

Wholetime Firefighter Candidate Pack November 2026

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Applications Open: Friday 27th November 2026

Applications Close: Tuesday 8th December 2026

Welcome from Chief Fire Officer Jon Charters

Lancashire Fire and Rescue Service

Dear Applicant,

Thank you for your interest in the role of Wholetime Firefighter 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.

If you share our ambition and passion for keeping Lancashire's communities safe, we encourage you to apply.

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 emergency response capability.

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.



LFRS Values and National Core Code of Ethics

Our Values set out how we treat each other and how we serve the public

S **Service**
Making Lancashire safer is the most important thing we do.

T **Trust**
We trust the people we work with.

R **Respect**
We respect each other.

I **Integrity**
We do what we say we will do.

V **Valued**
We actively listen to others.

E **Empowered**
We contribute to decisions and ideas.

Our STRIVE Values are supported by the national Core Code of Ethics for Fire and Rescue Services in England



Advertisement

Location: Individuals can be posted to a Station anywhere within the Lancashire area

Duty System: 2-2-4, Flexible Day Crewing or Day Crewing Plus Duty System. You can find further information about the different duty systems here.

Salary: £31,539 rising to £40,358 once competent in role (approximately 2 years)

Closing Date: 23:59 hours, Tuesday 8 December 2026

Job Details

As an Apprentice/Developing Wholetime Firefighter, you will play a vital role in protecting and supporting the communities of Lancashire. The role is varied, demanding and highly rewarding. You will be expected to:

- Respond calmly, professionally and effectively to people in distress and emergency situations.
- Work as part of a disciplined, multi-agency team in high pressure environments.
- Communicate clearly and confidently when delivering community safety advice.
- Value diversity and be able to support vulnerable people within the community.
- Uphold the Service's core values by behaving in an inclusive, respectful and non-judgemental way.
- Actively listen to others and value different perspectives and contributions.

What We're Looking For

We are seeking resilient, motivated individuals who demonstrate strong interpersonal skills, professionalism and a genuine commitment to public service.

Essential Requirements

You must hold a full Category B car driving licence, valid for use in the UK with no restrictions.

Apprenticeship and Training

Successful candidates will be appointed as either an Apprentice Firefighter or Developing Firefighter, those who have no previous experience will undertake the Level 3 Operational Firefighter Apprenticeship Standard, typically lasting up to 24 months. The initial recruits course forms the first stage of training.



Recruitment Timeline

1. Applications Open
Friday 27 November 2026

2. Applications Close
Tuesday 08 December 2026

3. Firefighter Talent Screener Online Test
10 December 2026 to 15 December 2026

4. Fitness Test
25 January 2027 to 02 February 2027

5. Practical Assessment Day
17 February 2027 to 24 February 2027

6. Interview
04 March 2027 to 10 March 2027

7. Pre-Employment Checks (Medical/DBS/Apprenticeship Meetings)
18 March 2027 to 24 March 2027

8. Uniform Fitting
02 April 2027 to 09 April 2027

9. Wholetime Firefighter Recruits Course
04 May 2027 – 12 / 13 week course, length to be confirmed.

Attendance
You must be available to attend and participate in all stages of the recruitment process.

Feedback
Due to the high volume of applications received for Wholetime Firefighter recruitment, we are unfortunately unable to provide individual feedback to candidates who do not progress to the next stage of the process.

The Selection Process

Our selection process for becoming a Wholetime Firefighter consists of several stages. You must successfully complete each stage before progressing to the next.

The process is thorough and highly competitive, designed to ensure we appoint individuals who can consistently perform to the high standards required of the role.

Please note that we reserve the right to apply additional filtering measures at any stage of the process to manage application numbers and identify candidates who best meet the required skills and abilities.

Application Form

The first stage of the process is to complete and submit an online application form. As part of your application, you will be required to provide the following information:

- Personal Information
- Employment History
- Education History
- Questions to assess your knowledge, abilities and experience relative to the Firefighter role
- Rehabilitation of Offenders Act – Criminal Convictions
- Driving Licence Information
- References

Before submitting your application, you will be asked to confirm a declaration stating that all information provided is true and accurate.

