

## County - County Cadet Commandant

### General

Location	Reports To	Rank Range	Appointment Type
County <sup>1</sup>	RPoC Comd/ Dep Comd	Lt Col to Col	Primary

Initial three-year appointment, extendable by two years following review by RPoC Commander if in best interests of the ACF.

### Eligibility

	Essential	Desirable
<b>Qualifications</b>	Must have held a Land Forces or Cadet Forces Commission	<p>Significant CFAV experience or work in the voluntary or youth sector</p> <p>Attendance in last three years at the Senior Officers Course at CTC Frimley Park</p> <p>Have held the role of Deputy Commandant</p>

### Skills and experience

<b>Personal skills and experience</b>	Effective Intelligence	Ability to plan, to solve problems and seek alternate options for solutions in a youth organisation that carries out a wide range of activities, some with 'risk to life' activities
	Judgement	Able to assess and managing risk, including the safeguarding of young people
	Power of Communication	Strong inter-personal, team building communication skills with a wide range of stakeholders including volunteers, professional support staff, the Army and other sServices, RFCAs, business and civic leaders, educationalists, parents, and children
	Values / Courage and Values	Strong personal values, along with a detailed understanding of the core values and standards of the Army's Cadets. Good understanding of contemporary issues e.g. BAME, Diversity and Inclusion
	Reliability	While a voluntary role, must be able to commit sufficient time to carry out role effectively

<sup>1</sup> Or Battalion or Sector

	Technical / Overall experience	Understanding of military administration and reports, including financial; Experience of working with young people and volunteers
	Staff and Command	Ability to command, motivate and lead volunteers in a military themed youth organisation, supported by a civilian team
	Subordinate development	Ability to identify and develop CFAVs, including for Cadet Force commission

## Role Responsibilities

Ser	Main Activities	Ser	Key Tasks / Responsibilities
1	Leadership, Management and Supervision	1.1	Command all personnel within the county in accordance with ACF Regulations and other relevant standing orders, instructions, and legislation
2	Training/Delivery Planning / Organisation	2.1	Direct training and other county activities to deliver the best possible Cadet Experience
3	Administration	3.1	Command the county, ensuring that primary and secondary roles are recruited to, that training and development of CFAV is in place and that identification, selection and mentoring of newly appointed postholders is in place, including candidates for ACCB
4	Attendance	4.1	Attend and lead county command conferences
		4.2	Plan and attend annual and weekend camps
		4.3	Attend the CTC Frimley Senior Officers course within one year of appointment
		4.4	Attend other activities as required e.g. RPoC commandant conferences, civic engagements
5	Governance	5.1	Ensure that all activities are delivered within a safe operating envelope
		5.2	Monitor and maintain the welfare of all CFAV and Cadets while attending ACF activities
		5.3	Ensure that security policies and guidelines are adhered to.
		5.4	Maintain personal Governance qualifications: Responsible for Information, annual Safeguarding update, and any other mandatory training requirements.
		5.5	Support training governance and assurance activities, which may include co-ordinating and attending relevant meetings, and ensuring compliance with CFSO 3248 and 3249
6	Safeguarding	6.1	Ensure that all safeguarding activities are carried out including training, INCREPs and annual refresher training
		6.2	Everyone who works with children has a responsibility for keeping them safe.  Must take prompt action when you identify any concern about the wellbeing of any child and must seek advice if unsure. Such action will always include informing the

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			<p>County CEO of the concern. Must call 999 immediately if there is an imminent risk of harm to a child.</p> <p>It is a personal responsibility for ensuring Disclosure Certificate clearance and Safeguarding training is in-date</p>
		6.3	<p>Must seek out and engage with opportunities to invest in an appropriate, child centred culture in area of responsibility. This will involve prioritising the wellbeing and lifelong success of young people, and robustly addressing inappropriate behaviours and values.</p>
		6.4	<p>Must remain familiar with and apply the regulations around safe recruitment in the Army Cadets and follow these principals and policies.</p>
7	Relationship, Collaboration, Advocacy	7.1	Lead and support the CFAV within the county
		7.2	Work closely with the county professional support staff, principally the CEO
		7.3	Promote and Represent the ACF within local communities. Foster good relationships with Civic bodies within the County.
		7.4	Develop and maintain good relationships with local Regular and Reserve Army units and other cadet organisations including the CCF
8	Assurance/accountability	8.1	Ensure that all relevant inspections are carried out to a satisfactory level
		8.2	Ensure that all public and non-public funds are audited as required (in partnership with the local RFCA)
		8.3	Act as Senior Activity Owner within the County in accordance with Army Cadet Safety Management System and ensure that where authority is delegated, the requirements of ACSMS are complied with.