JOB SPECIFICATION (2010)		JSN	
Position Title	C Sqn Team 7 SO3 B	**Date Approved**	05 Dec 25
Unit	Outreach Group (will be known as Joint CIMIC Group	**Approved By**	Lt Col Aucott
Location	St Omer Barracks, Aldershot	**TLB**	Army
Establishment Type	Reserve (OF2)	**Rank/Grade**	Capt
Establishment/OET Ref		**Service/Type/Arm**	Army/E2/Any
UIN/SLIM/JPA PID	A4383A / 600737 / 2195205	**Exch/NATO/JSRL No**	
Incumbent	Gapped	**Staff/Command**	Staff
E-mail		**WTE/MSTAR**	
Phone Number	N/A	**Manning Priority**	2
Security Status/Caveats	SC	**Assignment Length**	36 Months
Reporting Chain	Army	**Primary Career Field**	E2 Operations
1st RO	SO1 C Sqn (OF4)	**Sub Field 1**	
2nd RO	CO (OF4)	**Secondary Field**	Defence Engagement
3rd RO		**Sub Field 2**	

Unit Role: Unit Role: Joint CIMIC Group is the Land SOF's CIMIC capability, integrating and coordinating military actions within the civilian environment in support of Defence objectives. The unit are also Defence SMEs for the thematic areas of Human Security, Security Capacity Building, Culture and Engagement, and Cultural Property Protection.

Position Role: As a CIMIC Staff Officer, integrate understanding of the civil factors of the operating environment and enable, facilitate and conduct civil-military interaction to support the accomplishment of missions and military strategic objectives in peacetime, crisis and conflict. As part of the NATO Joint Function Framework conduct the CIMIC core activities, of Civil Factor Integration (CFI) and Civil Military Interaction (CMI), to create effects in support of the Commander's Mission. Incorporate relevant thematic areas into CIMIC planning and advice considerations. As part of C Sqn develop a deeper regional understanding of Northern and Central Europe, in particular B3P, Finland and Ukraine. BPT to support Prudent Planning Options (PPO) in formation headquarters aligned to NATO PPOs. Deliver analysis, assessment and advice focused on NATO 7 baseline requirements: Govt and critical govt services, Energy supplies and infrastructure, Population movement and displaced persons, Food and water resources, Health and ability to deal with mass casualties, Telecommunications and communications systems, Transportation networks and infrastructure. MS responsibilities for Team as directed by CO/Sqn OC

Responsibilities

1. Conduct CFI and CMI in support of Joint CIMIC Group activities.
2. Advise commanders up to Divisional level on CIMIC activities, incorporating thematic considerations, whilst liaising and coordinating with key military and non-military actors in the operating environment.
3. Establish and exploit engagement networks across Defence, PAGs, allies and partners to support Mission objectives
4. Liaise and coordinate with commanders and planners to integrate CIMIC considerations and requirements into tactical and operational plans.
5. Support development and delivery of CIMIC training (including thematic areas) to UK and partner forces.
6. Contribute to products that articulate the Civil Environment Picture IOT develop a Comprehensive Understanding of the Operational Environment (CUOE) to inform the Commander's decision-making process.
7. Coordinate subordinate team member spt to Sqn activities as delegated by Sqn OC.
8. MS responsibilities for subordinate Team members as directed by CO/Sqn OC.

Pre Appt/Deployment Trg: N/A

Domestic Considerations: Joint CIMIC Group is a hybrid unit, under National Reserve TACOS. 19-38 RSDs required with the option to increase to 180. This includes long weekends, some mid-week engagements and overnight stays to drive forwards key deliverables, operational deployment is on a voluntary basis. LSOF has a high number of force elements at readiness and consistently deploys individuals and small teams to permissive and semi-permissive overseas environments.

Performance Attributes	Priority Component Features
Awareness and Understanding	Sound knowledge of the All Arms environment at the tactical and operational levels. Awareness of planning environments and capacity building principles at the tactical, operational and strategic levels. Demonstrates an appreciation and understanding of associated organisations and cultures, modifying own behaviour to operate effectively in varying contexts.