Please note that providing false, inaccurate or misleading information at any stage of the process may result in your application being withdrawn, any offer of employment being rescinded, or disciplinary action being taken if you have already been appointed to the role.

Firefighter Talent Screener

This is an online situational test which assesses an applicant's ability to assess a situation and decide upon the best course of action to take. You will be given a number of scenarios (in writing on screen) and asked to decide upon the most desirable response to that scenario from four options.

There is no time limit for this test.

The Selection Process Continued

Fitness Test

Operational Firefighters are required to maintain a high level of physical fitness throughout their career. As part of the recruitment process, you will be required to successfully complete a fitness assessment.

There are two fitness test options available:

- Bleep Test (Multi-Stage Shuttle Run): Candidates move continuously between two marked points in time with a series of audio bleeps. The pace increases incrementally throughout the test. To successfully pass, candidates must achieve Level 8.8.
- Chester Treadmill Test: This is a graded exercise test consisting of a two minute warm-up followed by six two-minute stages. The treadmill speed remains constant at 3.9mph (6.2 km/h), while the gradient increases by 3% every two minutes. To successfully pass, candidates must complete both the warm up and the full 12 minute assessment.

We strongly recommend that candidates practice and become confident in achieving the required standard of the Bleep Test before attending their fitness assessment.

Although both test options are available, the number of Chester Treadmill Tests that can be accommodated is limited. As a result, we cannot guarantee that all candidates will be able to undertake this option. For this reason, candidates should be prepared to complete the Bleep Test if required.

Practical Assessment Day

You will be required to undertake physical tests which aim to assess your level of fitness, strength, and manual dexterity as well as your level of confidence in simulated exercises.

The following tests are designed to reflect operational practice and may change from time to time:

- Ladder Lift
- Casualty Evacuation
- Ladder Extension
- Hose Skills
- Equipment Carry
- Ladder Climb
- Enclosed Space

As well as undertaking the above exercises, at your practical assessment day you will also be required to undertake written verbal and numerical ability tests. These will be taken using paper and pencil and will be timed. You can access practice tests here. Although these tests won't be the same as the ones you will undertake as part of our process, they will enable you to get used to doing timed tests and working through the questions as quickly and as accurately as you can.

The Selection Process Continued

Interview
The interview will consist of a face-to-face discussion with a panel. You will be asked a series of questions designed to assess your experience, knowledge, skills, and abilities against the Employee Specification, which can be found within the Wholetime Firefighter Job Description.

To help you prepare, all candidates will be provided with the interview questions 10 minutes before the interview begins. This will give you an opportunity to gather your thoughts and consider the most relevant examples you would like to share with the panel.

We recommend using the STAR method (Situation, Task, Action, Result) to structure your responses, as this can help you provide clear and detailed answers. View further information on the STAR method.

The interview is your opportunity to demonstrate how your skills, knowledge, and experience align with the requirements of the Wholetime Firefighter role. The panel will also assess your values and behaviours, and how these reflect Lancashire Fire and Rescue Service's Values and the National Fire Chiefs Council Core Code of Ethics.

When answering questions, use the strongest examples available to you. These can be drawn from employment, education, volunteering, sporting activities, community involvement, or personal experiences that demonstrate the skills and behaviours being assessed.

Pre-Employment Checks (Medical / DBS / Apprenticeship Meeting / Uniform Fitting
Once you have successfully passed all stages of the recruitment process, you will be invited to attend a medical assessment. This will be carried out by the Service Doctor and may include obtaining your medical records from your GP, where applicable.

As part of the assessment, you will be asked to complete a medical history questionnaire and undertake a range of tests, which may include:

- Hearing Test
- Step Test
- Lung Function Test
- Physical Stamina Assessment
- General Health Checks

Candidates will also be required to complete an Ophthalmological Assessment Form, which must be completed by a qualified optician. This means you will need to arrange and fund an eyesight test as part of the recruitment process. The results will be reviewed by our Occupational Health Physician, who will determine whether your eyesight meets the required standards for operational firefighting duties. Read the Firefighter eyesight requirements.

