

## Group Manager

- Manage all brigades and FENZ' day to day service delivery across the 4Rs, including managing and leading incident response for a specific geographic area within a District.
- Work across the District as part of the District Leadership Team, to ensure the District delivers against work programmes and strategic priorities across the 4Rs for all communities, within both the built and natural environments.

### About Fire and Emergency New Zealand

For more than 150 years, fire service organisations have been at the heart of New Zealand communities. Our vision is to build stronger communities and protect what matters most to the people within them.

### About the Branch

The Service Delivery Branch comprises the five Regions that deliver our services to communities, and Directorates that support our Regions with the management of specialist or strategic functions and activities.

The Regions are the primary operational delivery arm of FENZ, focussed on enabling their Districts to deliver on the 4Rs of emergency management – reduction, readiness, response and recovery, across both the built and natural environments. Districts comprise of diverse professional and career, urban and rural firefighter Brigades, community risk management teams, and support staff who deliver the 4Rs to our communities every day.

### About the role

The Group Managers are the key operational managers within each District.

As a member of the District Leadership Team, the Group Manager is collectively accountable for ensuring service delivery (the 4Rs of risk reduction, readiness, response and recovery) for the built and natural environment across the District.

The Group Manager has prime day to day leadership accountability for all aspects of service delivery by brigades and provides direct leadership to all brigades for their specific geographical area within the District. The Group Manager will develop and maintain relationships with key partners, stakeholders and communities within their area.

The Group Manager is a ranked position within Fire and Emergency.

### To be successful in this role, you will:

- Have the necessary operational response experience to effectively manage major incidents, and ensure the health and safety of our personnel on the incident ground.
- Demonstrate collective leadership, think and act strategically, lead with influence and achieves through relationships.
- Enhance team performance, inspire team members and achieve through others and the team.
- Achieve ambitious goals, manage work priorities, display intellectual agility and curiosity, manage self, display self-awareness and have a self-improvement focus.

- Identify and maintain effective relationships with internal and external stakeholders to achieve organisational outcomes, and co-ordinate and collaborate with and across internal functions to ensure alignment of functions. Build and maintain relationships with a wide range of people to achieve organisational outcomes.
- Demonstrate effective written, verbal and interpersonal communication skills and the ability to convey complex or technical information both verbally and in written form to a range of audiences.
- Demonstrate strong qualitative and quantitative analytical ability, strong judgement and decision-making. Have the ability to distil complex and competing information to identify key themes and issues and takes a strong evidence-based approach to decision-making.
- Demonstrate a drive for results and delivery of outcomes and promote a culture of high performance.
- Have the required qualifications, skills, knowledge and experience to successfully undertake the position (detailed in the person specification section of the position description).

### **Interested in applying?**

For more information about this position please download a copy of the position description and click [here](#) to apply online.

Applications will involve the need to complete an interim assessment of prior experience to hold rank, submission of a CV, and an application form. Applications must be submitted by 5pm Wednesday, 9 September 2020.

To apply please visit the vacancy section on our website [www.fireandemergency.nz](http://www.fireandemergency.nz). For any further queries, please email us direct at [jobapplications@fireandemergency.nz](mailto:jobapplications@fireandemergency.nz)

### **Presentation Question**

If invited to interview, you will be asked to deliver a 10-minute presentation on the following topic:

*Please choose an example of a complex and challenging issue or a scenario you have been required to manage in your FENZ career. Please present:*

- *an outline of the issue/scenario to the panel*
- *how you managed it*
- *why you managed it in the way you did*
- *and what the outcomes were*
- *what you learned from the experience and if you would do anything differently in the future because of it*