



## NFCC Direct Entry Programme: Station Manager

### Executive Summary Three Year Operational Programme

Whilst the station manager development programme will be set over a 3-year period, the NFCC will ensure that it is flexible allowing for candidates to progress at a faster pace if they demonstrate an aptitude for the desired skills, outcomes, and demonstration of competence. However, the programme will need to be completed to a satisfactory level and to achieve competence in a **maximum** period of 3 years<sup>1</sup>.

The programme is split into two distinct training programmes, namely:

- Operational,
- Professional Development,

This paper is covering **Operational Training**.

The programme is designed to deliver the requirements of EFSM2, and in line with the relevant National Operational Guidance, as outlined below.

Level	Role	Outcome
Level 1 – Initial	SM	Competent
Level 2 – Intermediate	SM	Competent
Level 3 – Advanced	SM	Awareness
Level 4 – Strategic	SM	Awareness

#### 1. The Approach

The aim of developing and implementing a Direct Entrant (DE) Programme aims to:

- Provide the sector with an opportunity to attract people with the relevant management and leadership experience,
- Provide the sector with options that can widen the appeal in working for the Fire Service, in turn providing a diversity of thought,

#### 2. Attraction & Selection

The attraction and selection element will be a key foundation to the success of the programme and as such we will develop and agree a National Model.

#### 3. Acquisition Training

##### Module 1 – Acquisition

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<sup>1</sup> Requirement to be documented and made clear at the point of contract with local management.

Once selected and having completed a relevant operational fitness test and medical, the candidate would undergo an introduction to the sector, (Professional Development). This will be a comprehensive programme which will develop their skills whilst placing them in the context of working within the Fire Sector. Once completed, candidates would then progress to the next phase where they will be required to **successfully** complete an initial Firefighter training programme<sup>2</sup>.

**NB:** *The modules and consolidation elements, map the pathway to competence, although may be amended in-line with Training Provider submissions and ideas during the procurement stage.*

Module 1	Consolidation	Module 2	Consolidation	Module 3	Consolidation
5 – Months	7 - Months	4 – Months	7 - Months	3 – Months	10 – Months

### 3.1 Consolidation & Immersion

During the programme, the candidate will enter a consolidation period in their service along with being assigned a mentor, if possible, these will be from members with experience or involvement in DE.

## 4. Command Training

### Module 2 – Supervisory Command Training

The candidate will then enter a critical and detailed training programme to ensure National Operational Guidance is complied with and evidenced.

#### 5.1 Level 1 and Level 2 Command

During this period, the candidate will conduct activities to gain **competence** at Level 1 and Level 2.

The final elements of Module 1 & 2 will be the completion of a Command Assessment which will be verified by an external partner.

Module 1	Consolidation	Module 2	Consolidation	Module 3	Consolidation
5 – Months	7 - Months	4 – Months	7 - Months	3 – Months	10 – Months

#### 5.2 Module 3 – Level 3 Command

Once Module 2 has been successfully completed the candidate will move into the training at Level 3, in providing an **awareness**.

They will also be given an overview of the work conducted at Level 4, although like Level 3, this will not be assessable.

Module 1	Consolidation	Module 2	Consolidation	Module 3	Consolidation
5 – Months	7 - Months	4 – Months	7 - Months	3 – Months	10 – Months

<sup>2</sup> Commence the development of understanding in leading and monitoring operational incidents.

Once Module 3 has been successfully completed the candidate will move into the final consolidation period, covering a range of in-service learning. At the end of the consolidation period the candidate, if successful in completing all aspects to the desired level, will be a competent Station Manager, and eligible to conduct operational activities in line with EFSM2. At this stage, an assigned period of shadowing and support will be required in line with service protocols and procedures.

The candidate will be supported by their assigned coach and mentor, along with their in-service Personal Development Review procedure.

The candidate will now enter their service`s Maintenance of Competency programme, with all training history stored on the service training data base.

Module 1	Consolidation	Module 2	Consolidation	Module 3	Consolidation
5 – Months	7 - Months	4 – Months	7 - Months	3 – Months	10 – Months

## 5. Summary

Once the programme is completed the candidate will move into the next phase, of continued professional development and maintenance of competence in their home service.