



**CAMBRIDGESHIRE
FIRE & RESCUE SERVICE**

**MAKE A
DIFFERENCE.
BE THE
DIFFERENCE.**

**ORGANISATIONAL LEARNING
AND ASSURANCE MANAGER**

**PREVENT
PROTECT
RESPOND**

A message from our **Chief Fire Officer**



Thank you for considering a role with Cambridgeshire Fire and Rescue Service.

At CFRS, our purpose is simple and meaningful: to protect, prevent, and respond. Whether you're working on the frontline or in a professional support role, this shared mission connects every member of our team. It's what drives us to keep communities safe, reduce risk, and be there when it matters most.

Being part of CFRS, regardless of the role you play, is more than responding to emergencies. It's about making a difference every day, being part of something bigger and contributing to a Service that people trust and value.

We're proud of the culture we've built. In our most recent engagement survey, 88% of our people said they're proud to work for CFRS, and 84% agreed that everyone is welcome. Our teams describe the organisation as welcoming, supportive, and inclusive and we work hard to make that a reality, every day, for everyone.

People join CFRS for different reasons - whether it's a desire to help others, give back to the community, develop new skills, or be part of a close-knit team. Whatever your motivation, you'll find a place here where your contribution matters and where you're supported to grow and thrive.

If you share our commitment to protecting people, preventing harm, and responding with care and professionalism, we'd be proud to have you as part of our team.

Matthew Warren

A handwritten signature in black ink, appearing to read 'Matthew Warren'.

Chief Fire Officer

Our values

Being part of CFRS means joining a team that cares - about the work we do, the people we serve, and each other.

Our Service Values of Welcoming, Respectful and Professional are not just words. They shape how we treat one another, how we serve our communities, and how we carry out our work each day.

We welcome difference, treat people with respect, and take pride in doing things properly. Whether you're responding to an emergency, delivering fire prevention advice, or supporting others behind the scenes, these values guide how we protect people, prevent harm, and respond when it matters most.

If our values connect with you and you're looking for a career where your contribution matters, you'll thrive in a role that's built on trust, respect, and purpose.

Values and Behaviours



 Welcoming	 Respectful	 Professional
I am welcoming and inclusive.	I treat everyone with dignity and respect.	I always act with integrity and am accountable for my behaviour, actions and words.
I consider and support my colleagues' wellbeing.	I embrace diversity and difference.	I communicate clearly and listen attentively.
I appropriately address language and behaviours that are not in line with our values.	I am mindful of my impact on others.	I am open and receptive to feedback.

What we do

At CFRS, our purpose is clear and powerful: to protect people, prevent harm and respond when we're needed most. It's more than a saying - it shapes everything we do.

- **Protect** – We work with our communities to identify and reduce risks, safeguard vulnerable people, and support resilience across homes, businesses, and public spaces.
- **Prevent** – Through education and outreach, we aim to stop incidents before they happen - from fire safety visits to road safety campaigns and community engagement.
- **Respond** – When emergencies do happen, we act swiftly and professionally - whether it's fires, road traffic collisions, floods, or other incidents.

This purpose unites everyone at CFRS - from firefighters on the frontline to those behind the scenes. No matter your role, you'll be helping to deliver a trusted public service that saves lives, reduces harm, and supports our communities to thrive.

Prevent

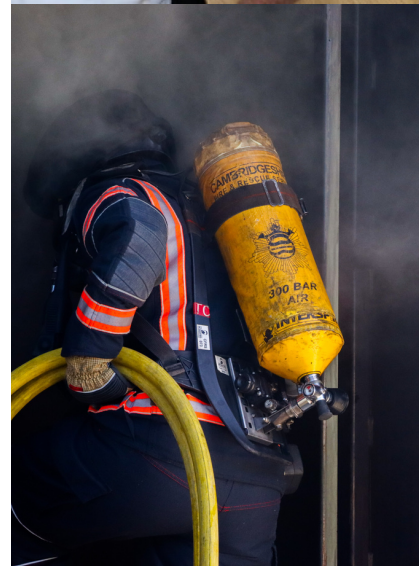
We're always available to respond if there's an emergency, but our work focuses on stopping fires from happening in the first place. Our community safety work is a priority and we help those most at risk of a fire in the home.

Protect

It's not just in the home where fire safety is important. All non-domestic premises by law must have fire risk assessments carried out by the owners or a responsible person. This is to ensure that employees and any visitors are as protected as they can be from fire and that they could evacuate safely.

