

JOB SPECIFICATION TEMPLATE

N9 People Strategy & Policy – Future People Policy SO2 (2121503) (May 22)

Position Details

Rank	OF3	Org. Unit	PEOPLE STRATEGY & POLICY	UIN	N5310S
Upper Lower Rank	OF3	Org. Type	Shore Permanent	Exchange With	NA
Service (Job)	RN Common Staff Officer	TLB	Navy	Location	Portsmouth (Leach Building)
Start Date for Position	NA	Proposed End Date for Position	NA	Workforce Requirement Driving	No
Hiring Status	Active	Position Status	Valid	Position Type	Valid
Person Category	FTRS(HC)	Position Status EIT	Valid	Service Option	NA
Domain	RN RES WEL (OF)	Career Field	Pers	Sub Career Field	NS
Talent Management	NA	Tour Length	36 months	Handover	4 days
Type of Operation	NA	Operation Name	NA	Operation PID	NA
Hierarchy Parent 1	1RO – OF4 Future People Policy SO1 (2126352)	Hierarchy Parent 2	2RO – OF5 People Strategy & Policy Hd (2117214)	Hierarchy Parent 3	3RO – OF6 Deputy Director People & Training Strategy (2117050)
Incumbent		Incumbent Future Availability Date		Environment	RN
Minimum Medical Standard	MND	Child Positions	None	Preferred Gender	NA

Career Management and Rotational Information

Position CM Desk	Service (CM)	Applicable From	Applicable To
NCM RES FTRS O	RN		
Branch/Arm/Group	Main Trade	Sub Regt/Corp	

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
NA				

Unit & Position Role

Unit Function	Under the 2* Director of People and Training and the 1* Deputy Director of People and Training Strategy, the N9 Strategic Policy team is the focal point for all people related policy development, ensuring strategic coherence in the formulation of single service, tri-service and quad service policies for personnel in the whole-force Royal Navy. It represents the Royal Navy's interest in all Defence-wide people programmes and employment policy changes, ensuring it is fit for purpose for the Navy.
Position Role	The Future People Policy team contributes to the formulation of tri-service People policies, with MOD CDP staffs and the other Services, to ensure that the Armed Forces employment 'Offer' is fit for the C21 st operational requirements and service personnel (SP) and their families. Having been borne out of influencing the development of the New Employment Model (NEM) (2010-2016), the Armed Forces People Programme (AFPP) (2016-2020), the current focus is on the Future Accommodation Model (FAM), Defence Holistic Transition (Leave Well), Forces Help to Buy (FHTB) and alignment of the Offer for SP in established long-term relationships (LTR(E)s).

Responsibilities

In support of FPP SO1, influence and contribute to the formulation of People-related policies, ensuring that the RN perspective is represented.
NCHQ SO2 lead for the development and articulation of the current and future employment 'Offer'. Work with MOD to develop a Defence Value Proposition (DVP), Reward and Incentivisation (AFRIR) and total reward calculator (Discover My Benefits (DMB)).
NCHQ SO2 lead for LTR(E) definition, FHTB evolution, the review of PStatCats and widening all entitlements and eligibilities.
Provide guidance, leadership, and direction for the implementation of derived policies, maintaining RN coherency.
Direct pan-RN engagement for the derived policies through multi-faceted communication approach.
Conduct any extraneous duties as required by People Strategy & Policy Hd.

Competence Requirements

Competence - Full Name	Proficiency Level	Essential	Acquired
None specific			
Previous Pers Career Field experience an advantage			

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
None specific					

Local Considerations

Domestic
Hybrid working by arrangement.
Employer Comments

OFFICIAL