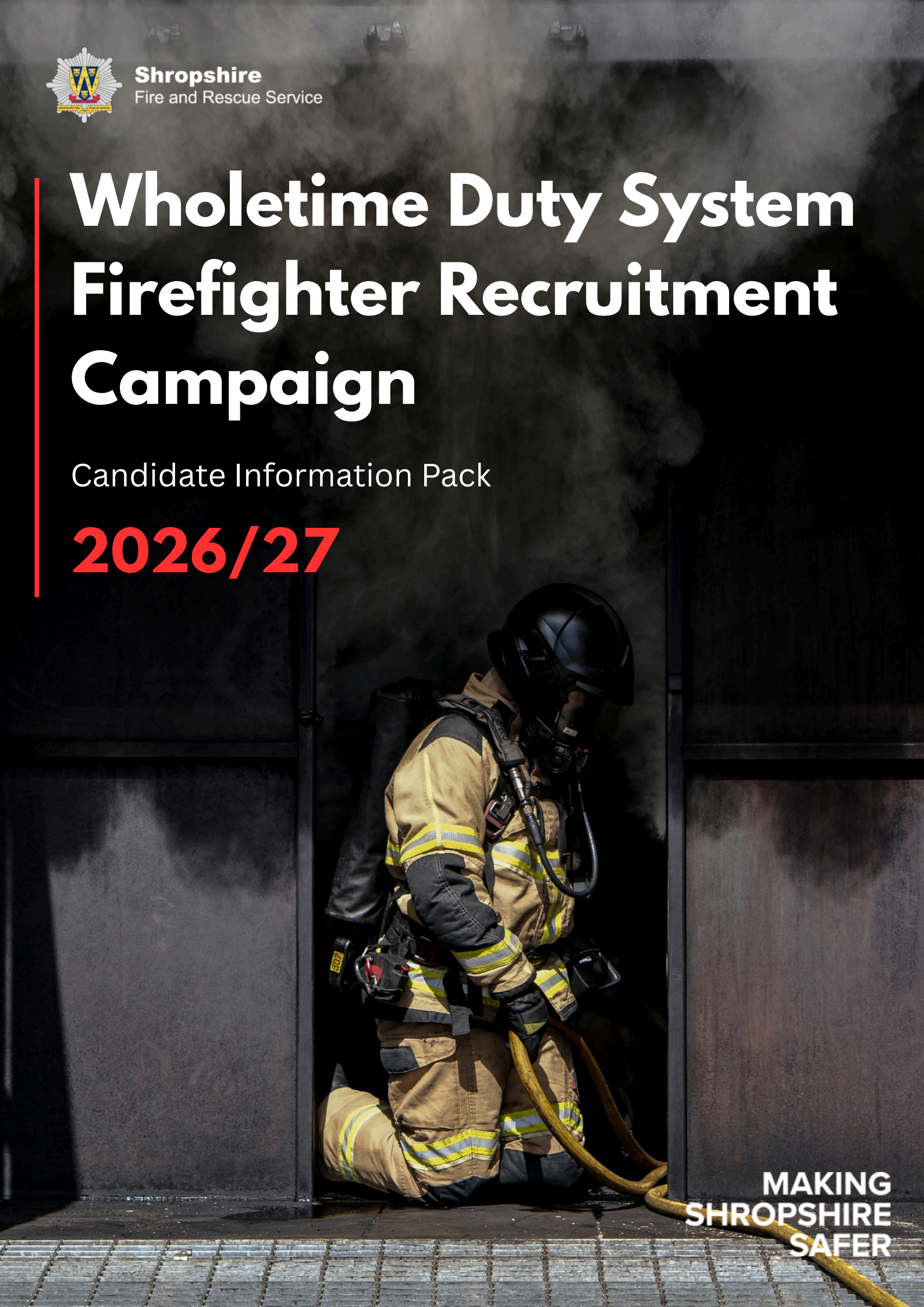
Shropshire
Fire and Rescue Service

Wholetime Duty System Firefighter Recruitment Campaign

Candidate Information Pack

2026/27



MAKING SHROPSHIRE SAFER

Welcome



Thank you for your interest in becoming a Wholetime Firefighter with Shropshire Fire and Rescue Service.