Respond

Our crews of highly trained firefighters are ready to respond when needed - not just to fires, but to a wide range of emergencies. Each year, we attend around 1,500 fires, 400 road traffic collisions, and over 600 other incidents, including flooding, animal rescues, chemical spills, and water rescues.





Responsible to: Chief Fire Officer (CFO)

Job Purpose:

To provide objective oversight, early identification of risks, and evidence-based assurance to support informed decision making through leading and undertaking of assurance activities. Using information from CFRS's corporate reporting structures assuring the delivery of areas for improvement, undertaking targeted deep dive reviews to verify that agreed processes, controls, and tasks are being carried out as intended.

This role will also be responsible for the end-to-end management of the HMICFRS and inspection process conjunction with the HMICFRS Service Liaison Officer (SLO). This includes coordinating all data submissions, managing inspection activities, and ensuring the HMICFRS portal is accurately maintained and updated in line with Areas for Improvement (AFIs) and any Causes of Concern.

Main Duties & Accountabilities

Main Accountabilities

- Lead targeted in-depth assurance reviews to verify that processes, controls, and tasks are being carried out as intended.
- Develop, manage, and maintain a risk-based programme of assurance activity, aligned with the strategic risk register.
- Produce high quality assurance reports with clear findings, evidence, and recommendations.
- Provide early identification of emerging issues and risks, ensuring timely visibility and escalation.
- Ensure actions arising from assurance activity are tracked, monitored, and reported through the Organisational Learning and Assurance Board. (OLAB)

Risk Management and Action Tracking

- Strengthen the current risk assurance review process and embed action tracking into routine management practice.
- Engage with stakeholders to define appropriate actions, assess feasibility, and ensure completion.
- Maintain consistent and transparent reporting to all three Directors, ensuring alignment with organisational priorities.

HMICFRS Inspection Management

- Work alongside the HMICFRS SLO to oversee the end-to-end management of the HMICFRS inspection process, including data coordination, inspection activities, and evidence submissions.
- Maintain and update the HMICFRS portal, ensuring accurate representation of progress against Areas for Improvement and Causes of Concern.
- During inspection periods, prioritise inspection duties exclusively due to the resource intensive nature of the process.
- Convene and lead a cross organisational matrix team to ensure coordinated and timely delivery of all inspection requirements.

Targeted Assurance and Resolution Activities

- Undertake assurance activities where conflicting information or lack of clarity is presented to Directors.
- Analyse evidence to establish an objective understanding of issues.
- Provide clear recommendations to Directors on action required to resolve identified matters.





Reporting and Communication

- Prepare concise written reports, dashboards, and updates for Directors, and shared through the OLAB
- Clearly articulate findings, risks, and recommended actions based on evidence and professional judgement.
- Build effective working relationships across the organisation to support transparent, open, and reliable information flow.
- To undertake such other duties as may be required from time to time, commensurate with the grade and positioning of the post.

CORPORATE ACCOUNTABILITIES (applicable to all personnel)

Equality, Diversity and Inclusion & Safeguarding

- Support and promote the Service's statement, policies and procedures on Safeguarding, Equality, Diversity and Inclusion in employment and service delivery.

Health, Safety and Risk

- Ensure that health, safety and risk issues are factored into all areas of activity
- Support and promote the Service's Health and Safety policies and procedures to maintain a safe and healthy working environment.

Development

- Responsible for updating own practices and professional knowledge.
- Undertaking personal development activities as agreed with line manager.

General

- To undertake such other duties as may be required from time to time, commensurate with the grade and positioning of the post.

OTHER GENERAL REQUIREMENTS OF THE JOB

CPD

- The post holder must be willing to continuously develop their professional knowledge, experience and understanding.

TRAVEL

- Travelling across the county may be required to facilitate the effective delivery of the role and to participate in meetings etc.



CORE COMPETENCIES	CRITERIA	ESSENTIAL	DESIRABLE	MEASUREMENT
QUALIFICATIONS/ EDUCATION	Educated to A-Level or equivalent with GCSE A-C in English language	X		Application form
	Related Degree/Diploma		X	Application form
KNOWLEDGE/ EXPERIENCE	Understanding of the HMICFRS Programme and the aims and objectives specifically within Fire and Rescue services		X	Application form
	Experience of making independent decisions and taking responsibility for consequences	X		Application form AND/ OR selection process
	Evidence of self motivation and able to work on own initiative without supervision	X		Application form AND/ OR selection process
	Excellent interpersonal skills with the ability to develop excellent working relationships and maintain rapport with others.	X		Application form AND/ OR selection process
	Experience in setting up and implementing quality assurance and evaluation strategies and to integrate these into delivery across an organisation.		X	Application form AND/ OR selection process
	Experience of developing robust reports along with visual reporting methods to present findings.	X		Application form AND/ OR selection process
SKILLS	Ability to source, interpret and analyse data to inform future practice	X		Application form AND/ OR selection process
	Ability to develop and implement new practices and methodologies to improve outcomes	X		Application form AND/ OR selection process

