



# ROYAL MARINES CAREER HANDBOOK

"A CORPS OF MULTI-SKILLED  
COMMANDOS ENABLED BY A CORE  
OF SPECIALIST COMMANDOS"

2020 Edition - Version 1

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## DOCUMENT CONTROL

This updated Royal Marines Career Handbook is a live on-line document. It will be updated frequently with new and changing information as we transition to a Future Commando Force and as we evolve the RM Career Management model and processes. You are therefore strongly advised not to print this document as it WILL become out of date at that point.

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# FOREWORD

The Royal Marines are undergoing one of the most significant transformations in our long and proud history. Under a Littoral Strike programme, we are transitioning into a Future Commando Force that will be structured, trained and equipped to meet the emerging threats and challenges of the modern technological era, to operate and fight. Such a step change in capability must be accompanied by an equally transformative career pathway.

Littoral Strike will require our people to be more flexible and adaptable than ever before. We need multi-skilled and up-skilled, resilient Commandos, as well as a broad range of deep specialists. Our people have always been our most important asset and their quality the key to our operational success - this will remain the case. As we transition to a Future Commando Force, we will deliver a career pathway that is challenging, rewarding and supports the aspirations of Royal Marines Commandos.

As well as offering exciting opportunities for professional development and career progression, we also recognise the need to support personal aspirations. By extending assignment lengths we hope to provide greater family stability and support home ownership. As we transform, we will continue to look for ways to enhance the offer to our people, support personal choice within the needs of the Service, and enable fulfilment and positive career outcomes.

This guide lays out the latest information on career pathways as we transition to a Future Commando Force. Our plans are ambitious and we are moving at pace. As such, some of the detailed information contained in this guide may be refined as we test and adjust during our journey. This is the reality of transforming at pace; however, the overall principles and direction of travel are set. This guide will be updated regularly to reflect changes as required.

Your career in the Royal Marines will pass by in the blink of an eye - take ownership of it. This guide provides a range of information to support your choices, but you must take equal responsibility for your career and engage with the process and career advisors. This is a truly exciting time to be a Royal Marines Commando; make the most of it and exploit the opportunities available to you.

**Major General Matt Holmes CBE DSO**  
**Commandant General Royal Marines**



# YOUR CAREER AS A ROYAL MARINES COMMANDO

This Careers Guide aims to inform serving and aspiring Royal Marines Commandos about a career in the Corps. It provides advice and points of contact to educate, inform and advise on your career. Serving in Commando Forces offers a challenging, operationally focused and rewarding career at the very forefront of UK Defence. Fundamentally, we are combat Marines and Commandos first, but modern warfare also demands specialist skills in order to succeed in a huge variety of operational tasks.

The Royal Marines are currently undergoing a transformation as we transition into a Future Commando Force (FCF). This will see new Unit structures, different deployment cycles, new equipment, vehicles, weapons and tactics, all of which require a transformational Career pathway for our people. Our Marines are already being trained in multiple warfare skills for their **Commando Duties** roles, which will enhance their individual and team capability. Alongside them will be **Specialist Commandos**, whose deep expertise will enhance success on operations by using their specialist equipment, vehicles, weapons and training to gather information on adversaries, provide mobility over land and sea, deliver precision strike and support and sustain Commando Forces. In sum, the Royal Marines are evolving into a '**Corps of multi-skilled Commandos enabled by a core of Specialist Commandos**'.

Career decisions do not have to be taken in isolation; there is a significant career support network available to every Royal Marine. The Corps recognises that each Marine will have different aspirations that may vary as you progress through your career and as your personal circumstances change. As you gain experience your individual priorities may switch between job satisfaction, promotion or a better work/life balance, all of which is normal. Therefore, all Royal Marines are encouraged to use the career support network to achieve their ambitions as a Royal Marines Commando.

# PEOPLE CAPABILITY (ROYAL MARINES)

PCAP(RM) are responsible for the personnel management of everyone in the Royal Marines. They are situated in West Battery on Whale Island, Portsmouth and look after the management of both Commissioned and Non-Commissioned Royal Marines for the RM General Service (RMGS), RM Band Service (RMBS) and those in the Special Forces (RMSF). The team operates in three key areas:

**RM Branch Manager (BM).** The Branch Manager's team have a broad remit, primarily dealing with future issues that will affect RM personnel structures; however, they are also responsible for defining annual recruit training numbers, promotion numbers across all specialisations and the requirement for extending peoples careers through Engagement Stage (ES) and Extensions of Service (EoS). The team also 'own' the RM Work Force Requirement (WFR), i.e. the jobs that the RM are required to fill. They implement any changes to the WFR, including the creation of new jobs, the deletion of positions no longer required and any exchange of positions between specialisations. They are also the Training Requirements Authority for the RM.

**RM Career Management.** The Corps Drafting Officer (CDO) is responsible for the Career Management of all RM Other Ranks within the Corps. A team of Career Managers and personnel specialists liaise with all RM Units and individuals to coordinate manning demand. There are six main functional areas within the team:

- **Career Managers** - Action all assignments and acting promotions (in consultation with the Specialisation Advisers).
- **Personnel Operations (Pers Ops)** - Trouble shoot current manning problems such as Command course loading and emerging high priority demands.
- **Personnel Plans (Pers Plans)** - Undertakes forecasting, forward planning and prioritisation to ensure that Units can operate effectively.
- **RM Career Advisers (RMCAs)** - Embedded in almost every Unit. They provide unbiased and impartial career advice to all Royal Marines Other Ranks and can assist Reporting Officers on current personnel policy.
- **Corps Records/Terminations** - Manages changes of engagements such as extensions of service, early release, withdrawal of notice and any re-engagement bonus schemes.
- **Royal Marines Reserve (RMR) Career Manager** - Deals with transfers from the regular RM to RMR and manages all Full Time Reserve Service (FTRS) contracts for RMR and Royal Fleet Reservists (RFR) (Ex regular RM who are not in the RMR).

**Royal Marines Promotions Office (RM Promotions).** The promotions team is based in Victory building within HM Naval Base Portsmouth and is managed by a Royal Marines WO1. This is not part of PCAP(RM) but they work together closely. RM Promotions are the executive authority for RM Other Ranks substantive promotions and coordinate all Other Ranks Promotion Selection Boards (PSBs).

**RM Officer Career Management.** Headed by the SO1 Officers' Career Manager, this team are responsible for the career management of all Royal Marines Officers up to the rank of Lieutenant Colonel.



# CAREER MANAGEMENT OVERVIEW

Career Management is the *“assignment of individuals in accordance with endorsed current and future Service requirements, exploiting skills, career development needs, and whenever possible, personal preferences, while providing advice on future career paths.”* The process is driven by:

- Meeting the Service Requirement for Commando Forces and Royal Marines.
- Developing Commando Duties Marines with multiple skills, which can be exploited to achieve success on operations.
- Developing and delivering Specialist Commandos to achieve specific effects on operations, operate battle-winning equipment and sustain Commando Forces.
- Ensuring individual career development and training to prepare tactical commanders to fight and win on operations.
- Providing a level of stability and continuity where possible to enhance Team, Troop and Sub-Unit cohesion, capability and job satisfaction.
- Striving to provide more certainty with assignments to support family choices.



# CAREER ADVICE

All Royal Marines, whether a recruit, trained rank or reservist, need to be aware of the career opportunities available to them throughout their service. There are various publications, policy and websites available on the Defence Intranet, but tailored advice can be obtained from your immediate Chain of Command, Unit Career Adviser, or directly from the Career Managers in PCAP(RM). Your career advice network includes

**1RO.** Your First Reporting Officer (1RO), who is usually your Troop, Company or Squadron Commander, can (and should) speak to PCAP(RM) and Specialisation Advisers on your behalf to support your immediate career aspirations.

**RMCA.** The Unit RM Career Adviser (RMCA) is a dedicated Warrant Officer or SNCO who can provide unbiased and impartial career advice with access to current Personnel Policy

**Specialisation Adviser.** Each RM Specialisation has a dedicated Specialisation Adviser. They can advise you and PCAP(RM) on the assignment of individuals to maintain RM capability.

**Your Career Advice Network**

**RM Promotions.** The Promotions Warrant Officer can provide feedback alongside the Specialisation Adviser on how individuals performed at promotion boards.

**Career Manager (CM).** Your CM in PCAP(RM) has the authority to issue assignment orders, load courses, identify future assignments and coordinate individual career management against the needs of the Service.

# STAY ENGAGED

It is important to establish a relationship with your Specialisation Adviser, Career Manager and Reporting Officer(s). Your career will be shaped by the needs and priority of the Service but there are significant opportunities and methods to support you in your own career goals and preferences. Honest discussion between all concerned is key to achieving promotion, job satisfaction and in managing expectations.

Whenever you join a new Unit you are strongly encouraged to find your RM Career Adviser, introduce yourself and arrange an annual Career Interview. You can reach them by either a:

- **Click** – E-Mail to your Career Adviser.
- **Call** – Telephone your Career Adviser.
- **Come in** – Attend an advertised drop-in session. However, be aware that a Career Adviser can conduct more research with an understanding of your preferences beforehand.

UNIT	MIL NO/CIV NO	EMAIL
40 Cdo RM	93780 4276 / 01823 3624276	NAVY PCAP-40CDO RMCA
42 Cdo RM	93788 7027 / 01752 727027	NAVY PCAP-42 CDO RM RMCA
43 Cdo FP Gp RM	93255 5507 / 01436 674321 Ext 5507	NAVY PCAP-43 CDO FPGRM RMCA
45 Cdo RM	93387 2098 / 01242 822098	NAVY PCAP-45CDO RMCA
30 Cdo IX GP RM / 47 Cdo	9375 36482 / 01752 836482	NAVY PCAP-30CDOIX RMCA
CLR RM	93779 7228 / 01271 857228	3CDOX-CLR HQ RMCA

New ways of doing business, including Skype and Zoom, are increasingly used to support Royal Marines in Units or when they are deployed. It is not uncommon to have a Skype conversation between an individual Marine, a Career Adviser, Specialisation Adviser and the Promotions Warrant Officer, to provide rounded advice about your career. The RMCA can also assist you when using JPA if required.

**Top Tip:** Find and introduce yourself to the RMCA whenever you start at a new Unit. Arrange a date for a Career Interview or an informal Career Appointment.

# CAREER INTERVIEWS

A Career Interview provides an opportunity for you to discuss your career aspirations, your preferences, your personal circumstances and to get feedback on your future options. The RMCA can also assist you to search for or arrange future assignments using the SCIO application, as well as coordinating discussions with the Specialisation Adviser and Career Manager.

Your 1RO, Specialisation Adviser and the RMCA have an interest in supporting your Career Management; however, you need to take ownership of your career and its development. Before engaging with your Specialisation Adviser or the RMCA it's useful to do the following:

- Speak to your 1RO as the first point of call on all personal and professional matters. They can provide advice and will listen to any concerns you may have and, in some cases, may be able to resolve issues quickly. Update your 1RO before and after any Specialisation Adviser / RMCA discussions so they can best support and advise you.
- Ensure your Employee Preferences are current on JPA prior to seeing your Specialisation Adviser / RMCA. If they are not up to date, then it's difficult to support your aspirations or do focused research before an interview.
- Complete your annual JPA checks to ensure your personal information is current and correct.
- Take a look at the SCIO Jobs List to see what job opportunities may be available when you finish your assignment. It contains all the positions associated with your specialisation - in your current rank and the next rank up. Having a realistic idea of what jobs are available, and when, will assist you and your Specialisation Adviser in developing a short-medium term career plan.

**Top Tip:** Consider your career plan with a short term (next assignment), medium term (next 2 years) and long term (5 year+) focus. It's an interview so don't arrive unprepared!

Have a think about what you want to achieve and why. The Career Management team wants to help you, so be realistic and receptive to the advice provided to support your ambitions.

# YOUR EARLY CAREER

Regardless of where you are in your career you will need to continue to plan for your next assignment, which may include taking on a specific role, developing yourself towards promotion or seeking an extension of contract. This section provides an overview of the early stages of a Marine's career, during which you will shape your career pathway.

**Recruit Training.** Recruit Training is arduous and will require your full focus; however, if and when you get the chance, you should give some consideration to your career as a trained RM Commando and the Specialisations available. **You don't need to choose yet** but during training you will work alongside Specialist Commandos who'll be able to offer advice on serving in specialist roles. For some roles you can volunteer to specialise directly from training, and the instructors will be looking for aptitude where talent is required. Your training team, as well as most of the other instructors and support ranks at CTCRM, will be drawn from many specialisations across the RM Corps, so take the opportunity to discuss their specialisation with them. You will also be briefed by the CTCRM Career Adviser during training and you can book an appointment with them to discuss your ambitions.

Some Recruits and Marines may already have valuable skills and experience which can be exploited to enhance Commando Forces capability. Recruit instructors will look for talent and, if the opportunity presents, some Marines may be trained in a **Primary Specialist Qualification (PSQ)** directly from Kings Squad Pass Out. In particular, the RM are interested in skills or experience in:

- Previous Military or Public Service experience (for example Policing or Medical) conducted in the UK or elsewhere
- Experience operating drones or autonomous systems
- Medical training
- Computer Sciences or cyber awareness
- Languages and/or aptitude to learn new languages

**Post Kings Squad Pass Out.** Once passed for duty at their Kings Squad Pass Out, all Royal Marines will be qualified for **Commando Duties**. These Marines will then complete driving licence acquisition training, which will qualify them to drive class B, C and C+E vehicles ready for specialist and tactical vehicle training. On completion of license acquisition, Marines will join their first RM Operational Unit for an initial two year assignment. In some cases, junior Marines can volunteer to specialise early into a **Primary Specialist Qualification (PSQ)** as a **Specialist Commando**; however, most Marines will make this decision a few years later.

**First Unit.** The first tour in an RM Unit will see Commando Duties Marines either forward deployed on operations, undertaking operational duties in the UK, conducting challenging training at home and abroad, or held at high readiness in the UK ready for deployment. Marines can expect to undertake role-specific and environmental training (such as arctic, jungle, desert and urban warfare), which may involve deployment on amphibious shipping.

**Secondary Specialist Qualifications (SSQ).** As a Commando Duties Marine gains experience they will undertake further training in multiple SSQ. These courses are typically short (often between 1-6 weeks) and may be conducted at CTCRM or by the Commando Unit Training Wing. On completion of an SSQ, Marines will return to their Unit qualified in a skill that will enhance their own and Team/Troop capability. Each Commando Duties Marine should anticipate developing and maintaining skills in roughly 3-4 SSQ in their early career.

**Second Unit.** On completion of their initial 2-year assignment, the vast majority of Marines will be assigned to a new Unit. The experience and SSQs gained from a Marine's first draft now opens up the opportunity to serve as a member of a multi-skilled Strike Team within a Strike Company of a Littoral Response Group (LRG). Other Marines will get the opportunity to serve outside of 3 Commando Brigade in support of wider Royal Navy and Defence outputs. This is a routine requirement in line with Royal Navy and Defence priorities. Career Managers will consider the personal preferences of where a Marine wishes to be assigned but the needs of the Service must come first.

**Specialist Commandos - Primary Specialist Qualification (PSQ).** With experience and exposure to the wider RM Corps, some Commando Duties Marines may volunteer to specialise in a PSQ on completion of their first assignment, others may opt do so slightly later. Selection for some PSQs requires an individual to have previously gained a related SSQ, while others might involve an aptitude test, which will require some preparation. Although several PSQs are open to Marines, many are Corporal level entry, meaning that an individual is recommended and selected for promotion into that specialisation. As well as opening up opportunities across the RM Corps and wider Defence, there are many roles for Specialist Commandos within an LRG. Specialist Commandos can also conduct SSQ courses if their role requires it.

**Shortage PSQs.** Where there is a compelling service need, some Marines may be required to undertake specialist training in a shortage level 3 PSQ (Marine level). Following specialist training, these Marines will be required to complete 2 years in the directed PSQ. On completion, they can choose to remain in this PSQ or volunteer to return to Commando Duties or transfer to another level 3 PSQ<sup>1</sup>. Promotion to Corporal in shortage level 2 PSQs will be offered to Marines who are graded as suitable for promotion at a Promotion Selection Board (PSB) but are not selected for promotion into their preferred PSQ<sup>2</sup>. On completion of any formal Return of Service (RoS) or initial PSQ commitment period, any individual can apply to transfer into another specialisation. The PSQ Transfer Board process is detailed on page 78 of this guide. It is envisaged that the SSQ/PSQ system will result in a relatively low requirement for individuals to serve in non-preference PSQs when compared to the legacy Direct Specialisation Scheme (DSS).

<sup>1</sup> Requests will be considered by a PSQ Transfer Board (see page 78).

<sup>2</sup> This can often be the case in high demand PSQ, where the number of successful candidates exceeds the requirement for promotion in that specialisation.

# ROYAL MARINES UK FOOTPRINT



# ROYAL MARINE UNITS

**Commando Training Centre Royal Marines (CTCRM)** - The mission of CTCRM is to train the required number of Royal Marines, Commanders, Specialist Service Personnel and Reservists fit for operations, and provide support to the front line and wider Defence.

**30 Commando Information Exploitation Group Royal Marines** - Provides specialist Advanced Force Reconnaissance, Electronic Warfare/Cyber, Communications and Information Activities support to the Lead Commando Group (and in time the Littoral Response and Littoral Strike Groups). This enables it to Find, Move, Process and Integrate information better than the adversary to support the delivery of faster, more precise lethal and non-lethal effects and Information Advantage.

**40 Commando Royal Marines and 45 Commando Royal Marines** - Contribute Company Groups to the Lead Commando Group. In future, the two units will generate and deploy Strike Company Groups as part of the Commando Element of a Littoral Response Group (LRG) or, when operating at larger scale, the Littoral Strike Group (LSG).

**42 Commando Royal Marines** - Delivers specialist Maritime Assault, Maritime Interdiction, Joint Personnel Recovery and a Support, Augment, Liaise & Train (SALT) capability on behalf of 3 Commando Brigade and the Royal Navy, in order to protect, support and enhance HMG interests worldwide.

**43 Commando Fleet Protection Group Royal Marines** - Provides specialist nuclear security alongside multi agency partners to counter threats to Defence Nuclear Assets and the Continuous at Sea Deterrence (CASD).

**47 Commando Raiding Group Royal Marines** - Generates and deploys specialist surface and riverine manoeuvre for the Lead Commando Group's Assault Squadrons (and in time for the Littoral Response and Littoral Strike Groups) and delivers amphibious trials and training for the wider Royal Marines. In addition, they generate and deploy troops and coxswains trained in supporting Maritime Interdiction Operations.

**Commando Logistic Regiment Royal Marines** - Provides specialist Equipment, Logistic, Medical and Protected Mobility support to 3 Commando Brigade. As one of the largest and most versatile units in the Royal Navy, its support to the other Commando units is essential for sustainment, recovery & repair, and medical treatment of casualties. Using VIKING All-Terrain Vehicles (Protected), the Unit provides an almost unparalleled tactical mobility capability in littoral operating areas.

**Commando Helicopter Force** - Delivers Battlefield Helicopters and aviation combat support that are operationally capable under all environmental conditions, to meet designated Military tasks, primarily in support of the UK Amphibious Force.

**Royal Marines Reserves** - Support activities across the whole spectrum of RM outputs. Whether its routine deployments, STTT activity, mobilising with 3 Commando Brigade units or bringing other unique niche skills to a bespoke task, the RMR provides additional personnel and resource to the Corps.

