



Lancashire Fire
and Rescue Service

FIRE & RESCUE

Station Manager Candidate Pack

September 2026

Lancashire Fire and Rescue Service

DAF

Contents

1. Welcome from the Chief Fire Officer
2. About the Service
3. Lancashire Combined Fire Authority
4. Advertisement
5. Job Description
6. Employee Specification
7. Equality, Diversity & Inclusion
8. How to Apply



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

Dear Applicant,

Thank you for your interest in the role of Station 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 a Station 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



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

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: Various across Lancashire

Duty System: 42 hours per week, Flexible Duty System

Salary: £52,040 - £57,402 (20% Flexible Duty Allowance)

Closing Date:

23:59 hours, Monday 12 October 2026

Job Details

Lancashire Fire and Rescue Service (LFRS) is looking for passionate leaders to step into the role of Station Manager. This is your chance to make a tangible difference in the lives of our communities while advancing your career in a dynamic, forward-thinking organisation.

Why Join Us?

- **Lead with Purpose:** Shape the future of fire and rescue services and guide dedicated teams.
- **Community Impact:** Every decision you make helps make Lancashire safer.
- **Career Progression:** Access exceptional leadership development and growth opportunities.
- **Inclusive Culture:** We value diversity and welcome applications from all backgrounds.

What You'll Do:

- Drive operational excellence and professionalism across multiple stations or functional area of the Service.
- Identify efficiency, improve productivity and deliver change successfully.
- Champion innovation and continuous improvement.
- Support, lead, mentor and develop talented teams to achieve their best.

What We're Looking For:

- Competent Wholetime Watch Managers ready for the next step, or Station Managers seeking to transfer into LFRS.
- Strong leadership and communication skills.
- Commitment to our core values.

Recruitment Process / Key Dates

1. **Application Form / Expression of Interest**
2. **Shortlisting** - for external candidates and internal candidates who are not currently in the SM Talent Pool.
3. **Assessment Day** - Monday 26 and Tuesday 27 October 2026 - This will include a Level 2 command assessment and will apply to external candidates and internal candidates who are not currently in the SM Talent Pool and who progress through the shortlisting stage.
4. **Final Interview** - Thursday 5, Friday 6 and Monday 9 November 2026 - This may include a presentation and will apply to:
 - Internal candidates who are currently in the SM Talent Pool; and
 - External candidates and internal candidates who are not currently in the SM Talent Pool and who successfully progress through the Assessment Day.

Job Description

Job Role

The Station Manager roles are as assigned and could be based within an Area, at Service Headquarters, or at the Leadership and Development Centre. The role of a Station Manager is within the framework of policies and procedures determined by the Fire Authority and the Service Management Team, to:

Responsibilities

- Take responsibility and remain accountable to the workplace manager within the designated functional area by supporting the Service's goals, which includes planning and monitoring activities and performance, making cost-effective decisions, conducting audits, and ensuring effective communication.
- Attend operational incidents/exercises and take command of incidents where role appropriate.
- Develop and deliver Department and Team Plans.
- Develop and implement robust delivery plans in consultation with staff.
- Lead and develop high performing and flexible teams to achieve the targets and objectives which have been assigned.
- Develop policy relevant to the role.
- Recruit, lead and develop staff ensuring the recruitment of a diverse, knowledgeable, skilled, and flexible service delivery team.
- Demonstrate effective leadership, supporting staff to effect any necessary cultural change to promote diversity and develop a highly flexible and responsive Service.
- Undertake performance management including conducting the appraisal of staff, giving constructive feedback, identifying talent, identifying training needs, and challenging under performance.
- Establish, monitor, and maintain high standards of staff performance, conduct, attendance, and discipline.
- Promote and monitor staff attendance at work, utilising Human Resources processes and procedures as appropriate.
- Undertake appropriate and adequate risk assessments ensuring that health and safety policy and guidance is followed.
- Support the development, management and delivery of projects relevant to the role.
- Develop and co-ordinate links with internal and external partner agencies providing appropriate representation on behalf of LFRS.
- Member of appropriate working parties, Service-wide committees and task groups.



Employee Specification

Essential Qualifications

- Competent Watch Manager
- Where the post holder is required to deliver operational response, competent Watch Managers should hold an ICL1 qualification and Station Managers should hold an ICL2 qualification.
- GCSE in Maths and English Language A-C or a Level 2 qualification in Numeracy and Literacy or equivalent or reach the required standards in online assessments.

Experience

- Implementing change and new initiatives whilst maintaining performance.
- Addressing under-performance issues successfully.
- Resolving a wide range of operational incidents commensurate with the role.
- Improving team performance leading to the achievement of objectives.
- The ability to effectively lead a team and act as a positive role model to staff.
- The ability to use and demonstrate competent skills in the use of Microsoft Office and/or Microsoft 365.
- A willingness to use other ICT systems to improve efficiency and effectiveness.
- The ability to apply a knowledge of safeguarding (as appropriate to the role).
- The ability to apply knowledge of health and safety as it is applicable to the job role.
- A commitment to inclusion, equality, and diversity.

Knowledge, Skills and Abilities

- A knowledge of a Fire and Rescue Service and the operating environment of a Fire and Rescue Service.
- A knowledge of the incident command protocols and procedures.
- An ability to develop high performing and cohesive teams.
- A knowledge of and the ability to influence partnership working.
- An ability to operate in a specialist role and function.
- An ability to listen and give effective feedback.
- Excellent written and verbal communication skills.
- The ability to coach and mentor others.
- The ability to write reports.



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 actively strive to cater to the unique needs of diverse individuals, taking purposeful measures to establish an atmosphere where everyone feels respected and capable of realising their full 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 here](#) for the online application.

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 details if necessary.

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

