

Adapted from ANNEX A TO

**JOB SPECIFICATION – Dev – FDev – SO2 Force Exploration Cmd FD 2112411**

**Position Details**

Rank	OF3	Org. Unit	Develop - FDev	UIN	N4193A
Upper Lower Rank	OF3	Org. Type	Permanent	Exchange With	NA
Service (Job)	RN   CAPPS	TLB	X00	Location	PORTSMOUTH (LEACH BUILDING)
Start Date for Position	01 Apr 21	Proposed End Date for Position	N/A	Workforce Requirement Driving	Yes
Hiring Status	Active	Position Status	N/A	Position Type	N/A
Person Category	RN Reg	Position Status EIT	N/A	Service Option	RN
Domain	RN	Career Field	Ops Support	Sub Career Field	Capability and Acquisition
Talent Management	N/A	Tour Length	24 months	Handover	1 week
Type of Operation	N/A	Operation Name	N/A	Operation PID	N/A
1RO JPAN	SO1 FF 2113034	2RO JPAN	Hd FDev 2113032	3RO JPAN	DD MarCap 2113031
Incumbent	N/A	Incumbent Future Availability Date	N/A	Environment	Mixed military and civilian
Minimum Medical Standard	MND	Child Positions	N/A	Preferred Gender	N/A

**Career Management and Rotational Information**

Position CM Desk	Service (CM)	Applicable From	Applicable To
Note 21 & HQ Change PP	RN	01 Apr 21	N/A
Branch	Spec	Sub Regt/Corp	
Note 21 & HQ Change PP	Note 21 & HQ Change PP	N/A	

**Alternative Branch or Trade**

Alternative 1	Alternative 2	Alternative 3
<b>XWELRM</b>		

**Specialist Pay**

Specialist Pay 1	Specialist Pay 2	Specialist Pay 3	Specialist Pay 4	Specialist Pay 5
N/A				

**Unit & Position Role**

Unit Function	The FDev Team leads the conceptual development of RN Future Force, defining the Navy headmark beyond 30 years, interfacing across the RN to align and cohere future strategy, leads the Navy's interface with the Defence Force Development Process, manages RN FDev, including Defence led Wargaming, and conceptual engagement with the other Front-Line Commands, allied Navies, Other Government Departments, the Maritime Enterprise, academia and think tanks and the general public; developing and coordinating corresponding Navy FDev.
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Position Role	<p>This post will be by a key team member within the FDev Team, part of the Capability and Force Development Deputy Directorate. The team will be responsible for delivering key outputs that will drive the Future Force Development of the Navy;</p> <p>a. Developing and delivering the Royal Navy vision beyond the RN Strategy and POR, shaping and guiding current and future strategy, S&amp;T, R&amp;D, experimentation and investment choices.</p> <p>b. Developing and delivering a pan-RN conceptual baseline, including engagement with DFD, oTLB strategy, Partners Across Government and international allies.</p> <p>c. Developing and delivering the RN's Force Development activities, including Defence and Command Force Testing, Variation, Experimentation and Exploration.</p>
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**Responsibilities**

a. SO2 lead for Force Exploration.
b. SO2 lead for the development and delivery of the Integrated Research and Experimentation Plan
c. Lead for coherence and facilitation of the RN Concepts Programme of Work engaging across, and delivered through, the RNC&FD.
d. Engage with RN stakeholders in support of Force Exploration, Research, and Experimentation, incl OAC, CSF, Cdo Force, MarSpo, Strat Plans.
e. Liaise with MOD and oTLB CFD orgs (Cap Strat, DCDC, JW, StratComm) to ensure that RN Force Dev is as informed, and rigorously scrutinised as possible
f. Identify and develop themes and choices for the Future Force which inform the development of Concepts and Strategy.
g. Support Hd FDev/FDev Team Product Owner (OF5 Hd FDev) in ensuring that RN Force Development is deliverable and meets the ambition of the Senior Leadership of the Navy and Defence.
h. The Develop Directorate employs agile working to deliver business outputs; as a member of a Scrum team, work in an agile way to deliver team outputs, as prioritised by the team's Product Owner.