# PROMOTION IN THE ROYAL MARINES

## PROMOTION CRITERIA

Promotion	Criteria
Marine to Corporal	<ul style="list-style-type: none"> <li>• <b>Every Mne and LCpl must have a 1st Job Preference recorded on JPA in order to inform RM Promotions which PSQ they wish to be considered for promotion in.</b></li> <li>• Recommended 'Yes' or higher for promotion 1 Rank Up on SJAR.</li> <li>• Must have a valid RM Fitness Test (RMFT) pass or hold an approved permanent waiver or a temporary operational/medical extension (recorded on JPA) at the Common Reporting Date (CRD) and Common Promotion Date (CPD).</li> <li>• Level 1 Functional Skills (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.</li> <li>• Selected for promotion at Promotion Selection Board (PSB).</li> <li>• Pass Corporal Leadership and Development Course (CLDC) &amp; PSQ2 course.</li> <li>• Medically fit for promotion at CPD.</li> </ul>
Corporal to Sergeant	<ul style="list-style-type: none"> <li>• Recommended 'Yes' or higher for promotion 1 Rank Up on SJAR.</li> <li>• Must have a valid RM Fitness Test (RMFT) pass or hold an approved permanent waiver or a temporary operational/medical extension (recorded on JPA) at the Common Reporting Date (CRD) and Common Promotion Date (CPD).</li> <li>• Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.</li> <li>• Selected for promotion at PSB.</li> <li>• Pass Sergeant Leadership and Development Course (SLDC) &amp; PSQ1 course.</li> <li>• Medically fit for promotion at CPD.</li> </ul>

Promotion	Criteria
Sergeant to Colour Sergeant	<ul style="list-style-type: none"> <li>• Recommended 'Yes' or higher for promotion 1 Rank Up on SJAR.</li> <li>• Must have a valid RM Fitness Test (RMFT) pass or hold an approved permanent waiver or a temporary operational/medical extension (recorded on JPA) at the Common Reporting Date (CRD) and Common Promotion Date (CPD).</li> <li>• Selected for promotion at PSB.</li> <li>• Qualified PSQ1.</li> <li>• Medically fit for promotion at CPD.</li> </ul>
Colour Sergeant to WO2	<ul style="list-style-type: none"> <li>• Recommended 'Yes' or higher for promotion 1 Rank Up on SJAR.</li> <li>• Must have a valid RM Fitness Test (RMFT) pass or hold an approved permanent waiver or a temporary operational/medical extension (recorded on JPA) at the Common Reporting Date (CRD) and Common Promotion Date (CPD).</li> <li>• Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.</li> <li>• Selected for promotion at PSB.</li> <li>• Pass Warrant Officer Leadership and Development Course (WLDC).</li> <li>• Medically fit for promotion at CPD.</li> </ul>
WO2 to WO1	<ul style="list-style-type: none"> <li>• Promotion to Warrant Officer 1st Class is by personal interview and Selection Board.</li> <li>• Recommended 'Yes' or higher for promotion 1 Rank Up on SJAR.</li> <li>• Must have a valid RM Fitness Test (RMFT) pass or hold an approved permanent waiver or a temporary operational/medical extension (recorded on JPA) at the Common Reporting Date (CRD) and Common Promotion Date (CPD).</li> <li>• Level 2 Functional Skills (or equivalent) in English and Mathematics and the appropriate competences recorded on JPA.</li> <li>• Selected for promotion at WO1 RM PSB.</li> <li>• Pass WO1 RM Course.</li> <li>• Medically fit for promotion at CPD.</li> </ul>



## PROMOTION TO CORPORAL

As Marines gain more experience, either in Commando Duties or as a Specialist Commando, then they will be given more responsibility to operate specialist equipment, deploy on more challenging operations or lead small team tasks. Excellent performance, leadership ability, or the extra responsibilities and demands of some roles, may also be recognised by the award of Lance Corporal rank. It is highly likely that the command potential of senior Marines and Lance Corporals will be increasingly evident, and those individuals will be encouraged and supported towards selection for promotion to Corporal.

The RM needs their Non-Commissioned Officers to be Specialist Commandos - to command, advise, instruct and operate specialist equipment. So in order to promote, Commando Duties Marines and Lance Corporals **must** select a PSQ to promote into. Unit Career Advisers, Specialisation Advisers and PCAP(RM) can support decision making. Marines **must** make their PSQ aspirations known using their JPA Employee Preferences.

On selection for promotion within a specialisation, Marines and Lance Corporals will attend a Corporal Leadership and Development Course (CLDC) followed by a Tactical Commander Course Level 2 (TCC2). This is an intense package designed to train Commanders to lead Sections/ small teams or be a Second-in Command under a Sergeant or Officer in the Littoral Strike Companies. On completion of the course almost all Corporals will then be trained as weapons instructors and range supervisors on the Royal Marines Skill at Arms Course before conducting their PSQ training.

Corporals who have completed their Command Training, Skill at Arms Course and gained their PSQ, will then be assigned to lead Sections or Small Teams using their specialist Commando skills. Other roles include the vital task of instructing recruits or operating in their core PSQ discipline in a Commando Unit.

Project Jaywick RNTM 03-017/20:

**Leadership Development Course and Tactical-Commanders course**



## PROMOTION TO SERGEANT

As Corporals develop their experience, both in command and in their PSQ, they will be assessed on their suitability for further responsibility and their readiness to lead and manage a Troop of Commandos or recruits, instruct at a higher level, and to coordinate training. Corporals selected for promotion will attend a Sergeant Leadership Development Course (SLDC) and, depending on their next assignment and their suitability, they may complete the Tactical Commanders Course Level 1 (TCC1). They will also undertake their next level of PSQ training.

Those completing TCC1 will be trained in the latest Tactics, Techniques and Procedures developed in operational theatres. They will learn how to employ the latest weapons and surveillance systems, as well as how to manage a Team or Troop of Commandos in barracks and tactically in the field. TCC1 is not mandatory for all those promoted to Sergeant. Some Sergeants, Colour Sergeants and Officers will only conduct the course when they are assigned to Team Command roles.

Following service as a Team Commander or Troop Sergeant, Sergeants can also expect to serve in their PSQ and to instruct recruits, Young Officers or Marines in their PSQ fields. At this stage, there are also an increasing number of opportunities for exchange appointments overseas alongside our allies – for example, with the USMC or Royal Netherlands Marine Corps. This could be as an unaccompanied singleton or accompanied by your immediate family.

Project Jaywick RNTM 03-017/20:

**Leadership Development Course and Tactical-Commanders course**



## PROMOTION TO COLOUR SERGEANT

Sergeants selected for promotion to Colour Sergeant do not receive additional formal Command Training; however, they will take on greater responsibility, especially in delivering training and logistic support to a Company or Unit using their PSQ. Sergeants in certain Information Warfare or Warfare Support roles may volunteer for a selection board (examination and interviews) for specialist training and promotion as a Yeoman of Signals, Foreman of Information Systems, Vehicle Artificer or Telecommunications Artificer.



## PROMOTION TO WARRANT OFFICER (CLASS 2)

Promotion up to Colour Sergeant takes place within each PSQ; similarly, many Warrant Officer Class 2 positions remain tied to a PSQ. These could be deep specialist roles or PSQ tied Sergeant Major posts, where specialist skills, knowledge and experience is essential to assume management responsibilities and to deliver operational capability. As we transition to a Future Commando Force, the intention is for some Warrant Officer Class 2 positions, including some Company Sergeant Major (CSM) roles, to be boarded for within warfare pillars, i.e. certain CSM roles would be available to any PSQ within that pillar (Warfare, Information Warfare, Mobility or Warfare Support). This enables talent to be selected from the best Colour Sergeants across a range of related PSQs for positions of Company and Squadron responsibility. Suitability for taking up CSM roles is assessed and ratified during the mandatory Warrant Officer Leadership Development Course (WLDC).



## PROMOTION TO WARRANT OFFICER (CLASS 1)

The highest calibre Warrant Officer Class 2 will be encouraged to prepare for and attend a Promotion Selection Board (PSB) for Warrant Officer Class 1. Warrant Officer Class 1 roles include a mix of PSQ tied positions and those that are available to all PSQs. There are also roles across the Royal Navy and wider Defence. Candidates who display significant leadership attributes and excel at the PSB will be selected for Regimental Sergeant Majors (RSM) positions.



## COMMISSION

At any stage during the promotion and career pathway, Marines, NCOs and Warrant Officers with the leadership aptitude and required qualifications can volunteer for selection to become a Royal Marines Officer. A volunteer's age and rank will determine whether they are applying as a Corps Commission (CC) Candidate, to undertake Young Officer training, or as a Senior Corps Commission Officer (SCCO). Warrant Officer Class 1 (WO1) can also volunteer for the new WO1 Commissioning Scheme, which aims to exploit talent and experience by selecting senior Warrant Officers for an initial six year commission as an SCCO. Serving Royal Marines who wish to be considered for commission must speak to their Chain of Command. Further details on commissioning opportunities are provided later in this guide.



# COMMANDO DUTIES (CD)

Most newly qualified Royal Marines Commandos will pass out of CTCRM and, following driver training on the Royal Marines Licence Acquisition (RMLA) course, they will take up a role as a Commando Duties (CD) Marine. There are some opportunities to become a Specialist Commando early if a Marine has a unique skill, aptitude, or is especially keen to volunteer for a Marine level entry Primary Specialist Qualifications (PSQ3) directly from Commando training.

For their first assignment, CD Marines will serve for at least 2 years in an RM Unit, most likely within 3 Commando Brigade. A CD Marine's first tour will be challenging, rewarding and busy! When not deployed on operations or overseas training, CD Marines will undertake additional training in weapons, tactics and mobility, as well as conducting live firing and arduous environmental training (including Urban, Arctic, Mountain, Jungle and Desert Warfare).

**Secondary Specialist Qualifications (SSQ).** As we transition to a Future Commando Force, the Royal Marines requires multi-skilled Commandos to meet the changing threats and deliver success on operations. Teams of Commandos with individuals trained in multiple skills will deliver a transformational level of capability. This will require CD Marines trained in multiple SSQs operating alongside Specialist Commandos. As a CD Marine gains experience they will be selected to undertake training in multiple SSQ. These courses are typically short (often between 1-6 weeks) and may be conducted at CTCRM or by the Commando Unit Training Wing. These courses are varied, training CD Marines in everything from specialist weapons and communications to demolitions and reconnaissance skills. Selection of individuals for SSQ courses is made at Unit level and will be driven by the role of each individual, the Unit's operational outputs and the forecast of activity.

**Roles:** CD roles exist across all the units of 3 Commando Brigade as well as other units across Defence. These include opportunities to serve within the Lead Commando Group, Maritime Boarding Teams, specialist nuclear security duties, Special Forces Support Group (SFSG), Capacity Building Teams, and in a whole range of essential support and enabling functions. As we transition to a Future Commando Force (FCF), CD roles within a Strike Company of a Littoral Response Group (LRG) will require Marines who have gained experience and training in multiple SSQs. As such, most CD Marines should not expect to serve in a Strike Company until their second assignment.

The operational capability of Commando Forces relies on a combination of multi-skilled CD Marines operating alongside Specialist Commandos. The progression from CD Marine into Specialist Commando is therefore essential to maintaining operationally effective commando forces. After 3-4 years of service, all CD Marines are encouraged to select a **Primary Specialist Qualification (PSQ)** from the wide range available across four broad 'pillars': **Warfare** (specialist weapons and tactics); **Information Warfare** (locating and understanding the adversary and analysing the situation); **Mobility** (tactical movement by Sea & Land and providing Fire Support from Commando Vehicles); **Warfare Support** (logistics, transport, equipment repair and medical support). Qualifying as a Specialist Commando within a PSQ will open up a host of opportunities to return to a Commando Unit and serve at the very forefront of commando operations.

**Qualifications Gained:** C, C + E Driving Licence  
**Assignments:** All RM units  
**Specialisation Adviser:** Royal Marines Careers Adviser 2 – Military Tel: 93785 4542  
Civ: 01392 414542





# SECONDARY SPECIALIST QUALIFICATIONS (SSQ)

<b>Combat Armoured Support</b>	Trained as operators and commanders to provide protected mobility and intimate tactical support to the FCF Strike Company (7 Week Cse)
<b>Combat Anti-Tank (Javelin)<sup>1</sup></b>	Trained to locate and identify enemy Armoured Fighting Vehicles and provide Anti-Armour lethality (3 week course)
<b>Combat Assault Breacher</b>	Trained to support demolitions and provide a specialist breaching and Counter-IED capability integral to FCF strike teams (5 week course)
<b>Combat Boarding Operator</b>	Trained as part of a small team to board and secure shipping in opposed & non opposed environments by use of air and sea assets. Only available to 42 Commando RM ranks at certain stages of the Unit's Operational Readiness Mechanism (ORM).
<b>Combat Communicator</b>	Trained in a variety of radio and satellite systems, as well as antenna improvisation, to operate at reach and establish Beyond Line of Sight (BLOS) communications in challenging conditions (6 week course)
<b>Combat GMG2</b>	Trained as a GMG Platform Weapons Operator to provide Heavy Weapons lethality (2 week course)
<b>Combat GPMG(SF)<sup>2</sup></b>	Trained as a GPMG(SF) Platform Weapons Operator to provide Sustained Fire lethality (2 week course)
<b>Combat HMG2</b>	Trained as a HMG Platform Weapons Operator to provide Heavy Weapons lethality (2 week course)
<b>Combat Information Manager</b>	Trained in both battlespace and business Information Management skills to support FCF sub-units and provide aspects of Human Resources management (4 week course)
<b>Combat Information Warfare Operator (future)</b>	Trained in low level Combat Intelligence, Information Activity and Sensitive Site Exploitation to augment the intelligence and information effort (4 week course)
<b>Combat Logistician (future)</b>	Trained to provide mission critical logistical sustainment for small teams deployed at reach (3 week course)
<b>Combat Marksman</b>	Trained to provide long range lethality and enhanced surveillance out to 1000m using the Sharpshooter rifle with advanced optics (3 week course)
<b>Combat Mechanic</b>	To be confirmed - more information to follow
<b>Combat Medic</b>	To be confirmed - more information to follow
<b>Combat Mobility</b>	To be confirmed - more information to follow
<b>Combat PT</b>	Trained and certified in PT Human Performance, PT Theory, Anatomy & Physiology, Circuit Training, Runs, and Combat Conditioning (2 week course – delivered in unit or forward deployed). Post qualification options to gain the RM Close Combat Unit Instructor qualification and an Adventure Training qualification.
<b>Combat Recce Operator</b>	Trained in low level surveillance and reconnaissance, operating covertly and at reach to gather intelligence and information (5 week course)
<b>Combat Unmanned Systems Operator</b>	Trained to legal requirements for flying Remotely Piloted Aerial Systems (RPAS) and able to advise on their tactical employment in Littoral Strike operations. (3 week course)

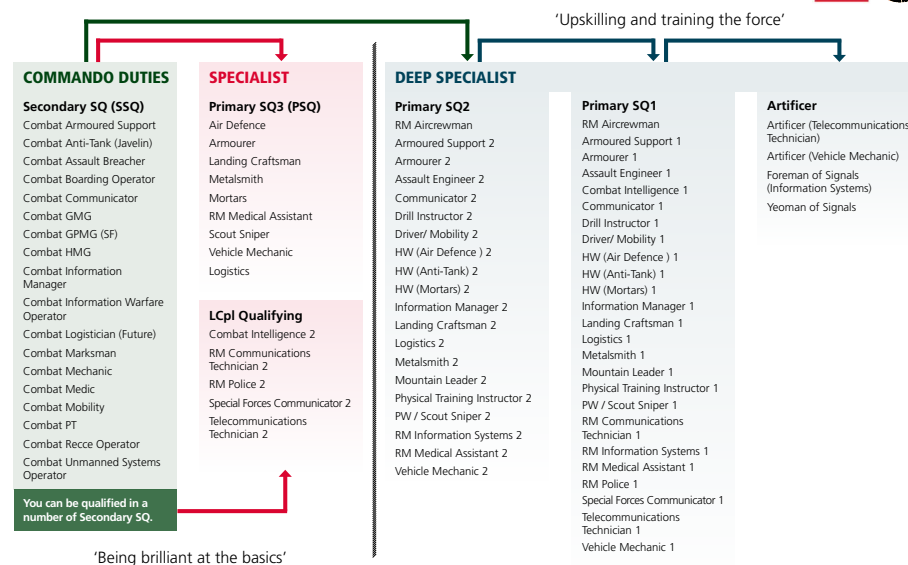
Notes:

<sup>1</sup> Ranks allocated to Combat Anti-Tank (Javelin) training may also be allocated to Combat GMG, GPMG(SF) & HMG training in order to deliver a broader 'Fire Support Group' capability.

<sup>2</sup> Combat GMG, GPMG(SF) & HMG training can routinely be delivered as a single 6 week course.

# FUTURE COMMANDO FORCE BREAKDOWN OF SSQ AND PSQ

## A CORPS OF MULTI-SKILLED COMMANDOS ENABLED BY A CORE OF SPECIALIST COMMANDOS



A number of SSQ capabilities and course content remain in development as we transition to the FCF model.

Some PSQ are being re-named as capabilities and training requirements are refined to deliver Littoral Strike. All PSQ names will be confirmed in 2021.

# SPECIALIST COMMANDO

## PRIMARY SPECIALIST QUALIFICATIONS (PSQ)

As we transition to a Future Commando Force (FCF), choosing a PSQ will open up an array of opportunities to serve in the Littoral Response Groups – in fact, many PSQ trained Specialist Commandos will deliver a Strike Team's primary purpose e.g. demolitions or communications nodes. All of the PSQs are combat focused and cover a range of disciplines grouped into four 'pillars':

- **Warfare** - Combat focused specialists trained to operate a range of Commando weapon systems.
- **Information Warfare** - Specialists trained to find adversaries and understand them and the operational environment. Experts in collecting, transmitting and managing information and exploiting it for tactical and operational advantage.
- **Mobility** - Specialists trained to transport and support Commandos by sea and land using a range of landing craft, protected mobility and light vehicles, as well as providing fire support using platform mounted weapon systems.
- **Warfare Support** - Specialists trained in the Combat Service Support (CSS) skills essentials to sustain, repair and service Commando Forces and capabilities on operations. This includes maintaining the operational effectiveness of people, vehicles, UAVs, weapons and communications.

**Why Specialise?** There are many good reasons to specialise. These include: opening up **more varied career and assignment opportunities**; taking on **increased levels of responsibility**; earning **promotion** (you can only promote from Marine to Corporal by selecting a PSQ); getting the **opportunity to learn a specialist trade with transferable civilian qualifications**; and not forgetting the **financial incentives** associated with promotion and some specialist training.

**When should you select a PSQ?** It is never too soon to start thinking about the specialisations that interest you; even potential Royal Marines should be aware of the range of specialisations the Corps can offer. Recruits are briefed on the various PSQs while in training and are encouraged to speak to their instructors about their own specialisations. In most cases, Marines will serve in a Commando Duties (CD) role before selecting a PSQ; however, there are some opportunities to specialise direct from Commando training. By the end of their initial 2 year assignment, CD Marines should have given plenty of thought to which PSQ they would like to pursue. If they do not choose to pursue a PSQ at this stage, they will be strongly encouraged to do so on completion of their second assignment. All Marines must select a PSQ in order to promote to Corporal.

**Use the Specialisation Advisers.** Every specialisation has an appointed Warrant Officer as the Specialisation Advisers. They are responsible for recruitment into the PSQ and Career Management of all ranks within it. They are completely approachable (it is part of why they are selected) and able to offer tailored and impartial advice and information regarding their specialisation. Specialisation Advisers will visit units at least once a year as part of a PCAP(RM) Roadshow, so engage with them, ask questions, or call/email to arrange an interview. Be aware that other Marines may also be seeking advice, so be patient if you don't receive an immediate response.

