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| **JOB SPECIFICATION (2019)** | | | | | **JSN** |  | |
| **Position Title** | | Regimental Mentoring Support Officer | | | **Date Approved** |  | |
| **Unit** | | 710 (OH) Sqn, 165 P&M Regt RLC | | | **Approved By** |  | |
| **Location** | | Aylesbury, Buckinghamshire | | | **TLB** | Army | |
| **Establishment Type** | | Established | | | **Rank/Grade** | OR4-OR6 FTRS (HC) | |
| **Establishment/OET Ref** | | Tbc | | | **Service/Type/Arm** | Army/E2 | |
| **UIN/SLIM/JPA PID** | | 1961673 | | | **Exch/NATO/JSRL No** |  | |
| **Incumbent** | | 30017834 Cpl Mitchem | | | Staff/Command |  | |
| **E-mail** | | Natalie.Michem174@mod.gov.uk | | | WTE/MSTAR |  | |
| **Phone Number** | | Skype: 03001596981 | | | **Manning Priority** |  | |
| **Security Status/Caveats** | | SC | | | **Assignment Length** | 36 months | |
| **Reporting Chain** | | Army | | | **Primary Career Field** | Reserves | |
| 1st RO | | PSAO | | | **Sub Field 1** |  | |
| 2nd RO | | OC | | | **Secondary Field** | Personnel | |
| 3rd RO | |  | | | **Sub Field 2** |  | |
| **Unit Role:.**165 P&M Regt is to provide the *Reserve* UK military deployable port, maritime & logistic enabling capability at readiness, in order to enable operational success. | | | | | | | |
| **Position Role:** Deliver an effective, inclusive Recruiting process to attract, recruit and nurture Army Reserve recruits and support whole force recruiting activity. | | | | | | | |
| **Responsibilities:**   1. Run the Unit recruiting pipeline including the administration and mentoring of applicants for both 142 and 710 Sqns. 2. Actively assist with the development and refinement of a dynamic recruiting process. 3. Conduct and review the Unit’s IPRE on a regular basis. 4. Act as the first point of contact for all new joiners, including ex-regulars and re-joiners. 5. Manage the relationship with the NRC, ROSO, ACCs / AFCOs & HQ ARITC (Trg Ops and Rec Br) YODA, Army employee support networks and WF Plans/Policy for all recruiting queries. 6. Nurture applicants from first contact through to attestation and the end of Basic Training and coordinate RRMT. 7. Manage resources and material to support recruitment and retention, including media and social media. 8. Carry out all other activities as directed by the CoC. 9. Ensure all recruitment activity is in accordance with Policy. | | | | | | | |
|  | | | | | | | |
| **Domestic Considerations:** Occasional visits to other units and locations in support of recruiting activity and relevant meetings. Evening and weekend working will be required. | | | | | | | |
| Performance Attributes | | **Priority Component Features** | | | | | |
| Powers of Communication | | Displays good oral communication, ability to inform and convince. Produces logical, fluent, convincing and accurate written work | | | | | |
| Team Spirit | | Allocates resources efficiently and optimises capability within constraints. | | | | | |
| Effective Intelligence | | Works enthusiastically and effectively as part of a team, making a positive contribution to its morale and output. Carries out the full range of tasks effectively and can assimilate systems and processes effectively. Shows clear understanding of professional recruitment environment and inclusivity. | | | | | |
| Reliability | | Demonstrates a sense of duty and commitment. Displays loyalty, trustworthiness, conscientiousness and consistency acting as a role model for our values and standards. | | | | | |
| Education/Training | | **Type** | **Pri** | Comments | | | |
| Military Quals | | DRS Trg  Recruitment specific | Highly  Desirable | Ideally trained in the use of DRS and attended the CoT and DTTT and Reserve Recruiters Course and the CSL D&I package. Courses can be applied for once in post. | | | |
| Other Quals/Competencies | | Driving Licence & DBS cleared | Essential | B/D1. C | | | |
| Education | |  |  |  | | | |
| Language | |  |  |  | | | |
| Experience | |  |  |  | | | |
| Service/Arm/OGD | | Army | Essential | Service in or with the Army Reserve | | | |
| Operational | | Current | Desirable |  | | | |
| Staff | |  |  |  | | | |
| Command | |  |  |  | | | |
| Fields/Trades | | Recruiting | (Highly) Desirable | Previous recruitment experience | | | |
| Environments | |  |  |  | | | |
| **Other Comments** | |  | | | | | |
| **Originator:** | **Appt: PSAO** | | | **E-mail:** [david.sanders945@mod.gov.uk](mailto:david.sanders945@mod.gov.uk) | | | **Tel: 03001660429** |
| **Auth by 2nd RO:** | **Appt: OC** | | | **E-mail:** [euan.mcleod339@mod.gov.uk](mailto:euan.mcleod339@mod.gov.uk) | | | **Date: 01/04/2021** |  |