

Job Vacancy

Senior Occupational Psychologist



West Yorkshire
Fire & Rescue Service

Post title: Senior Occupational Psychologist

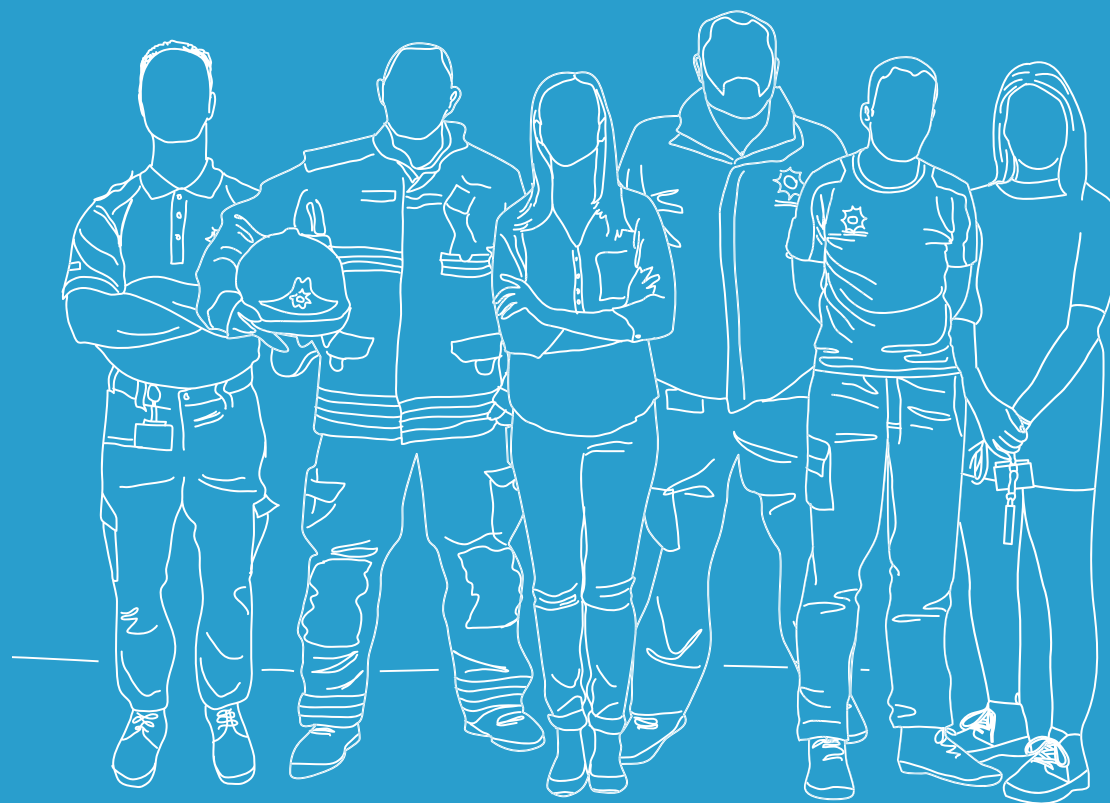
Grade: 8

Responsible to:

Head of Organisational Development, Skills and Talent

Purpose of post: This opportunity is like no other, given it will be our first dedicated Occupational Psychologist role. You will have an opportunity with scope and autonomy to shape how occupational psychology is embedded across our organisation.

As Senior Occupational Psychologist, you will provide specialist consultancy and research across the full employee lifecycle. You'll lead and influence projects across all aspects of the People and Culture Strategy, including recruitment, development, structures, talent and succession, wellbeing, and organisational change, turning evidence into action and demonstrating return on investment.



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We are an equal opportunities employer; we value and celebrate equality, diversity and neurodiversity and inclusion. We particularly welcome candidates from communities that are currently under-represented at WYFRS, including women, racially and ethnically diverse applicants and applicants with disabilities. We can offer support and adjustments for candidates and staff who experience barriers to work that result from health conditions or Specific Learning Differences, such as dyslexia.

WYFRS is a 'Real Living Wage' employer and have been rated 'good' by HMICFRS in all areas of our service.

Welcome message

I am delighted to invite you to consider joining West Yorkshire Fire and Rescue Service. This opportunity is like no other, given it will be our first dedicated Occupational Psychologist role - an opportunity with scope and autonomy to shape how occupational psychology is embedded across the organisation.

I am passionate about directly contributing to research and using occupational psychology insights to inform policy, shape practice and drive meaningful organisational change. As former Head of the Government Occupational Psychology Profession (GOPP) and now an externally appointed member of the Government Occupational Psychology Profession Board, I remain deeply connected. The GOPP comprises over 250 members across all major government departments – and the successful candidate will be welcomed to join the established community of practice.

