

UNCLASSIFIED

JOB SPECIFICATION (2010)		JSN	
Position Title	Job Evaluation Judge (Army)	Date Approved	
Unit	MOD(A)/D Pers(A)	Approved By	
Location	London/Main Building	TLB	
Establishment Type	Established Post	Rank/Grade	
Establishment/OET Ref	05/7256	Service/Type/Arm	
UIN/SLIM/JPA PID	A0047A/01337912/2041064	Exch/NATO/JSRL No	
Incumbent	Col J W Lewis	Staff/Command	
E-mail	Army Pers-Pol-Rem-JETArmy	WTE/MSTAR	
Phone Number	07707 659496	Manning Priority	
Security Status/Caveats	DV	Assignment Length	
Reporting Chain	Army	Primary Career Field	
1 st RO	Hd Pers Pol(A)	Sub Field 1	
2 nd RO	D Pers	Secondary Field	
3 rd RO		Sub Field 2	
Unit Role: Job Evaluation (JE) of all employments and ranks across all Services			
Position Role: Analyse posts and trade groups across all three Services to provide objective data to inform pay, allowances and trade supplement placing.			
Responsibilities: <ol style="list-style-type: none"> 1. Work with RN and RAF Judges to agree through-career whole trade scores for all Service trade groups to inform placement in Trade Supplement Tables. 2. Independently assess and score analyst's reports on sample appointments prior to Judgement Panels. 3. Conduct benchmark visits to units for each trade group, including in field locations and participation in trade activities. 4. Advise Hd Pers Pol and Army trade sponsors on the JE process and policy and on trade structures and development. 5. Advise the chain of command on management issues arising from the JE process and decisions. 6. Inform future pay and remuneration development issues at Army and Defence as required. 7. Advise the JSJET on Army matters as required. 			
Pre Appt/Deployment Trg: Attend a Benchmark Visit and JE Judgement Panel. Consultant JE Cse (1- 2 days).			
Domestic Considerations: Post involves a lot of working from home using an issued MODNET laptop. There is extensive travel and separated service on a regular basis for unit visits, including frequent overnight stays in service accommodation. The designated place of work can be Andover but JSJET activity, though mostly conducted remotely, is based in MoD Main Building.			
Performance Attributes	Priority Component Features		
Communications and Influence	This post requires collaboration and consensus-building across a small, tri-Service team working on sensitive and complex issues of pay supplements and allowances. The post demands an effective, tactful communicator to present balanced judgements and influence colleagues.		
Delivering Results	This is the only post in the Army responsible for evaluating trades and job roles across all three services. The postholder must deliver through a busy programme of briefings, visits and judgement panels.		
Values and Standards	The post demands balanced judgements in the face of competing interests between and within Services. The postholder must be unimpeachable to uphold the integrity of the evaluation process.		
Awareness and Understanding	The post demands a thorough understanding of all Services, including structures, cultures, ways of working, trades and job roles. The postholder must be able to come to this understanding rapidly, maintain awareness of change across the tri-Service environment and assess how change impacts job evaluations across Defence.		
Education/Training	Type	Pri	Comments
Military Quals	ACSC	Essential	
Other Quals/Competencies			
Education	Dip Strat Mgt	Desirable	From attendance at ACSC
Language			
Experience			
Service/Arm/OGD	Army		Wide experience of all arms roles required
Operational	Unit/sub-Unit	Essential	
Staff	Cbt/CS/CSS	Essential	Practical knowledge of training helpful
Command	Unit	Desirable	
Fields/Trades	Pers/MD	Desirable	

UNCLASSIFIED

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

UNCLASSIFIED

Environments	MOD/Joint HQ	Desirable	Broad experience in a Joint environment beneficial	
Other Comments	<p>This is a critical standalone post working to the Centre but on behalf of D Pers. It is the sole Army post providing an independent assessment of trades and the supplements they attract across all three services. It is vital to the People Programme and ensuring that Service Personnel are appropriately remunerated.</p> <p>The role involves a busy programme of visits across the year to the full range of units and locations of all three services to understand and assess the jobs.</p> <p>The post needs an officer with a broad knowledge and experience of the Army and the roles and trades within it; the incumbent must be capable of making independent judgements and working tactfully and collegiately with tri-service colleagues.</p>			
Originator: Brig P J Bassingham-Searle		Appt: Hd Pers Pol	E-mail: philip.bassingham-searle@mod.gov.uk	Tel: +443001524370
Auth by 2 nd RO: Maj Gen P Griffiths		Appt: D Pers	E-mail: paul.griffiths132@mod.gov.uk	Date: 30 Jun 22

UNCLASSIFIED