**Understand any prerequisites.** Some PSQs have an educational requirement to commence training. If you need to gain a specific academic qualification then seek advice from your nearest Unit Education Centre. Some academic courses take time, so don't leave it until the last minute as you may miss out or be delayed. Selection for some PSQ requires an individual to have previously gained a related SSQ, while others might involve an aptitude test. Full details of the prerequisites for each PSQ are provided later in this section.

**Tell your chain of command what you want.** This cannot be stressed enough. You must submit your 'Employee Preferences' on JPA to record your preferred PSQ and to inform your chain of command and PCAP(RM) of what you want - they are not mind readers! Do not expect 'the system' to automatically understand your career aspirations simply because you have informed your fellow marines about them. You may also need the support of your chain of command in ensuring that you meet the prerequisites for your preferred PSQ. If you want something then don't be afraid to ask; you may not get it but at least you've tried. Don't spend your whole career wishing that you should have done a particular job or tried a particular PSQ – your career in the Royal Marines will go by extremely quickly.

**Return of Service (RoS).** Due to the expense and time taken to train certain specialists, there may be a 'Return of Service' after PSQ training. This means that you will give up your right to submit your 12 months' notice to leave the Royal Marines for a given period once qualified. It will also require you to remain in that specialisation for a minimum period. Your right to submit your 12 months' notice will be reinstated one year prior to the completion of the minimum RoS period. For example, for a PSQ course with a RoS of 2 years, you would be permitted to submit your 12 months' notice to leave once you've been doing the job for a year, meaning that you would leave the service two years after your PSQ course. Volunteers for a PSQ are expected to complete a minimum of 2 years in that specialisation before requesting transfer to an alternative PSQ. Requests for a PSQ transfer before this period would only be considered if there is a compelling service requirement.



# CHOOSING A PRIMARY SPECIALIST QUALIFICATION

**Which PSQ should I choose?** After a few years' service as a CD Marine you will have sufficient experience to determine where your strengths, skills and interests lay. In addition, your annual reports will identify your aptitude for further training and responsibility, recommending you towards promotion into a single PSQ. When assessing your priorities, it is worth noting that the differing number of positions and the levels of personnel churn in each specialisation means that promotion will be faster through some PSQ than in others. The following is worth considering when choosing a PSQ:

- Be broad in your assessment and research of a specialisation – you may have only been exposed to a small aspect of a PSQ.
- Select a PSQ that really interests you – it may define a significant proportion of your career.
- Understand the prerequisites for the PSQs that interest you. Make a plan to gain any educational qualifications or SSQs you require.
- Use SCIO to see the waiting list for a PSQ. A popular PSQ may have a lengthy waiting period.
- Understand the positions and roles available for the PSQs that interest you. While many positions are tied to a specific PSQ, as we transition to a Future Commando Force some positions will be open to ranks from all of the PSQs within a particular 'pillar' (e.g. Warfare, Information Warfare, Mobility or Warfare Support). Other positions will be open to all PSQs.
- Research the promotion opportunities – some PSQs have smaller numbers of Warrant Officer positions at the top, which can impact promotion flow.
- Research the civilian accreditation awarded by each PSQ.
- Check whether the PSQ has a tied Return of Service – usually those with a significant training investment.
- Understand which PSQs have Retention and Remuneration Pay (RRP).
- Remember that transfer between PSQs is possible, subject to the needs of the service and selection by a PSQ Transfer Board.
- Talk to the RM Career Adviser or the respective Specialisation Adviser about your aspirations.

**Remember – the Royal Marines needs its Marines and Non-Commissioned Officers to become Specialist Commandos in order to deliver success on operations.**

**Let's get started. The following pages provide detailed information on each PSQ.**



# ASSAULT ENGINEER (AE)

# WARFARE

<b>Entry Level</b>	Corporal
<b>Role</b>	Role Provision of close combat Assault Engineering support to Commando Strike Units. This includes Demolitions, MOE and Breaching, C-EO, Search, Mine warfare, field defences/obstacles and general field engineering tasks.
<b>Training</b>	All training is conducted at CTCRM.
	Assault Engineer Class 2 (8 weeks) The AE2s course is designed to enhance the CAB, expanding the individuals military engineering knowledge to supervisory level. (AE Section Commander, Engineer Reconnaissance, Company Engineer Adviser).
	Assault Engineer Class 1 (10 weeks) The AE1s course is designed to further upskill the AE2, expanding the individuals military engineering knowledge to manager level. (AE troop Commander, Commando Unit Engineer Adviser and Demolitions Safety Officer).
<b>Qualifications gained</b>	AE2 - RYA Powerboat Level 2 C&G NPTC CS31 Chainsaw L3 Certificate in Disaster Relief Engineering (DAO)  AE1 - RYA Safety Boat RYA VHF C&G NPTC CS32 Chainsaw L4 Certificate in Range Management (DAO)
<b>Assignments</b>	All Commando Units (including 30 Cdo IX and 43 Cdo FPGRM), Commando Logistic Regiment, 47 Cdo RG, RMR Scotland, the Ice Patrol Vessel, Diego Garcia, HMS RALEIGH, CTCRM and at Flag Officer Sea Training (FOST).
<b>Pre-requisite</b>	Pass at Assault Engineer aptitude
<b>Return of Service</b>	RM AE – 24 months
<b>Specialisation Adviser</b>	Military Tel: 93 785 4234 Civ: 01392 414234
<b>JPA Employee Preference</b>	RN   RM   Assault Engineer Training
<b>Supporting SSQ</b>	Combat Assault Breachers (CAB) Course (5 Weeks). The new CAB course will provide a Marine with specialist knowledge in denial/sabotage demolitions and Method of Entry techniques. Emphasis is on (Manual/Mechanical/Thermal/Hydraulic/Ballistic/Explosive). Emphasising the type of missions that he would expect to be supporting in FCF (SEARCH, BREACH, FIND, SABOTAGE, DENY) and afford a good knowledge of C-EO/Ground Sign Awareness/Search and Mines Awareness. The course is designed to enhance a Mne of any SQ, providing a very capable individual able to support any future close combat operations.





# HEAVY WEAPONS (AIR DEFENCE) (HW (AD))

## WARFARE

<b>Entry Level</b>	Marine
<b>Role</b>	Provide close Air Defence for 3 Cdo Bde RM. HW (AD) teams may also be used to augment the close air defence cover for HM Ships and the Royal Fleet Auxiliary.
<b>Training</b>	<p>HW(AD)3 (3 weeks) Training for competent and efficient operation of the missile system culminating in a successful live missile engagement.</p> <p>HW(AD) Advance (3 weeks) Tactical Controller training to employ and integrate Air Defence alerting equipment with the missile system and controlling the operator during engagements.</p> <p>HW(AD)2 (3 weeks) Qualification as a Detachment Commander to command and control an Air Defence detachment incorporating siting, occupying and operating a site location.</p> <p>HW(AD)1 (2 weeks) To train the Fire group Commander to competently command and control multiple Air Defence detachments and provide a communication link to the HQ element.</p>
<b>Qualifications gained</b>	<p>HW2 - L3 Certificate in Range Management (DAO)</p> <p>HW1 - L4 Certificate in Range Management (DAO)</p>
<b>Assignments</b>	30 Cdo IX, 40 Cdo, 42 Cdo, 43 Cdo, CTCRM, HMS EXCELLENT.
<b>Specialisation Adviser</b>	Military Tel: 93785 4334. Civ: 01392 414334
<b>JPA Employee Preference</b>	RN   RM   Air Defence Troop.





# HEAVY WEAPONS (ANTI TANK) (HW (ATK))

<b>Entry Level</b>	Corporal
<b>Role</b>	Provide specialist Anti-Tank and Heavy Machine Gun Fire Support to 3 Cdo Bde RM.
<b>Training</b>	<p>HW(ATK)2 (14 Weeks) The Javelin Detachment Commander course is conducted at the Specialist Weapon School, Warminster. The course includes the delivery of Skill At Arms weapons practice periods to enable instruction, live and blank fire qualification to support training and a tactical anti-tanks module. The course's primary focus is the commanding of ATK detachments, co-ordination of missile fire and destruction of Armour both passively and overtly against Armoured Fighting Vehicles.</p> <p>HW(ATK)1 (9 Weeks) The Javelin Section Commander course is also conducted at the Specialist Weapon School, Warminster. The course focuses on the estimate, battle procedure in an Anti-Armour environment at Battle Group level and includes understanding the capability of adversary armour. This enables Section Commanders to support Tp Comd and Coy OC employ Atk assets. The course then focuses on practicing and learning siting of a Section to counter the Enemy threat before tactical Anti-Tank training as a Javelin Section Commander in a series of exercises on Salisbury Plain.</p>
<b>Qualifications gained</b>	<p>HW2 - L3 Certificate in Range Management (DAO)</p> <p>HW1 - L4 Certificate in Range Management (DAO)</p>
<b>Assignments</b>	40 Cdo, 42 Cdo, 43 Cdo, 45 Cdo, CTCRM, Cdo Log Regt RM, RMR Units, Warminster, HMS RALEIGH, JCTTAT, BMATT, OPTAG, Hasler, SFSG.
<b>Specialisation Adviser</b>	Military Tel: 93785 4334 Civ: 01392 414334
<b>JPA Employee Preference</b>	RN   RM   Fire Support Troop
<b>Supporting SSQ</b>	SSQ Fire Support Group (9 weeks): Training from CTCRM in 0.50 Heavy Machine Gun (HMG), 44mm Grenade Machine Gun (GMG), 7.62 General Purpose Machine Gun Sustained Fire (GPMG SF), and the Javelin Anti-Tank missile. Training includes identification and engagement of armoured fighting vehicles, heavy support to friendly forces and operating from Jackal and Mobility Weapon-Mounted Installation Kit (M-WMIK).



WARFARE





# HEAVY WEAPONS (MORTAR) (HW (MOR))

<b>Entry Level</b>	Marine
<b>Role</b>	Integral indirect fire support in Commando Units, manning and operating the 81mm Mortar within 3 Cdo Bde RM.
<b>Training</b>	HW(Mor)3 (4 Weeks) Royal Marines will be taught the roles of a Mortar Section led by a HW1 Mortar SNCO. Students will be trained in simulated battle group deployments and how to move around the battlespace in both ground and vehicle roles. The course culminates in a demanding live fire test exercise.
	HW(Mor)2 (14 weeks) This is a Tri Service course at Warminster. The course focuses on Skill at Arms instructor qualification before Company-level tactics, navigation and operational safety. Qualification as a Assistant Command Post Operator (ACPO), Command Post Operator (CPO) and Bravo Mortar Fire Controller (BFMC) follows using simulated then live fire. On completion of the courses, HW2 (Mor) are routinely assigned as a BMFC.
	HW(Mor)1 (10 Weeks) This Tri-Service course trains Battle Group Tactics concentrating on Fire Planning and support to deliberate attacks. Students learn to operate as a Fire Support Team (FST) and how to brief the Company Commander in Company TAC. Successful candidates qualify as an Alpha Mortar Fire Controller (AMFC) or Section Commander. On completion of the course, HW1 (Mor) are routinely assigned to a Cdo Unit Mortar Troop.
<b>Qualifications gained</b>	HW2 - L3 Certificate in Range Management (DAO) HW1 - L4 Certificate in Range Management (DAO)
<b>Assignments</b>	40 Cdo, 42 Cdo, 45 Cdo, 43 Cdo, CTCRM, RMR units, HMS RALEIGH, RM Poole, Warminster, SFSG, BRNC Dartmouth, CLR RM.
<b>Specialisation Adviser</b>	Military Tel: 93785 4334 Civ: 01392 414334
<b>JPA Employee Preference</b>	RN   RM   Mortar Troop





# MOUNTAIN LEADER (ML)

# WARFARE

<b>Entry Level</b>	Corporal (Marines with positive recommend for promotion, pass at Corporal Leadership Development Course and pass at ML aptitude)
<b>Role</b>	Mountain Leaders are responsible for the delivery of specialist Mountainous and Cold Weather Warfare environmental training to 3 Commando Brigade. They are experts in Survival, Surveillance & Reconnaissance and operate in small teams ahead of main Commando Landing Forces.
<b>Training</b>	ML2 (32 weeks) Training provides NCOs to lead and instruct RM, wider Defence and Partners in Mountainous and Cold Weather Warfare. During the course, ML2 candidates will be expected to demonstrate an ability to expertly lead Reconnaissance patrols and survive for protracted periods in hostile environments.  ML1 (38 weeks) (including High-Altitude Training) This course is designed to increase technical ML knowledge and teaches students to safely manage Mountainous & Cold Weather operations at a sub-unit level.
<b>Qualifications gained</b>	ML1 – Mountain Training UK Rock Climbing Instructor (RCI). Available to ML2 dependent upon experience. Safe Working at Height (SW@H) BS7985 (ISO 22846) Operator and Supervisor.
<b>Assignments</b>	Positions are available within the Surveillance & Reconnaissance Squadron, all RM Commando Units, MAB7 and the ML Recruit Training Cell at CTCRM. Additional ML1 broadening opportunities exist within MAB6, the Army Land Warfare Centre, HMS Protector, USMC Mountain Warfare Training Centre, the Norwegian Cold Weather Centre of Excellence and the Falkland Islands Defence Force.
<b>Pre-requisites</b>	Positive recommendation for promotion to Corporal, pass CLDC and TCC Level 2. All ranks must also pass a 5-day ML Aptitude Course.
<b>Return of Service</b>	30 months for ML1 and ML2 (these qualifications attract incremented Recruitment and Retention Pay)
<b>Specialisation Adviser</b>	Military Tel: 93785 4990 Civ: 01392 414990
<b>JPA Employee Preference</b>	RN   RM   Mountain Leadership
<b>Supporting SSQ</b>	Reconnaissance Operator (RO). (5 weeks). Training in advanced Ground Manned Reconnaissance for target infiltration, close observation techniques, survival and evasion procedures. The RO course is open to all Commando trained ranks and aims to provide sub-units with a greater Reconnaissance utility during Littoral Response Group operations. The RO SSQ is a prerequisite qualification for anyone wishing to serve within the Surveillance & Reconnaissance Squadron.



# PLATOON WEAPONS INSTRUCTOR (PW)

## WARFARE

<b>Entry Level</b>	Corporal / Marine (Scout Sniper)
<b>Role</b>	Provision of training on Platoon weapon systems and small arms, including range safety, weapon handling, marksmanship and the delivery of soldiering skills and tactics to recruits, Royal Marines and Commanders.
<b>Training</b>	PW3 (Scout Sniper) (13 Weeks) A Royal Marines Scout Sniper offers an invaluable find, fix and strike asset to 3 Cdo Bde. Candidates must demonstrate an exceptional standard of observation, marksmanship and field-craft ready for employment in small self-sustaining teams. Scout Snipers will be trained to provide long-range precision fire onto key priority targets, disrupting enemy command and control by day and night and in all weather conditions and phases of conflict. Additionally, PW3(S) are employed as Maritime Snipers in support of boarding operations and counter-terrorism/counter-narcotics operations around the globe.
	PW2 (8 weeks) Platoon Weapons Class 2 Instructors must first be selected for promotion to OR4 (Cpl), attend Command Training and then complete the 8-week Royal Marines Skill at Arms (RMSAA) course. The PW2 course trains all ranks to operate the GPMG Sustained Fire (SF) and then as a Gunline Commander which culminates in a night live fire. Students will then progress onto the 5-week Close Quarter Battle Instructor (CQBI) phase which includes the 9mm pistol and 5.56mm rifle Close Quarter Marksmanship (CQM) package prior to the Tactics phase. Qualified PW2 will command GPMG SF gunlines, run demanding CQM LFMT, teach basic and advanced CQB clearance techniques as well as plan and conduct exercises incorporating Marker Round Training System (MRTS).
	PW1 (11 Weeks) Training to qualify as a Royal Marines expert in Live Fire Tactical Training. Students will be qualified to plan and conduct demanding UK and foreign (OTX) live fire ranges for all Troop weapons which will require assessment in skill at arms before training to run CQB to Troop attacks including battle inoculation, BATSIM and Mobility both in daylight and at night using NVD and black light.
<b>Qualifications gained</b>	PW2/SAC - L3 Certificate in Range Management (DAO) L3 Award in Marksmanship Coaching (DAO) L3 Certificate in Small Arms Instruction (DAO)
	PW1 - L4 Certificate in Range Management (DAO)
	All PWs - L2 Award in Safe Use of Personal Weapons (DAO)



<b>Assignment</b>	All 3 Cdo Bde RM and RMR units with foreign assignments to the USA, Brunei, Oman, the Netherlands, Diego Garcia and the Czech Republic.
<b>Specialisation Adviser</b>	Military Tel: 93785 4080 Civ: 01392 414080
<b>JPA Employee Preference</b>	RN   RM   Sniper RN   RM   Platoon Weapons Instruction



# COMBAT INTELLIGENCE (CI)

# INFORMATION WARFARE

<b>Entry Level</b>	Marine – Promoted to LCpl on completion of the CI 2 course.
<b>Role</b>	Combat Intelligence (CI) Specialists collate information and intelligence to directly support Commando Forces and wider Defence Intelligence operations. CI Specialists inform and assist Commanders to understand the situation in the operating environment, using a wide range of information, and collection assets.
<b>Training</b>	Training takes place at CTCRM, Joint Intelligence Training Group (JITG), Royal School of Military Survey (RSMS) and Maritime Warfare School (MWS)
	CI 2 (18 weeks) Combat Int Specialist Course starts by teaching ranks the fundamentals of intelligence processes and analytical tool sets required to be a Combat Intelligence Specialist. Later training builds to cover human and terrain analysis, collection capabilities, furthering analytical understanding to support of commander. The course culminates in a joint exercise with S1, S2 and C1 PSQ courses. On successful completion CI2 ranks will operate anywhere from Unit, Div Commands HQ, and across defence.
	CI 1 (6 weeks) Combat Int Specialist Course takes senior CI2 analysts and furthers their knowledge, to become highly effective Intelligence managers - able to run both Unit and Joint Int Cells. Ranks will be taught how to estimate the operating space and manage collection capabilities to further understanding through the full spectrum of Headquarters and environments.
<b>Qualifications gained</b>	BA (Hons) Intelligence and International Relations with Staffordshire University (Elective) is open to all CI Ranks 2s and 1s
<b>Assignments</b>	All 3 Cdo Bde RM Units, Commando Helicopter Force, CTCRM, Maritime Battle Staff, Maritime Intelligence Fusion Centre(S), Defence Geospatial Intelligence Fusion Centre at RAF Wyton, JCTTAT, JTAC, Defence Intelligence, Joint Cyber Unit, 2 ISR Sqn, HQ BFSAI (Falklands), DHU J2, RM Poole, 77 Bde, XIII(13) Sqn and on HM Ships.
<b>Pre-requisite</b>	Level 1 (Literacy and numeracy) CI aptitude pass (4 day course at CTCRM)
<b>Return of Service</b>	RM Combat Intelligence 2nd Class - 24 months.
<b>Specialisation Adviser</b>	Military Tel: 96770 8296 Civ: 03067708296
<b>JPA Employee Preference</b>	RN   RM   Intelligence





# COMMUNICATOR (C)

<b>Entry Level</b>	Corporal
<b>Role</b>	The Communicator is responsible for delivering Strategic and Tactical J6 capability for the RM. The Communicator is equipped with the knowledge, as a defence leader in Beyond Line of Sight comms, to operate in-service, bespoke and any radio network available to deliver Command and Control in support of Operations and Exercises.
<b>Training</b>	Class 2 course (10 weeks) is designed to deliver disaggregated comms to meet the requirements of the RM. The course focuses on all roles of communicating such as, Man-Pack, Strike Coy Tac HQ, Strike Group Main HQ and RRB achieving robust BLOS comms in all environments. A Communicator 2 will learn Command and Control to deliver a Coy Size C2 node in support of his CoC.
	Class 1 course (13 weeks) focuses on the delivery of a Unit/Strike Gp C2 node ensuring robust communications to lower and higher echelons within 3 Cdo Bde RM. Ranks will learn how to Plan, Command and Control a Unit HQ and its operational Information Systems and practices ensuring connectivity and robust situational awareness to support the Chain of Command and the wider Bde in all environments.
	Yeoman of Signals (12 months) As a vocational communicator at S1 level on completion of your first assignment, you can change your specialisation to focus on the technical aspects of communications as a Yeoman of Signals. For this you will need to gain a positive recommendation on your SJAR and select at the Artificer Selection Board.
<b>Qualifications gained</b>	S2 - BTEC L3 Diploma IT & Telecommunications (Professional) S1 - L4 Diploma Managing Specialist Communications (DAO)
<b>Assignments</b>	All 3 Cdo Bde RM Units, CTCRM, Commando Helicopter Force, 4 ASRM and Various Broadening Billets.
<b>Specialisation Adviser</b>	Military Tel: 93785 4089 Civ: 01392 414089
<b>JPA Employee Preference</b>	RN   RM   Signals Operations
<b>Supporting SSQ</b>	The Combat Communicator SSQ Course (6 weeks) is designed to deliver an operator of TacCIS in a forward deployed Strike Team. The course focuses on man pack CIS in the form of VHF, HF, MMR. These technical abilities are multiplied by the application of theory, improvisation and sustainment. The Communicator is expected to achieve BLOS comms to distant C2 Nodes as part of a Strike Team operating at reach, employing theory to achieve an array of propagations to facilitate exercises and operations.

