Promotion Pathway

Station Manager to Group 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 Incident Command Level 3 Qualification (known as SFJ L6) - Complete your development portfolio - Complete the leading others programme (or hold an equivalent qualification)	- Accessed a range of **development activities** available to you through the leadership development framework & promotions framework - Access a mentor
Successful completion of the assessment & selection process	- Attendance and successful in the assessment & selection process as advertised will include a Leadership Behaviour Assessment & an Incident Command Assessment (unless already command competent at GM level)	- Not Applicable
Development (before you apply for promotion)	- Started the leading others programme (or hold an equivalent qualification) - Operational awareness (or Competence) at current rank - Under no live sanctions, capability performance or disciplinary procedures - 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 - Completed the leading others programme or **hold** a Level 5 Leadership & Management Qualification" - Holds a SFJ Incident Command Level 6 qualification

Leadership Development Framework activities

- Mutual Mentoring programme
- Level 5 Coaching qualification
- Shadowing
- E-learning including Boxsets
- Learning at work week & Festival of Learning
- Mentoring
- Development Portfolio Guidance
- EDI Events
- FDS MOC12
- Operational Masterclasses
- Level 5 Leadership & Management Qualification
- Workplace coaching Programme

Find out more at InsideGMCA > GMFRS Promotion Pathway