A modern firefighter works with and for the local community. The role combines emergency response with prevention, education and partnership working. Firefighters respond to incidents including road traffic collisions, flooding, rescues, chemical spillages and emerging threats.

The work is demanding and highly rewarding. We are looking for people with a rounded set of skills and experience who can communicate effectively, care for people at vulnerable moments, work as part of a team and think rationally under pressure.

We look forward to receiving your application. Please read every section carefully, as the timetable is fixed, and alternative assessment dates will not be available.

This candidate information booklet has all the details you need for each stage of the process. It is important that you read this document as it provides information on how you will be assessed and the timetable for each stage. Applicants should note that the timetable is fixed and alternative dates cannot be offered.

The Service wishes all candidates the best of luck during this process.

Shropshire Fire and Rescue Service have a strong commitment to equality diversity and inclusion at work. We want to reflect the communities we service and therefore we positively welcome applicants from disabled people and minority groups who are under-represented in our Service.

At a glance

Role
Wholetime Firefighter

Salary
£31,539 (Development) and £40,358 (competent) per annum, subject to NJC pay award

Hours
42 hours per week on the Wholetime Duty System - this is 2 day shifts, 2 night shifts and 4 day off

Course
Firefighter apprenticeship programme

What the role offers

- A supportive team environment and ongoing career development
- A comprehensive training pathway
- A strong public-service purpose, protecting communities and making a difference
- A benefits package including pension and wellbeing support

Questions?

Email recruitment@shropshirefire.gov.uk or telephone 01743 260200.



The Opportunity

Eligibility checklist

- Be aged 18 by the start of the relevant course
- Be eligible to work in the UK
- Have no unspent criminal convictions
- Live within an eligible region: Shropshire, Cheshire, Staffordshire, Herefordshire, Worcestershire, West Midlands, Wrexham or Powys
- Pass onboarding checks
- Be able to pass an in date medical and fitness test.

Important

Eligibility criteria are applied consistently. If information later shows that the criteria are not met, the application may be removed from the process. A DBS check is required following a conditional offer.





The Recruitment Process

The process has five stages. Stages 1 and 2 are completed online. Stages 3 to 5 take place in person, with details confirmed in candidate invitations.

1

Online Registration

Personal details, realistic job preview and eligibility questions.

2

Online Assessments

Behavioural Styles Questionnaire, Situational Judgement Test, Numerical Reasoning and Verbal Reasoning assessments.

3

Job Related Tests

National Firefighter Selection practical assessments.

4

Interview

Panel interview.

5

Medical And Fitness

Occupational health assessment, fitness testing and final medical sign-off.

Your responsibility

Check the email address used for registration every day, including spam or junk folders. Deadlines are strict and responses cannot be amended after submission.

Recommended equipment

Use a desktop or laptop for online stages. The assessments are not designed for use on smartphones

Campaign Dates

Shropshire Fire and Rescue Service — Proposed timetable

Use the timetable below to plan your availability for each stage of the recruitment and initial training process. Some dates remain subject to confirmation but will be confirmed to you before each stage.

Recruitment stage	Proposed dates	What to expect
Applications and registration	15–30 November 2026 Opens and closes at 12 noon	Submit your online application and complete the eligibility screening.
Online assessments	2–14 December 2026 Opens and closes at 12 noon	Invited candidates complete the Assessment for Firefighter and ability tests within the assessment window.
Job Related Tests (JRTs)	18–28 January 2027	Successful candidates attend practical firefighter assessments. Individual appointment details will be provided.
Interviews	February–March 2027	Candidates progressing from the Job-Related Tests will be invited to interview.
Medical and fitness assessments	April 2027	Successful candidates attend the required medical and fitness assessments.
SFRS onboarding	Starts 14 June 2027 Duration: two weeks	Introduction to the Service and preparation for the recruits course.
Fire Service College recruits course	Starts 28 June 2027 Duration: eight weeks	Initial firefighter training at the Fire Service College.
Return-to-Service conversion course	21–27 August 2027 *subject to change	Further training with SFRS. The course dates and duration require confirmation.
Start of operational duties	28 September 2027	Planned start of operational duties following successful completion of the required training.

