustments to enable individuals to thrive.
- Disability – Provides a voice for colleagues with disabilities, advocating for accessibility, inclusion, and equitable opportunities. The groups help identify and address barriers within the workplace to support an inclusive environment.
- Race & Religion – Promotes equality, diversity, and inclusion across different racial, cultural, and religious backgrounds. The group aims to foster understanding, challenge discrimination, and support an inclusive culture for all staff.
- Women & Families – The group aims to raise awareness of support and opportunities for women and families, creating a positive environment to empower employees to thrive; ensuring family orientated health and wellbeing campaigns are promoted throughout the Service.
- LGBTQ+ - Champions inclusion and equality for LGBTQ+ colleagues and allies within the Service. The group works to create a safe, supportive environment and raises awareness of LGBTQ+ issues and experiences.



How to apply ?

External Applicants: Please click the link below.

Internal Applicants: Please apply via your MiPlace employee self-service account. This ensures your application is saved within your account, and any personal information requested in the application form will automatically pre-populate using the details stored in your MiPlace account. Please review and update these if necessary.

[Applications close at 23:59 hours on Friday 12 June 2026.](#)