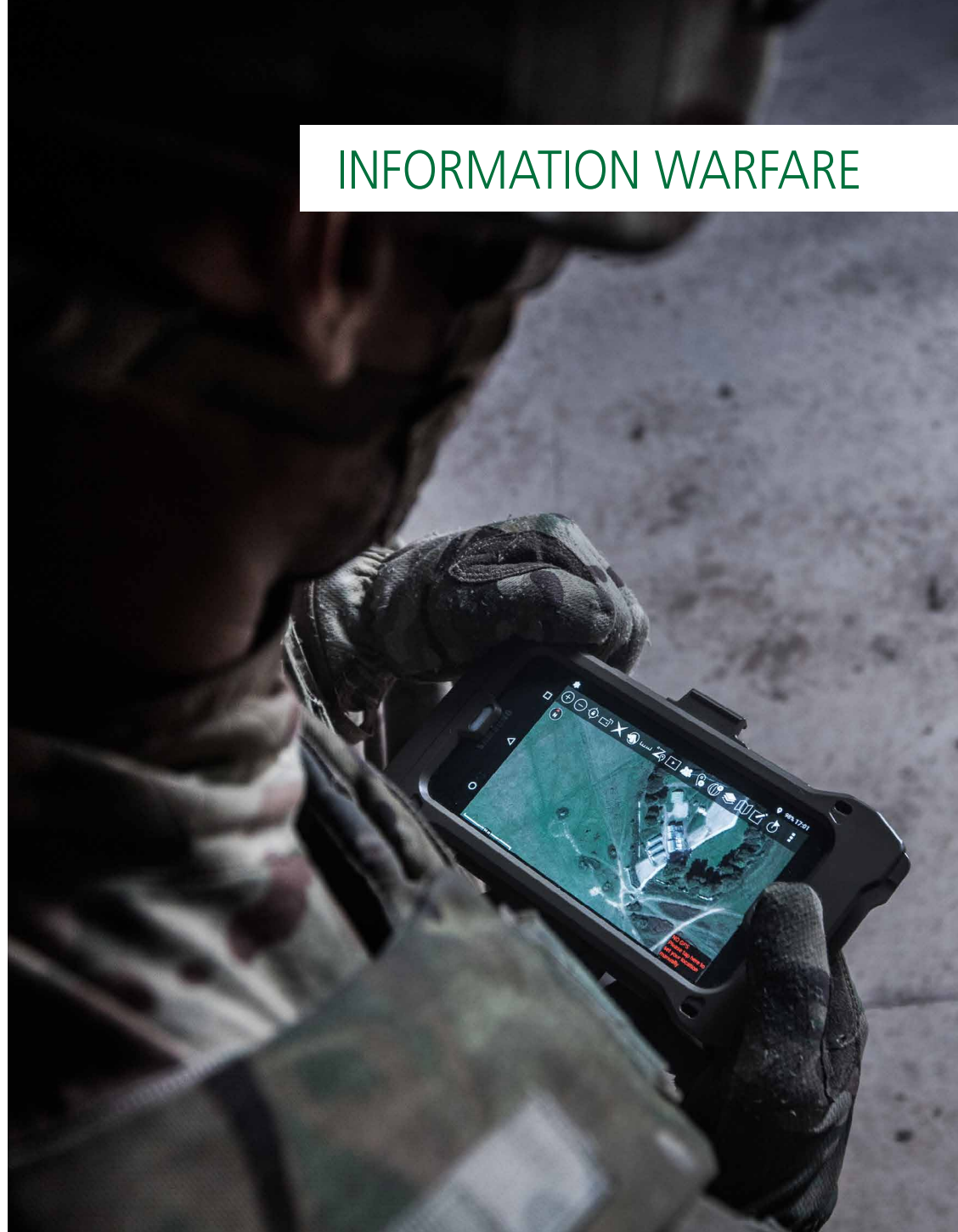
# INFORMATION WARFARE



# INFORMATION MANAGER (IM)

<b>Entry Level</b>	Corporal
<b>Role</b>	Provision of routine and Battlespace Information Management for the Royal Marines with assignments in UK Special Forces and across wider Defence.
<b>Training</b>	All training is conducted in the Information Warfare Company at CTCRM with further modules at the Joint Services Command and Staff College at Shrivenham.
	IM 2 (11 weeks) Supervisory level Human Resource Management and Business/Battlespace Information Management for operations in a Commando Unit or Brigade Headquarters. Managing the RM legal requirements of Document Security and supporting Defensive Cyber.
	IM 1 (8 weeks) Qualification as an Office Manager level Human Resource Management and Business/Battlespace Information Management. Training develops RM SNCOs for serving at Commando or Unit HQ level as a Chief Clerk and, when deployed, as the Unit Ops Warrant Officer.
<b>Qualifications gained</b>	Level 4 Awards in Management Administration and Defence Information Management
	Level 3 Diploma for Military Personnel Administrator
	Level 2 Certificate for Military Personnel Administrator
<b>Assignments</b>	Commander UK Strike Force, 700X (UAS ), Navy Command HQ, All 3 Cdo Bde Units, CTCRM, Commando Helicopter Force, SBS, HQ DSF, Northwood HQ, Naples and individual augmentation on Operational Tours.
<b>Specialisation Adviser</b>	Military Tel: 93832 8904 Civ: 02392 628904
<b>JPA Employee Preference</b>	RN   RM   Clerk Instruction
<b>Supporting SSQ</b>	Combat IM SSQ (4 weeks): Training in both Battlespace and Business Information Management skills (IT based) and support to Company/ Squadron Human Resources management predominantly using JPA/ SCIO/OBIEE.

# INFORMATION WARFARE





# ROYAL MARINES COMMUNICATIONS TECHNICIAN (RMCT)

## INFORMATION WARFARE

PROPOSED NAME UNDER FCF - COMMUNICATIONS EXPLOITATION (CX)

<b>Entry Level</b>	Marine – Candidates must pass a 2 day aptitude and be granted DV Clearance before RMCT training can commence. Promotion to LCpl on successful completion of training course.
<b>Role</b>	Provide Electronic Warfare and Signals Intelligence (EWSI) capability to 3 Cdo Bde. RMCT operate in discreet Radio Reconnaissance Teams providing EWSI support to the Headquarters and other Government organisations. RMCT will be exposed to technical equipment and analytical processes and operate in dismounted or vehicle borne roles. RMCT can be Recce Operator and Para qualified often operating alongside Surveillance Reconnaissance Squadron and MAB.
<b>Training</b>	RMCT2 (6 months) at the Joint Intelligence Training Group (JITG) Chicksands. On completion all personnel will join Y Squadron, 30 Cdo IX Gp RM and undertake EWSI specific training with the current in-service manpack system. Once trained you will operate as part of a Radio Recce Team.  After consolidating the core skills as an RMCT in an RRT, ranks can look to specialize into more complex equipment in Y Sqn's Medium Troop and SIGINT Troop, or as an analyst in the Y Sqn Analysis Cell. Here a deeper understanding of complex signals and analysis techniques will be learnt and will be used to support tactical and strategic operations. There are also opportunities to work alongside UKSF and the Joint Cyber Unit involving operational deployments.
<b>Qualifications gained</b>	CT - L4 Diploma in Communication Information Exploitation (DAO). SNCOs/WOs - C&G Professional Recognition Awards.
<b>Assignments</b>	Y Sqn 30 Cdo IX Gp RM, Fleet Intelligence Operations Centre (FIOC) RAF Digby, Joint Intelligence Training Group (JITG) Chicksands, MAB.
<b>Pre-requisites</b>	Level 2 (Literacy and Numeracy), Pass aptitude and selection board.
<b>Return of Service</b>	RM Communications Technician – 36 months.
<b>Specialisation Adviser</b>	Military Tel: 9375 36225 Civ: 01752 836225
<b>JPA Employee Preference</b>	RN   RM   Communications Technician



# ROYAL MARINES INFORMATION SYSTEMS (RMIS)

<b>Entry Level</b>	Corporal (Marines with a positive recommendation for promotion to Corporal can also be considered depending on requirement).
<b>Role</b>	The role of the Royal Marines Information Systems Specialists is to administer and maintain mission critical Information Systems throughout Navy Command and 3 Cdo Bde RM.
<b>Training</b>	Communication Systems Engineer Class 3 (36 weeks) Training in the fundamental principles and operations of CIS.
	Communication Systems Engineer Class 2 (Task Book), attained after completion of a Professional Development Record. They will also qualify for £3.00 per day RRP.
	Communication Systems Engineer Class 1 (52 weeks) Training in advanced CIS skills and industry recognised qualifications. In addition, the student will accrue APEL* points that can be put towards a Foundation Degree. On completing the course, the CS (E) will be expected to implement, advise and engineer CIS throughout Navy Command and 3 Commando Brigade. They will also qualify for £5.00 per day RRP.
	Foreman of Signals (Information Systems) Members of the specialisation who wish to be selected as Foreman of Signals (Information Systems) will attend a 56 weeks course that provides students with the skills and knowledge required to manage Military Information Systems. In addition, the student will accrue APEL* points that can be put towards a Foundation or Honours Degree in the Management of Information Systems. They will also qualify for £6.50 per day RRP.
<b>Qualifications gained</b>	Sgt - RMIS Class 1 - APLE points towards a Foundation Science Degree. CSgt - Foreman of Signals (Information Systems) Management of Military Information Systems. APEL points towards an Honours Degree.
<b>Assignments</b>	HQ 3 Cdo Bde, 40 Cdo, 42 Cdo and 45 Cdo RM, CLR, Maritime Communications Information Systems Support Unit (MCSU SW), Maritime C5 Information Systems Support Unit (MCSU), Navy Command HQ (NCHQ), RM Poole, CTCRM, Unified Systems Support Organisation (USSO), Commando Helicopter Force.
<b>Pre-requisites</b>	Rank of Corporal (Marines with a positive recommendation for promotion to Corporal can also be considered depending on requirement). Level 2 (Literacy and Numeracy). British National. Pass interview with RMIS Spec Adviser. FoIS (IS) - Rank of Sergeant.
<b>Return of Service</b>	RM Sergeant Information Systems – 24 months.
<b>Specialisation Adviser</b>	Skype Tel: 03001519759
<b>JPA Employee Preference</b>	RN   RM   Communications and Information Systems Foreman of Signals (IS) – Use the Comments and Career Aspirations free text option to specify (trained RMIS only).

\* Accreditation of Prior Experiential Learning (APAL)





# YEOMAN OF SIGNALS (YOFS)

<b>Role</b>	The Yeoman of Signals role is to manage all communication architectures in static and deployed environments, both Land and Maritime. They provide Tactical and Strategic guidance, planning and delivery of C5ISR networks, evaluate information and communication services and promote the effective passage of information, whilst developing capability through recognised DLOD ensuring compatibility with future networks topologies.
<b>Training</b>	Yeoman of Signals Course (54 Weeks) at DSCIS Blandford.
<b>Qualifications gained</b>	YoS - HND Communications Engineering Management. Royal Marines Yeoman of Signals - (EngTech) (IEng).
<b>Assignments</b>	RM Poole, DHU Chicksands, 30 Cdo IX Gp RM, CTCRM, RMB Stonehouse, MARWORKS, Defence Digital, MOD London, NCHQ Portsmouth, CSF Portsmouth, Norfolk, Virginia.
<b>Pre-requisites</b>	S1 or SFC1 Passed SLDC. Level 2 (Literacy and Numeracy). Recommended for Promotion to CSgt/APSB. Passed RM YofS APSB selection board. BOWMAN Advanced Signaller. BOWMAN System Manager. Crypto accountant. ITIL Foundation. Module 1 CCNA.
<b>Return of Service</b>	RM Yeoman of Signals – 36 months
<b>Specialisation Adviser</b>	Military Tel: 93832 5630 Civ: 93832 625630
<b>JPA Employee Preference</b>	Use the Comments and Career Aspirations free text option to specify (trained S or SFC only).

## INFORMATION WARFARE





# ARMoured SUPPORT (AS)

# MOBILITY

<b>Entry Level</b>	Marine
<b>Role</b>	The Armoured Support (AS) Specialisation trains operators and commanders to use the Royal Marines' fleet of specialist 'VIKING' All Terrain Vehicle (Protected) (ATV(P)). The ATV(P) is fully amphibious, air portable and has an outstanding all-terrain capability in arctic, mountainous and desert environments. The key role is provision of protected mobility and intimate tactical support to 3 Cdo Bde RM.
<b>Training</b>	Armoured Support - Level 3 Course (7 Weeks) Initial training to operate the VIKING vehicle including Communications, Advanced Mobility, Vehicle Navigation, Small Arms (pistol, carbine, GPMG), Armoured Fighting Vehicle Battle Runs and Tidal Manoeuvre (vehicle swim).
	Armoured Support - Level 2 Course (6 weeks) Advanced training in Mechanical Principles, Amphibious Crossing Point Reconnaissance, Vehicle Fleet Management and Section Tactics.
	Armoured Support - Level 1 Course (3 weeks) Amphibious Planning, Troop and Company Tactics and Vehicle Fleet Management.
<b>Qualifications gained</b>	AS3 - L2 Award in Tracked Vehicles Maintenances (DAO) AS3 - L2 Certificate in Operation and Vehicle Maintenance (DAO)
<b>Assignments</b>	Armoured Support Group (Bovington), 30 Cdo IX Gp, 43 Cdo FPGRM, CTCRM, HMS RALEIGH and Commando Helicopter Force
<b>Pre-requisite</b>	Physical: Body size must fit in the 5th – 95th percentile anthropomorphic criteria (Under 6 feet 1 inch)
<b>Specialisation Adviser</b>	Military Tel: 94374 3941 Civ: 01929 403941
<b>JPA Employee Preference</b>	RN   RM   Manoeuvre Support
<b>Supporting SSQ</b>	Combat Armoured Support



# DRIVER (D)

# MOBILITY

<b>Entry Level</b>	Corporal
<b>Role</b>	The Driver Specialisation encompasses all areas of Motor Transport operations and management and lead on Combat Logistic Transport. Duties include logistic delivery of Combat Supplies, vehicle operator instruction for tactical environments, Staff Car Duty supporting Principal or Senior Officers, Subject Matter Experts in Combat Logistic Patrol and mobile Force protection. Ranks will undertake fleet management, servicing/maintenance programmes through to convoy construction/planning and amphibious operations.
<b>Training</b>	<p>D2 - Driver 2 course (5 weeks) Ranks will be trained in the supervision of vehicle fleet management for all RM vehicle's and the tactical implementation of these platforms. Subjects range from MT accounts, MT documentation, Supervision of vehicle servicing through to tactical vehicle movement and command duties. On completion of the course ranks will be fully trained to carry out the duties of an RM Driver Class 2 in any Commando unit.</p> <p>D1 - Driver 1 course (8 weeks) Ranks will be trained in the management of vehicle fleet governance for all RM platforms and the management of tactical vehicle mobility. The course also involves auditing procedures, managing command duties, managing logistics and vehicle platforms in a tactical environment. On completion of the course ranks will be fully trained to manage a vehicle fleet within the RM and meet the minimum standard to undertake a role as a Defence Master Driver (MD).</p>
<b>Qualifications gained</b>	<p>D2 - L3 Transporting Freight by Road (TQ Pearson)</p> <p>D2 - L3 Certificate in Supervisory Management in Transport Operations (DAO)</p> <p>D1 - Level 4 Diploma in Management of Unit Transport Operations (DAO)</p>
<b>Assignments</b>	All RM units, DST Leconfield, ARMCEN, numerous RN establishments. Staff Car Appointments in London and Portsmouth, BIOT Diego Garcia, Army exchange assignments, JIAG (with the RAF), RMR Mersey and CTCRM (MT and Instructor roles).
<b>Pre-requisites</b>	B, C+E Driving License
<b>Specialisation Adviser</b>	Military Tel: 93832 3506 Civ: 02392 623506
<b>JPA Employee Preference</b>	RN   RM   Driving





# LANDING CRAFT (LC)

# MOBILITY

<b>Entry Level</b>	Marine
<b>Role</b>	The Landing Craft Specialisation provides Amphibious Advisers, Coxswains and Craft to 3 Cdo Bde RM, COMLSG and the wider Defence community to enable Surface Manoeuvre and Amphibious Operations. This ranges from the delivery of LC Vocational Training, low level Raiding through to Maritime Interdiction Operations (MIOPS), Small Scale Focused Intervention and the training of Partner nations to develop their own high-end amphibious capabilities. Landing Crafts ranks command all Landing Craft and Small Boats within the RM as well as providing a Tier 2 Beach Reconnaissance capability. Colour perception criteria apply for entry into this PSQ.
<b>Training</b>	LC3, 2 and 1 training are conducted at 47 Cdo (RG) RM (HMNB DEVONPORT).
	LC3 (14 weeks) Training in Maritime Navigation, Small craft handling and Tactics including use of weapon systems, crew duties and basic Marine engineering.
	LC2 (14 weeks) Training in advanced Maritime Navigation, Amphibious Orders, Command of a Raiding Boat Section and LCVF, Duties of an LC2, Coxswain Duties and Responsibilities.
<b>Qualifications gained</b>	LC1 (11 weeks) Advanced Maritime Navigation, Amphibious Orders, Command of a Raiding Boat Group, Duties of an LC1, Senior Coxswain Duties and Responsibilities, Advanced LCU Coxswain course (additional 3 weeks).
	LC3 - RYA Powerboat Level 2, RYA Powerboat Advance, RYA Short Range Radio Certificate and Examination, RYA Diesel Engine, CMS4 Surface Ship Sea Safety and CBRNDC
	LC2 - RYA/MCA Yachtmaster Coastal
	LC1 - RYA Yachtmaster Offshore
<b>Assignments</b>	LCOQ - RYA Powerboat Level 2, RYA Powerboat Advance, RYA/MCA Yachtmaster Coastal, RYA Short Range Radio Certificate and Examination
	CMS4 Surface Ship Sea Safety and CBRNDC
<b>Assignments</b>	47 Cdo (RG) RM (Incorporates 539, 10 Trg and, 11 ATT Sqn's RM), 4 ASRM (LPD), Surveillance & Reconnaissance Sqn (SRS) 30 Cdo IX Gp RM, J Sqn RM Poole, 43 Cdo FPGRM, CTCRM, Gibraltar, British Indian Ocean Territory (BIOT) Diego Garcia, Exchange Holland, 40 Cdo RM and 42 Cdo RM.
<b>Return of Service</b>	24 months for LC2 and LC3 Courses 36 months for Specialist Maritime Boat Operator Course
<b>Specialisation Adviser</b>	Mobile: 07773153224
<b>JPA Employee Preference</b>	RN   RM   Landing Craft Coxswain



