

Brigade feedback on shortlist applicants (Option 3) - Volunteer Brigade Leader

Notes 1

Brigade Selection Process

The Right Choice for the Right Reasons

Model Rules of Association – Brigade representation to the Fire Region Manager

5.1 *Pursuant to a resolution passed by a majority of the Members, the Brigade may make comments or recommendations to the Regional Manager about the candidates for appointment to the positions of Chief Fire Officer and Deputy Chief Fire Officer.*

- The Fire Region Manager makes the appointment on behalf of the Chief Executive.
- The Fire Region Manager will take the Brigade recommendation into account when making the selection.
- Members must focus on the future of the Brigade and its leadership.
- The Brigade recommendation has to be “objective” not “subjective”.

Definitions: (**Collins New English Dictionary 2001 Edition**)

Objective “not distorted by personal feelings or bias”
“of, or relating to, actual facts as opposed to thoughts or feelings”
“existing independently of mind”

Subjective “of, or based on, a person’s emotions or prejudices”

Focus on the **skills** and **competencies** of the candidates (**objective**).

No personal “**friendship**” votes (**subjective**)

**BRIGADE REPRESENTATION
FOR APPOINTMENT OF Volunteer brigade Leader**

Competencies	Skills	Name A	Name B	Name C
Communication and People Skills	Will effectively communicate with the brigade members. <i>Will proactively and effectively deal with conflict situations and handle such issues in a calm and humane manner.</i>			
People Developer	Will coach and mentor members preparing them for higher positions within the brigade and will appropriately delegate roles.			
Team Player	Will effectively lead the team and contribute as a team member, including taking the initiative to address team problems and issues.			
Personal Drive and Initiative	Will take the initiative in getting things done and has the required drive to see things through.			
Persuading and Influencing	Is the person likely to influence your actions and thinking, who is potentially able to get you to do something you don't necessarily like to do.			
Innovation and Lateral Thinking	Is the person an "ideas" person, encouraging brigade members to come up with better ways of doing things and being prepared to implement them.			
Administration Experience	This candidate will bring sound business and management experience to the position.			
Operational Experience	The candidate will effectively carry out the statutory and incident management functions of an officer based on observation of past incident management experience and ability.			
Totals				

Rating Scale

- Fully** able to demonstrate this criteria 5
- Demonstrates **most** aspects of this criteria 4
- Demonstrates **some** aspects of this criteria 3
- Demonstrates **limited** aspects of this criteria 2
- Unable** to demonstrate **any** aspects of this criteria 1

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](#)