

RICK HYLTON

A dedicated and energetic public servant, with over 10 years' experience of delivering change at a strategic level in the fire and rescue sector. Significant experience in the strategic resolution of emergency incidents and effective governance of fire and rescue services. A strong focus on working with a range of partners and representative bodies to achieve sustained change that improves public safety.

EXPERIENCE

2019 – PRESENT

DEPUTY CHIEF FIRE OFFICER, ESSEX COUNTY FIRE AND RESCUE SERVICE

Development of a performance and continual improvement framework, and annual planning cycle resulting in alignment of the strategic direction set out in the Fire and Rescue Plan with delivery plans.

Provided leadership, coaching and support to a new Service Leadership Team, enhancing accountability and delivery of key improvement activity, including the development of a series of progressive strategies that enable delivery of the key objectives of the Authority.

Led the Service through the COVID 19 pandemic, ensuring core services were retained and staff welfare protected. Co-Chaired, with the Chief Constable, the Greater Essex Strategic Coordination Group which coordinated the response of agencies across Essex to the pandemic, including the response to the health declared emergency in December 2020.

Led, alongside the Deputy Chief Constable, Collaborative Estates including the oversight of the Outline Business Case for shared Fleet workshops and full business case for shared occupancy of Fire Stations.

Acted as a role model of the service values, being accountable for delivery, transparent in action and approachable in person resulting in improved organisational culture and successful delivery of improvement activities across the Service.

Acted as the chief fire officer for 6 months due to long term absence, leading the service through the outcome of the first HMICFS inspection and the initial response to COVID 19.

2016 – 2019

ASSISTANT CHIEF FIRE OFFICER, (DIRECTOR SERVICE DELIVERY AND SERVICE SUPPORT) CAMBRIDGESHIRE FIRE AND RESCUE SERVICE

Led the Service IRMP 16-20 redesigning the response model, focusing on key stations, and relocating whole time resources to support on call. Developed the first data sharing agreement with adult social care to better support those most vulnerable including the introduction of portable misting systems.

Executive lead for Industrial Relations, chaired the JNCC and worked with all representative bodies to develop a negotiation and consultation framework which enabled collective agreements across a range of areas, including mixed crewing, flexi officer rotas and whole-time shift changes.

Lead accountable officer for people, underpinning staff development and organisational culture with the introduction of leadership and development framework. Led the work of the Service through the chairing of the Equality and Inclusion strategic group to achieve excellence in the LGA Equality and Inclusion peer review process

As chair of the Emergency Service Interoperability Board, championed the development of an MOU between blue light partners that resulted in agreements to share equipment, a joint prevention team in Peterborough and Joint Arson investigation unit.

2010 – 2016

AREA MANAGER HEAD OF COMMUNITY SAFETY, CAMBRIDGESHIRE FIRE AND RESCUE SERVICE

Worked with internal and external stakeholders to develop a community safety strategy that focused on most at risk and placed CFRS at the centre of keeping people safe. This included chairing two Community Safety partnerships and implementing the first fire volunteer scheme. Ensuring the effective discharge of duties under the Fire Safety order including the introduction of Primary Authority with a national care provider, and the agreement to fit sprinklers in social care homes.

Led the development and implementation of the first shared strategic command rota with Bedfordshire Fire and Rescue Service, resulting in improved resilience and efficiencies.

EDUCATION

2015 – LEVEL 7 DIPLOMA IN STRATEGIC INCIDENT COMMAND – SKILLS FOR JUSTICE

2014 – MASTER'S IN PUBLIC ADMINISTRATION – WARWICK BUSINESS SCHOOL

2010 – GRADUATE OF EXECUTIVE LEADERSHIP PROGRAMME – WARWICK BUSINESS SCHOOL AND FIRE SERVICE COLLEGE

2009 – PRINCE 2 PRACTITIONER – PRINCE2

2007 – DIPLOMA IN MANAGEMENT STUDIES – UNIVERSITY OF LEICESTERSHIRE

SECTOR

LEVEL 7 STRATEGIC COMMAND ASSESSOR

NATIONAL FIRE CHIEF COUNCIL HOME

SAFETY COMMITTEE CHAIR