# ROYAL MARINES AIRCREWMAN (RMAC)

<b>Entry Level</b>	Corporal (with positive recommend for promotion to Sergeant) or Sergeant, passed Flying Assessment Tests (FATs) and aviation medical.
<b>Role</b>	To provide specialist aviation support as part of a fully constituted crew in Commando Naval Air Squadrons both in the air and on the ground.
<b>Training</b>	<p>RMAC2 (84 weeks) SERE training, basic Aviation medicine.            Ground school, Basic and advanced rotary (58 weeks) at RAF Shawbury.            SAR training (4 weeks) at RAF Valley.            Operational flying training (22 weeks) on the Merlin Mk4 at RNAS Yeovilton.</p> <p>RMAC1 Acting Sergeant on successful completion of flying training. You will be required to complete an on job training task book and SLDC within 24 months from awarding of 'wings' to gain substantive Sergeant Aircrewman.</p>
<b>Qualifications gained</b>	RMAC1/2 - Royal Navy Fleet Air Arm Military Aviation Academy Aircrew Foundation Degree (Effective 1 Apr 18).
<b>Assignments</b>	RNAS Yeovilton, RAF Shawbury/Valley, MOD Boscombe Down.
<b>Pre-requisites</b>	<p>Ranks must be under 34 years old on commencement of Flying Training.</p> <p>JPA competence awarded of "Educational RN RM QEPO/Sgt Navy " recorded on JPA when applying for manning clearance.</p> <p>Substantive Corporal (with a 'YES' SJAR for promotion to Sergeant) or Sergeant.</p> <p>Pass Flying Assessment Tests (FATs).</p> <p>Pass Aviation Medical.</p>
<b>Return of Service</b>	RN   RM Aircrew Course – 36 months.
<b>Specialisation Adviser</b>	Military Tel: 93510 5406 Civ: 01935 455406
<b>JPA Employee Preference</b>	RN   RM   Aircrew





<b>Entry Level</b>	Marine
<b>Role</b>	To provide vehicle and maritime (LC/RIB) Equipment Support (ES) to Royal Marines Units through preventative maintenance, repairs, recovery, manufacture and modification, in peace or on operations of the Royal Marines diverse vehicle fleet. Vehicle Mechanics can also train to become Artificer Vehicles (AV) at the rank of Sergeant to qualify as Unit Engineering Managers.
<b>Training</b>	<p>VM Specialist Training takes place at DSEME LYNEHAM                      VM3 (47 weeks) Training consists of Functional Skills Level 2, Engineering Math and Science, Hydraulics, Bench Fitting, Welding, Engine Technology, Transmission Technology, Workshop Procedures, Electrics, Recovery Mechanic, RM Specific to Role training.</p> <p>VM2 (Task Book based). Qualification after a minimum of 6 months as VM3, recommended by the Workshop SNCO and completion of a Professional Development Record (PDR).</p> <p>Artificer (Vehicle Mechanic) (18 months) Engineering Management and Safety Management.</p>
<b>Qualifications gained</b>	<p>VM3/2 - L3 Advanced Modern Apprenticeship (Performing Engineering Manufacture), NVQ Level 3 Performing Engineering Manufacture, Level 2 English maths, and ICT</p> <p>VM1 - NVQ L4 Workshop Management, Maintenance and repair, (140 credits towards a Bachelor of Hons Degree in Engineering studies)</p> <p>L3 Certificate in Coaching &amp; Mentoring</p> <p>VM1 - Opportunity to apply for Professional Registration at Engineering Technician (EngTech) level with the Institution of Mechanical Engineers (IMechE)</p> <p>AV - L5 BTEC Higher National Diploma (Automotive Engineering). Professional Registration at Incorporate Engineer (IEng) level with the Institution of Mechanical Engineers (IMechE).</p>
<b>Assignments</b>	All major RM Units, RM Poole, DHU, DSEME, Diego Garcia, Germany, HM Ships.
<b>Pre-requisites</b>	<p>VM3 - Level 1 (Literacy and Numeracy) and recommendation following a 5-day VM Aptitude Assessment (in Unit).</p> <p>VM1 - 3 years in trade; PDR standard met; NVQ L3 completed; recommended for LCpl.</p> <p>Artificer: Rank of Sergeant, Commanding Officer's recommendation for Artificer training and promotion to Colour Sergeant; pass Artificer Selection Board, pass Potential Artificer Math exam.</p>
<b>Return of Service</b>	<p>RM Vehicle Mechanic Class 1 and Class 3 – 36 months.</p> <p>RM Artificer Vehicles – 42 months.</p>
<b>Specialisation Adviser</b>	Military Mobile Tel: ++44 7773153972
<b>JPA Employee Preference</b>	RN   RM   Vehicle Mechanic RN RM Artificer Vehicle (trained VMs only)





# ARMOURER (ARM)

# WARFARE SUPPORT

<b>Entry Level</b>	Marine	
<b>Role</b>	Inspect, maintain and repair all Small Arms, Support Weapons, weapon mounts, weapon sights and ancillaries in use by the Royal Marines.	
<b>Training</b>	Training is conducted at the Defence College of Technical Training at MOD Lyneham.  Armourer Class 3 (38 weeks) Training includes welding, soldering, sheet metal work, general engineering principles and bench fitting techniques. A basic understanding of hydraulics, workshop procedures and electrics is also taught. During the course, 18 Weeks are spent gaining an in-depth knowledge of Small Arms principles and training in all of the weapons employed by the RM.	
	Armourer Class 2 (completion of a task-book) This is achieved following a minimum period of 6 months service as an ARM3. It will require completion of a Professional Development Record (PDR) signed off by the Unit Armourer and passing a written exam.	
	Armourer Class 1 (24 weeks) The course confirms the Class 3 training and Class 2 experience with training in workshop management and advanced weapon engineering.	
<b>Qualifications gained</b>	ARM3/2 - Advanced Level Apprenticeship Engineering Manufacture (Engineering Maintenance) – SEMTA  Includes Functional Skills maths English and ICT to level 2  Certificate in Engineering Maintenance on Military Vehicles and Equipment (QCF)  NVQ Extended Diploma in Engineering Maintenance (QCF)  ARM 1 - Opportunity to apply for Membership of the Institute of Mechanical Engineering coupled with the Engineering Council award of Eng Tech.  ARM AV - HND Mech Eng (Edexcel)	
	<b>Assignments</b>	All RM units within 3 Cdo Bde RM, all RMR units, BIOT Diego Garcia, CTCRM, Commando Helicopter Force, RM Poole, Armoured Support Group and HMS COLLINGWOOD.
	<b>Pre-requisite</b>	Level 1 (Literacy and Numeracy) Pass at Workshop aptitude (usually in-Unit)
	<b>Return of Service</b>	RM Armourer 1st Class: 12 months.
<b>Specialisation Adviser</b>	Military Tel: 93785 4332 Civ: 01392 414332	
<b>JPA Employee Preference</b>	RN   RM   Armoury	

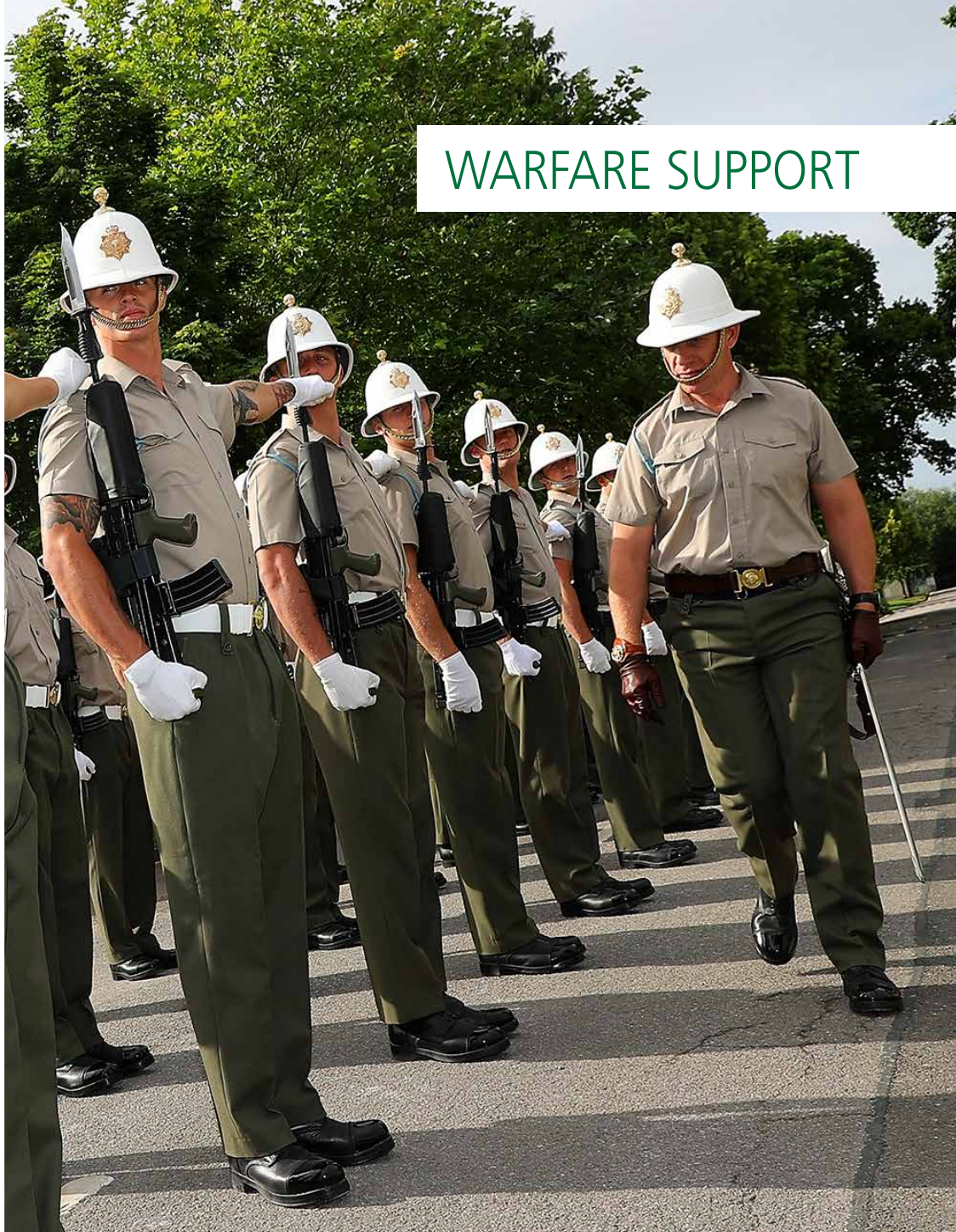




# DRILL INSTRUCTOR (DL)

## WARFARE SUPPORT

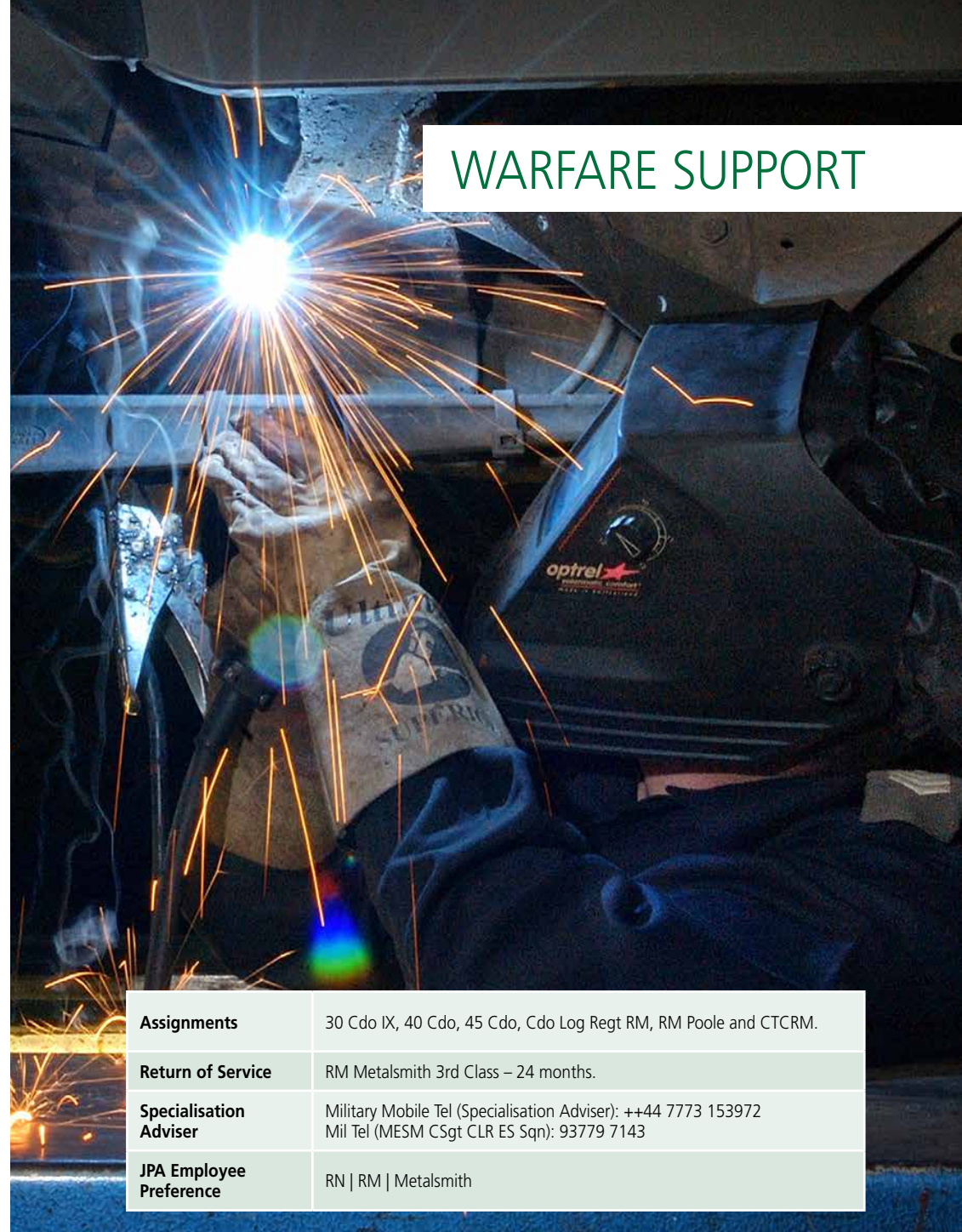
<b>Entry Level</b>	Corporal
<b>Role</b>	Drill Instructors lead on the provision of exceptional Royal Marine ceremonial standards and are heavily involved in the early training of recruits and Young Officers. Additional roles include Skill-at-Arms instruction, lead on Counter-Chemical, Biological, Radiological and Nuclear (CBRN) advice and training and support to Defence Training standards and instruction in Unit T-Wings.
<b>Training</b>	DL2 - Drill Instructor 2 (7 weeks) Training in delivery of values and standards through Corps History, basic Arms and Interval Drill and minor ceremonial support. On completion all DL2 will conduct: Skill At Arms, the CBRN Instructors course and the Defence Train the Trainer package. DL1 - Drill Instructor 1 (6 weeks) Advanced ceremonial planning for large or poignant events including Colours Parades, Repatriations and Funerals and national RM and RN ceremonies in the public view. On completion DL1 SNCOs will complete advanced CBRN adviser training (Unit level) and training assurance packages to support Unit training objectives and assurance.
<b>Qualifications gained</b>	DL2 - Defence Train the Trainer (DTTV2) - L3 Award in Education and Training Award (DAO) L5 Diploma Coaching and Mentoring in Management (CMI)
<b>Assignments</b>	All 3 Cdo Bde RM Units, SFSG, CTCRM, all RMR Units, RM School of Music, HMS COLLINGWOOD, HMS RALEIGH, HMS SULTAN, DNBC Centre, BRNC Dartmouth.
<b>Pre-requisites</b>	Level 1 (Literacy and Numeracy) To be the rank of Corporal (Marines with a positive recommendation for promotion can also be considered depending on requirement). To attend a DL aptitude (one day held at CTCRM).
<b>Specialisation Adviser</b>	Military Tel: 93785 4127 Civ: 01392 414127
<b>JPA Employee Preference</b>	RN   RM   Drill Instruction





# METALSMITH (MESM)

<b>Entry Level</b>	Marine
<b>Role</b>	To provide a repair and manufacturing capability to ensure the equipment and vehicles used by the Royal Marines are fully operational. The RM Metalsmith is trained in a broad range of metal working techniques and skills, including: Heat treatment, Oxy-acetylene, Soldering, MIG, TIG and Manual Metal Arc (MMA). Initial training will include Sheet Metal working operations and he can undertake basic blacksmithing tasks. All of this can be undertaken in workshops or in the field on mobile welding equipment. Specialist courses are available to the trained MESM that can include aluminium welding and lathe operations (metal turning).
<b>Training</b>	All training is at the Defence School of Electronic and Mechanical Engineering (DSEME), MOD Lyneham
	MESM3 (35 weeks) MESM Class 3 comprises attendance on Functional skills Level 2 (Math, English and ICT) and the Common Foundation phase of 4 weeks covering Academics, introductory Engineering concepts and Material science for the Level 2 NVQ. This prepares students for the 35 week Initial Metalsmith Modern Apprenticeship modules, covering operating techniques in Oxy-Acetylene, MMA, MIG, Blacksmithing, TIG and Sheetmetal work. Aspects of Workshop employment will also be covered: H&S, Crane Operator, Workshop Tools and equipment operation.
	MESM2 is awarded after serving a minimum of 6 months as a MESM3, with a full recommended by the Workshop MESM SNCO and endorsed by the Engineering Officer (EngO), and on completion of all assessments within the RM Engineers Professional Development Record (PDR).
	MESM1 (18 weeks) This course consolidates all the apprenticeship skills attained with Class 3 and Class 2 development. It will comprise advanced level training on welding in the following disciplines: OA, MMA, TIG and Blacksmithing. It completes the Apprenticeship and results in the NVQ level 3 award for trade. Aspects of Wksp supervision, sub-ordinate mentorship and Inspections will also be covered.
<b>Qualifications gained</b>	MESM3/2 - Level 2 NVQ Diploma in Engineering Technology QCF (500/7595/0) Competence Diploma - Level 2 NVQ Diploma in Engineering Maintenance and Installation QCF (600/8264/1)
	MESM 1 - Advanced Apprenticeship Engineering Maintenance Level 3 Diploma in Engineering Fabrication and Welding. Level 3 NVQ Extended Diploma in Fabrication and Welding. Opportunity after 12 months to apply for Professional Registration at Engineering Technician (EngTech) level with the Institution of Mechanical Engineers (IMechE).



