

Military staff officers and JOB SPECIFICATION (2021)		JSN	
Position Title	SO1 DTE Force Development UKSC Cmd Force Dev	Date Approved	
Unit	HQ UKStratCom	Approved By	
Location	Northwood	TLB	UKStratCom
Establishment Type		Rank/Grade	OF4
Establishment/OET Ref	HQ UKStratCom	Service/Type/Arm	Tri-Rot/Any
UIN/SLIM/JPA PID	D4482E/NA/tbc	Exch/NATO/JSRL No	
Incumbent	New. Contact Nigel.Banks575@mod.gov.uk	Staff/Command	Staff
E-mail	New (as above)	WTE/MSTAR	
Phone Number	01923 955512	Manning Priority	
Security Status/Caveats	DV	Assignment Length	24 Months
Reporting Chain	Joint	Primary Career Field	Operational Support
1 st RO	DepHd Strat/FD	Sub Field 1	
2 nd RO	DDProg	Secondary Field	
3 rd RO	Director Capability	Sub Field 2	
Unit Role: HQ UKStratCom Command Force Development (CFD) conduct Force Development and coherence of all UKStratCom held capabilities on behalf of HQ UKStratcom including the Defence Targeting Enterprise (DTE).			
Position Role: SO1 DTE Force Development (FD) will capture Head Office (HO) Targeting Policy including strategic guidance and direction, ensure targeting policy-planning alignment and providing support to the targeting capability audit.			
<p>Context:</p> <p>Command Force Development (CFD) sits at the heart of the MOD's newest Command, UK Strategic Command (UKSC). We put strategic analysis into the organisation's decision making, challenge conventional ways of thinking about Defence and Security and drive new ways of doing things. We work with teams across UKSC building strong and productive relationships throughout wider Defence. We provide a fresh pair of eyes and draw on real world experience to produce strategic thinking and themes, consider alternative futures and think about how we can best respond to future threats. The team provides a unique, independent challenge and has recently led the development of the Command's input to high-profile reviews such as the Defence targeting Enterprise (DTE).</p> <p>Force Development (FD) of the Defence Targeting Enterprise (DTE) rests with Comd UKStratCom as the Defence lead for Targeting. In delivery of Head Office (HO) targeting policy it proposes the single, pan-Defence targeting demand signal and recommended courses of actions. In turn the Targeting Joint User acts, on behalf of Com UKStratCom as the primary pan-Defence (and potentially pan-HMG) representative of the end-user community for all Targeting capabilities. They act as the demand signal for the pan-Defence Lines of Development (DLOD) capability with responsibility for overseeing and supporting pan-Domain capability integration across DLoDs (Develop, Deliver, Generate and Operate Functions).</p> <p>Successful applicants will take on a challenging, exciting and influential new role requiring strong leadership and communication skills joining a great team at the forefront of delivering major transformation in Defence. CFD provides a wealth of transferrable executive professional development and education including programme and project management.</p> <p>A Joint Effects aware specialist is preferred with broad understanding of the wider targeting environment.</p> <p>SO1 DTE Force Development Roles & Responsibilities:</p> <ol style="list-style-type: none"> 1. Capture Defence's wider demand signal for operations and determine force development needed to meet those demands. 2. Interpret HO Targeting Policy and strategic guidance for the DTE. 3. Support targeting capability audit, stakeholder identification, consultation and management. 4. Advise on capability prioritisation including risks and issues in order to develop the DTE. 5. Provide SME advice and guidance when required. 6. Assist the integration of DTE into wider joint effects across the spectrum of competition and conflict. 			

Pre Appt/Deployment Trg: ICSC(A/L/M)			
Domestic Considerations: A blended office (NWD) and home working routine with the flexibility to attend other locations when required. Access to Secret will require travel to NWD.			
Performance Attributes	Priority Component Features		
Professional Effectiveness	Interpret Head Office direction and guidance. Must have understanding of the DTE and its interaction with other domains. This requires a wider understanding of how DTE capabilities are deployed, developed and sustained across the DLODs and beyond. Ability to see the bigger picture and knit disparate pieces together.		
Breadth of Perspective	Thinking Strategically: Demonstrates an awareness of the wider perspective and operating environment to inform decisions and identify FD impacts. Must have experience of staff environment and firm understanding of current doctrine. Should have experience of forming and managing ad hoc teams from across a variety of stakeholder groups.		
Delivering Results	Achieving Results: Perseveres to achieve objectives competently, allocating and amending priorities to meet aims and objectives. Should be able to interact and communicate effectively across all ranks up to 2* and be comfortable with working in a mixed civilian/military environment.		
Education/Training			
	Type	Pri	Comments
Military Quals	ACSC	Desirable	Or highly likely to be selected for ACSC
Other Quals/Competencies	Joint Effects	Essential	Familiar with Joint Effects planning and coord
Education	Degree	Essential	Degree level or equivalent in related discipline.
Language	English	Essential	
Experience			
Service/Arm/OGD	Any	Essential	
Operational	Any	Desirable	Recent FD experience beneficial
Staff	Joint	Essential	PAG and Joint C4ISR experience preferred
Command	Unit	N/A	
Fields/Trades	Any	N/A	
Environments	Targeting	Desirable	
Other Comments	This post requires a high-quality results-oriented officer with a strong track record of performance and turnaround in high-paced organisations. Has the ability to utilise keen analysis and insights blending a team approach to drive DTE Force Development policy & doctrinal improvements and implementation of best practices.		
Originator: Dep Hd CFD	Appt: SO1 DTE Force Development	E-mail: Nigel.Banks575@mod.gov.uk	Tel:
Auth by 2nd RO:	Appt:	E-mail:	Date: 10 Mar 21