Promotion Pathway

Group Manager to Area Manager

GREATER MANCHESTER FIRE AND RESCUE SERVICE

	Essential	Desirable
Needed for competent pay	- Full portfolio of evidence - All essential development criteria met (see previous step) - Passed your assessment of competence	- Not Applicable
Promotion (development to do once you're in a placement)	- Complete the strategic leader induction course - Complete the Incident Command Level 4 Course (also known as SFJ L7) - Complete your development portfolio & leading the service workbook - Commence a Level 7 Leadership and Management Qualification - Completed the MAGIC course	- Accessed a range of development activities available to you through the leadership development framework & promotions framework
Successful completion of the assessment & selection process	- Attend and be successful in the assessment & selection process as advertised will include a Leadership Behaviour Assessment & an Incident Command Assessment (unless already command competent at AM level)	- Not Applicable
Development (before you apply for promotion)	- Have a level 5 Leadership & Management qualification (at a minimum) - Operational awareness (or Competence) at current rank - Under no live sanctions, capability performance or disciplinary procedures - Have started the Strategic Manager workbook - Your manager is aware that you are applying for promotion	- Your interest in promotion has been recorded in your PRA (within the PRA Season) - Started your development portfolio - Accessed a range of development activities available to you through the leadership development framework & promotions framework - Accessed the Incident Command Support sessions & development days - Accessed a coach or a mentor within your line management to help guide you through your development - Achieved your IFE Level 4 Certificates in Fire Service Operations & Incident Command, Fire Safety and Fire Engineering Science - You have a Level 7 Leadership & Management Qualification (or equiv)

Leadership Development Framework activities

- Mutual Mentoring programme
- Coaching qualification
- Shadowing
- E-learning including Boxsets
- Learning at work week & Festival of Learning
- Mentoring
- Development Portfolio Guidance
- EDI Events
- Operational Masterclasses
- FDS MOC12
- Operational IC training scenarios
- Level 7 Leadership & Management Qualification
- Group Executive Development Opportunities

Find out more at InsideGMCA > GMFRS Promotion Pathway