## WARFARE SUPPORT

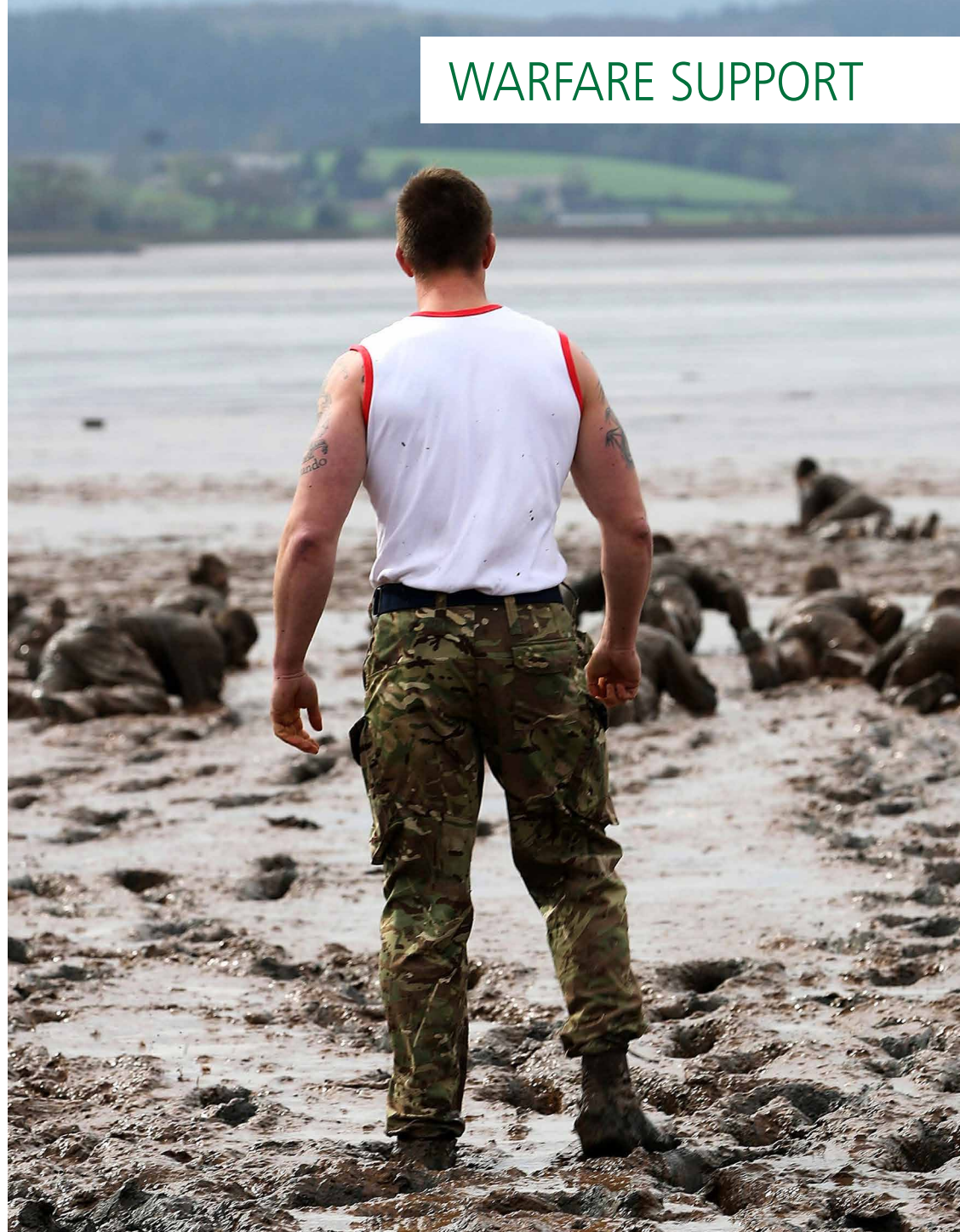
<b>Assignments</b>	30 Cdo IX, 40 Cdo, 45 Cdo, Cdo Log Regt RM, RM Poole and CTCRM.
<b>Return of Service</b>	RM Metalsmith 3rd Class – 24 months.
<b>Specialisation Adviser</b>	Military Mobile Tel (Specialisation Adviser): ++44 7773 153972 Mil Tel (MESM CSgt CLR ES Sqn): 93779 7143
<b>JPA Employee Preference</b>	RN   RM   Metalsmith



# PHYSICAL TRAINING INSTRUCTOR (PTI)

## WARFARE SUPPORT

<b>Entry Level</b>	Corporal (Marines with a positive recommendation for promotion to Corporal can also be considered depending on requirement)
<b>Role</b>	To prepare recruits physically for Combat Operations and Operations other than war as well as maintaining trained Marines to a high standard of all-round physical fitness in preparation for a wide and diverse spectrum of potential Operations. This is achieved through Military Physical Fitness, Combat Conditioning, Remedial Therapy, Adventurous Training and Sport.
<b>Training</b>	<p>PT2 (17 weeks) The physical aspects of the course closely replicate Recruit training with criteria assessments at IMF, BPT and Cdo Tests all conducted to a superior standard. Students are also assessed on: Class taking (IMF &amp; BPT), Circuit Training, Event Organisation, Physiology and anatomy, PT Theory and Programming, Sports and Exercise Coaching Course's, RMCC Unit Instructor Course, Swim Instructors and Lifeguard Course, with additional AT package on completion</p> <p>PT1 (8 weeks) The course focuses prepare RM Sergeants for the role of a Unit PTI. Individuals will be assessed on: Office management tasks, Design and execution of a Unit physical training programme, design and execution of a Unit AT Expedition, Organise and deliver Unit sports events, Coaching Courses and Physical Assessments (IMF &amp; BPT).</p>
<b>Qualifications gained</b>	<p>PT2 - L3 Diploma in Personal Training (YMCA), L3 Certificate Assessing Vocational Achievement, Various coaching awards: British Weightlifting Association Award, Level 2 Amateur Swimming Award, Level 1 Amateur Boxing Award, Level 1 UKCC Level 2 Rugby League, National Pool Lifeguard Qualification.</p> <p>PT1 - BSc (Hons) Sport Science Degree - Coaching and Fitness, Strength and Conditioning, Rehabilitation, Adventure training</p>
<b>Assignment Locations</b>	All 3 Cdo Bde RM Units, CTCRM, RMR London, Headley Court, Chicksands, JSU Northwood, HMS COLLINGWOOD, MAB6, SFSG, RNBC Dartmouth, RM School of Music, HMS RALEIGH, Joint Services Adventurous Training Centre's, Diego Garcia (Cpl only), Commando Helicopter Force, and a USA Exchange (CSgt only).
<b>Pre-requisites</b>	Level 1 (Literacy and Numeracy) Rank of Corporal (Marines with a positive recommendation for promotion to Corporal can also be considered depending on requirement). Pass PT Selection (5 days).
<b>Return of Service</b>	RM Physical Training Instructor 2nd Class (PT2) Qualifying Course – 24 months.
<b>Specialisation Adviser</b>	Military Tel: 93785 4115 Civ: 01392 414115
<b>JPA Employee Preference</b>	RN   RM   Physical Training





# ROYAL MARINES MEDICAL ASSISTANT (RMMA)

This Specialisation is career managed by the Royal Navy Medical Branch

<b>Entry Level</b>	Marine
<b>Role</b>	To provide Pre-Hospital Emergency Care (PHEC), along with Primary Health Care and medical administration. RMMAs will undertake secondary roles within their respective units, advising on general health delivery, health promotion and provide training support.
<b>Training</b>	RMMA Mne (39 weeks) at the Defence Medical Services Training Group (DMSTG), followed by 12 weeks consolidation training (Part 4 Training). RMMA Cpl - Professional Qualification Course 6 weeks. RMMA Sgt - Professional Qualification Course 3 weeks.
<b>Qualifications gained</b>	Mne - L3 Apprenticeship in Health and Social Care. Level 3 Dip in Pharmacy Services Skills Cpl - L4 Apprenticeship in Health and Social Care L3 Dip in Pharmacy Services Skills Defence Medical Services Training Centre (DMFTC) Instructors - NVQ 4 Learning and Development Award L3 Certificate to Assess Vocational Achievement (CAVA) All - First Aid at Work HSE Certificate - Elective C&G Cert/Diploma in Emergency & Primary Health Care Medical Assistant Pharmacy Technicians Royal Navy Medical Technician Pharmacy MT(PD) Cadre BTEC Level 3 National Diploma Pharmacy Services Skills leading to a MA at DMS Whittington
<b>Assignments</b>	A wide variety of Royal Marine and Royal Navy units/establishments plus Local Foreign Service and Sea Service assignments.
<b>Pre-requisites</b>	BR 3 Chap 51C details further references on transferring into the RMMA Branch. Medical Centre Acquaints CRB / Scottish equivalent.
<b>Return of Service</b>	18 months.
<b>Specialisation Adviser</b>	Military Tel: 93832 8861 Civ: 02392 628861
<b>JPA Employee Preference</b>	RN   RM   Medical Assistance

## WARFARE SUPPORT





# ROYAL MARINES POLICE (RMP)

# WARFARE SUPPORT

<b>Entry Level</b>	Marine – Promotion to Lance Corporal on completion of RMP2 Course
<b>Role</b>	The RM Police are responsible for the operational Field Force Policing for deployed 3 Cdo Bde RM elements and General Police Duties for the Corps within the UK and abroad. The RMP also provide Close Protection for Commander 3 Cdo Bde and supports the wider Service Police organisations, including Special Investigation Units.
<b>Training</b>	RMP2 (22 weeks) Initial Military Police Course (IMP) at the Defence School of Policing and Guarding (DSPG), Portsmouth. Continuation Training for Royal Military Police Advanced Apprenticeship in Policing, Volume Crime Investigation Course (VCIC), Crime Scene Investigations Course, Close Protection Course, Local Intelligence Officer Course (LIO), Personal Safety Training (PST) Instructor Course, Captured Persons (CPERS) Course.  RMP1 Awarded on completion of the Senior Command Course and Serious Crime Investigation Course (SCIC).
<b>Qualifications gained</b>	MP2 - Level 3 Advanced Apprenticeship in Policing L3 Diploma in Knowledge of Defence Policing L3 Diploma in Policing (after 12 months)  MP1 - NVQ Level 3/4 Investigations dependent on rank, (Attached to SIB) (requires confirmation) Level 3 Close Protection (CP) NVQ available to those involved with CP work (requires confirmation)
<b>Assignments</b>	Diego Garcia, Britannia Royal Naval College Dartmouth and PCAP(RM).
<b>Pre-requisites</b>	Functional Skills Level 1 (Literacy and Numeracy), Must be Medically Fully Deployable, recommended by Company Commander as suitable and mature enough to undertake Police Duties, be in possession of a full UK Driving Licence, free from Criminal Convictions (Civil & Service) and pass a one-day RMP selection board.
<b>Return of Service</b>	30 months from the completion of the Initial Military Police Course.
<b>Specialisation Adviser</b>	Military Tel: 9375 36321 Civ: 01752 836321
<b>JPA Employee Preference</b>	RN   RM   Royal Military Police





# STORES ACCOUNTANT (SA)

PROPOSED NAME UNDER FCF – RM LOGISTICS (SUPPLY CHAIN) (RML (SC))

<b>Entry Level</b>	Marine
<b>Role</b>	Stores Accountants are the RM Logistic Specialists responsible for maintaining the Combat Supply function of a Unit deployed on operations, on exercise or in barracks. They have the responsibility & knowledge to manage and maintain accounts, often valued at millions of pounds, using both IT and manual accounting practices, working to both military and civilian regulations. They will become key members of the military logistic supply chain, ordering, processing and issuing all stores from complex weapon systems to clothing to vehicles and everything in between.
<b>Training</b>	SA2 (6 weeks) Training expands on SSQ experience in a CQMS store or QM Dept. The SSQ course is mandatory as a foundation in logistics before SA2 training takes on the more complex account handling for Equipment Entitlement, Bowman Account, and Unit Spare Account whilst also expanding their knowledge on the data mining tool COGNOS. Learners will be given an insight in to the customs and excises process to ensure if required to complete for a unit exercise or deployment to ensure they are compliant with defence policy.  SA1 (7 weeks) Develops RM experts in Defence policy to prepare a SNCO to coordinate logistics in a busy Brigade unit. Candidates will be trained in maintaining ammunition on account when deployed and on operations. They will also be taught the customs and excises processes to support Unit level deployment and compliance with defence policy. Training will qualify RM NCOs as Cargo Transport Unit Supervisors – the Unit POC for all freight deployment.
<b>Qualifications gained</b>	SA2/SA1 - L3 Diploma in Warehousing and Storage (City & Guilds) CQMS/SA1 - Level 4 Award in Supply Chain Inventory Management (DAO) RQs Course - Level 4 Certificate in Facilities Management and Logistic Operations (DAO)
<b>Assignments</b>	All RM and RMR Units and a variety of Tri-Service establishments. A number of broadening billet opportunities also exist at Corporal level, as well as a foreign assignment to British Indian Ocean Territory (BIOT).
<b>Specialisation Adviser</b>	Military Tel: 93832 8694 Civ: 02392 628694
<b>JPA Employee Preference</b>	RN   RM   Stores
<b>Supporting SSQ</b>	Combat Logistician. Provides training in manual accounting to CQMS level and in a Unit Quartermaster's department (QM Dept) to support exercises and deployments. Candidates are trained in the policy and accountability of material within Defence and use of the Management of the Joint Deployed Inventory (MJDI) application. Candidates will be trained in movement of stores dispatching and logistics support in a fast-moving warehouse environment for receipt, processing and issuing of consignments using the latest technology and manual handling equipment.

## WARFARE SUPPORT





# TELECOMMUNICATIONS TECHNICIAN (TT)

<b>Entry Level</b>	Marine – Promoted to LCpl on completion of TT2 course.
<b>Role</b>	<p>Telecommunication Technicians provide organic support to maintain and repair the Royal Marines BOWMAN, ComBAT, Infrastructure and Platform BISA (BCIP) and all other associated Tactical CIS equipment. Secondary roles include technical advice in the Tactical CIS domain, the installation, operation, testing and commissioning of electrical power generation systems and equipment care.</p> <p>Telecommunication Technicians can also train to become Artificer Telecommunications (AT) at the rank of Sergeant.</p>
<b>Training</b>	<p>Training is completed at the Defence School of Electronic and Mechanical Engineering (DSEME) at MOD Lyneham.</p> <p>TT2 (59 weeks) Course is an intensive learning progression with assessments throughout the duration. Course is in three modules, Key skills for 2 weeks to prepare for the course, Common Foundation Modul for 10 weeks where maths, science and electronic principles are taught, Technician Electronics Basics course for the remaining 47 weeks covering multiple aspects of electronics, coding, fault finding and repair. Successful Marines are promoted to LCpl on completion of the course and move onto Trade Supplement Level 3 pay.</p> <p>Artificer Technician (AT) (80 weeks) An academically demanding course covering degree level mathematic and engineering principles. Assignment and exams throughout the course culminate in the delivery of a solution to a real world problem. The course includes a military phase of training to ensure ranks are ready for roles as a CSgt. Successful RM are promoted to CSgt on successful completion of the course.</p>
<b>Qualifications gained</b>	<p>TT2 - Advanced Modern Apprenticeship in Engineering Manufacture, (awarded by EAL)</p> <p>L3 NVQ Extended diploma in Engineering Maintenance (18 Month practical phase at unit)</p> <p>Level 2 English maths, and ICT</p> <p>TT1 - 120 Higher Education credits towards BSc in Electronics Systems Engineering</p> <p>Awarded a L4 Certificate in HE Electronic Systems Engineering (University of Portsmouth)</p> <p>AT - HND Electronic Systems Engineering L5 (Portsmouth University progress to BSc in Electronic Systems Engineering L6</p> <p>C&amp;G LicentiateShip (Electronics)</p>
<b>Assignments</b>	All major RM Units
<b>Pre-requisites</b>	<p>TT2 - Functional Skills Level 2 (Literacy and Numeracy).</p> <p>Pass 5-day TT aptitude</p> <p>Artificer (AT)</p> <p>Rank of Sergeant, Commanding Officer's recommendation, pass Artificer Selection Board, pass the Potential Artificer Math's exam</p>



## WARFARE SUPPORT

<b>Return of Service</b>	RM Telecommunications Technician 1st and 2nd Class – 36 months. RM Artificer Technician / Artificer Telecommunications – 42 months.
<b>Specialisation Adviser</b>	Email: NAVY DIGITAL-LLS COMMS AT
<b>JPA Employee Preference</b>	RN   RM   telecommunications technician Artificer Telecommunications – Use the Comments and Career Aspirations free text option to specify (trained TT only)



# SPECIALISATION TRANSFER

## PSQ TRANSFER BOARD

The Royal Marines pride themselves on having a breadth of knowledge and experience throughout the Corps. Marines who have transferred from one PSQ to another can add to this breadth. Furthermore, the Royal Marines recognise that some individuals may not be satisfied in their PSQ.

Dependant on any formal Return of Service (RoS) or initial PSQ commitment period, an individual can apply to transfer from one PSQ to another. This process is carefully managed by the RMCA1, who engages with all appropriate parties (Specialisation Advisers, RM Promotions, Career Managers, Pers Ops and the RM Branch Manager), to establish the full implications of a transfer, both for the individual and the Royal Marines. Transfer requests are submitted as an 'Employee Preference' on JPA (using the Comments and Career Aspirations free text option to enhance the request). An individual's Chain of Command will then scrutinise the request during Orderly Room proceedings; ensuring that the request is realistic before forwarding it to the appropriate Career Manager and subsequently to the RMCA1.

The approval rate for specialisation transfers is good; however, individuals need to be aware that they will not necessarily be on an alternative PSQ course the next day. There are many things to be considered, including training a replacement, so approval could be given for a PSQ course in 12 to 18 months' time. This also allows the individual to plan ahead and can provide a new challenge to focus on.

As we transition to a Future Commando Force, there will be no promotion to Corporal without selecting a PSQ. However, there may be legacy General Duties (GD)/Commando Duties (CD) Corporals who would like to specialise and undertake PSQ training as a Corporal. These GD/CD Corporals can apply to transfer into a PSQ at Corporal level, but this must be approved by the PSQ Transfer Board due to promotion implications within the gaining specialisation.

Any Marine within a level 3 PSQ (Marine level) who wishes to transfer to another PSQ, must have their request scrutinised and approved by the PSQ Transfer Board prior to attending any alternative PSQ selection or aptitude. This applies whether they wish to transfer into a different Marine level PSQ (PSQ3), or if they would like to volunteer for promotion to Corporal in a different PSQ (PSQ2). Attendance on an aptitude or selection does not guarantee transfer.





# SPECIAL FORCES (SF)

Almost half of all UK Special Forces are recruited from the Royal Marines, which is testament to the training and experience of our people. Therefore, a Royal Marine is provided with the best possible platform to further their personal and professional development if they wish to become a member of UK Special Forces.

The United Kingdom Special Forces Briefing Assessment Course (UKSFBC) is a mandatory requirement for attendance on all Special Forces selection courses, whether you are a candidate for the Special Boat Service (SBS), Special Air Service (SAS), Special Reconnaissance Regiment (SRR), Special Forces Communicator (SFC) or Special Forces Medic (SFM). UKSFBCs are held regularly throughout the year. Consult 2020DIN07-076 for more information.