In addition to the medical assessment, a number of pre-employment checks will be carried out. These include obtaining employment references and completing a Standard DBS Check. You will also be required to attend our Stores Department at Service Headquarters for a uniform fitting in preparation for your appointment as a Wholetime Firefighter.

Job Description

Job Role

To deliver an emergency service by performing firefighting, rescue and other work as part of a team which resolves incidents, saves and preserves life, property and the environment.

To deliver a range of community safety programmes and services to protect the public and make communities safer.

Responsibilities

- To provide an immediate response to all emergency and special services calls (including fire, transport and HAZMAT incidents), saving and preserving endangered life and property.
- To assess risk, understand risk and undertake appropriate risk assessments.
- To treat casualties and support people involved in incidents and emergencies.
- To collect and record information from incidents for future use in reports etc.
- To prepare and present evidence for formal proceedings if required.
- To monitor, check, test and maintain fire appliances and related equipment to ensure a high state of preparedness and maintain operational readiness.
- To drive, manoeuvre and deploy LFRS vehicles as required.
- To effectively utilise Information Technology.
- To maintain up to date knowledge and apply health, safety and risk management legislation and practice.
- To acquire and maintain a good working knowledge of buildings and structures, local topography, environmental or special risks and controls, potential hazards, water supplies and fixed installations.
- To take responsibility for personal performance and attend drills, exercises, lectures, training programmes and fitness programmes to maintain a high standard of fitness, practical and technical knowledge and competence.
- To maintain a high standard of personal discipline.
- To consistently display excellent positive workplace behaviours towards colleagues and members of the public.
- To create and maintain a good working relationship with colleagues and contribute to decision-making for the effectiveness of the team.
- To work collaboratively with other partners, agencies and other blue light services.



Job Description continued

Responsibilities continued

- To inform and educate the community to improve awareness of community safety matters and to deliver risk reduction programmes, including presentations, to protect the public and to make communities safe.
- To engage with the media and provide information about community safety.
- At all times promote a positive image of LFRS in dealing with other organisations and members of the public.
- To support and contribute to local initiatives that may arise from the Station, Watch and local community.
- Demonstrate a commitment to personal development and actively participate in the appraisal process.
- To undertake emergency driving duties.
- To undertake associate training as required.
- To be aware of the LFRS Safeguarding Procedures and to make referrals as appropriate to the role.
- Promote a positive image of the Service in dealing with all other organisations and members of the public.
- To promote the principles of equality and diversity and comply with Lancashire Fire and Rescue Service Equality, Diversity, and Inclusion Policy at all times.
- To observe all rules governing health and safety and use safety equipment where it is provided.
- To support LFRS in its commitment to prevent pollution and minimise its impact on the environment.
- The post holder may be requested to undertake the duties of higher graded staff subject to consultation. In addition, other duties at the same responsibility level may be interchanged with/added to this list at any time.



Employee Specification

Essential Qualifications

- Possession of a current category ‘B’ car full UK driving licence that entitles you to drive in the UK without restrictions.

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.



