

WHOLETIME FIREFIGHTER CANDIDATE GUIDE 2026.

Ignite your full potential with **us.**



Staffordshire
Fire and Rescue Service
preventing • protecting • responding



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Welcome to Staffordshire Fire and Rescue Service, and congratulations on joining our team.

Whether you are joining us as a firefighter, on-call firefighter, or a member of our fire support staff, you are now part of a service that is committed to making a real difference to the people, places and communities we serve.

At Staffordshire Fire and Rescue Service, our ambition is clear: To create a future where more lives are saved than ever before, the wellbeing of our people is protected, and our service is transformed to make our communities and our environment more protected.

Every role within our Service contributes to achieving this vision. From responding to emergencies and preventing incidents, to supporting our frontline operations and enabling organisational success, each member of staff plays a vital part in keeping Staffordshire safe.

As you begin your journey with us, you will discover a Service that values professionalism, integrity, inclusion, innovation and teamwork. We are looking for people who are committed to learning, willing to challenge themselves, and motivated by the opportunity to serve others.

Together, we will:

- **Save more lives than ever before.**
- **Keep each other safe.**
- **Shape a fire and rescue service that is smarter, stronger and fit for whatever comes next.**

We are proud of our people and the difference they make every day. We are equally committed to supporting your wellbeing, development and success throughout your career with us. Whatever your role, you will have opportunities to learn, grow and contribute to the future of our Service.

Every staff member at every level will be trusted to champion a culture of safety, accountability and continuous improvement. This means taking ownership, looking after one another, striving to improve, and helping us build a Service that continuously learns and evolves.

Joining Staffordshire Fire and Rescue Service is more than starting a new role. It is becoming part of a team with a shared purpose, a strong sense of community, and a collective commitment to protecting the people of Staffordshire.

Thank you for choosing to be part of our future. We look forward to seeing the contribution you will make and supporting you as you begin this exciting journey with us.



Glynn Luznyj

Staffordshire Fire and
Rescue Chief Fire Officer



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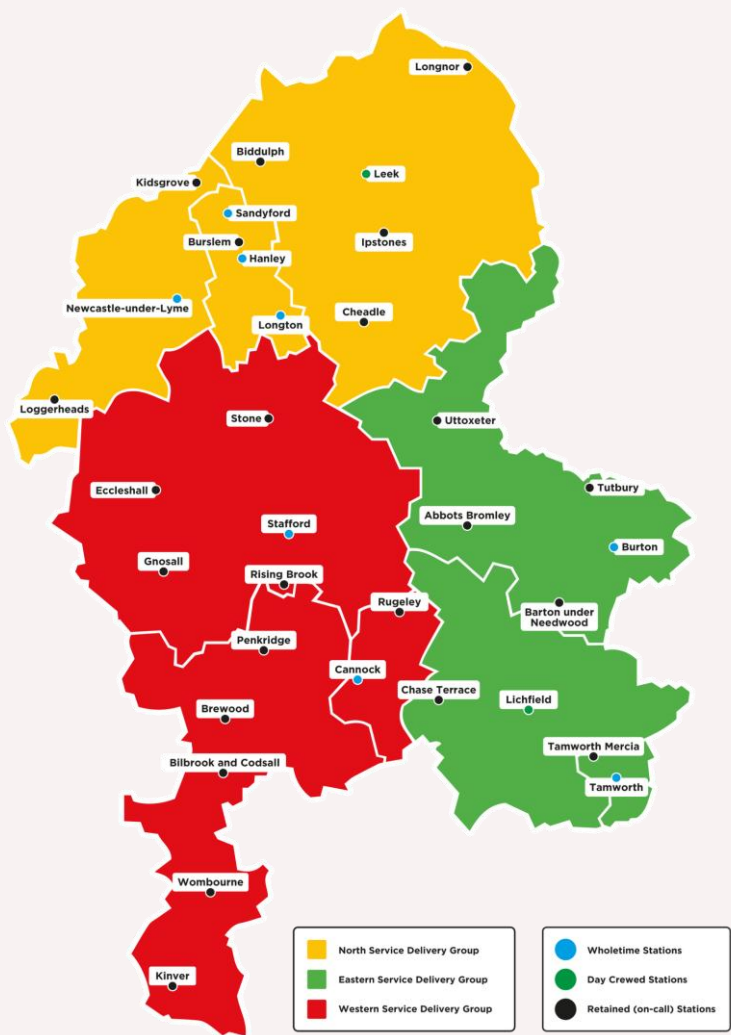


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About Staffordshire Fire and Rescue Service

Staffordshire Fire and Rescue Service serves the communities of Staffordshire and Stoke-on-Trent, providing prevention, protection and emergency response services to help keep people safe. The Service operates from a network of fire stations located across urban, rural and market town communities, enabling firefighters to respond to a wide range of incidents including fires, road traffic collisions, flooding, rescues and other emergencies.

