**Adapted from ANNEX A TO**

**CHAPTER 3**

**JSP 755**

**JOB SPECIFICATION TEMPLATE – SO1 P&P**

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| **Position Details**  |
| Rank |  OF4-OF3 | Org. Unit | NCHQ  | UIN | N/A |
| Upper Lower Rank |  OF4-OF3 | Org. Type |  | Exchange With |  N/A |
| Service (Job) | RN | TLB | X00  | Location | HQ 1st Floor  |
| Start Date for Position | 31 Aug 21 | Proposed End Date for Position  | 31 Mar 22 (enduring until 31 May 22) | Workforce Requirement Driving | No |
| Hiring Status | Active  | Position Status | N/A | Position Type | N/A |
| Person Category | N/A | Position Status EIT |  | Service Option |  |
| Domain | N/A | Career Field | PERS | Sub Career Field |  |
| Talent Management | N/A | Tour Length | 31 Mar 21  | Handover | N/A |
| Type of Operation | N/A | Operation Name | N/A | Operation PID | N/A |
| 1RO JPAN |  Stuart Lawrence | 2RO JPAN | SRO  | 3RO JPAN |  |
| Incumbent | N/A | Incumbent Future Availability Date |  | Environment |  |
| Minimum Medical Standard | MLD | Child Positions |  | Preferred Gender |  |
|  |  |  |  |  |  |
| **Career Management and Rotational Information** |  |
| Position CM Desk | Service (CM) | Applicable From | Applicable To |  |
|  |  |  |  |  |
| Branch | Spec  | Sub Regt/Corp |  |  |
| CAPPS |  |  |  |  |
|  |
| **Alternative Branch or Trade**  |
| Alternative 1 | Alternative 2 | Alternative 3 |
|  |  |  |
|  |
| **Specialist Pay** |  |
| Specialist Pay 1 | Specialist Pay 2 | Specialist Pay 3 | Specialist Pay 4 | Specialist Pay 5 |  |
| N/A | N/A | N/A | N/A | N/A |   |
|  |  |  |  |  |  |
| **Unit & Position Role** |
| Unit Function |

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| Performance & Progression (P&P) PT has been established to deliver a more dynamic interactive approach to performance management, enabling a flexible merit-based progression system. Greater agility will be informed by improved objectivity, reflected in a revised reporting mechanism that better identifies potential and, through a Human Capability Management (HCM) based technology solution, optimise the RN’s intellectual capital by managing an inclusive talent model. Improved digitisation and data exploitation will support a more open and transparent selection process, while rationalising the number of boards taking place, thereby offering personnel the opportunity to make informed career and life decisions. Revised retention incentives, facilitated through enhanced digitisation, will offer greater choice and flexibility to personnel in choosing options that best suit them and their families​ |

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| Position Role | SO1 P&P |
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| **Responsibilities** |
| Under the D&G of the Project Lead (OF5) the incumbent will: Discover, Assess and Create a revised Performance Management System for all Ranks/Rates. The incumbent will work closely with other areas of the P&P Project team, articulating their work as part of the wider development of a Pan RN Talent Model. |  |
| Understanding the output of the Projects and the aims of the Programme.  |  |
| Liaise with all Project teams within the Talent Programme, to understand where the dependencies, risks iot gain a full understanding of cross-cutting issues. The incumbent is to be fully cognisant of the impact of their work on these areas. |  |
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| **Competence Requirements** |
| Competence - Full Name | Proficiency Level | Essential | Acquired |
| ECDL/ Microsoft literate (including Teams)  | Desirable  |   |  |
| Excel Background Knowledge  | Desirable  |  |  |
| POL training (online training available)  |  | Essential |  |
| ACSC | Desirable |  |  |
|  ICSC(M) |  | Essential |  |
|  MOD Experience | Desirable |  |  |
|  HQ Experience |  | Essential |  |
|  |
| **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 |
| N/A | N/A | N/A | N/A | N/A | N/A |
|  |
| **Local Considerations** |
| Domestic |
| The role can be largely conducted remotely whilst there are occasions when business necessitates a face to face interaction in the Portsmouth area. |  |
| Employer Comments |
| This role will be solely used as part of the Talent Programme Team, in particular the P&P Project. A MODNet account, access to a laptop and Wifi/office space in the HQ are essential. A Project on Line license will be essential but can be applied for through the P&T ihub.  |  |
|  |  |
| SECURITY CLASSIFICATION Official |  |

