

Tyne and Wear Fire and Rescue Service



Inclusion Manager

Starting Salary of £38,890 + benefits

About Us

We consider ourselves to be a high performing and innovative organisation. We are well regarded by both the communities we serve and the partner agencies with which we do business in the North East of England. We are ambitious for the next 5 years and one of our current strategic priorities is Inclusion.

The Service has a long track record of visible commitment to equality and diversity issues. Whilst this has been well recognised, we consider Inclusion to be a journey, not a destination and there is considerable potential to make a step change in creating a more inclusive organisation, with a much more diverse workforce, and with all staff positively engaged via a continuously improving employee experience. Our thinking has been explicitly influenced by the CIPD's research report 'Building Inclusive Workplaces – Assessing the Evidence'.

About the role

Our Inclusion Manager role is responsible for the design, implementation and evaluation of key Inclusion and employee experience strategies, resulting in measurable improvements in employee inclusion, employee experience and employee engagement.

You will work with the HR Director, OD Manager and other leaders on the development and promotion of Service culture and inclusion strategies, designing recruitment strategies, embedding values in the workplace, inspiring managers through your behaviour and influencing skills.

You will need to show a strong record of accomplishment in either Diversity, Inclusion, Occupational Psychology, Organisation Development, or HR, working across organisational functions.

Closing date for applications is 08 October 2021 at 17:00 hours

About the Selection Process

Set out below are the key dates relating to this selection process:

Stage	Timeline
Advert closes	08 October 2021 at 17:00 hours
Notification of shortlist	15 October 2021
Assessment activities: <ul style="list-style-type: none">• i3 Profiling	15 October 2021
Onsite assessment activities: <ul style="list-style-type: none">• Employee interview panel• Presentation• Interview	22 October 2021

Interested in applying?

Further details can be found in the accompanying job description and person specification. More information about our Service can be found by visiting www.twfire.gov.uk and our various social media channels.

This is an opportunity to exercise real influence over the future of our Service and informal contact can be made to John Rawling, HR Director via john.rawling@twfire.gov.uk

Thank you and good luck!