In addition to responding to incidents, firefighters play a vital role in engaging with local communities, delivering safety education, conducting Safe and Well visits, and supporting vulnerable people. As a modern, inclusive and forward-thinking organisation, Staffordshire Fire and Rescue Service is committed to protecting people and places, making a difference, and creating safer communities through professionalism, teamwork and service excellence.



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The role

There is much more to the role of firefighter than the common perception of racing to fires or road traffic collisions in a fire engine. Today the job of a firefighter is more about community safety, education, partnership working and community engagement than it is about responding when things have gone wrong and this is what takes up most of a firefighters average working day. We strongly believe that preventing fires and emergencies from happening is far better and safer than attending when an incident has already occurred. Firefighters are expected to uphold our Core Code of Ethics.



Here are a few examples of what firefighters do:

- Engage and educate people of all ages to help them to stay safe and well
- Save and preserve endangered life and provide first aid to casualties
- Contribute to the fire, home and business safety solutions to minimise danger to the community. This is done through targeted home safety checks and visits, enforcing business fire regulations, and delivering public education campaigns to prevent incidents before they happen
- Work as a team at operational emergency incidents
- Protect the environment from the effects of hazardous materials



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Core Code of Ethics

The **Core Code of Ethics** sets out five ethical principles, based on the Seven Principles of Public Life, which alongside the accompanying guidance provides a basis for promoting good behaviour and challenging inappropriate behaviour.

Putting our communities first

We put the interest of the public, the community and service users first.

Integrity

We act with integrity including being open, honest and consistent in everything we do.

Dignity and respect

Making decisions objectively based on evidence, without discrimination or bias.

Leadership

We are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.

Equality, diversity, and inclusion (EDI)

We continually recognise and promote the value of EDI both within the FRSs and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.



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Salary And Benefits

Competitive salary from **£30,384** during development, rising to **£38,881** when competent, plus a generous pension and comprehensive package of staff benefits.



Generous Pension Scheme



Occupational Health centre to support employees.



Enhanced maternity/paternity leave



Enhanced Annual Leave Entitlement

Staff Networks



Staffordshire Fire and Rescue Service
Women's Network

Supporting women in the service.



Staffordshire Fire and Rescue Service
Neurodiversity Network

A community where neurodivergent individuals or those with friends/family can come together to discuss access issues and opportunities.



Staffordshire Fire and Rescue Service
Armed Forces Network

One team, many pasts. Celebrating our veterans and reservists in the fire service.



Staffordshire Fire and Rescue Service
Multicultural Network

Celebrating the rich cultures of our staff.



Staffordshire Fire and Rescue Service
Fire Pride Network

A safe place where colleagues can discuss LGBT+ specific topics or events.



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Future firefighter

Our firefighters support the most vulnerable across the county; helping to make sure they are safe in their homes, places of work and communities. They engage with communities across the county to encourage safer ways of living.

Essential criteria:

- Be over 18-years-old
- Be a UK/EU citizen or a permanent UK resident with no work restrictions
- Have a full manual or automatic driving licence
- Have a reasonable fitness standard that will be assessed as part of the course
- Meet the medical standards for the role

We are sure that our collective mind is better than any one of us in isolation so, the more people we have from different backgrounds and with different life experiences, the better the solutions to the problems we come across will be. In addition to this having a more diverse workforce makes us more open to all members of our community; many people prefer to talk openly to people they feel comfortable with. We encourage applications from candidates from Black, Asian, and minority ethnic backgrounds, women, people who have a disability, those who are neurodivergent, and persons of the LGBTQIA+ community.

We use positive action to encourage potential candidates from underrepresented groups through targeted support and advice sessions. If you have the skills, experience and values, that we pride ourselves on, then we would welcome you to apply.

Firefighter selection process timescales

Closing date for applications: Midnight Sunday 11th October 2026

Psychometric Assessment	12 th October-25 th October 2026
Fitness Test	2 nd November-6 th November 2026
Job Related Test	9 th November- 20 th November 2026
Interviews	30 th November-18 th December 2026
Pre-employment Checks	11 th January-15 th February 2027
Start date	25 th March 2027

****Please note that we only review the applications submitted through our application Centre and we will not receive applications passed the closing date ****



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Recruitment Process

All applicants must **complete the registration and eligibility screening stage** to **formally start an application**. This takes **less than 15 minutes** to complete and must be completed before the set closing date. From the date, the online portal will be closed, and no late registrations will be possible under any circumstances.

The online registration is accessed by clicking on the web link posted on the recruitment page of our website.