Adaptability and Initiative	Demonstrates self-awareness of own capability, exhibits a willingness and enthusiasm to acquire knowledge and skills to reach potential. Aware of and adapts own behaviour in response to new information, changing conditions or unexpected obstacles. Adapts to new circumstances, bringing to bear both common sense and innovation. Anticipates problems and grasps opportunities for improvement.
Communication and Influence	Identifies key stakeholders and considers differing perspectives of others whilst able to assert own ideas to persuade, negotiate and challenge at all levels. Must have excellent interpersonal skills. Must be a strong communicator, written and oral, capable of briefing confidently to military formation HQs and above and ideally experienced in the use of interpreters. Must be able to communicate tactfully and effectively with a wide range of cross-HMG personnel, academics and embassy staff at all levels, as well as Host Nation personnel.
Leadership	Is self-aware, recognising their impact on others and has empathy. Able to ascertain key information and working boundaries within ambiguous or ill-defined situations, providing a clear and confident direction on the way forward. Identifies the capability necessary to deliver the task and builds the necessary team, using existing resources appropriately and effectively bridging gaps. Capable of employing diplomacy, initiative and patience.
Problem solving and decision making	Identifies gaps in information; searches for, critically reviews and utilises it effectively to accomplish organisational goals. Uses logical and/or creative approaches to inform the best course of action.

Education/Training	**Type**	**Pri**	**Comments**
Military Quals	UK CIMIC Foundation Cse Human Security in Military Operations Cse JOTAC(R) Captain's Warfare Course (CWC)	Desirable Desirable Essential Desirable	Can be conducted after assignment to OGp Can be conducted after assignment to OGp
Other Quals/Competencies		I	
Education		Desirable	
Language		Desirable	Nil
Experience			
Service/Arm/OGD	Any	Desirable	Operated in wider Defence and X-HMG environments
Operational	E1/E2 Mentoring	Desirable	Previous military CIMIC experience, mentoring partner forces or working in multi-national formation. Working with International Organisations / NGOs in austere/hostile environments.
Staff		Essential	Requires strong staff writing skills to produce actionable recommendations to the CoC
Command			
Fields/Trades	Defence Engagement	Desirable	Previous experience in supporting, mentoring or advising partnered Forces would be advantageous.
Environments			
Other Comments			

Originator: WO1 (RSM) D Collins	**Appt**: RSM Joint CIMIC Group	**E-mail:** Daniel.Collins457@mod.gov.uk	**Tel:** N/A
Auth by 2RO: Lt Col N Aucott	**Appt**: CO	**E-mail:** Nicholas.aucott431@mod.gov.uk	**Date: 05** Dec 25

Job Advert: C Sqn Team 7 SO3 B, Joint CIMIC Group, JPAN 2195205

Updated: 05 Dec 25
POC: WO1 (RSM) D Collins **(**Daniel.Collins457@mod.gov.uk)
Nature of Post: Routine
Arm/Capbadge: Any
Quality or KSE: Quality

To be completed in conjunction with Annex A - Job Specification (2010) Guidance Notes.

Other Restrictions: Nil

Addition post information

- Posts in the Sqn teams focus on advising on CIMIC at the tactical and operational level and integrating NATOs Cross-Cutting Topics, elements of Human Security and cultural awareness into planning and delivery. Providing support to both UK forces but also building capacity to advise Partner Nation Forces.
- Understanding of working within NATO, UN or multinational missions an advantage, as is previous work with Partner Nation Forces and understanding of working with NGOs, the UN cluster system or cross-HMG departments.
- Opportunities to deploy overseas on exercises and Short-Term Training Teams / Engagement Teams (STTTs/STETs).
- High levels of emotional intelligence, understanding of stakeholder management and engagement soft skills essential.
- Act as a thematic conduit for all of Join CIMIC Group's capabilities; Security Capacity Building, Cultural Property Protection, Human Security, Civil Military Co-operation, and Cultural Engagement to both internal and external departments.
- Develop Join CIMIC Group's planning capability in-line with UK and NATO doctrine, but considering lessons learned from international defence allies, governmental departments, think tanks, and academia.

Employer comment:

This is a staff role which requires knowledge and upskilling in contemporary Civil Military Cooperation and Civil Military Interaction concepts and a broad awareness of other Joint CIMIC Group concepts such as Human Security cross-cutting themes, Culture and Security Capacity Building. Applicants should bring relevant career or volunteering experience or come with polished staff skills and an avid desire to professionally develop.