

JOB SPECIFICATION (2016)		JSN	
Position Title	SO1 AOSB (SSE)	Date Approved	Jul 21
Unit	Directorate Personnel	Approved By	AH CASTLE
Location	Army HQ, Andover	TLB	Army HQ
Establishment Type	Established (Lifed Post) / Single Service	Rank/Grade	Lt Col / OF4
Establishment/OET Ref	TBC	Service/Type/Arm	Army/E2
UIN/SLIM/JPA PID	A0045U / 2143171	Exch/NATO/JSRL No	Nil
Incumbent	Lt Col L Thomas	Staff/Command	Staff Grade 1
E-mail	lorraine.thomas182@mod.gov.uk	WTE/MSTAR	
Phone Number		Manning Priority	3
Security Status/Caveats	SC	Assignment Length	24 Months
Reporting Chain	Army	Primary Career Field	Personnel
1 st RO	AH CASTLE	Sub Field 1	
2 nd RO	Dir CASTLE	Secondary Field	
3 rd RO		Sub Field 2	
Unit Role: Achieve a sustainably manned, motivated and affordable whole force with the right talent and skills, representative of UK society, by 2025.			
Position Role: Responsible for planning and delivering Army Officer Selection Board (Senior Soldier Entry) (AOSB (SSE)).			
Responsibilities: <ol style="list-style-type: none"> 1. Lead for the planning and delivery of the AOSB (SSE) assessment event in accordance with ECAB/PPO direction. 2. Engage closely with central assessment writing team on integration of assessment activities into event design, Directing Staff requirements to deliver assessments, and production of assessment material. 3. Support WF Pol and APC with staffing Senior Soldier Commissioning DIN. 4. Engage with APC CM Ops for information on candidate application numbers, cap-badge filter boards feeding AOSB (SSE) planning, including Directing Staff requirements and allocation of candidates, and distribution of candidate reports for use during Arms Selection Boards. 5. Engage with Land Operations Cell on formal submission of a Statement of Requirement (SoR) for Directing Staff, Moderators, ETS Assessment Support Team, Real Life Support and C2 staff requirement. 6. Lead review and lessons identified process of AOSB (SSE). 7. Lead CASTLE's contribution to transitioning AOSB (SSE) to Home Command in 2023. 8. Responsible for managing a small core team that will be reinforced by a 6 month surge of staff to plan and deliver AOSB (SSE). 9. Engage with large stakeholder community, including CASTLE BCMs, APC, WF Plans and WF Pol, Arms & Services, formations and the chain of command. 			
Pre Appt/Deployment Trg: Nil			
Domestic Considerations: FTRS LC TACOS up to 35 nights separated service are a requirement of this post			
Core Competences	Priority Component Features		
Communication and Influence	An excellent communicator and influencer, able to engage with a broad stakeholder group, listen to requirements and translate this to achievable outputs. Able to identify key stakeholders and consider differing perspectives of others whilst able to assert own ideas to persuade and negotiate. Also able to simply brief project outcomes so the user community is invested and fully informed.		
Adaptability and Initiative	Adapts to new circumstances, bringing to bear both common sense and innovation. Demonstrates mental agility to assimilate complex information, applying informed judgement to provide a considered output.		
Breadth of perspective	Forward thinking and demonstrates an awareness of the wider perspective and landscape of the operating environment to inform decisions and the potential impact of these.		
Delivering results	Effective planner. Responds to changing resource requirements and priorities. Perseveres to achieve objectives competently, allocating and amending priorities to meet aims and objectives. Understands the team's responsibilities and willing to highlight issues early so they can be properly accounted.		
Education/Training	Type	Priority	Comments
Military Quals	ICSC(L)	Essential	Reserve equivalent and/or ACSC
Other Quals/Competencies	P3M	Desirable	Useful to understand programme and project management.
Education			

Experience				
Service/Arm OGD	Army	Essential	Must understand Army business and organisation.	
Operational				
Staff	Grade 2	Desirable	High quality staff experience preferred.	
Command				
Field/Trades	ETS / LDA Training	Desirable Desirable	Knowledge of assessment delivery desirable. Previous experience of training delivery particularly with senior soldiers and LE officers is highly desirable.	
Environments				
Other Comments		<p>CASTLE is the Army's personnel transformation programme and the incumbent of this post will have the opportunity to work at the forefront of its delivery. We seek an individual capable of operating in an inclusive and professionally diverse team, able to communicate clearly on paper and on their feet, and talented in bridging between a number of different departments on CASTLE's behalf. In return we offer rewarding work, a professionally friendly environment, and the opportunity to be involved into something new, and hugely important.</p> <p>AOSB (SSE) will transfer to Home Command, Aldershot wef Apr 23.</p> <p>This post wil require attendance at physical meetings in the Army HQ as well as other locations such as RMAS and HC, Aldershot.</p> <p>AOSB (SSE) currently takes place during August; candidates will be required to be available throughout this month.</p>		
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Auth by 2nd RO: Brig Cook		Pg Hd CASTLE	E-mail: james.cook501@mod.gov.uk	Date: 06 Mar 23