Please plan ahead

Check your emails regularly, including junk and spam folders, and complete each stage within the stated deadline. If invited to an assessment, please read your invitation carefully for your appointment date, time and any preparation requirements.

Stage 1 - You will be required to complete

What you will do

You will need to apply through our recruitment system, Tribepad. Upon this you will be asked to register through Test Partnerships – you must ensure you do both. You will complete personal details, a Realistic Job Preview and eligibility questions. Contact applicant.support@hrsoltionshub.co.uk if you have any issues.

Have these ready

National Insurance Number

Required during registration.

Email Address

Use an address that is accurate and checked daily.

Eligibility Details

Work status, convictions and residency.

Before you submit

- ✓ Read every question carefully
- ✓ Check that all contact information is correct
- ✓ Complete every required section
- ✓ Review all answers before final submission
- ✓ Submit only once for the campaign



No amendments after submission

You can register only once. Information entered cannot be changed after it has been submitted. CVs or alternative application formats are not accepted.

Registration outcome

- Pass: you will be contacted about the next stage
- Fail: the reason will be shown
- Referral: HR may request further information before deciding eligibility

Criminal record information

You are required to declare if you have any criminal convictions. In regards to unspent criminal convictions, Nacro provide some information on the Rehabilitation of Offenders Act, and this can be found by visiting:
If you are unsure whether a conviction is spent, seek independent legal advice. A DBS check is completed only after a conditional offer.

However, if you are unsure whether your conviction is spent or not please take separate legal advice.

Please note, you will be required to carry out a Standard DBS check upon appointment. Convictions will not necessarily be a bar to obtaining a position





Stage 2 - Online Assessments

What the combined online stage includes

Behavioural Styles Questionnaire	Situational Judgment Test	Numerical	Verbal

The online assessment stage brings together the Behavioural Styles Questionnaire, Situational Judgement Test, Numerical Reasoning and Verbal Reasoning assessments. No specialist knowledge, prior experience or revision is required. Candidate guidance and sample material may be provided with the invitation.

Assessment overview

Behavioural Styles Questionnaire
Considers typical behaviour and preferences in a work environment.

Situational Judgement Test
Considers judgement and decision-making in firefighter-related scenarios.

Numerical Reasoning
Measures the ability to interpret graphs, charts and numerical information.

Verbal Reasoning
Measures the ability to understand and analyse written information.

Assessment conditions

Ability tests are timed. The assessment platform will confirm the time allocation before each test begins. Reasonable adjustments should be discussed with the recruitment team as early as possible so the appropriate arrangements can be considered.

Online assessment checklist

- ✓ Use a reliable desktop or laptop
- ✓ Choose a quiet location without interruption
- ✓ Read the participant brief before starting
- ✓ Allow enough uninterrupted time
- ✓ Check that the internet connection and device are working
- ✓ Contact technical support before the closing time if a problem occurs



Stage 3 - Job Related Tests

Practical assessments reflect the physical and safety-critical nature of the firefighter role.

Follow Instructions • Work Safely • Ask If Unsure

Candidates who are successful at the online stages may be invited to complete the National Firefighter Selection practical tests. Invitations and venue details will be issued through the recruitment system.

Practical Assessments

Enclosed Space

Traverse a crawlspace in fire kit and a blanked-out BA face mask while completing the required task.

Equipment Assembly

Observe a demonstration, then assemble and disassemble equipment by following diagrams.

Equipment Carry

Carry items of firefighting equipment over a set distance within the required time.

Ladder Climb

Climb to a specified height, apply a leg lock and complete the instructed observation task.

Casualty Evacuation

Move a training dummy around a set course within the required time.

Ladder Lift Simulator

Lift a ladder simulation safely overhead and lock it into position.