**JOB SPECIFICATION - GUIDANCE NOTES**

*Note: Sers 1 to 9 and elements of 22 of the following comprise the core information required to establish the post. Once established, these fields will auto-populate on creation of the Job Spec Report and may only be amended through an establishment variation.*

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| **Note** | **Field Title** | **Guidance** |
| 1 | Rank | The rank required for the post, including any rank ranging where appropriate, using NATO (OR/OF) and single-Service annotations. |
| 2 | Org Unit, Type, UIN & TLB | The unit establishment on which the post is created, including the unit title, whether Permanent or Lifed/Temporary, the UIN and parent TLB, and work location for the post.  |
| 3 | Exchange With | For use with international/NATO exchanges only – Exchange posts annotated in [HQ Change PP](https://modgovuk.sharepoint.com/teams/50680/08HECATE/20210120-HQ%20Change%20Org%20Design%20Job%20Spec.pptx?web=1) |
| 4 | Service (Job)Domain | The Service to which the post is allocated with Branch, Trade and specialisation information (a concatenated value created by Establishments staff based on the EAF/TWRF). - **Not applicable** |
| 5 | Start & End Date, Workforce Requirement | Dates to be used where post has yet to come into existence or is lifted, and indicator as to whether post is included in overall single-Service workforce requirement (Yes/No) – **Not applicable for HQ Change positions**  |
| 6 | Hiring Status | For use by single-Service establishment administrators to indicates whether post is currently in use (Active/Inactive)  |
| 7 | Position Type, Status & EIT | Will be completed by Establishments staff based on information on EAF/TWRF – **Not applicable**  |
| 8 | Person Category | Will be completed by Establishments staff based on information on EAF/TWRF - **Not applicable**  |
| 9 | Service Option | For use when post can be filled by more than one Service. |
| 10 | Career Field | For officer posts only. Use [HQ Change PP](https://modgovuk.sharepoint.com/teams/50680/08HECATE/20210120-HQ%20Change%20Org%20Design%20Job%20Spec.pptx?web=1) to see the allocated CF . Guidance on CF can be found at Annex B below. |
| 11 | Sub Career Field | For officer posts only. See guidance at Section 2 and Annex C below - **Not applicable** |
| 12 | Talent Management | **Not Applicable for RN at this time.**  |
| 13 | Tour Length & Handover | To comply with single-Service policy direction on tour lengths for respective branch, cap badge, trade or specialisation. Handover periods in excess of one week must be justified separately. |
| 14 | Operation type, Name & PID | Only to be used for posts on an Operational Establishment Table (OET) |
| 15 | Hierarchy Parent | The JPANs reflecting the 1st, 2nd and 3rd ROs for the post as defined in the Unit Hierarchy. Use [HQ Change PP](https://modgovuk.sharepoint.com/teams/50680/08HECATE/20210120-HQ%20Change%20Org%20Design%20Job%20Spec.pptx?web=1) to find the JPANs of 1/2/3RO’s.  |
| 16 | Incumbent & FAD | Will be populated by JPA from information relating to current incumbent. - **Not applicable** |
| 17 | Environment | Select from the following the value that best reflects the environment within which the post operates:

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| --- | --- |
| **Environment** | **Description** |
| Army | Army single-Service environments |
| Military & Civilian | Mixed military and civilian (e.g. MOD Head Office) |
| Military Only | Military only environments that do not match other values |
| Multinational | Multinational (e.g. NATO or other international HQs or embassies) |
| OGD | Other Government Departments (inc loans and secondments) |
| RAF | RAF single-Service environments |
| RM | RM single-Service environments |
| RN | RN single-Service environments |
| Tri-Service | Tri-Service joint environments |

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| 18 | Min Med Standard | This field is only to be used where the post has specific characteristics that require consideration of the Joint Medical Employment Standard (JMES) of the incumbent. Values available are:

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| --- | --- |
| **Min Med Std** | **Description** |
| MFD | Medically Fully Deployable |
| MLD | Medically Limited Deployable |
| MND | **Medically Non-Deployable (will be assumed to be the default unless otherwise specified)** |