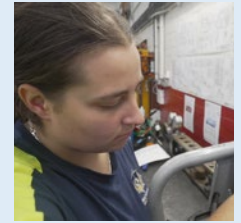
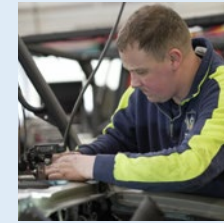
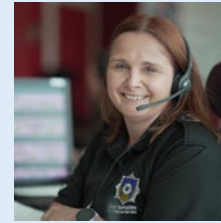
At WYFRS, we are dedicated to making West Yorkshire safer, and our People and Culture Directorate plays a crucial role in that mission. By ensuring we attract, recruit, train, and retain the right people in the right roles, we empower our workforce to deliver the highest standards of service. As we embark on delivery of our three-year People and Culture Strategy, we are seeking someone who is genuinely committed to putting people at the heart of everything they do.

The successful candidate will have a track record of delivering across the full consultancy cycle and the confidence, curiosity, and credibility to shape a role from the ground up – translating evidence into impact and influencing practice at every level of the organisation. If you are passionate about people, motivated by applying psychology and possess the research ingenuity to stay ahead of the curve, we would love to hear from you. I look forward to receiving your application.



Sonia Pawson

Director of People and Culture



We are the fourth
biggest Metropolitan
Service in England

Population
2,351,600+

Employees
1,475

Fire Stations
40



Overview

Join West Yorkshire Fire & Rescue Service as our Senior Occupational Psychologist. Help us enable organisational change and turn research and evidence into practice that works.

We are seeking a talented, quality focused and experienced **Occupational Psychologist** to help West Yorkshire Fire & Rescue Service drive people-focused organisational transformation. This is the first Occupational Psychologist practitioner role for the Service. As such, it offers a rare opportunity to shape, influence and embed occupational psychology as a strategic capability across the organisation. You will have significant autonomy to define the direction of the role and make a lasting impact.

Balancing research with real-world delivery, this role is ideal for someone who is creative, motivated, and driven by making a tangible difference. You will translate scientific research into practical, inclusive, and impactful solutions across the full-employee lifecycle – from early engagement and recruitment through to retirement.

“ You will have significant autonomy to define the direction of the role and make a lasting impact. ”

What You'll Do:

Reporting to the Head of Organisational Development, Skills and Talent you will provide specialist consultancy and research across the full employee lifecycle for both operational and enabling team colleagues.

You'll lead and influence projects across all aspects of the People and Culture Strategy, including recruitment, development, structures, talent and succession, wellbeing and organisational change; turning evidence into action and demonstrating return on investment.

Key responsibilities:

- Identifying opportunities for occupational psychology to add business value to achieving WYFRS' People and Culture Strategy, acting as a role model and ambassador for the profession.
- Leading end-to-end consultancy projects, delivering applied psychological research and impact evaluation to a range of initiatives.
- Advising on development and deployment of interventions across the employee lifecycle; including professional development, leadership, talent and succession, wellbeing and organisational development.
- Providing insights to support organisational policies and processes at every stage of the employee lifecycle i.e. attraction, recruitment and selection, performance and development, engagement and retention, offboarding and succession planning.
- Applying statistical analysis to a range of organisational challenges identifying patterns and trends and assuring fairness and validity throughout.
- Using impactful science communication skills to translate key concepts and occupational psychology theory into practical solutions.

What We're Looking For:

You will be an experienced Occupational Psychologist with strong consultancy skills and a passion for applying psychology to complex organisational challenges.

You will have a track record of delivering across the full consultancy cycle and the confidence, curiosity, and credibility to shape a role from the ground up.

You will have significant strength in translating evidence into impact and influencing practice at every level. You will be passionate about people and possess the research ingenuity to stay ahead of the curve, motivated by applying psychology to solve challenges and enable our people to be at their best at work.

Qualifications:

- MSc in Occupational Psychology or equivalent (BPS Stage 1 approved).
- BPS Qualification in Occupational Psychology Stage 2 (or have completed Part 1 and 2 of a Professional Doctorate in Occupational Psychology).

Memberships:

- Chartered Members of the British Psychological Society (BPS).
- Full Member of the Division of Occupational Psychology, British Psychological Society.

Licences

- Registered Occupational Psychologist with the Health and Care Professions Council (HCPC) with no sanctions or restrictions or willing and eligible to apply for registration.

