















Brigade feedback on shortlist applicants (Option 2) - Volunteer Brigade Leader





Guidelines for Group/District Managers:

1. Place a copy of the questions on the noticeboard/email 7 days before the meeting. The GM makes available time for any person who needs to verbally provide feedback.

2. Group Manager or District Manager must facilitate a session to ensure:
 - a. Anonymity at all times
 - b. Explain purpose of "Brigade Comments and representation".
 - c. Ensure brigade members provide their own unbiased ideas as feedback, not other peoples.
 - i. Focus on the skills and competencies of the candidates (objective).
 - ii. No personal "friendship" votes (subjective)
 - d. Explain that this is a representation and not the final decision-making document.

Part A		Candidate A information
Candidate A name:		
Date of Feedback:		
Part B		Feedback Questions
Kia Tika – We do the right thing		 
<p>It is important a volunteer brigade leader constantly models the correct behaviour expected by FENZ. Tell us, from your experience, how does this candidate model these behaviours?</p>		
<p>Example:</p>		
Whanaungatanga – We are better together		 
<p>The Volunteer Brigade Leader should encourage inclusiveness and ensure everyone feels safe and valued. Tell us, from your experience, how does this candidate model these behaviours?</p>		
<p>Example:</p>		
Manaakitanga – We serve and support		 
<p>A Volunteer Brigade Leader needs to ensure that the brigade is supportive of and reactive to community needs. Tell us, from your experience, how does this candidate model these behaviours?</p>		
<p>Example:</p>		
Auahatanga – We strive to improve		 
<p>It is important a Volunteer Brigade leader continually encourages, promotes and participates in learning opportunities both for themselves and the brigade. Tell us, from your experience, how does this candidate model these behaviours?</p>		
<p>Example:</p>		

Part A	Candidate B information
Candidate B name:	
Date of Feedback:	
Part B	Feedback Questions
Kia Tika – We do the right thing	WE DO THE RIGHT THING KIA TIKA 
It is important a volunteer brigade leader constantly models the correct behaviour expected by FENZ. Tell us, from your experience, how does this candidate model these behaviours?	
Example:	
Whanaungatanga – We are better together	WE ARE BETTER TOGETHER WHANAUNGATANGA 
The Volunteer Brigade Leader should encourage inclusiveness and ensure everyone feels safe and valued. Tell us, from your experience, how does this candidate model these behaviours?	
Example:	
Manaakitanga – We serve and support	WE SERVE AND SUPPORT MANAAKITANGA 
A Volunteer Brigade Leader needs to ensure that the brigade is supportive of and reactive to community needs. Tell us, from your experience, how does this candidate model these behaviours?	
Example:	
Auahatanga – We strive to improve	WE STRIVE TO IMPROVE AUAHATANGA 
It is important a Volunteer Brigade leader continually encourages, promotes and participates in learning opportunities both for themselves and the brigade. Tell us, from your experience, how does this candidate model these behaviours?	
Example:	

Part A	Candidate C information	
Candidate C name:		
Date of Feedback:		
Part B	Feedback Questions	
Kia Tika – We do the right thing	WE DO THE RIGHT THING KIA TIKA	
It is important a volunteer brigade leader constantly models the correct behaviour expected by FENZ. Tell us, from your experience, how does this candidate model these behaviours?		
Example:		
Whanaungatanga – We are better together	WE ARE BETTER TOGETHER WHANAUNGATANGA	
The Volunteer Brigade Leader should encourage inclusiveness and ensure everyone feels safe and valued. Tell us, from your experience, how does this candidate model these behaviours?		
Example:		
Manaakitanga – We serve and support	WE SERVE AND SUPPORT MANAAKITANGA	
A Volunteer Brigade Leader needs to ensure that the brigade is supportive of and reactive to community needs. Tell us, from your experience, how does this candidate model these behaviours?		
Example:		
Auahatanga – We strive to improve	WE STRIVE TO IMPROVE AUAHATANGA	
It is important a Volunteer Brigade leader continually encourages, promotes and participates in learning opportunities both for themselves and the brigade. Tell us, from your experience, how does this candidate model these behaviours?		
Example:		

Consultation Links

QR Code and link to feedback survey:



Link: <https://forms.office.com/r/24fknismHp>

Or email EkeTaumata@fireandemergency.nz to place feedback.

See other guidelines and supporting documents:

[Recruit for a Volunteer Brigade Leader](#)

[Volunteer Brigade Leader Annual Support and Development](#)

[Volunteer Brigade Leader Renewal](#)

[Volunteer Brigade Leader Non-Renewal](#)

[Core selection criteria - Volunteer Brigade Leader](#)

[Volunteer Brigade Leader position description](#)

[Deputy Volunteer Brigade Leader position description](#)

[12-month support and development plan - Volunteer Brigade Leader](#)

[Group Manager checklist at end of term - Volunteer Brigade Leader](#)

Brigade feedback on shortlist applicants:

[Option 1 - Using core selection criteria](#)

[Option 2 - Values alignment](#)

[Option 3 - Current process](#)