Though the course content varies slightly depending on your chosen SF Unit (details can be obtained from joining instructions), the procedure for applying is the same:

Update your 'Employee Preferences' putting either 'RN|RM|Special Forces' or 'RN|RM|Special Forces Communicator' in your THIRD preference box. In your comments state clearly that you wish to attend a UKSFBC and which service you aspire to join. To assist PCAP(RM) you can submit a preference for a specific course/time of year, but this cannot be guaranteed.

Applications will be processed by PCAP(RM) and, if the applicant fulfils the required criteria (time served etc), they will be noted as a volunteer for UKSFBC and be given an indication as to which UKSFBC they are likely to be loaded to.

Joining Instructions for UKSFBC will be published approximately 6 weeks prior to the course and will be sent to the relevant Unit AAdjts for dissemination to all ranks loaded to the course.

Individuals will be sent to the UKSFBC by their parent unit on confirmation that they are available and free from any restrictions. Ranks must ensure that they return Annex A of the Joining instructions to MAB12 to confirm their attendance.

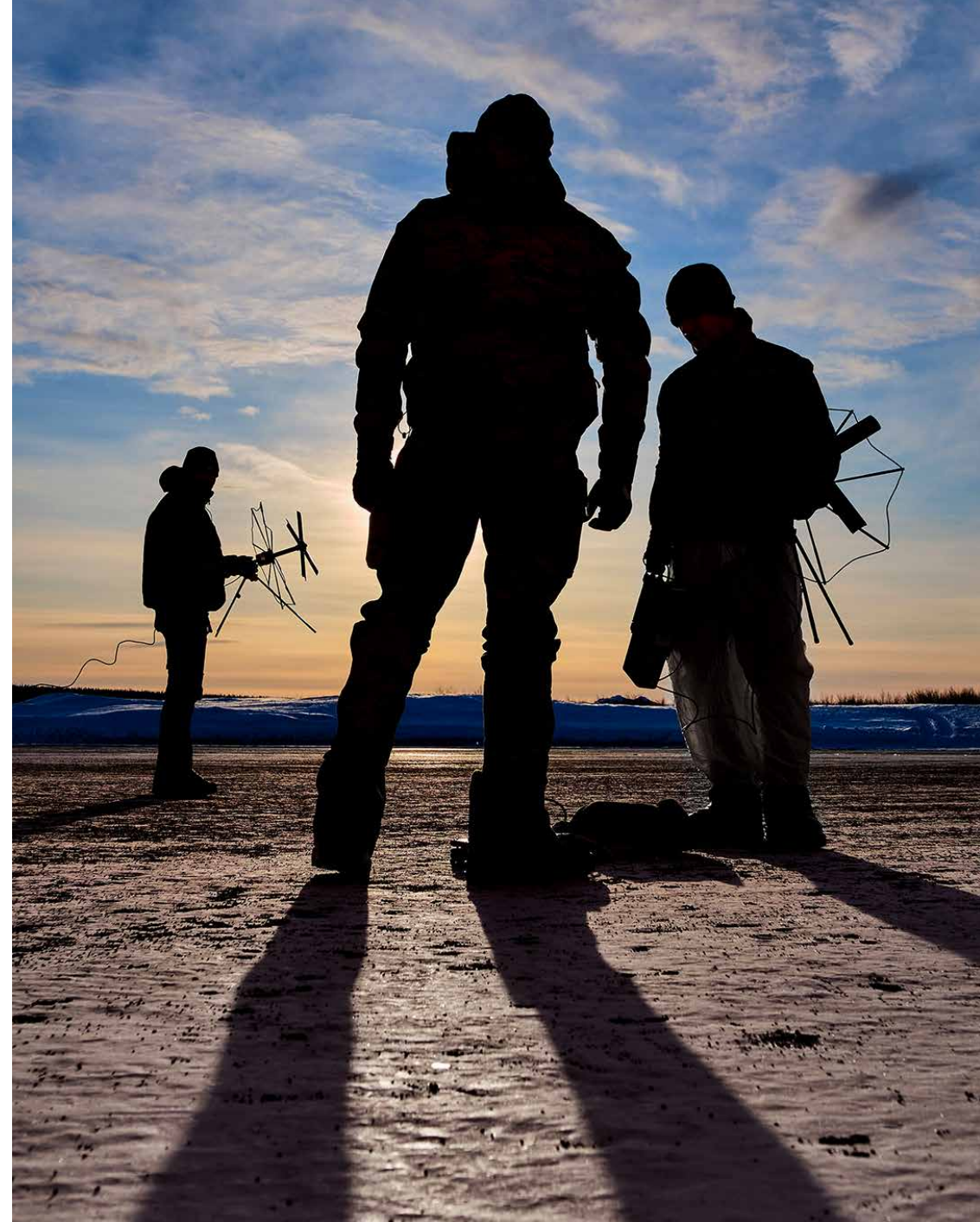
Individuals who successfully complete the UKSFBC will be drafted to the next appropriate Selection course.



# SPECIAL FORCES COMMUNICATOR (SFC)



<b>Entry Level</b>	Marine – Corporal
<b>Role</b>	SFCs deliver, sustain and develop Communications and Information Systems (CIS), Electronic Warfare and Cyber capabilities for UKSF. Due to the sensitive nature of employment, further career information is not published here but may be sought via the chain of command in the first instance. See 2020DIN07-076 for further information.
<b>Recruitment</b>	Click on link for further information: <a href="https://modgovuk.sharepoint.com/teams/19458/SitePages/UKSFRecruiting.aspx">https://modgovuk.sharepoint.com/teams/19458/SitePages/UKSFRecruiting.aspx</a> Mil Tel: 93832 3513 email: NAVYPCAP-CMMABSNCO@mod.gov.uk
<b>JPA Employee Preference</b>	RN   RM   Special Forces Signals (submit under 'THIRD PREFERENCE' in Employee Preference) Use the Comments and Career Aspirations free text option to specify 'UKSFBAC – SFC'





## SPECIAL BOAT SERVICE (SBS)

<b>Entry Level</b>	Marine - Sergeant
<b>Role</b>	The SBS are the lead element for UKSF maritime operations but are equally dynamic conducting land operations.  Due to the sensitive nature of Special Forces employment, further career information is not published here but may be sought via the chain of command in the first instance. See 2020DIN07-076 for further information.
<b>Recruitment</b>	Click on link for further information:  <a href="https://modgovuk.sharepoint.com/teams/19458/SitePages/UKSF-Recruiting.aspx">https://modgovuk.sharepoint.com/teams/19458/SitePages/UKSF-Recruiting.aspx</a>  Mil Tel: 93832 3513 email: NAVYPCAP-CMMABSNCO@mod.gov.uk
<b>JPA Employee Preference</b>	RN   RM   Special Forces (submit under 'THIRD PREFERENCE' in Employee Preference)  Use the Comments and Career Aspirations free text option to specify 'UKSFBAC – SBS'



## DEFENCE HUMAN INTELLIGENCE UNIT (DHU)

Royal Marines can volunteer to serve within the DHU. This Tri-Service organisation offers a unique opportunity for challenging and highly rewarding employment and is open to both male and female volunteers from the Regular and Reserve forces.



<b>Entry Level</b>	Marine - Colour Sergeant
<b>Role</b>	The DHU is a Tri-Service Unit that provides the specialist Human Intelligence (HUMINT) capability to Defence. This includes the provision of Agent Handlers (Op SAMSON) and Interrogators (Op METIS). Service within the DHU is open to both male and female volunteers.
<b>Op SAMSON</b>	As an Agent Handler you will be deployed and responsible for the recruiting and running of sources from the local population, in order to covertly infiltrate organisations and areas of interest. You will direct, manage and train sources, in order to gather intelligence, without compromise. You must be physically fit and mentally agile.  See 2018DIN02-001.
<b>Op METIS</b>	As an Interrogator (Op METIS) you will be part of Defence's contingency capability for debriefing and interrogation operations worldwide tasked with turning unwilling subjects into willing allies. In the UK you will be employed on the UK's Defence Debriefing Team with which you will deploy across the UK, liaising with national agencies and debrief a broad range of subjects on Defence interests.  See 2018DIN02-002.

<b>Briefing Day (BD)</b>	DHU 'Look at Life' BD. Potential AH and Interrogator volunteers are offered the opportunity to visit the DHU to receive briefings on work at the DHU, the application process and discuss any other concerns. The 'Look at Life' BDs are held on the first Tuesday of each month at Strategic Command Chicksands and hold no commitment to those who attend out of interest; however, the BD must be attended by those volunteers who intend to submit a PTA application. There is no assessment element on the BD. Details can be found on the DHU Recruitment Homepage, or by contacting the DHU Recruiting Team by email at JFIGDHU-OpSAMSON-OpMETIS@mod.gov.uk, or on Mil: 94649 x2916 or Civ: 01462 752916.
<b>RN Military Revision Course (MRC)</b>	The RN Resources Cell conducts a pre-PTA MRC that is delivered at the Commando Training Centre Royal Marines. This 5-day course is open to all RN/RM and RNR/RMR personnel. The course will refresh a number of military skills that may be of benefit prior to attending the PTA. The MRC staff can be contacted by email at NAVY IW-INT-RNRC1, or on Mil: 93510 5288 or Civ: 01935 455288.
<b>Defence Agent Handling Course (DAHC) loading</b>	Once found suitable, individuals will be loaded on to the DAHC. If found suitable for training, volunteers must attend the DAHC within 12 months. Exceptions can be made for operational reasons but must be endorsed by JFIG Dir HUMINT, the Training Sponsor. JITG staff, in consultation with the DHU, will determine the best time for a volunteer to attend training based on Unit Strength. Parent units should be prepared to release personnel to be loaded onto the next available training course.
<b>AH Qualification</b>	To qualify as an AH volunteers must successfully complete three phases: <ul style="list-style-type: none"> <li>a. DAHC. A 10-week training and assessment module. Trainee development is exercised during this phase, moderated through Progressive Marking Boards, each requiring the trainee to achieve the Acceptable Risk Standard.</li> <li>b. Security and Survival Training (SST). A three-week training and assessment module to prepare volunteers for operations in non-permissive environments.</li> <li>c. Survival, Evasion, Resistance &amp; Extraction (SERE). A two-week Level C training and assessment module delivered by the Defence SERE Training Organisation at RAF St Mawgan. Failure to meet the acceptable Training Objectives on any of the three phases will result in RTU.</li> </ul>

<b>Defence Interrogators Course (DIC) PTA</b>	Applicants who meet the criteria laid out in 2018DIN02-002 are required to attend a four-day PTA at the Joint Intelligence Training Group (JITG), Strategic Command Chicksands to assess their suitability for training. Unsuccessful applicants may be invited to attend a second or, in rare cases, third attempt. A clear recommendation will be made to the individual and their CoC.  DIC loading. If found suitable, individuals will be loaded onto the DIC. A recommendation following successful attendance on the PTA to attend the DIC is valid for 24 months <sup>9</sup> . JITG staff, in consultation with the DHU, will determine the best time for a volunteer to attend training based on unit strength. Parent units should be prepared to release personnel to be loaded on to the next available training course.
<b>Draft</b>	Successful Op SAMSON or Op METIS, OR volunteers will serve a 36-month tour and Officers, 24 months in the DHU. All volunteers will undertake continuation training following completion of the DAHC or DIC and until they have been validated on exercise as an AH or Interrogator to deploy on operations. Assignment to DHU is likely to include operational deployments and the possibility of other overseas commitments.
<b>Age</b>	AH volunteers must be a minimum of 22yrs old at time of application and must attend the PTA prior to their 44th birthday.  Interrogator Volunteers must be a minimum of 24 on commencement of the Defence Interrogator Course (DIC). There is no upper age limit.
<b>Military experience.</b>	Volunteers must have served a minimum of 3 years following Phase 2 training.
<b>Security/Vetting</b>	a. All volunteers must be UK passport holders.  b. Volunteers must hold Security Check (SC) clearance prior to attendance on the PTA. Failure to demonstrate current SC on JPA will result in the volunteer being RTU.
<b>Recruitment</b>	Details can be found on the DHU Recruitment Homepage, or by contacting the DHU Recruiting Team by email at JFIGDHU-OpSAMSON-OpMETIS@mod.gov.uk, or on Mil: 94649 x2916 or Civ: 01462 752916.
<b>Specialisation Adviser</b>	Military Mobile Tel: ++44 7773153972
<b>JPA Employee Preference</b>	Use the Comments and Career Aspirations free text option to specify DHU.

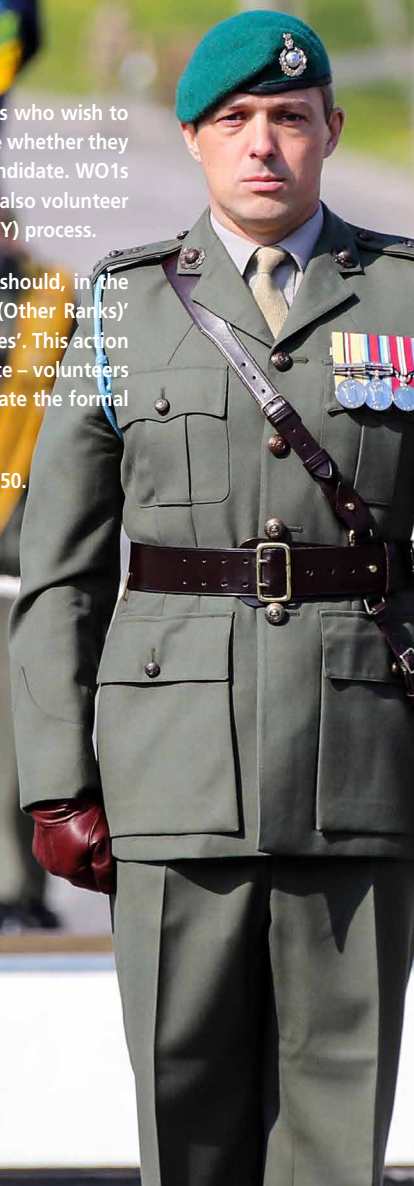


# COMMISSIONING OPPORTUNITIES

There are a number of avenues available to Marines, NCOs and Warrant Officers who wish to commission as a Royal Marines Officer. A volunteer's age and rank will determine whether they are applying as a Corps Commission (CC) or a Senior Corps Commission (SCC) candidate. WO1s can also volunteer for the new WO1 Commissioning Scheme. Royal Marines can also volunteer to transfer to the Royal Navy as an Officer via the RN Senior Upper Yardmen (SUY) process.

Marines, NCOs and Warrant Officers who aspire to be commissioned officers should, in the first instance, post their intent by completing the 'Volunteer for Commission (Other Ranks)' field on JPA Self Service Employee under 'Information Types/Employee Preferences'. This action alone does not infer that the individual is a formally recognised CC/SCC candidate – volunteers must also discuss their aspirations with their chain of command in order to initiate the formal process.

Further information on commissioning opportunities is available in BR3 Chapter 50.



# ROYAL MARINES CORPS COMMISSION (CC)

<b>Recording Authority (RA)</b>	Corps Colonel.
<b>Selection Process</b>	Once an individual has passed a Unit Corps Commission Board, their name should be passed to The Corps Colonel's Department (OC Potential Officers Course (POC)) who will load them to the POC and, if successful, an Admiralty Interview Board (AIB). Successful candidates will then be considered by a Final Selection Board (FSB), who will make the ultimate decision on offering a commission. Successful candidates will be commissioned alongside their Direct Entry (DE) Young Officer (YO) contemporaries and complete Young Officer Training at CTCRM.
<b>Candidate Requirements</b>	<ul style="list-style-type: none"> <li>• Minimum age of 17, and below 26 on the first day of the month that YO training starts.</li> <li>• Have at least 5 x GCSEs grade 'C' or equivalent including English and Maths.</li> <li>• Have a minimum of 1 x SJAR report.</li> <li>• Be medically fully deployable.</li> <li>• Pass POC.</li> <li>• Pass AIB.</li> <li>• Be selected by the FSB for entry to the RM YO Batch.</li> </ul>
<b>Reporting</b>	SJAR (Type: RM-Other Rank, Occasion: Commissioning)
<b>Initial Commission</b>	12 years



# ROYAL MARINES SENIOR CORPS COMMISSION (SCC)

<b>Recording Authority (RA)</b>	WO1 Promotions, the RM OR Promotions Office.
<b>Selection Process</b>	In order to be loaded onto the Corps Roll of SCC candidates an individual must be interviewed by their Commanding Officer, following which the Unit must submit an AIB Nomination Form (BRd3(1) Annex 50H). Once an individual is on the Corps Roll of SCC candidates then they must have a Special Circumstances SJAR raised, concentrating on attributes relating to commissioning. If successful at an AIB, candidates will then be considered by a Final Selection Board (FSB), who will make the ultimate decision on offering a commission. Successful candidates will be allocated a place in the SCC Batch for the following year.
<b>Candidate Requirements</b>	<ul style="list-style-type: none"> <li>On the first day of the month that SCC officer training starts: Minimum age of 26 and have a minimum of four years to serve as an officer until final retirement date in the Officer Corps.</li> <li>Have completed a minimum of 12 months as a substantive Corporal.</li> <li>Be Medically Fully Deployable (MFD).</li> <li>In date for the RM Fitness Test (RMFT) - both on attendance at the AIB and on arrival at the SCC Course.</li> <li>Have at least 4 x GCSEs grade 'C' or equivalent, including English Language and Math.</li> <li>Pass AIB.</li> <li>Selected by the FSB for entry to the SCC Batch; usually in the January of the year after selection by the FSB.</li> </ul>
<b>Reporting</b>	After the initial Special Circumstances SJAR has been completed, all future SJARs are to be raised with an insert slip, written by an OF4 (focused on SCCCO attributes), and finalised by the 15th of the month following the individual's CRD.
<b>Summary</b>	<ul style="list-style-type: none"> <li>To prevent wastage of valuable AIB places, candidates are to consider very carefully the implications of accepting an AIB. If a candidate subsequently withdraws without a compelling reason, then their SCC candidature will be revoked and they will need to re-apply.</li> <li>Competition will always be extremely high for SCC commissioning; candidates are advised to prepare themselves as thoroughly as possible in order to ensure the best chance of being selected.</li> <li>AIB allocate a finite number of places for SCC candidates; COs are encouraged to ensure that their endorsement of an individual, and their SJAR content, genuinely reflects the man's potential for SCC commissioning.</li> </ul>
<b>Initial Commission</b>	12 years





# RM WO1 COMMISSIONING SCHEME

<b>Recording Authority (RA)</b>	WO1 Promotions, the RM OR Promotions Office.
<b>Selection Process</b>	Candidates should register their volunteer for commission status on JPA as per SCC. As they have already passed a WO1 Selection Board, volunteers for the WO1 Commissioning scheme do not have to attend and pass an AIB. Reporting procedures for candidates remains the same as for SCC. The Final Selection Board will use SJAR packs to compare candidates and select those for commission based on merit. Successful candidates will be allocated a place in the SCC Batch for the following year.
<b>Candidate Requirements</b>	<ul style="list-style-type: none"> <li>• On the first day of the month that SCC officer training starts: Have a minimum of four years to serve as an officer until their final retirement date in the Officer Corps.</li> <li>• 12 months seniority from WO1 CPD to the date of the FSB.</li> <li>• Be Medically Fully Deployable (MFD). Waiver process for ranks permanently MLD is outlined BRd 3(1), Ch 5026</li> <li>• In date for the RM Fitness Test (RMFT) on CRD and on arrival at CTCRM.</li> <li>• Have at least 4 x GCSEs grade 'C' or equivalent, including English Language and Math.</li> <li>• Selected by the FSB for entry to the SCC Batch, usually in the January of the year after selection by the FSB.</li> </ul>
<b>Reporting</b>	After the initial Special Circumstances SJAR has been completed, all future SJARs are to be raised with an insert slip, written by an OF4 (focussed on SCCO attributes), and finalised by the 15th of the month following the individual's CRD.
<b>Initial Commission</b>	6 years

# USING JOINT PERSONNEL ADMINISTRATION (JPA)

Every Royal Marine should log onto JPA and carry out the actions below at least once a year. It is vital that you are proactive and follow up JPA action by speaking to your Chain of Command. This is important to ensure that both your Unit and PCAP(RM) have received and understood your requests.

