








Step Forward - HPDS 2021 Development Plan (Sample)



January 2021




Date	Activities	NFCC
Induction		
	<p>6 January 2021</p> <ul style="list-style-type: none"> • Induction into the High Potential Development Scheme and Cheshire Fire and Rescue Service. Meet with Head of Department(s) to discuss your objectives for the programme. You will receive your 16 PF feedback and have a development plan provided. • Mentor assigned - Regular meetings to be held every month. 	<p>Personal Impact</p>
Firefighter		
	<p>11 January 2021</p> <ul style="list-style-type: none"> • Start on the Operational Firefighter (FF) Apprenticeship and complete the 16 week Recruits course Assigned to a Watch for 12 months after completing all initial training, gain experience attending incidents e.g. fires, road traffic collisions and deliver fire safety messages to the community. • Attend Fire Service College as FF with your mentor, x 2 visits • Completion of Blue Book/ End Point Assessment in first 12 months (followed by 6 months of consolidation) Leadership and Personal Effectiveness courses based on individual development needs e.g. Presentation Skills/ Think on your Feet/ ILM Level 3 - Leadership and Management • Step into Leadership Development Course. 	<p>Service Delivery</p> <p>Personal Impact</p> <p>Service Delivery Outstanding Leadership</p>

	<p>Autumn 2023</p>	<ul style="list-style-type: none"> • Enter CFRS' Institution of Fire Engineers (IFE) Lecturette competition. Provide a 15 minute lecture on a fire related subject. • IFE Level 3 Certificate Operations examinations • Work towards Incident Command Assured Green over next 9 months through: <ul style="list-style-type: none"> ○ Fire Service College ○ Third Commander in Charge – Observe on Day 1 ○ Input from Command Training Group • Bespoke operational courses and development courses documented in Step Up Development Plan • Enter Promotion Board 	<p>Service Delivery</p> <p>Organisational Effectiveness</p>
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Crew Manager			
	<p>January 2024</p>	<ul style="list-style-type: none"> • Allocated to a Watch for as a Crew Manager • IFE Level 3 Diploma Operations examinations • Step Up Development Course including ILM 5 completion dependent on degree / experience • Bespoke operational and development courses as documented in your Step Up Development Plan • Attend Watch Manager Command (WM7) Assessment - input & assessment 	<p>Service Delivery</p> <p>Organisational Effectiveness</p> <p>Personal Impact</p> <p>Service Delivery/</p> <p>Outstanding Leadership</p>
	<p>Autumn 2025</p>	<ul style="list-style-type: none"> • Complete a Project Management Qualification and participate in a work project • Offer On-call support whilst working in the department • Assigned to Command Training Group / Operational Training Group to broaden your skill base • Complete a Level 3 in Education and Training / Instructors course • Enter Promotion Board 	<p>Organisational Effectiveness/</p> <p>Service Delivery</p> <p>Personal Impact/</p> <p>Outstanding Leadership</p>

Watch Manager			
	January 2026	<ul style="list-style-type: none"> Assigned to a Watch as a Watch Manager Bespoke operational and development courses documented in you Step Up Development Plan Career Discussion with Head of Service Delivery and Director of Transformation Complete Assessors Award to support the development of Firefighters in your Watch NEBOSH – Health & Safety training and qualification IFE Level 4 Operations examinations Emergency Fire Service Management 2 (EFSM2) Assessment to become a tactical commander at incidents. 	<p>Service Delivery/ Personal Impact/ Outstanding Leadership</p>
	Autumn 2027	<ul style="list-style-type: none"> Assigned to Fire Protection, learn about Fire investigation/safety and shadow a Fire Investigation Station Manager Shadow a Service Delivery Station Manager in their day to day role. Enrol on a Common Purpose Course – providing skills, networks and understanding to make an impact. Attend relevant strategic meetings e.g. Fire Authority Bespoke Step Up Development Plan considering development and operational needs e.g. Report Writing, Disciplinary Investigation Stage 1 and 2 Enter Promotion Board 	<p>Organisational Effectiveness</p> <p>Outstanding Leadership/ Personal Impact</p>

	<h2 style="margin: 0;">Station Manager</h2>
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Please note that the above may be subject to change.