What We Offer:

In return for your expertise and dedication, we offer a competitive benefits package that includes:

- A **Local Government Pension Scheme**.
- **Car salary sacrifice scheme**.
- **Free parking** and access to an on-site gym.
- **Flexible working** arrangements.
- Access to **Blue Light Card** (High Street Discounts).
- **Employee assistance programme**.
- **Training, development opportunities, and sports and social clubs**.

At WYFRS, we're proud of our inclusive and supportive culture, and we're looking for someone who will influence our new ways of working, uphold the Core Code of Ethics, and embrace our emerging behaviours framework, championing continuous improvement and learning.

If you are passionate about people, evidence-based practice and would like to make a meaningful impact on our Service, we want to hear from you!

Please contact Sonia Pawson, Director of People and Culture for an informal conversation on **07813 727030**, or email sonia.pawson@westyorksfire.gov.uk.

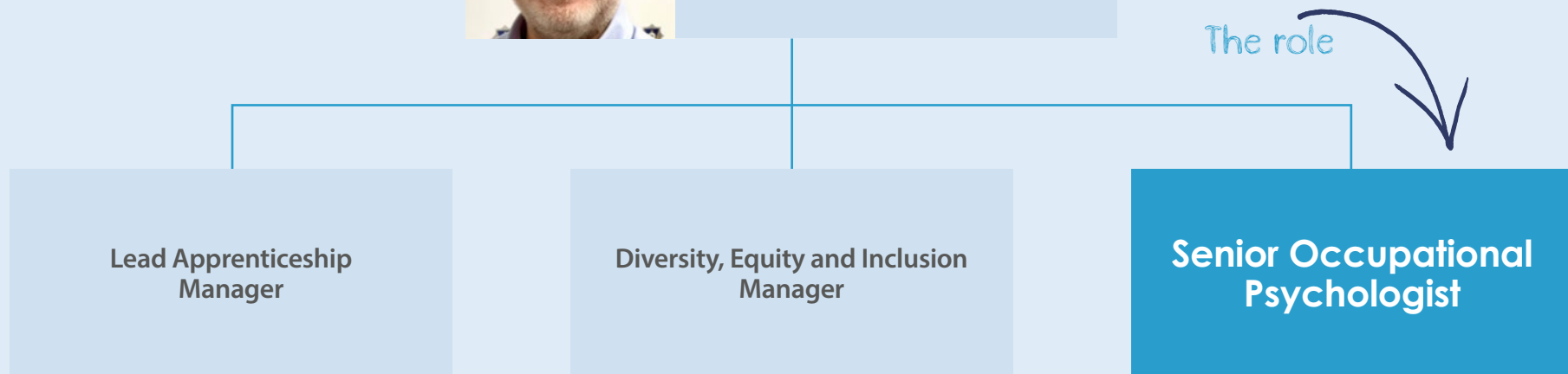
Organisation chart



Sonia Pawson
Director of People and Culture



Ian Stone
Head of Organisational
Development, Skills and Talent



Main duties and responsibilities of the role

- Supporting the Director of People and Culture and Head of Organisational Development, Skills and Talent to deliver and evaluate the WYFRS People Strategy to enable the **Community Risk Management Plan** (CRMP).
- Building strong relationships across the Service to develop multi-disciplinary working and ensure successful delivery of people priorities.
- Managing multiple projects at all stages of the consultancy cycle and advising others on its application.
- Identifying priority research questions and undertaking research as appropriate. Supporting the design and application of surveys, primary and secondary data analysis, interviews, focus groups, literature reviews, and rapid evidence assessments.
- Collating and exploiting scientific research findings, assessing, and conducting relevant academic research to support practice, policy development, and evaluation.
- Conducting empirical evaluation of policies, processes, interventions, and services to determine their people/culture impact and efficacy.
- Carrying out complex statistical analyses and interrogation of data to quality assure assessment and training outcomes to ensure methods are consistent, reliable, valid, free from adverse impact and legally defensible.
- Providing occupational psychology knowledge input into the development of people policies, guidance, tools and contributing to working/steering groups as appropriate.
- Providing advice and guidance on occupational psychology best practice in the Fire and Rescue Service operating context.
- Exploiting project work and applied research, supporting stakeholders to embed findings and recommendations.
- Translating occupational psychology theory, models, and research into action in the workplace.
- Providing insights to support organisational policies and processes at every stage of the employee lifecycle i.e. attraction, recruitment and selection, performance and development, engagement and retention, offboarding and succession planning.
- Providing expert advice on reasonable adjustments for complex cases, acting as an escalation route where further advice is required from the OH and/or DEI teams.
- Acting as an 'intelligent customer' for the organisation when procuring products and services from external providers e.g. psychometric tools for recruitment and selection/leadership development, neurodiversity support etc.