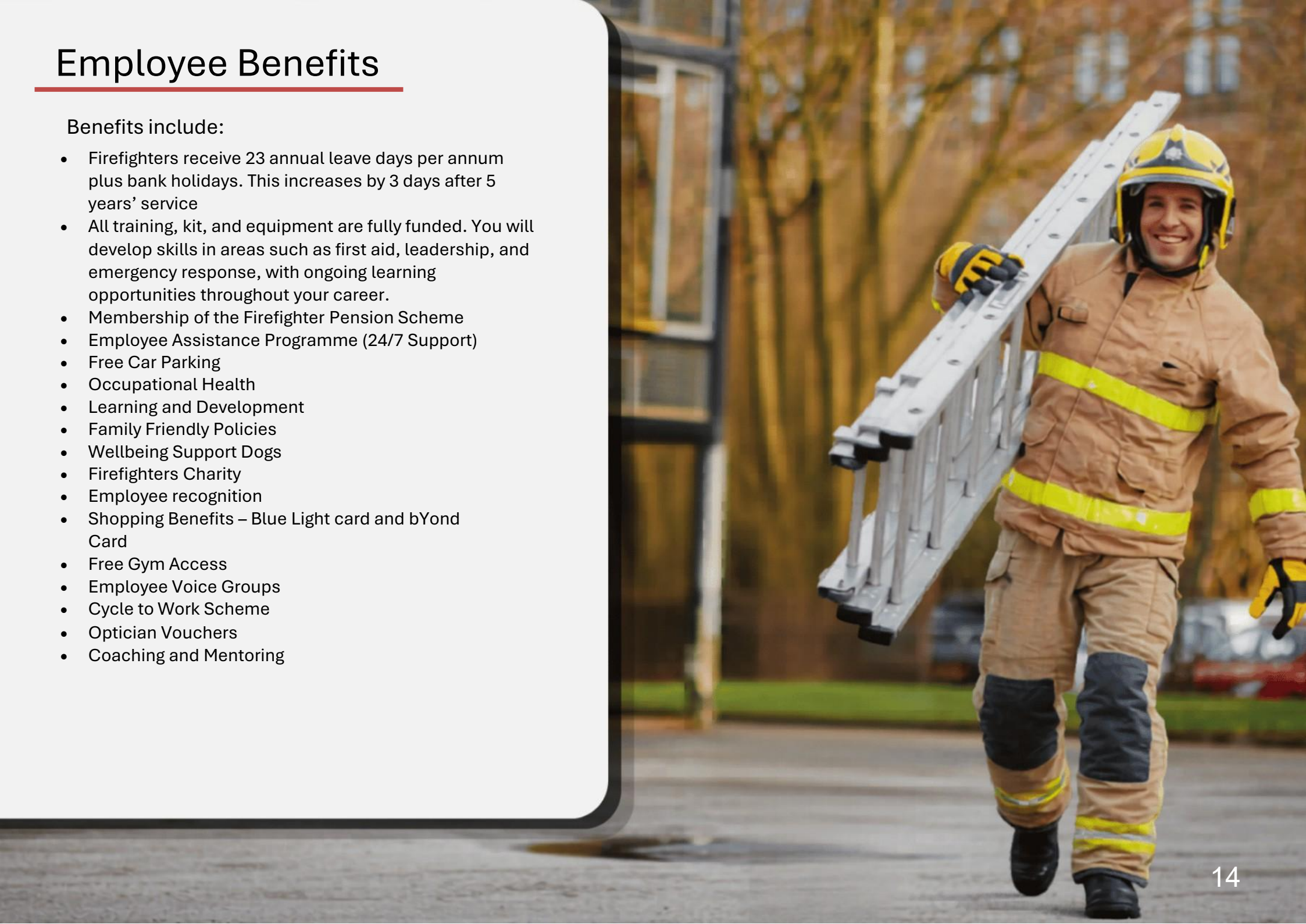
Knowledge, Skills, and Abilities

- An awareness of the role of a Firefighter.
- Ability to serve at any station on any full-time duty system according to the changing needs of the Service.
- Evidence an understanding of diversity and some involvement with different communities and with people from different backgrounds.
- An ability to work as a member of a team.
- The ability to support vulnerable people with different needs.
- The ability to deal sensitively with people in difficult situations.
- The ability to present written work neatly, accurately and concisely.
- The ability to communicate clearly and at a level appropriate to the audience.
- Actively seeks to support change and improvement in the workplace.
- Is committed to developing oneself and can demonstrate a commitment to self-improvement.
- An ability to maintain a calm, confident and resilient response in highly challenging situations.
- An ability to understand the importance of a safe working environment and an ability to take active steps to promote safe working and effectively assess risk.
- The ability to learn, understand, retain, recall and apply information and follow instructions.
- 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.

Employee Benefits

Benefits include:

- Firefighters receive 23 annual leave days per annum plus bank holidays. This increases by 3 days after 5 years' service
- All training, kit, and equipment are fully funded. You will develop skills in areas such as first aid, leadership, and emergency response, with ongoing learning opportunities throughout your career.
- Membership of the Firefighter Pension Scheme
- Employee Assistance Programme (24/7 Support)
- 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.

