

JOB SPECIFICATION (2016)		JSN	
Position Title	SO2 AFRP Deputy ROM Lead	Date Approved	
Unit	Directorate Personnel	Approved By	
Location	Army HQ	TLB	Army HQ /CNR?
Establishment Type	Permanent	Rank/Grade	Lt Cdr/OF3
Establishment/OET Ref		Service/Type/Arm	RN
UIN/SLIM/JPA PID	A0045A	Exch/NATO/JSRL No	Nil
Incumbent	New – Vacant	Staff/Command	Staff
E-mail	TBC	WTE/MSTAR	
Phone Number	TBC	Manning Priority	1 (Critical Fill)
Security Status/Caveats	SC	Assignment Length	19 Months
Reporting Chain		Primary Career Field	Personnel
1 st RO	AFRP SO1 ROM Project Manager	Sub Field 1	
2 nd RO	AFRP Dep Programme Director	Secondary Field	
3 rd RO	AFRP Programme Director	Sub Field 2	
Unit Role: The Armed Forces Recruiting Programme (AFRP) is to deliver a common tri-Service recruiting model for implementation from contract award in 2024 and Service Commencement April 2025. The future model must be flexible and agile enough to respond to changes in policy or external factors, deliver both the volume and quality of inflow required, and be affordable.			
Position Role: Support to AFRP tS Op Model Project setting the conditions for programme success.			
Responsibilities:			
1. Deputy ROM Lead supporting SO1 ROM in delivery of the ROM Workstream and future Op Model.			
2. Management of Workstream schedules and tasks to support programme delivery and milestone achievement.			
3. Support the Competitive Dialogue process liaising with single Service SMEs and preparing documentation to support bidder understanding and discussions.			
4. Support the design work and preparation for the future Op model.			
5. Support to planning and preparation for transition for all aspects of ROM.			
6. Line Manger for 1 x SO3.			
Pre Appt/Deployment Trg:			
Domestic Considerations Mobile/Flexible working enabled			
Core Competences		Priority Component Features	
Problem solving and decision making	Identifies gaps in information; searches for, critically reviews and utilises it effectively to accomplish organisational goals		
Adaptability and Initiative	Innovation and Initiative. The Offr will must be self-starting, within a small team to refine and deliver a complex requirement set.		
Delivering results	Responds to changing resource and requirements priorities to achieve best outcomes. Accountable for Project activities.		
Communication and Influence	Establishes connections and builds rapport to gain support and commitment from others across a wider range of key Stakeholders.		
Education/Training	Type	Pri	Comments
Military Quals	ICSC	Desirable	
Other Quals/Competencies	APMP, Prince2	Desirable	Previous P3M experience
Education			
Language			
Experience			
Service/Arm/OGD	RN	Essential	
Operational			
Staff			
Command			
Fields/Trades			
Environments	Training	Desirable	Recruitment experience
Other Comments			
Originator:		Tel:	
Auth by 2 nd RO: Col Tim Symonds		Date: 26 Jan 23	
Appt: Dep Programme Director		E-mail: Tim.Symonds716@mod.gov.uk	