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JOB SPECIFICATION (2010)		JSN	
Position Title	SO1 DS Maritime 1	Date Approved	
Unit	BMM Kuwait - Mubarak Al Abdullah Joint Command and Staff College (MAJCSC)	Approved By	
Location	Kuwait	TLB	HO&CS
Establishment Type	Established Post	Rank/Grade	Cdr/OF4
Establishment/OET Ref	1011307	Service/Type/Arm	E1/Navy/ Staff
UIN/SLIM/JPA PID	A2578A/Not Known/1130945	Exch/NATO/JSRL No	
Incumbent	Cdr Ben Beech	Staff/Command	Staff
E-mail	bmmkuwait@hotmail.com	WTE/MSTAR	
Phone Number	00 965 6600 3070	Manning Priority	3
Security Status/Caveats	SC	Assignment Length	24
Reporting Chain		Primary Career Field	
1 st RO	DComd BMM Kuwait (UK OF5)	Sub Field 1	
2 nd RO	Comd BMM Kuwait (UK 1*)	Secondary Field	
3 rd RO	ACDS (MS&DE) (UK 2*)	Sub Field 2	
Unit Role: To provide advice, education and training to develop the Kuwait Armed Forces capabilities. To spread UK influence in support of HMG policy goals and UK Defence Strategy.]			
Position Role: To educate, mentor and instruct GCC, Arab and other International OF3-OF5 Students at MAJCSC in all aspects of Joint Operations and Leadership, aligned to the broader BMM-K role.]			
Responsibilities: 1. Alongside Kuwaiti DS educate and assess student officers at MAJCSC and associate courses. 2. Facilitator and instructor; able to stimulate students to deal with complexity and develop their powers of analysis. 3. Research, prepare, write, develop and deliver current and relevant exercises and course material to a GCC and increasingly international student cohort.. 4. Contribute to and occasionally lead on the development of Kuwaiti doctrine (particularly Land aspects). 5. Specialist Maritime advisor to MAJCSC. 6. Be prepared to stand in for any OF4 in the BMM-K, but particularly the BMM-K RNLO. 7. Any other tasks as directed by Comd BMM-K.]			
Pre Appt/Deployment Trg: Must attend the Defence Higher Education Trainers Cse in the UK Def Ac. MATTs 1-9. Must attend in-country DS Induction package. Must read and sign JSP 468.]			
Domestic Considerations: Married accompanied service is highly recommended. Although a 2 year tour it is common (expected from the Kuwaiti perspective) for the incumbent to extend to 3 years. The individual & their dependents should not have any long term underlying medical or dental treatment requirements. Children's UK based curriculum is available, but suggest a discussion with COS BMM-K beforehand to confirm in country details and suitability.]			
Performance Attributes	Priority Component Features		
Awareness and Understanding / Breadth of Perspective	Must have the humility and empathy to effectively develop students and be an effective Defence Engager.		
Delivering Results	Must have a clear understanding of Op planning and delivery at the Tactical and Operational Level and be able to teach it to students.		
Leadership	Must be an effective role model and be able to adapt approach to better develop students as individuals not as a group.		
Communication and Influence	Must be able to teach complex issues simply to students whose first language is not English. Must be able to produce logical, fluent and accurate written & verbal staffwork.		
Education/Training	Type	Pri	Comments
Military/Quals	psc(j)	Highly desirable	Attendance at ACSC or alternative Staff College is nigh on essential. Non-psc(j) candidates MUST have compelling compensatory KSE (for example having taught at ICSC).
Other Quals/Competencies			
Education			
Language	Arabic colloquial	Desirable	Arabic language adds credibility and enhances learning, but is NOT essential to success. Instruction is in English.
Experience			
Service/Arm/OGD	RN	Essential	RN Essential - the College already has tied RM post

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Operational	Any theatre	Highly Desirable	Experience of joint / coalition ops desirable to bring value to the Course and enhance credibility and UK reputation. Key in mitigating lack of operational experience among Kuwaiti DS.	
Staff	J/N 3/5	Desirable	Adds credibility.	
Command	Unit	Highly desirable	Post command or potential for command. Adds credibility.	
Fields/Trades	Ops Spt	Essential	PWO Essential - this is a singleton RN post on the College staff and must be warfare based.	
Environments	Training	Highly Desirable	Experience as a DS at a Staff College is highly desirable but not essential.	
Other Comments	<p>This post is fundamentally about Defence Engagement. The Individual must have the humility, confidence, patience, empathy and professionalism to gain respect and be able to thrive in a supporting role as a Defence Engager. Big egos and a lack of flexibility undermine credibility and performance.</p> <p>Relationships are key; the incumbent should plan to serve 3 years in post. Outputs must be Kuwaiti-led if they are to have any traction – trust is hard won and easily lost.; time in post is essential.</p> <p>The post is not best suited for an individual in their last tour, or one who is likely to be short toured for whatever reason (selection for promotion, for instance).</p> <p>Kuwait is a very different environment in which to live. The incumbent, and their family must be prepared to adapt, sometimes considerably to what they would expect in the UK. UK syllabus education up to 18 available in country. But may not be suitable for all children.</p>			
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