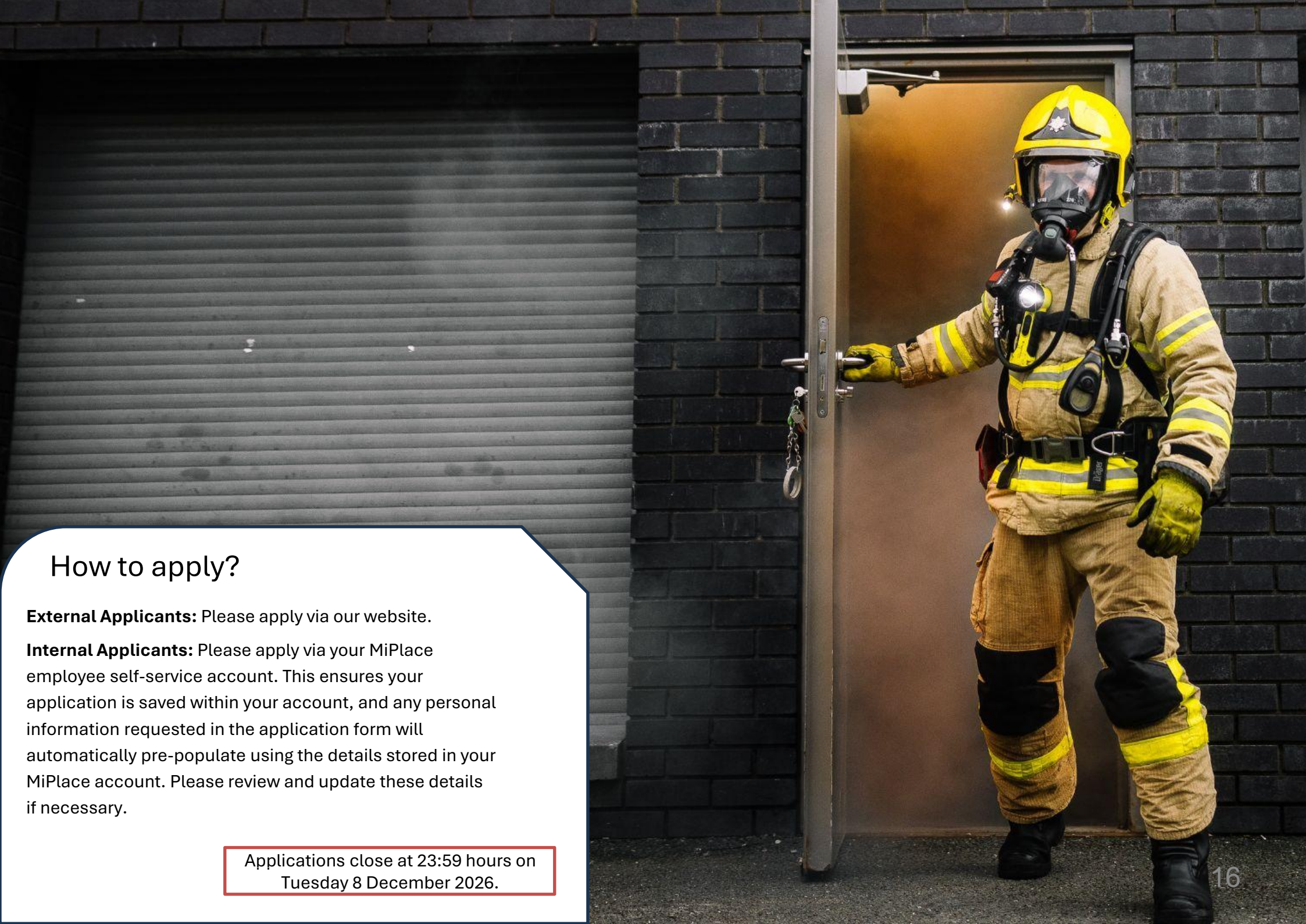
Women & Families – The group aims to raise awareness of support and opportunities for women and families, creating a positive environment to empower employees to thrive; ensuring family orientated health and wellbeing campaigns are promoted throughout the Service.

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 apply via our website.

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 Tuesday 8 December 2026.