Organisational wide responsibilities

- Adherence to the **NFCC Core Code of Ethics**.
- A satisfactory Standard Disclosure and Barring check is required for the role.
- This post has been designated a hybrid working post which means the postholder's working time will be split between the workplace and home. The actual pattern and number of days at each will be agreed locally with the line manager and will be determined based on the service needs.

Knowledge, skills and experience requirements for this role

Experiences



Demonstrable experience of applying psychological principles covering all knowledge areas of psychology into organisational practice within an applied professional context.

✓ **Essential.**

Application and Selection Process.



Demonstrable experience of leading a portfolio area with responsibility for delivering multiple end-to-end projects within the consultancy cycle, taking ownership and accountability for decisions.

✓ **Essential.**

Application and Selection Process.



Experience and practical application of research methodologies, including conducting research, statistical analysis, and evaluation of a range of solutions to develop an evidence-base with which to inform organisational decisions.

✓ **Essential.**

Application and Selection Process.



“

Must have proven experience of applying psychological principles covering all knowledge areas of psychology into organisational practice within an applied professional context.

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Knowledge, skills and experience requirements for this role

Essential qualifications



Qualifications:

- MSc Occupational Psychology (or equivalent titled course) approved as Stage 1 by the British Psychological Society.
- Completed British Psychological Society (BPS) Qualification in Occupational Psychology Stage 2 (QOPS2), which confers eligibility to become a Chartered Psychologist with the BPS or Part 1 and Part 2 of a professional doctorate in occupational psychology.

✓ **Essential.**

Application.



Memberships:

- Chartered Member of the British Psychological Society.
- Full Member of the Division of Occupational Psychology, British Psychological Society (or immediately eligible to join).

✓ **Essential.**

Application.

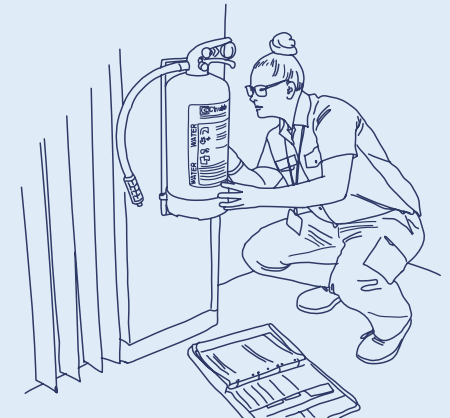
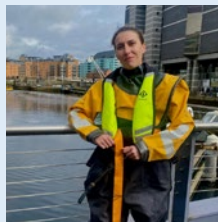
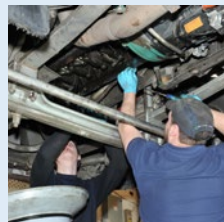


Licenses:

- Registered Occupational Psychologist with the Health & Care Professions Council (HCPC).

✓ **Essential.**

Application and Selection Process.



Knowledge, skills and experience requirements for this role

Knowledge



Occupational psychology subject matter expertise with evidence of continued professional development (CPD) including understanding of equality, diversity, inclusion, discrimination issues, and best practice.

✓ **Essential.**

Application and Selection Process.



An understanding of, and experience of applying reasonable adjustments – workplace and at different stages of the recruitment and selection journey.

✓ **Desirable.**

Application and Selection Process.



Knowledge, skills and experience requirements for this role

Skills



Ambassador. Promotes the value of occupational psychology in the delivery of organisational priorities.

✓ **Essential.**

Application and Selection Process.



Consultancy. Uses the full consultancy cycle, takes ownership and accountability for decisions and advises others on its application. Seeks opportunities for occupational psychology to contribute to developing strategy and policy.

✓ **Essential.**

Application and Selection Process.



Research and evaluation. Oversees the design and application of psychological interventions, research and evaluation.

✓ **Essential.**

Application and Selection Process.



Relationship building skills. Communicates and engages well with internal and external stakeholders and teams, developing positive professional relationships to enable better collaboration and influencing

✓ **Essential.**

Application and Assessment.



Stakeholder Management. Enables non-expert stakeholders to understand occupational psychology concepts / best practice through engagement and development of guidance non-expert stakeholders can access and understand.

✓ **Essential.**

Application and Assessment.



Judgement. Applies effective professional judgement skills, creatively and flexibly to enable a solution focused mindset, generate new ideas and solve complex problems.

✓ **Essential.**

Application and Assessment.

Indicative timeline



“ If you are skilled, knowledgeable, and passionate about shaping, influencing, and embedding Occupational Psychology to make a lasting impact, we'd love to hear from you. ”



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