**Competence Requirements**

Competence - Full Name	Proficiency Level	Essential	Acquired
Ops Support	Aware		X
Capability Management & Acquisition	Aware		X

**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
ICSC	Highly Desirable				
DV	Essential				
Scrum (Scrum Master and Product Owner)	Essential				

**Local Considerations**

Domestic
<p>The role will be based in NCHQ but with flexible and Hybrid working practices.                  Will be required to attend events/activity across the UK Defence estate on a routine basis.                  Will require some foreign travel.</p>
Employer Comments
<p>Essential: Post holder will require access accounts for AS systems.                  Essential: Operational experience                  Desirable: Previous MOD/DSTL/NCHQ experience.                  Desirable: Professional command at OF3 (sub-unit)</p>

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Performance attributes required:	
Adaptability and Initiative	<p><b>Learning and Development.</b> Demonstrates self-awareness of own capability, exhibits a willingness and enthusiasm to acquire knowledge and skills to reach potential.</p> <p><b>Innovation and Initiative.</b> Adapts to new circumstances, bringing to bear both common sense and innovation. Anticipates problems and grasps opportunities for improvement.</p> <p><b>Flexibility.</b> Aware of and adapts own behaviour in response to new information, changing conditions or unexpected obstacles.</p> <p><b>Effective Intelligence.</b> Demonstrates mental agility to assimilate complex or multiple pieces of information, applying informed judgement to provide a considered output.</p>
Awareness and Understanding	<p><b>Organisational Awareness and Understanding.</b> Understands internal and external workings and structures of own organisation and its wider interactions.</p> <p><b>Cultural Awareness and Understanding.</b> Demonstrates an appreciation and understanding of associated organisations and cultures, modifying own behaviour to operate effectively in varying contexts.</p>
Breadth of Perspective	<p><b>Forward Thinking.</b> Demonstrates an awareness of the impact of decisions and actions on both immediate and longer-term outcomes.</p> <p><b>Thinking Strategically.</b> Demonstrates strategic awareness of the wider perspective and landscape of the operating environment to inform decisions and the potential impact of these.</p>
Leadership	<p><b>Leading by Example.</b> Role models the desired behaviours, standards and values, supporting a diverse and inclusive culture and providing an inspirational vision for others to follow.</p> <p><b>Building Capability.</b> Identifies the capability necessary to deliver the task and builds the necessary team, using existing resources appropriately and effectively bridging gaps.</p> <p><b>Handling Ambiguity.</b> Able to ascertain key information and working boundaries within ambiguous or ill-defined situations, providing a clear and confident direction on the way forward.</p> <p><b>Emotional Intelligence.</b> Demonstrates self-awareness and regulation of own emotions, able to empathise with others and demonstrates social skills enabling good working relationships.</p> <p><b>Subordinate Development.</b> Facilitates individual and/or team skill development and learning opportunities, actively managing development needs where required across the Whole Force.</p>
Delivering Results	<p><b>Achieving Results.</b> Perseveres to achieve objectives competently, allocating and amending priorities to meet aims and objectives.</p> <p><b>Accountability</b> Takes responsibility for work activities and achieves agreed commitments to a high standard for themselves and subordinates where applicable.</p> <p><b>Resource Management.</b> Responds to changing resource requirements and priorities, utilising resources effectively whilst considering efficiency in order to achieve best outcomes.</p> <p><b>Security, Information Management and Assurance.</b> Demonstrates a strong security culture; manages and stores information efficiently; adheres to legal and regulatory requirements and processes to enable work outcomes.</p>
Physical and Mental Resilience	<p><b>Mental Resilience.</b> The ability to maintain output and focus on objectives in difficult or challenging situations, whilst displaying clarity of thought and adaptive coping.</p>
Problem Solving & Decision Making	<p><b>Information Seeking.</b> Identifies gaps in information; searches for, critically reviews and utilises it effectively to accomplish organisational goals.</p> <p><b>Risk Management</b> Takes and supports risk where appropriate. Understands, identifies and effectively manages risks and threats to output against context.</p> <p><b>Problem Solving.</b> Uses logical and/or creative approaches to inform the best course of action.</p> <p><b>Decision Making.</b> Makes timely decisions authoritatively and with consideration of priorities and impacts, at various organisational levels.</p>

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Teamwork and Collaboration	<p><b>Working Together.</b> Promotes and generates cooperation to achieve collective outcomes.</p> <p><b>Relationship Building.</b> Builds and maintains connections to create trusted working relationships.</p>
Communication & Influence	<p><b>Communication.</b> Effectively listens to and conveys thoughts, ideas and direction to others through verbal and written communication.</p> <p><b>Engaging Others.</b> Establishes connections and builds rapport to gain support and commitment from others.</p> <p><b>Influence and Challenge.</b> Identifies key stakeholders and considers differing perspectives of others whilst able to assert own ideas to persuade, negotiate and challenge at all levels.</p>

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