PERSON SPECIFICATION:



CORE COMPETENCIES	CRITERIA	ESSENTIAL	DESIRABLE	MEASUREMENT
SKILLS	Ability to prepare and present detailed reports of findings for internal and external stakeholders, partners and other interested parties	X		Application form AND/OR selection process
	Fully proficient in IT packages including windows, office and speciality systems	X		Application form AND/OR selection process
GENERAL	Full, current driving licence*	X		Application form
	Ability to act as a role model of the Service's values and behaviours	X		Application form AND/OR selection process
	Successful applicants will be required to complete a standard or enhanced Disclosure and Barring Service (DBS) check as part of the pre-employment checks	X		Onboarding

*Reasonable adjustment will be made for those candidates who may have a disability under the Equality Act 2010. However, it is essential that the successful candidate can travel to any part of the county when required



Terms & Conditions



The salary scale and conditions of service are determined by collective agreements covering Local Government employees made at the National Joint Council, Eastern Provincial Council and locally between this Authority and the recognised unions, and as supplemented by the decisions of the Authority.

Location

The successful applicant will be based in Huntingdon but will be required to travel to other sites in Cambridgeshire and out of County.

Salary

£51,220 a plus excellent benefits

Payment is normally made 7 days before the last working day of the month by BACS transfer to your bank or building society account.

Type of Contract

Permanent

Hours

37 hours per week

A flexible approach can be taken when making local agreements around working hours. This will be agreed with the line manager.

Probation Period

There is usually a probationary period of 6 months

Offer Subject to

Completion of Medical Questionnaire/Medical Examination.

Receipt of references satisfactory to the Authority.

Evidence of right to work in the UK (including Settled Status or Pre-Settled Status for most EU citizens)

Requirement to complete a standard or enhanced Disclosure and Barring Service (DBS) check



Terms & Conditions cont.



Pension

Membership of the Local Government Pension Scheme, this is funded by contributions both from you and the Fire Authority. Your contribution is dependent upon salary and will be between 5.5% and 7.5% of your salary. Transfer of contributions from previous employment is possible under certain circumstances. You will receive an explanatory booklet if appointed

Annual Leave

The annual leave year runs from 1 April to 31 March. The leave entitlement for full time staff is 28 days per annum; annual leave for part-time staff is given on a pro-rata basis. If you are new to local government your entitlement in your first year will be calculated on a pro rata basis. After five years Local Government Service you will be entitled to five extra days' annual leave. After 10- and 15-years' service in this Service you will receive an extra 1 day of annual leave, giving a maximum of 30 days. In addition, you will receive paid leave on eight public holidays if you normally work on that day (pro-rata for part-time employees).

Other leave: Special leave arrangements exist covering bereavement, nursing sick relatives, adoption, paternity, maternity and parental leave, and jury service. Subject to operational requirements special leave arrangements also exist covering certain public duties, e.g. magistrate, school governor, etc.

Sickness

The Authority operates a nationally agreed scheme, which provides for varying periods of sickness absence on full pay followed by half pay, according to the length of recognised continuous Local Government service. There is a minimum of one month on full pay and one month on half pay, rising to a maximum of six months on full pay and six months on half pay after five years' service.

Training & Development

Training and Development has a high priority in the Authority. It is seen as a continuous process and you will be encouraged to develop relevant skills. You may be offered financial or other assistance where appropriate and subject to affordability

Equal Opportunities

The Fire Authority is committed to providing equality of opportunity in employment and service provision.



Thank you for your interest in joining Cambridgeshire Fire and Rescue Service.

We're proud to be a Service that values dignity, respect, and equal opportunity for all. If you have any conditions - whether diagnosed or not - that may affect any part of the recruitment process, please let us know. This could include physical or mental health conditions, or anything related to neurodiversity.

Sharing this information is completely confidential and will not affect how your application is assessed. It simply helps us ensure that any reasonable adjustments can be made to support you through the process.

If you're successful, you won't just be joining a Service - you'll be joining a team that makes a real difference every day.

We wish you the very best of luck.

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Working together to improve community safety