

**DSCU JOB SPECIFICATION**

<b>OPERATIONAL JOB SPECIFICATION (2014)</b>			
<b>To be completed in conjunction with Operational JS (2014) - Guidance Notes.</b>			
<b>OPERATION:</b>	LGBT Restorative Action	<b>LSN:</b>	
<b>Post Location:</b>	Main Building	<b>JPA Hierarchy:</b>	Cmd
<b>Unit/Org:</b>	CEJ		Admin
<b>Position Title:</b>	SO1 LGBT Army Liaison	<b>JPAN:</b>	
<b>Rank/Rank Range:</b>	OF4	<b>Assignment Length:</b>	
<b>Security Clearance:</b>	SC	<b>Handover Period:</b>	
<b>Requested Service:</b>		<b>Reporting Chain:</b>	
<b>Post E-mail:</b>	TBC	1 <sup>st</sup> RO	Karen McQuade
<b>Post Tel Number:</b>	TBC	2 <sup>nd</sup> RO	Julie Grugel
<b>Date Reviewed:</b>	TBC	3 <sup>rd</sup> RO	
<p><b>Unit Role:</b></p> <p>Defence and the Office of Veterans Affairs jointly commissioned an independent review to better understand the impacts and implications of the pre 2000 policy relating to homosexuals serving in HM Armed Forces. The Review will provide the opportunity for Defence and the Government to better understand the lived experience of LGBT veterans who served prior to 2000, including how being discharged or dismissed from the military due to their sexuality, affected their life. Lord Etherton, the review Chair, has made numerous recommendations to improvements and restorative action that should now be taken to improve services and compensate LGBT veterans.</p> <p>The LGBT Restorative Action (LGBT RA) programme team are focussed on the two key areas of work:</p> <p>The delivery of the IR recommendations and, Support for the Disregard and Pardon Scheme.</p> <p>Offering a 'front door approach' the LGBT RA team will provide Veterans with a single point of contact into Defence where they can receive signposting and guidance into restorative measures from the IR and updates on progression of recommendation.</p> <p>The LGBT RA team will be the conduit between the HO Disregard and Pardon scheme and the three services, supporting the processing of Veterans' applications to the scheme.</p>			
<p><b>Position Role:</b></p> <p>Shape and deliver the recommendations of the LGBT Veteran review with a focus on the affected Army population.</p>			
<p><b>Responsibilities:</b></p> <p>Champion the LGBT RA programme by engaging with stakeholders and managing relationships to enable the provision of RA within the community.</p> <p>Lead the creation of an implementation plan highlighting areas of good practice, demonstrating creativity in problem solving.</p> <p>Lead on implementation of recommendations as the Army lead for engagement and policy development.</p> <p>Own risks and issues relevant to specific service area, managing mitigating actions.</p>			

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<p>Develop new and existing policy in consultation with policy stakeholders to deliver against the LGBT Veteran review recommendations.</p> <p>Support in the delivery of communications and updates to ensure a clear and accurate message is given to the wider Service.</p> <p>Provide specialist sS advice including current policy, organisational impact of recommendations and Legislative change requirements.</p> <p>Remain professionally agile to meet the changing requirements expected of the team and Army TLB.</p>			
<b>Pre Appt/Deployment Trg: Pre Appt/Deployment Briefings/Visits:</b>		<b>Briefing to be supplied by Project Team</b>	
<b>Gender of Incumbent:</b>		<b>N/A</b>	
<b>Domestic Considerations:</b>		Remote working encouraged alongside core working hours.	
<b>Performance Attributes</b>	<b>Priority Component Features</b>		
<b>Education / Training</b>	<b>Type</b>	<b>Pri</b>	<b>Comments</b>
<b>Military Quals</b>			
Other Quals/Competency	ICSC(L/LR)	Essential	
Spec Pay Markers <sup>1</sup>	N/A		
Education	P3M Exp	Des	
Language			
Driving Requirements	N/A		
<b>Experience</b>			
Service/Arm/OGD	Army		Tri service representation is required
Operational			
Staff			
Command			
Fields/Trades	Pers Exp	Des	
Environments	Whitehall	Des	
Other	Knowledge of the LGBT+ community	Des	
<b>Other Comments</b>	Desirable experience in: <ul style="list-style-type: none"> <li>• Project implementation</li> <li>• Policy development and analysis</li> <li>• Strong communicator</li> </ul>		
<b>Auth by RO: Karen McQuade</b>	<b>Appt: Deputy HD, LGBT RA Team</b>	<b>E-mail: Karen.McQuade101@mod.gov.</b>	<b>Date: 25/05/23</b>

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