You will need to register your name, address, contact number, National Insurance Number (please ensure you have this available when you register) and e-mail address (all communications will be by e-mail, so it is critical that you use the same e-mail address only and check this throughout the selection process). Please also remember to regularly check your Junk/Trash or Spam folders to ensure you don't miss any communications.

As part of the application, you will also be asked to give details relating to equality and diversity; however, there is an option for you to select that you 'Prefer not to Say'. We encourage you to complete this accurately as it provides us with useful information on the diversity statistics for all applications received.

As part of the registration process you will also be asked if you meet essential criteria as provided in the eligibility criteria section.

You must ensure you read the questions carefully and answer them accurately, you cannot amend them once recorded. If you do not meet all the eligibility criteria you will not be allowed to proceed with your application. The criteria is applied strictly and consistently, and no exceptions will be made. Therefore, please do not contact us to query the criteria or seek to apply if you do not meet the basic eligibility requirements. If it is found at a later stage that you do not meet the essential criteria, you will be removed from the process.



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Online Assessments

As part of the recruitment process, Staffordshire Fire and Rescue Service uses **Talogy psychometric assessments** to help identify candidates with the skills, behaviours, and judgement required to succeed as a Firefighter. These assessments will make up the online sifting process

The Online assessments/Sifting consist of three elements: **Aptitude**, which measures your ability to process information and solve problems; **Personality**, which explores your preferred behaviours, motivations, and working style; and **Situational Judgement**, which assesses how you would respond to realistic workplace scenarios. Together, these assessments provide a fair and objective way of evaluating your potential and suitability for the role.

General Guidance and Information

All the online stages should be completed by you, alone and unassisted on a computer, laptop or tablet. They are not compatible with a smartphone. You should ensure that you have a stable internet connection when accessing and completing all the online stages. Checks will be undertaken at a later stage in the selection process to verify that you have completed these tests without assistance. Should you experience any IT issues accessing the online system during any of the online stages please contact Talogy at the email address they will provide.

***Please take note:** as we receive many hundreds of applications, regrettably we will not be able to provide you with individual feedback at any stage of the process. Should you require any information during the online sifting process described above, please refer to this guide as it will have all the information you need.*

Fitness Tests (Bleep Test)

We anticipate that the Fitness Tests will be held week commencing 2nd November 2026 and the venue will be listed on the invite

Bleep Test or MSFT-20m is an incremental predictive assessment of an individual's aerobic capacity. Predictive screening is conducted to ensure that an aerobic capacity level of 42.3 ml·kg⁻¹·min⁻¹ is achieved, which indicates that an individual has the potential to pass the "Breath-by-Breath" assessment and is safe to conduct the other physical tests.

The MSFT-20 requires an individual to run between two cones/markers spaced 20m apart. The timing is set by a beep that increases in speed per level. The applicant must ensure they make the 20m marker before the next beep starts. A total of two warnings will be given for missed beeps and on the third missed beep, the individual will be removed from the test. The minimum standard required to continue to the next part of testing is level 8.8.



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Practical Assessment-Job Related Tests

At this stage of the process you will be tested both physically and mentally with a selection of tests which are designed to replicate the type of work you will be expected to undertake as a Firefighter. They are designed to assess your level of fitness, strength and manual dexterity as well as your level of confidence in simulated exercises. All our tests are derived from the agreed national Firefighter selection tests as set out by the National Firefighter Chiefs Council (NFCC).

Ladder Lift. The maximum weight of the bar will be 30Kg for the test. This test will require upper body strength.

Casualty Evacuation. To simulate rescuing a casualty, you will be required to drag a casualty dummy backwards around a 30m course in a set time whilst guided by an instructor.

Ladder climb. Wearing a fall arrest harness you will be required to ascend a fire service ladder to a marked height where you will then be required to take a leg lock and lean backwards and identify a number, letter or symbol being displayed from the ground.

Equipment assembly. In this test you will be required to assemble and disassemble a piece of fire service equipment in a way shown to you prior to the test commencing, whilst following the instructions given.

Confined space. In this test you will need to negotiate a set path whilst working with restricted mobility and visual.

Equipment carry test. This test involves moving items of fire service equipment over a set distance. You will be running, lifting, carrying and dragging various items in a set order, which will be explained before the test, with the methods of lifting, carrying and holding.

On the day of the Practical Assessment, you will be fully supervised and will be provided with the appropriate Personal Protective Equipment (PPE) to wear.



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Interview

Following the successful completion of all the Physical tests you will be invited to attend an interview with a panel of representatives from within Staffordshire Fire and Rescue. This will focus on past experiences, your skills and personal attributes which will determine your suitability for the role of a Firefighter.

We will have prepared questions inspired by our Core code of Ethics and Safer Recruitment Policy.

