**JOB SPECIFICATION TEMPLATE**

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| **N9 People Strategy & Policy – Future People Policy SO2 (2121503)** (May 22) | | | | | | | | | | | | | | |
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| **Position Details** | | | | | | | | | | | | | | |
| Rank | OF3 | Org. Unit | | PEOPLE STRATEGY & POLICY | | | UIN | | | | N5310S | | | |
| Upper Lower Rank | OF3 | Org. Type | | Shore  Permanent | | | Exchange With | | | | NA | | | |
| Service (Job) | RN Common  Staff Officer | TLB | | Navy | | | Location | | | | Portsmouth (Leach Building) | | | |
| Start Date for Position | NA | Proposed End Date for Position | | NA | | | Workforce Requirement Driving | | | | No | | | |
| Hiring Status | Active | Position Status | | Valid | | | Position Type | | | | Valid | | | |
| Person Category | FTRS(HC) | Position Status EIT | | Valid | | | Service Option | | | | NA | | | |
| Domain | RN RES WEL (OF) | Career Field | | Pers | | | Sub Career Field | | | | NS | | | |
| Talent Management | NA | Tour Length | | 36 months | | | Handover | | | | 4 days | | | |
| Type of Operation | NA | Operation Name | | NA | | | Operation PID | | | | NA | | | |
| Hierarchy Parent 1 | 1RO – OF4  Future People Policy SO1 (2126352) | Hierarchy Parent 2 | | 2RO – OF5  People Strategy & Policy Hd (2117214) | | | Hierarchy Parent 3 | | | | 3RO – OF6  Deputy Director People & Training Strategy (2117050) | | | |
| Incumbent |  | Incumbent Future Availability Date | |  | | | Environment | | | | RN | | | |
| Minimum Medical Standard | MND | Child Positions | | None | | | Preferred Gender | | | | NA | | | |
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| **Career Management and Rotational Information** | | | | | | | | | |  | | | | |
| Position CM Desk | | Service (CM) | | Applicable From | | | Applicable To | | | |  | | | |
| NCM RES FTRS O | | RN | |  | | |  | | | |  | | | |
| Branch/Arm/Group | | Main Trade | | Sub Regt/Corp | | |  | | | |  | | | |
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| **Alternative Branch or Trade** | | | | | | | | | | | | | | |
| Alternative 1 | | Alternative 2 | | | | | Alternative 3 | | | | | | | |
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| **Specialist Pay** | | | | | | | | | |  | | | | |
| Specialist Pay 1 | Specialist Pay 2 | | Specialist Pay 3 | | Specialist Pay 4 | | | Specialist Pay 5 | | | |  | | |
| NA |  | |  | |  | | |  | | | |  | | |
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| **Unit & Position Role** | | | | | | | | | | | | | | |
| Unit Function | Under the 2\* Director of People and Training and the 1\* Deputy Director of People and Training Strategy, the N9 Strategic Policy team is the focal point for all people related policy development, ensuring strategic coherence in the formulation of single service, tri-service and quad service policies for personnel in the whole-force Royal Navy. It represents the Royal Navy’s interest in all Defence-wide people programmes and employment policy changes, ensuring it is fit for purpose for the Navy. | | | | | | | | | | | | | |
| Position Role | The Future People Policy team contributes to the formulation of tri-service People policies, with MOD CDP staffs and the other Services, to ensure that the Armed Forces employment ‘Offer’ is fit for the C21st operational requirements and service personnel (SP) and their families. Having been borne out of influencing the development of the New Employment Model (NEM) (2010-2016), the Armed Forces People Programme (AFPP) (2016-2020), the current focus is on the Future Accommodation Model (FAM), Defence Holistic Transition (Leave Well), Forces Help to Buy (FHTB) and alignment of the Offer for SP in established long-term relationships (LTR(E)s). | | | | | | | | | | | | | |
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| **Responsibilities** | | | | | | | | | | | | | | |
| In support of FPP SO1, influence and contribute to the formulation of People-related policies, ensuring that the RN perspective is represented. | | | | | | | | | | | | | |  |
| NCHQ SO2 lead for the development and articulation of the current and future employment ‘Offer’. Work with MOD to develop a Defence Value Proposition (DVP), Reward and Incentivisation (AFRIR) and total reward calculator (Discover My Benefits (DMB)). | | | | | | | | | | | | | |  |
| NCHQ SO2 lead for LTR(E) definition, FHTB evolution, the review of PStatCats and widening all entitlements and eligibilities. | | | | | | | | | | | | | |  |
| Provide guidance, leadership, and direction for the implementation of derived policies, maintaining RN coherency. | | | | | | | | | | | | | |  |
| Direct pan-RN engagement for the derived policies through multi-faceted communication approach. | | | | | | | | | | | | | |  |
| Conduct any extraneous duties as required by People Strategy & Policy Hd. | | | | | | | | | | | | | |  |
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| **Competence Requirements** | | | | | | | | | | | | | | |
| Competence - Full Name | | | | | | Proficiency Level | | | Essential | | | | Acquired | |
| None specific | | | | | |  | | |  | | | |  | |
| Previous Pers Career Field experience an advantage | | | | | |  | | |  | | | |  | |
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| **Pre-Employment Training** | | | | | | | | | | | | | | |
| Pre-Employment Training 1 | Pre-Employment Training 1 Priority | Pre-Employment Training 2 | | Pre-Employment Training 2 Priority | | | Pre-Employment Training 3 | | | | Pre-Employment Training 3 Priority | | | |
| None specific |  |  | |  | | |  | | | |  | | | |
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| **Local Considerations** | | | | | | | | | | | | | | |
| Domestic | | | | | | | | | | | | | | |
| Hybrid working by arrangement. | | | | | | | | | | |  | | | |
| Employer Comments | | | | | | | | | | | | | | |
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| OFFICIAL | | | | | | | | | | | | | |  |