

**[UNCLASSIFIED] – DRAFT JOB SPECIFICATION**

<b>JOB SPECIFICATION (2019)</b>		<b>JSN</b>	<b>2110473</b>
<b>Position Title</b>	Regimental Mentoring Support Officer	<b>Date Approved</b>	05 Oct 22
<b>Unit</b>		<b>Approved By</b>	RCMO
<b>Location</b>		<b>TLB</b>	Army
<b>Establishment Type</b>	Established	<b>Rank/Grade</b>	OR6 FTRS (HC)
<b>Establishment/OET Ref</b>	Tbc	<b>Service/Type/Arm</b>	Army/E2
<b>UIN/SLIM/JPA PID</b>		<b>Exch/NATO/JSRL No</b>	
<b>Incumbent</b>		<b>Staff/Command</b>	
<b>E-mail</b>		<b>WTE/MSTAR</b>	
<b>Phone Number</b>		<b>Manning Priority</b>	
<b>Security Status/Caveats</b>	SC	<b>Assignment Length</b>	36 months
<b>Reporting Chain</b>	Army	<b>Primary Career Field</b>	Reserves
1 <sup>st</sup> RO	ROSO	<b>Sub Field 1</b>	
2 <sup>nd</sup> RO	Regt 2IC	<b>Secondary Field</b>	Personnel
3 <sup>rd</sup> RO		<b>Sub Field 2</b>	
<b>Unit Role:</b>			
<b>Position Role:</b> [Deliver an effective, inclusive Recruiting process to attract, recruit and nurture Army Reserve recruits and support whole force recruiting activity.]			
<b>Responsibilities:</b>			
<ol style="list-style-type: none"> <li>1. Run the Unit recruiting pipeline including the administration and mentoring of applicants through DRS.</li> <li>2. Actively assist with the development and refinement of a dynamic recruiting process.</li> <li>3. Conduct and review the Unit's IPRE on a regular basis.</li> <li>4. Act as the first point of contact for all new joiners, including ex-regulars and re-joiners.</li> <li>5. Manage the relationship with the NRC, ROSO, ACCs / AFCOs &amp; HQ ARITC (Trg Ops and Rec Br) YODA, Army employee support networks and WF Plans/Policy for all recruiting queries.</li> <li>6. Nurture applicants from first contact through to attestation and the end of Basic Training and coordinate RRMT.</li> <li>7. Manage resources and material to support recruitment and retention, including media and social media.</li> <li>8. Carry out all other activities as directed by the CoC.</li> <li>9. Ensure all recruitment activity is in accordance with Policy.]</li> </ol>			
<b>Domestic Considerations:</b> [Occasional visits to other units and locations in support of recruiting activity and relevant meetings. Evening and weekend working will be required.]			
<b>Performance Attributes</b>	<b>Priority Component Features</b>		
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.]		
<b>Education/Training</b>	<b>Type</b>	<b>Pri</b>	<b>Comments</b>
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	Essential	B/D1. C
Education			
Language			
<b>Experience</b>			
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			
<b>Other Comments</b>			
<b>Originator:</b> Capt Green	<b>Appt:</b> ROSO	<b>E-mail:</b> 3RANG-ROSO	<b>Tel:</b> 94650 5131

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

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<b>Auth by 2<sup>nd</sup> RO:</b>	<b>Appt:</b>	<b>E-mail:</b>	<b>Date:</b>
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