The interview will take around 1 hour and the scoring will be consistent, with clear criteria to ensure all candidates are assessed based on the same standards.

Preparing for the interview

- Read through your application form, CV and any further information that has been provided to help you prepare.
- Think about what questions an interviewer might ask and what examples you would give.
- Practice talking through the examples you could use, also write down your examples and read them through to familiarise yourself with them.
- Listen carefully to the question that the interviewer is asking.
- Don't be afraid to ask the interviewer to repeat the question being asked.
- Take a moment to plan your answer in your mind before you start speaking.
- Try to relax, although the interview is formal, the panel are there to try to get as much information as they can from you.

Practical Tips:

- Ensure that you know the date, time, location and route
- Leave plenty of time to get there, always plan to be 10 -20 minutes early.
- Make yourself available at the existing dates as we will not be able to reschedule.
- Let recruitment know if you need any reasonable adjustment for the interview

What to Wear

- Aim for smart and tidy appearance



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Pre-employment checks

Medical

You will be required to attend an appointment at our Occupational Health Unit for a medical assessment. You will be asked to complete a questionnaire covering your medical history before being completing a series of different tests which include:

- **Hearing test:** You will sit in a sound-proof booth, wearing headphones and will be asked to press a button when you hear a range of sounds.
- **Lung function:** You will be asked to blow hard and long down a hollow tube until all your lung capacity is fully exhaled when a reading is taken and assessed accordingly.
- **General tests:** You will see a doctor who will test your reflexes and discuss your medical questionnaire with you.
- **Vision test:** Your standard of vision will be assessed. The minimum standard of corrected binocular vision required is visual acuity of at least 6/9. Also, any uncorrected visual acuity of 6/18 would be accepted providing you have full corrected vision 6/6. Near vision is also assessed and you should have the ability to be able to read N12 at 30 centimetres which is seen as the absolute minimal standard. If you have colour vision deficiency, the severity will be assessed with further testing.

Disclosure and Barring Service (DBS Enhanced)

An Enhanced clearance check will be undertaken on successful candidates prior to offer of employment. A criminal record may not automatically bar you from appointment (it may in some cases). The Service will consider whether the conviction or caution makes you unsuitable for appointment. Failure to declare a conviction or caution may disqualify you from appointment or result in summary dismissal if the discrepancy comes to light and will be taken into consideration on our positive disclosure risk assessment process.

References

References will be taken up before any formal offer of appointment can be confirmed. You will need to provide a minimum of 2 referees. Your first reference should be from your current employer/teacher/trainer. Your second reference should come from a previous employer/teacher/trainer or someone who has known you in a professional capacity. You may not use relatives as referees. If you are or have previously been employed by another fire and rescue service, we will seek references from them as part of the pre-employment checks. Any periods of more than 30 days in the last 3 years where you have not been in employment, education or training will need to be explained (for example, carer and childcare responsibilities, retirement or travel). If you are/have been self-employed within the last three years we will contact you at the appropriate stage so you can provide evidence, for example copies of Annual Tax Returns, a letter from an Accountant or a client for that period



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Training

If successful through the recruitment process you will embark on a 16-week training course. You will first attend an Induction Day on 25th March 2027.

Following that, the course will run from 30th March 2027 to 16th July 2027. The majority of the training will take place Monday to Friday however; there will be occasions where weekend/evening work may be required, including residential stays. Further details will be confirmed closer to the time.

The training course will include: Hose; Pumps; Ladders; FREC; RTC; SWAH/SWFR; ICS; Building; Construction; Prevent & Protect; Hazmat; Breathing Apparatus; Mental Health First Aid

During the course, you cannot take annual leave. This is to ensure that all required training and skills are successfully completed before you begin your station placement in August 2027. At the end of the course, you will be allocated 2 weeks of annual leave before commencing at your assigned station. We aim to inform you of your station allocation between Weeks 12 and 14 of the course. Whilst station requests and preferences will be considered wherever possible, they cannot be guaranteed.

Apprenticeship

All new Firefighters joining Staffordshire Fire and Rescue Service undertake their training and development through our Operational Firefighter Apprenticeship Programme. Firefighter apprentices complete a two-year programme of formal training and work-based development which provides them with the full competencies and confidence to undertake the wide range of functions expected of firefighters in a modern fire and rescue service.

Our Firefighter Apprentices further work with our teams and partners to prevent incidents through community safety initiatives, educational programmes and fire safety visits to vulnerable people. They will also contribute to fire safety work to minimise risks to people's property and the environment.

At the end of the two-year programme, our apprentices undertake their formal Assessment to be recognised as fully competent firefighters against the benchmarked industry standard.

We are looking forward to receiving your application! If you have any questions, please email: recruitment@staffordshirefire.gov.uk



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