Assessment standards

The practical tests assess fitness and ability in relation to the role.

On the day of your Job-Related Tests you will also undertake an assurance piece in relation to your Maths and English skills.

On the day

- ✓ Follow all safety instructions from assessors
- ✓ Wear or bring the clothing and documents specified in the invitation
- ✓ Ask for clarification before a test begins if an instruction is unclear
- ✓ Tell the assessment team immediately if an injury or safety concern arises

Stage 4 - Interview

Candidates who are successful at the job related tests may be shortlisted for a panel based interview. This is a competency-based discussion exploring suitability for the role.
The invitation will confirm the date, time, location and documents to bring.
Please note you will be aware if an assessment will take place as part of your interview.

How to prepare

- ✓ Review the role and the Service's expectations
- ✓ Prepare concise examples that show teamwork, communication, judgement & public service
- ✓ Be ready to explain the actions you took and what you learned
- ✓ Read the invitation carefully and bring the required identification or forms
- ✓ Complete and bring the kit measurement form if requested

Be authentic

Use examples that clearly reflect your own contribution. Keep answers focused, specific and relevant to the question.

Reasonable adjustments should be discussed with the recruitment team as early as possible so the appropriate arrangements can be considered for each stage.



Stage 5 - Medical And Fitness

Candidates who are successful at interview may be invited to a medical and fitness assessment. The medical is expected to last approximately 1 hour and 40 minutes and includes appointments with occupational health and fitness staff.

What to expect

- An assessment with the Occupational Health Technician
- A fitness assessment with the Fitness Instructor
- A separate appointment with the Occupational Health Physician where required for final sign-off
- Fire kit measurements, which may be arranged around the same visit

Medical decision

The Occupational Health Unit determines fitness for the firefighter role. The source information states that the decision is final and is not subject to appeal.

What to expect

- Read the appointment instructions carefully
- Bring any documents or medication information requested
- Wear suitable clothing for the fitness element
- Contact the named team promptly if an adjustment is required
- Allow enough time for all parts of the visit

Data and confidentiality

Medical information should be handled through the occupational health process and only shared through the secure route stated in the appointment correspondence.









Appointment and Pre-Employment Checks

Conditional offer

Candidates who successfully complete the medical and fitness stage may be considered for a conditional offer and a place on the relevant course.

Pre-employment checks

- **References** — Two referees will be requested. One must normally be the current or most recent employer. Referees must not be related to the candidate.
- **DBS Check** — A DBS check is required after a conditional offer. The certificate must be presented to HR for verification.
- **Right to Work** — Candidates must provide acceptable evidence of their right to work in the UK.
- **Competence** — Evidence of any relevant qualifications. GCSE Maths and English certificates required (desirable)

Offer conditions

Employment remains conditional until all required checks, references and documentation have been completed satisfactorily.

Induction, Training and Next Steps

Service induction

Successful candidates will attend an induction at a Service location. The programme may include:

- Introduction to Shropshire Fire and Rescue Service
- Welcome from Executive Officers
- Fire kit check
- Briefings from recognised trade unions
- Equality, diversity and inclusion training
- Health and safety training
- Development and training briefings
- Introduction to operational teams and Fire Control
- Employee benefits information
- ICT equipment set-up
- Questions and answers

Training course

Successful candidates will receive confirmed course dates and joining instructions through the recruitment process. Please note the course is expected to last 8 weeks and will be residential, you will need to attend all dates.

Attendance matters

The recruitment and training timetable is fixed. Candidates should make sure they can attend all mandatory dates before accepting an offer.

Final candidate checklist

- Keep contact details up to date
- Check emails and the recruitment portal daily
- Meet every deadline
- Retain copies of submitted documents
- Tell the recruitment team promptly about any relevant change in circumstances







Shropshire Fire and Rescue Service

Putting Shropshire's safety first

Get In Touch

recruitment@shropshirefire.gov.uk
01743 260200

Please read all recruitment correspondence carefully. Dates, venues and assessment arrangements in formal invitations take precedence over this booklet.

Candidate Information Pack 2026/27