

RAL - Regional Sergeant Major Instructor

General

Location	Reports To	Rank Range	Appointment Type
RPoC / Brigade	RPoC Colonel Cadets	SMI (RSMI in appointment)	Primary

Appointment period	Three years, this may be extended if in the best interests of the cadet force by up to a further two years with the agreement of Bde/RPoC Commander.
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Eligibility

	Essential	Desirable
Qualifications	<p>Must have previously been appointed as an RSMI or SMI in ACF or Staff Sergeant Instructor in CCF.</p> <p>Basic Westminster User</p> <p>Be able to demonstrate strong leadership and mentoring skills to be able to develop the non-commissioned volunteer cohort</p>	

Role Responsibilities

Ser	Main Activities	Ser	Key Tasks / Responsibilities
1	Leadership, Management and Supervision	1.1	To support and advise within their regional area the Colonel Cadets and Deputy Colonel Cadets on volunteer matters from the non-commissioned volunteer perspective.
		1.2	To champion the non-commissioned volunteer cohort in the CCF Army Sections and ACF Counties to highlight development and training opportunities for those seeking senior non-commissioned roles in the future
		1.3	To act as the regional focus for advice and guidance within the RPoC for ACF County RSMIs and senior non-commissioned volunteers in the CCF Army Sections.
		1.4	To deputise at National events for AC Comd SMI if they are unable to attend.

Ser	Main Activities	Ser	Key Tasks / Responsibilities
2	Training/Delivery Planning / Organisation	2.1	To provide and support a regional forum for CCF(A) Cadet RSM's and ACF Cadet RSM's within the RPoC. To meet with them at least twice a year and to act as the conduit for feedback and consultation with the Colonel Cadets.
		2.2	Plan and manage RPoC parades, prize giving's and award ceremonies as required. To provide support to similar national events.
		2.3	Presentations to CFAV and cadet courses as appropriate
		2.4	Deliver Drill and Ceremonial training across the RPoC as necessary and to deliver one CFAV and Cadet Drill Course a year
3	Administration	3.1	Act as a board member for County RSMI appointment boards.
4	Attendance	4.1	Attending and contributing to any Conferences that take place.
		4.2	Attend camps and activities within their regional area as required to liaise with volunteers.
		4.3	Chair a Brigade/RPoC senior cadet conference at least annually.
		4.4	Personal training and qualification courses as directed.
5	Governance	5.1	Maintain personal Governance qualifications: Responsible for Information, annual Safeguarding update, and annual test on AC 72008 CTSP (red book).
		5.2	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	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 County CEO of the concern. Must call 999 immediately if there is an imminent risk of harm to a child. It is a personal responsibility for ensuring Disclosure Certificate clearance and Safeguarding training is in-date.
		6.2	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.

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		6.3	Must remain familiar with and apply the regulations around safe recruitment in the Army Cadets and follow these principals and policies.
7	Relationship, Collaboration, Advocacy	7.1	Liaise as appropriate with the RPoC RSM and Cadet Training Team RSM.
		7.2	To provide a regional network of senior non-commissioned volunteers to support the Army Cadets Sergeant Major Instructor, to act as the conduit for feedback and consultation with CCF Army SSIs and ACF County RSMIs as appropriate.
		7.3	To maintain links in the RPoC area with the equivalent senior non-commissioned volunteer roles in other MOD cadet organisations, and where appropriate with other contemporary uniformed youth organisations to explore areas for mutual activity and development.
		7.4	Regularly communicate with CCF Army SSI's and ACF County RSMIs and other senior non-commissioned volunteers in the RPoC, in collaboration with their Colonel Cadets.
		7.5	Regularly communicate matters of interest from the RPoC CCF Army Sections and/or Counties with the AC Comd SMI.
8	Assurance/accountability	8.1	Support the ACF Detachment inspection programme within their regional area to achieve an appropriate level of assurance and consistency
		8.2	Provide a level of assurance on training activities within the RPoC and report back to the Colonel Cadets as appropriate.