



Person Specification: Combined Cadet Force (CCF) School Staff Instructor Criteria

| Qualifications and training | Essential | Highly Desirable | Desirable |
|--|------------------|-------------------------|------------------|
| Security Awareness Training | | | ✓* |
| Information Technology Security Awareness Training | | | ✓ |
| Skills at Arms Range Management Qualification, Stages 1 - 3 | ✓ | | |
| Clay Pigeon Shooting Association, Range Safety Officer | | ✓* | |
| Target Rifle Skills Course Qualification | ✓* ¹ | | |
| Target Rifle Coaching Course Qualification | | ✓* ¹ | |
| Good Knowledge of Infantry tactics, map reading, skill at arms, first aid, drill, self-reliance / adventure training matters: | ✓ | | |
| <ul style="list-style-type: none"> • Infantry Level Tactical Knowledge to PSBC standard (including exercise planning – ECO) | | ✓ | |
| <ul style="list-style-type: none"> • Map Reading Instructor Qualification | | | ✓ |
| <ul style="list-style-type: none"> • First Aid Instructor Qualification | | | ✓* |
| <ul style="list-style-type: none"> • Drill Instructor Qualification | | | ✓ |
| <ul style="list-style-type: none"> • Mountain Leader Training (MLT) Qualification | | ✓* | |
| <ul style="list-style-type: none"> • Other Adventure Training Qualification | | | ✓ |
| All Arms Storeman Qualification | | ✓* | |
| Microsoft Office (competent in Word, Excel and Powerpoint) | ✓* | | |
| Basic Funding Accounting | | | ✓ |
| HAZMAT & FMT 600 Driving Qualifications | ✓* | | |
| MIDAS Minibus Driver | | ✓ | |
| Experience | | | |
| Instructional experience | ✓ | | |
| Management / leadership experience | | ✓ | |
| Experience working at training establishments, i.e. officer cadets, junior soldiers / recruit | | ✓ | |
| Adventurous Training Expedition Planning | | ✓* | |
| Familiarity with current training pamphlets | | | ✓ |
| Air Rifle Maintenance | | | ✓* |
| Management of Equipment Care Inspections and Logistics Care Inspections (ECIs and LCIs) | ✓ | | |
| Personal | | | |
| Can satisfy all criteria and checks relating to suitability to work in a school environment | ✓ | | |
| Patient | ✓ | | |
| Committed | ✓ | | |
| Good self-discipline | ✓ | | |
| Good timekeeper | ✓ | | |
| Ability to establish good working relationships with the armed services and motivate young people | ✓ | | |
| Ability to evaluate and improve performance | ✓ | | |
| Ability to delegate and coach CCF staff as well as cadets | ✓ | | |
| Able to work under pressure, independently and work long hours if necessary | ✓ | | |

¹ Courses available at the national Shooting Centre, Bisley

Notes: All “✓” marked with a “*” above indicate that it is possible to obtain qualifications in these areas once appointed