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| 19 | Child Positions | The JPANs of the posts reporting to this post as defined in the Unit Hierarchy. Use [HQ Change PP](https://modgovuk.sharepoint.com/teams/50680/08HECATE/20210120-HQ%20Change%20Org%20Design%20Job%20Spec.pptx?web=1) to find the JPANs of child positions.  |
| 20 | Preferred Gender | This field is only to be used where there is a Genuine Occupational Requirement impacting on the gender appropriate to the role. Single-Service Diversity & Inclusion SMEs should be consulted before completion. |
| 21 | Career Management & Rotational Info | Use the [HQ Change PP](https://modgovuk.sharepoint.com/teams/50680/08HECATE/20210120-HQ%20Change%20Org%20Design%20Job%20Spec.pptx?web=1) to complete all questions related to CM/Branch & Sec. **To assist CMs whilst the change from branch to Career Field employment embeds, please, where relevant, note (in the Alternative Branch ) section which branch would traditionally have filled this post.**  |
| 22 | Specialist Pay | Reflecting Specialist Pay entitlements associated with the post that have already been agreed via Branch Managers and Pay Colonel Staff. See JSP 754 for guidance.  |
| 23 | Unit & Position Info | Mission statement of the parent unit and a succinct description of the individual’s role. Avoid abbreviations and unfamiliar terminology. Should be consistent with information entered on OJAR/SJAR of incumbent. |
| 24 | Responsibilities | A numbered list of the main responsibilities of the post (maximum of 8). Include: standing duties and tasks; enduring additional roles; position within the branch; interaction with other branches and HQs; supervisory responsibilities. Maximum 150 characters (including spaces). These fields will populate the front page of the OJAR/SJAR for the incumbent. |
| 25 | Competence Requirements | Those competencies, including Security Clearance and FKSE, required for the post, including the proficiency level and whether the competencies are essential or can be acquired in post. See paras JSP 755 3.01 and 3.04 for guidance and JSP 794 for details of the administration of professional and personal development. |
| 26 | Pre-Employment Training | Detail and duration of any pre-employment training required to equip the individual for the post. Include any individual pre-deployment training required. See JSP 755 paras 3.01 and 3.04 for guidance. |
| 27 | Domestic Considerations | Any domestic considerations relating to the post or its environment, including factors related to accompanied service, schooling, medical facilities, travel required, spouses’ work restrictions etc.  |
| 28 | Employer Comments | Additional context and information on factors such as home working, flexible working, requirement to travel/deploy. |
| 29 | Security Classification | Job Specifications are ‘Official’ unless they contain sensitive information. |

**ANNEX B TO**

**CHAPTER 3**

**JSP 755**

**CAREER FIELDS – ADDITONAL GUIDANCE**

**CAREER FIELD DEFINITIONS**

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| **CAREER FIELD & DEFINITION** | **NOTES** |
| **Operations (Ops)**Posts that are involved in the planning, direction, command and control, and execution of operations. | Includes posts involved in the planning and execution/delivery of soft/non-kinetic military effect in support of an operational mission (e.g. PsyOps, Cyber, EOD, Media Ops, Influence Ops).Includes posts directly involved in the planning, tasking and command and control of deployed assets on operations. These posts are able to directly influence or own elements of the battlespace. |
| **Operational Support (Op Sp)**Posts that are involved in the generation, preparation and provision of support and advice to the forces that conduct operations. | Includes those involved in collective training.Excludes posts that deliver the individual training of those forces as these belong in the Pers CF.Captures operational enablers eg Intelligence, Medical, Logistics and Infrastructure Support. |
| **Personnel (Pers)**Posts involved with all aspects of individual training and the provision of trained personnel; recruiting; personnel strategy; policy and planning; manpower planning and career management of SP; andthe technical delivery and assurance of personnel administrative policies. | Excludes collective training (Op Sp). |
| **Defence Engagement (DE)**Posts which either enable and/or deliver engagement between UK Defence and other organisations and audiences (e.g. Defence Diplomacy; liaison, exchange and loan service with other nations, international organisations and UK Government departments; UK international policy and planning; NATO and European Policy; media operations & corporate communications; and culture and language appointments). | Excludes those NATO posts (or from similar organisations) that are delivering Operations, Operational Support or Management of Defence functions. For example, those involved with the planning and execution of operations in a NATO HQ will sit in the Ops CF. |
| **Management of Defence (MD)**Posts that develop Defence and sS policy and strategy, manage at the military strategic level and deliver Departmental and TLB non-operational outputs. |  |
| **Capability & Acquisition (C&A)**Posts that develop and execute capability and acquisition policy, strategy, planning and finance; infrastructure development; identify and manage capability requirements; conduct research including operational analysis; manage capability programmes and projects, engineering support and in-service capability management. |  |