

TO: Cambridgeshire and Peterborough Fire Authority

FROM: Chairman of the Appointment Committee

PRESENTING OFFICER(S): Chris Strickland

Telephone 01480 444500
chris.strickland@cambsfire.gov.uk

DATE: 25 June 2020

FIRE AUTHORITY APPOINTMENT OF NEW ASSISTANT CHIEF FIRE OFFICER

1. Purpose

- 1.1 To present the Fire Authority with the outcome of the Assistant Chief Fire Officer (ACFO) assessment process and recommend the appointment of the a new Assistant Chief Fire Officer.

2. Recommendations

- 2.1 The Fire Authority is asked to approve the appointment of Jon Anderson as the new Assistant Chief Fire Officer.

3. Risk Assessment

- 3.1 The new ACFO appointment brings stability and resilience to the senior leadership team and the wider organisation, which positions the Authority well for the next few years.

4. Background

- 4.1 The Fire Authority formally advertised through the Chief Fire Officers Association (CFOA) the vacant role of Assistant Chief Fire Officer for Cambridgeshire Fire and Rescue Service. The role was advertised in May 2020. The advert attracted 8 applicants, of which 4 were shortlisted to the formal assessment day. The assessment day consisted of an interview based upon their Facet (Psychometric) profile, a media exercise and a presentation. At the conclusion of the assessment day, two of the candidates were recommended to be taken through to the formal panel interview with the members of the Appointments Committee.
- 4.2 The candidates were assessed and scored in each element of the process. In addition, each candidate was also assessed against a number of personal skills and attributes. These were:

- Leadership;
- Political awareness;
- Strategic thinking;
- Collaboration; and
- Organisational fit.

4.3 Members of the Appointment Committee assessed each candidate in each constituent part of the assessment and overall against the criteria given above. Consistently throughout the process, Mr Jon Anderson scored highest against the criteria. Following a robust process, the Appointment Committee unanimously agreed to recommend the appointment of Mr Jon Anderson as the new Assistant Chief Fire Officer.

BIBLIOGRAPHY

Source Documents	Location	Contact
Fire Authority Appointment Committee Assessment Process 22 nd and 23 rd June 2020 (exempt)	Hinchingbrooke Cottage Brampton Road Huntingdon	Shahin Ismail 01480 444500 shahin.ismail@cambsridgeshire.gov.uk