From:	National Commander - Kerry Gregory
To:	Whole Country
Subject:	GM/CRM Opportunities – One week to go! Who is eligible to apply? How does CoRE work?
Date:	Friday, 30 April 2021 6:41:41 pm
Attachments:	image001.jpg

Kia ora koutou

Last Friday we opened applications for the residual Group Manager (GM) and Community Risk Manager (CRM) roles throughout the country. With a week to go before applications close, I want to provide some clarity around a couple of frequently asked questions we've been receiving about the roles. I also want to encourage each and every one of you who have the suitable skills and experience (as outlined below) and are interested in a role to get your application in. Applications for the GM position are open to **everyone** in Fire and Emergency, and the CRM roles are also open to external candidates.

Group Managers:

As part of the District Leadership Team (DLT), Group Managers are responsible for supporting brigades to ensure they are managed effectively in their day to day service delivery, including leading incident response when required within a District. As well as managing brigades, stations and other resources across their District, GMs will lead the delivery of local planning, site reports, and tactical plans. They are also responsible for engaging with key local stakeholders, including community groups and iwi. GMs will also ensure their Group's efforts are in line with the wider outcomes of our organisation and will work closely with the CRMs to ensure the Districts can deliver on the 4Rs. For further details about this vacancy and to apply click here.

We were made aware of some confusion around the language used in the position description, relating to the Senior Officer response roster. To confirm, for recruitment to these positions, it is not a requirement that you have been on a senior officer response roster in the past to be eligible to become a Group Manager. If you are successful in the role you will be required to be on the senior officer response roster that matches your experience (built or natural). We have amended the ad to make this clearer.

Community Risk Managers:

Community Risk Managers lead all reduction and community readiness recovery functions across the District. CRMs are also part of the DLT and are a conduit between their Districts Risk Reduction/Community Readiness and Recovery Advisors (who report to the CRMs directly), Group Managers and Brigades, ensuring their District delivers on its strategic priorities and work programmes. Further details about this vacancy and/or to apply click here.

CoRE (Confirmation of Relevant Experience):

CoRE is an online assessment tool to confirm operational experience. We've had a few questions about whether specific roles would have the experience required to pass CoRE, as it is requirement as part of the GM application. So, we wanted to clarify what's involved.

CoRE requires you to provide examples of your leadership at moderately severe incidents. While real incidents are preferred, up to half of your examples can be tested simulations. If you're using a simulation or overseas incident as an example, you need to provide evidence to show the example was moderately severe. For example, you might be a Senior Station Officer

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(SSO) who was Officer in Charge at some point during a 3 Alarm structure fire; or an acting/seconded Principal Rural Fire Officer or Deputy Principal Rural Fire Officer who was Incident Controller at a level 2 incident or an incident where deployments were required or a RIMT set up; or an acting/seconded Assistant Area Manager who has been officer in charge of a significant fire.

The form will ask you how you demonstrated the following, in the incident example(s) you provide:

- Leadership and teamwork.

- Strategic thinking and planning.

- Self-awareness.

- Technical skills and knowledge.

If you're using a real example, you can use the same example for all four capabilities. There will also be a series of yes/no questions relating to the above attributes. Lastly, you'll need two referees to vouch for your role in the specific incidents you provide –you need to provide the incident name, date, and your role.

If you're unsure about what's required, we really encourage you to watch the short video on this page, review the guidance, or contact xxxxxxxxxx@xxxxxxxxxxxxxxx.xx____. The whole CoRE form takes about 30 minutes to complete.

Finally, I want to reiterate that we need the diversity of skills and experience in the DLTs across all Districts in Aotearoa. All appointees will have the full backing and support of the Service Delivery Leadership Team, including your Region Managers.

If you believe you have the relevant skills and experience and want to be part of this exciting new phase of Fire and Emergency, please get your application in. Thanks to those of you who have been in touch with the team with your questions. It's really important that we know what's unclear so we can provide clarification as necessary. If you have any questions about the GM/CRM roles, or whether one might be a good fit for you, please get in touch with xxxxxxxxxxxxxx@xxxxxxxxxxxxxxx.xx___.

This is a really great opportunity, one that doesn't come along very often, to apply for two roles that are vital to the success of our organisation and being able to lead the delivery of our services to our communities. Generally people regret the things that they don't do as opposed to what they do, if you are on the fence about applying I encourage you to seize the opportunity while it exists and get your applications in.

Ngā mihi nui
Kerry

Kerry Gregory
National Commander
Deputy Chief Executive Service Delivery
Toihau ā-Motu

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From:	National Commander - Kerry Gregory
To:	Whole Country
Subject:	Group Manager and Community Risk Manager appointments announcement
Date:	Friday, 23 April 2021 12:01:11 pm
Attachments:	image001.jpg

Kia ora koutou katoa,

Group Manager and Community Risk Manager Appointments

I am pleased to be able to announce our first group of new Group Managers (GMs) and Community Risk Managers (CRMs). You can see the appointees here.

The GMs and CRMs will be part of our District Leadership Teams (DLT), who will collectively be responsible for leading the delivery of each of the elements of the four Rs of emergency management in the new Districts. Together with our District Managers, they will help lead our teams as we continue to move towards a more unified Fire and Emergency.

It is important that we have the necessary range of skills and experiences within each District to successfully deliver our legislative mandate across both the built and natural environments. These appointments today go some way to achieving that, and we will continue to build on this as we move in to the next stages of redeployment and recruitment. As we have said throughout the process it is important to note that our systems ensure that the people who will be leading our response to emergencies have the skills and experience to lead that type of incident. There is no change to this and the safety of all of our firefighters and the public is as always, our top priority. **We will continue to operate rosters to successfully operate across the built and natural environments.**

These new roles won't come into effect until we stand up our new structure. In the meantime, the new appointees will continue in their current roles and we will continue operating in the same way as we do now. I will keep you updated as we move towards the formal stand-up later this year.

Again, I would like to acknowledge those who applied for redeployment to these roles and were not successful. Thank you for your ongoing commitment, professionalism, and dedication and for the effort you put in to your applications and interviews.

Recruitment for GM and CRM vacancies

With the completion of this stage of the DLT redeployment, we will now open recruitment for the remaining CRM (advertising internal and external) and GM (advertising internal only) vacancies across the country. These vacancies are now live on the vacancies page on the portal to accept applications.

For those of you who submitted an application in the first round, you do not need to apply again – we still have your application. However, we are aware of the time that has passed since you submitted your application, so if you would like to make changes to your original application you can do so by logging in to e-recruit.

I'm sure you will join me in congratulating the newest members of our DLTs. I'm excited to see the teams work together to implement the visions they have for their districts.

Ngā mihi nui

Kerry

Kerry Gregory
National Commander
Deputy Chief Executive Service Delivery
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