**DON'T JUST PRESS SUBMIT AND ASSUME THAT ALL IS WELL  
ENSURE THAT YOU SPEAK TO YOUR CHAIN OF COMMAND AND THE SPECIALISATION ADVISER**

**Remember, the unit RMCA has direct contact with PCAP(RM) and will be able to answer relevant questions.**

**SUBMITTING YOUR JPA EMPLOYEE PREFERENCES.** There are two types of Employee Preferences on JPA, complete them both:

- **Employee Preferences.** It is vital that you submit your Employee Preferences and update them at least every 12 months. As it links to your Annual Appraisal (SJAR), you should make sure that your preferences are updated before your SJAR is raised. You should use the JPA Employee Preference code that is detailed in this handbook. You can also state your career aspirations in the "free text".
- **Employee Sea Preferences.** This function is just as important as the Employee Preferences, as it allows you to identify specific RN/RM units in which you would like to serve. This area should, at the very minimum, be updated annually in order to keep PCAP(RM) current with your drafting preferences.

It is an individual's right to update JPA at any time. Their Chain of Command should complete an Orderly Room process to discuss formal requests, before forwarding them to PCAP(RM) along with any recommendations regarding the individual's suitability or availability.

The Orderly Room process ensures that the Chain of Command have been engaged with any requests and enables formal scrutiny to ensure they are deemed realistic before submission to PCAP(RM).

# UPDATING YOUR 'EMPLOYEE PREFERENCES' ON JPA

Log onto JPA into the 'Oracle Applications' Home Page

In the Navigator box, select JPA Self Service-Employee, Armed Forces.  
In the new column, to the right, under Extra Information types, select Employee Preferences.

A new page will appear, entitled **Employee Preferences**, if you have never been on this page before you will need to select **'Add'** or if you have used this facility before find **Select Object** and select **'Update'**.

The next screen will appear with a central list of headings and boxes on the right for information. Your first steps are to complete the boxes at the top of the page, with the following;

**Preference Category**    ROUTINE  
**Preference Priority**    LOCATION or JOB

Using the table below pick the Unit at which you wish to Serve - you will have 3 x Location Choices. Complete all 3 and, if required, enter a negative one with the appropriate locations.

You can also use the Job Preference for the following actions:

- Job 1st Preference – **First choice PSQ (Marine level PSQ 3 or the PSQ 2 you wish to promote into)**
- Job 2nd Preference – **Second choice PSQ (if unsuccessful at PSB for first choice PSQ)**
- Job 3rd Preference – **Third choice PSQ or SF/Branch Transfer/Service Transfer**

Insert Comments using the comments box as your opportunity to outline your intent within a medium to long term plan within the RM Corps. This should be professionally focused.

*'My current career plan is to join the Scout Sniper specialisation at the earliest opportunity. On completion of the aptitude and course my preference is to be assigned to Recce Troop within the Lead Cdo Unit. Thereafter, I wish to serve within MST 42 Cdo RM. My long-term aim is to join UKSF'*

Click to Career Aspirations. Career Aspirations are to contain what you aspire to be, a certifiable aspiration i.e. Scout Sniper 12-24 Months, PW2 / CLDC 4-6 Years, UKSF 2-3 Years.

Then select **'Apply'** at the top right of the current page. This will send you to another page, **Employee Preferences: Extra Information**, where you will need to check your updated information before selecting 'Next'.

On the new page you will be able to **'print off'** the updated information and also select **'Submit'** as this will send your changes for Approval to your Chain of Command.

Then select **'Home'** on the new page, to take you back to the Navigator lists.

TIP Please scroll down and read the Tips at the bottom of this screen before completing or amending your Employee Preferences.

**\* Preference Category**    ROUTINE

Routine

**\* Preference Priority**    Location

Location

**Location 1st Preference**    A\_ENGLAND\_SW

Area - South-West England

**Location 2nd Preference**    A\_PLYMOUTH

Area - Plymouth

**Location 3rd Preference**    A\_POOLE

Area - Poole

**Location Negative Preference**    A\_SCOTLAND

Area - Scotland

**Waive Minimum Notice to Move**   

**Job 1st Preference**    RNJRM[Sniper]

**Job 2nd Preference**   

**Job 3rd Preference**    RNJRM[Special Forces]

**Job Negative Preference**    RNJRM[Driving]

**Volunteer Change of Commission (Officers)**   

**Volunteer for Commission (Other Ranks)**   

**Volunteer Further Service (Other Ranks)**    ES3 (RM)

ESS

**Volunteer for Other Change**   

**Volunteer for Other Change**   

**Comments**    My current career plan is to become a Sniper at the earliest opportunity. On successful completion of the acqunt my preference is to be assigned to Recce Troop 40 Cdo RM. Thereafter my aim is to assigned to Maritime Sniper Troop 42 Cdo RM.

**Comments**    My long term goal is to join UKSF (SBS)

**Comments**   

**Career Aspirations**    JCC, 4-6 years

**Career Aspirations**    SCC, PW1, 10 years

**Career Aspirations**    UKSF (SBS) 2-3 years

**Career Aspirations**   

**Are you interested in Reserve Service?**   

**Type of Reserve Service You are interested in**



## JPA EMPLOYEE PREFERENCES – PRIMARY SPECIALISATION QUALIFICATIONS

ARMOURED SUPPORT (AS)	RN   RM   Manoeuvre Support - Use the Comments and Career Aspirations free text option to specify Armoured Support (AS).
ARMOURER (ARM)	RN   RM   Armoury
ASSAULT ENGINEER (AE)	RN   RM   Assault Engineer Training
INFORMATION MANAGER (IM)	RN   RM   Clerk Instruction
COMBAT INTELLIGENCE (CI)	RN   RM   Intelligence
DRILL INSTRUCTOR (DL)	RN   RM   Drill Instruction
DRIVER (D)	RN   RM   Driving
HEAVY WEAPONS AIR DEFENCE (HW (AD))	RN   RM   Air Defence Troop
HEAVY WEAPONS ANTI TANK (HW (ATK))	RN   RM   Fire Support Troop (Use the Comments and Career Aspirations free text option to specify HW(ATK)).
HEAVY WEAPONS MORTOR (HW (MOR))	RN   RM   Mortar Troop
LANDING CRAFT (LC)	RN   RM   Landing Craft Coxswain
METALSMITH (MESM)	RN   RM   Metalsmith
MOUNTAIN LEADER (ML)	RN   RM   Mountain Leadership
PLATOON WEAPONS (PW)	RN   RM   Platoon Weapons Instruction
SCOUT SNIPER (ScS)	RN   RM   Sniper – (Use the Comments and Career Aspirations free text option to specify Scout Sniper)
ROYAL MARINES AIRCREWMAN (RMAC)	RN   RM   Aircrew
ROYAL MARINES COMMUNICATIONS TECHNICIAN (RMCT)	RN   RM   Communications Technician
ROYAL MARINES INFORMATION SYSTEMS (RMIS)	RN   RM   Communications and Information Systems Foreman of Signals (IS) (Use the Comments and Career Aspirations free text option to specify (trained RMIS only)).
ROYAL MARINES MEDICAL ASSISTANT (RMMA)	RN   RM   Medical Assistance
ROYAL MARINES PHYSICAL TRAINING INSTRUCTOR (RMPT)	RN   RM   Physical Training
ROYAL MARINES POLICE (RMP)	RN   RM   Royal Military Police
COMMUNICATOR (C)	RN   RM   Signals Operations
SPECIAL FORCES COMMUNICATOR (SFC)	RN   RM   Special Forces Signals
STORES ACCOUNTANT (SA)	RN   RM   Stores
TELECOMMUNICATIONS TECHNICIAN (TT)	RN   RM   Telecommunications Technician Artificer Telecommunications – (Use the Comments and Career Aspirations free text option to specify (trained TT only)).
VEHICLE MECHANIC (VM)	RN   RM   Vehicle Mechanic RN   RM   Artificer Vehicle (trained VMs only)
YEOMAN OF SIGNALS (YofS)	Use the Comments and Career Aspirations free text option to specify (trained Communicator or SFC only)

## EMPLOYEE LOCATION PREFERENCES

The table below is to aid personnel to enter the Unit of their choice on JPA.

RM Units*	Sea Area 1st Choice	Sea Unit 1st Choice	Location Preference	Remarks
A	B	C	D	E
30 Cdo (IX GP) RM	RN_RM_PLYMOUTH	UKLFCSG RM	A_PLYMOUTH	
40 Cdo RM	RN_RM_TAUNTON	40 CDO RM	A_ENGLAND_SW	
42 Cdo RM	RN_RM_PLYMOUTH	42 CDO RM	A_PLYMOUTH	
43 Cdo FPGRM	RN_RM_SCOTLAND	FASLANE	A_FASLANE	
45 Cdo RM	RN_RM_SCOTLAND	45 CDO RM	A_SCOTLAND	
Cdo Log Regt RM	RN_RM_CHIVENOR	CDO LOG REGT RM	A_ENGLAND_SW	
Commando Helicopter Force (CHF)	RN_RM_YEOVILTON	CHFHQ	A_YEOVILTON	
Armored Support Group (ASG)	RN_RM_CHIVENOR	CDO LOG REGT RM	C_DOR	ASG are located at Bovington, Dorset
47 Cdo RG RM(1 AGRM)	RN_RM_PLYMOUTH	47 CDO	A_PLYMOUTH	
CTCRM	RN_RM_LYMPSTONE	CTCRM	A_LYMPSTONE	
RM Poole	RN_RM_POOLE		A_POOLE	
RMR Bristol		RMR BRISTOL	A_BRISTOL	
RMR London		RMR LONDON	A_LONDON	
RMR Merseyside		RMR MERSEY	C_MER	
RMR Tyne		RMR TYNE	A_NEWCASTLE	
RMR Scotland		RMR SCOTLAND	A_SCOTLAND	
British Indian Ocean Territories (BIOT)			A_DIEGO GARCIA	
Special Forces Support Group ** (SFSG)			A_WALES	Annotate SFSG in comments boxes provided

\* Only Major/Established Units are included in the table.

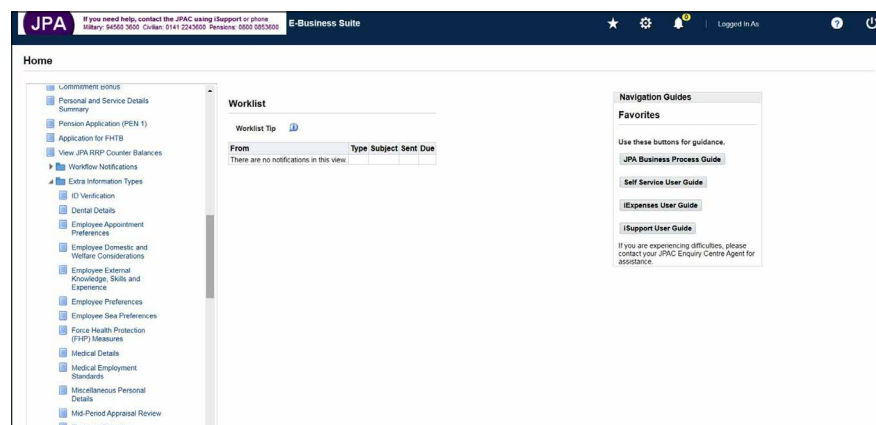
\*\* Refer to RNTM 01-036/19 for SFSG Assignment Process and further guidance.

# RECORDING EXTERNAL KNOWLEDGE, SKILLS AND EXPERIENCE (KSE) ON JPA

**What is KSE?** A new functionality on JPA allows you to record KSE achieved outside of your Service role and that you wish the CM team to consider for future assignments. A KSE might include voluntary work, external study, off-duty employment or work done during a career intermission, or other skills acquired outside the Service environment that may not be apparent from annual reports. Two entries can be made using free text, which can be updated as required during your service.

**Background.** For Regular personnel, the scope to undertake external activity has traditionally been limited by the full time/full commitment nature of Regular service. However, the changing nature of military service, particularly the concept that Service personnel will not work exclusively within the Service environment in a single enduring career, means that individuals are increasingly likely to acquire KSE outside the Service environment. Defence could benefit from such KSE if recognised in the career management process. This will become more prevalent with the introduction of part-time Flexible Service, during which individuals may take up outside employment or engage in other activities that will acquire KSE. At the same time, the increasing use of Reserves means that there is value in understanding and recording what the Reservist is capable of. For further guidance see Enclosure 2 to JSP 794.

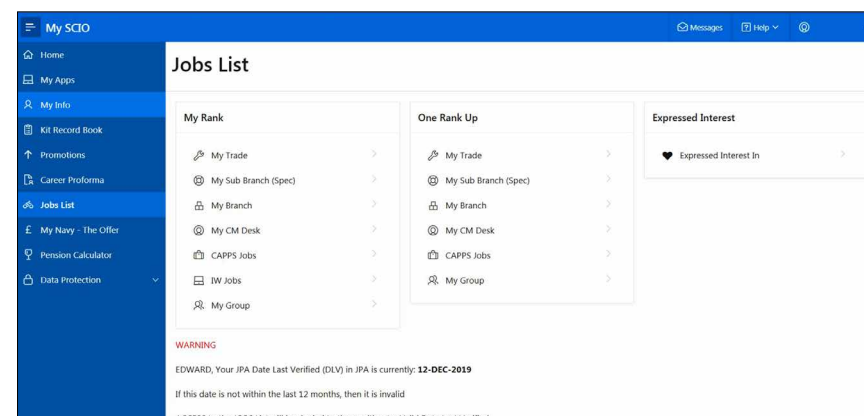
**In more detail.** A menu option is available in the JPA Self-Service area for 'Extra Information Types', entitled 'Employee External Knowledge Skills & Experience'. On selecting this option, the user will be presented with the option for the input of free text, such as recording of personal and professional development, including educational and vocational qualifications, licences and membership of professional bodies, as outlined in JSP 794.



# JOBS LIST (SCIO)

The Jobs list can be accessed through OBIEE using JPA Self Service. It provides a full list of assignments related to your current rank within your specialisation. It is also possible to view assignments one rank higher, which may assist you with future planning.

The Jobs List is a live document that updates 24 hours after any action is taken on JPA. As such, JPA Assignment Actions can have an impact on the availability date of an assignment, as it is based on the current incumbent's Future Availability Date (FAD) (i.e. when they are due to complete their current assignment). Individuals are therefore encouraged to check the list regularly in order to monitor any changes in the availability of jobs that interest them.



# SECURITY CLEARANCE

Every member of the Armed Forces requires a Security Clearance (SC), which is initiated as part of the recruitment process. An SC generally lasts 10 years and can be checked via your JPA Competencies. There are occasions when personnel find that their SC is not properly recorded on JPA. If this is the case then contact your Unit Admin Office at the earliest opportunity.



## PERSONAL FUNCTIONAL STANDARDS (PFS)

Personal Functional Standards (PFS) apply to all regular Naval Service personnel and underpin 2SL's intent for individuals to be governed by Terms and Conditions of Service that support and contribute to the delivery of sufficient, capable and motivated personnel. PFS covers 22 different aspects of Service life, with BR3 (1) Ch22 providing a full list of each of these categories.

Chapter 22 is too large to be covered in its entirety in this booklet; however, the following statement is a key element regarding the Career Management objective of PFS:

**"To provide as much notice of assignments as practical and at least 3 months' notice for a home base assignment and a minimum of 5 months' notice for non-home base or LFS assignments."**

It should be noted that PFS can be breached at the request of the individual and if it is deemed in the best interest of the Naval Service.



## LEAVING THE ROYAL MARINES

### EARLY TERMINATION EXIT INTERVIEWS

A request to leave the Royal Marines by 'Early Termination' of your contract will be processed by your unit. You will have an exit interview with your 1RO, RMCA and CO. These interviews are conducted to find out why you are submitting your notice, what your intentions are when you leave the Service and if there are any options available that might help you to review and reconsider your request, should you wish to do so. If you wish to submit your notice for Early Termination then make sure you speak to your Chain of Command. When you do submit your notice then inform your Unit HR, who will ensure an interview with your CO can be arranged in a timely manner.

Once your Early Termination request has been approved by both your 1RO and CO, the JPA workflow will filter to PCAP(RM) to update your engagement end date. RMCAs should contact individuals to arrange an exit interview within 3 months of the Early Termination approval date. This interview is another way of finding out what has driven you to submit your notice and to see if there is anything that can be achieved from an RM perspective.

### VALEDICTORY PROCESS

When you leave the Royal Marines you will be provided with some key documents that record your service and achievements. These include an Exit Certificate and a Testimonial or Valedictory Letter (depending on your length of service).

# CONTACT DETAILS (USEFUL NUMBERS)

PCAP(RM) TEAM BT No: Portsmouth (023 92) 62 followed by Ext No		
Lt Col	SO1 OCM	93832 8727
Lt Col	CDO	93832 8739
Lt Col	SO1 Requirements	93832 8687
Maj	SO2 OCM RM2	93832 8710
Maj	SO2 D1	93832 8697
Maj	SO2 OCM RM1	93832 8711
Maj	SO2 Requirements	93832 8686
Capt RM	SO3 D2	93832 8697
WO1 RM	SO2 Man Ops	93832 8903
WO1 RM	SO3 D3	93832 8704
WO1 RM	WO Requirements	93832 8685
WO1 RM	RM Proms	9380 24629
WO1 RM	RMCA 1	93832 8698
Sgt	Course Loading SNCO	93832 8690
BD CSgt	RCM(RM) BS	93832 7354
CSgt	Corps Records SNCO/Terminations	93832 5533
CSgt	RMR CM	93832 5534
Sgt	SNCO D3	93832 8691
Sgt	RCMRM 14	93832 8694
Sgt	SF CM	93832 3513
Sgt	SNCO D2	93832 8693
E1	OCM ADMIN	93832 3514
AB	ADMIN SP2	93832 5529

ASSISTANT ADJUTANTS		
40 Cdo RM	WO1 RM	93780 4221/ 01823 362221
42 Cdo RM	WO1 RM	93788 7004/ 01752 727004
45 Cdo RM	WO1 RM	93387 2003/ 01241 822003
30 Cdo IX GP RM	WO1 RM	93753 6473/ 01752 836473
43 Cdo FPGRM RM	WO1 RM	93255 5609/ 01436 674321(Ext 5609)
47 Cdo Raiding Gp RM	WO1 RM	93756 7338/ 01752 557338
CTCRM	WO1 RM	93785 4026/ 01392 414026
MAB 6	WO2 RM	93884 2433/ 01202 202433
MAB 7	WO1 RM	95421 8110/ 01446 788110
UNIT ROYAL MARINES CAREER ADVISERS		
RMCA 2 (CTCRM)	WO2 RM	93785 4542/ 01392 414542
RMCA 3 (CTCRM)	WO2 RM	93785 4222/ 01392 414222
40 Cdo RM	SGT RM	93780 4276/ 01823 362276
42 Cdo RM	SGT RM	93788 7027/ 01752 727027
43 Cdo FPGRM RM	CSGT RM	93255 5507/ 01436 674321
45 Cdo RM	SGT RM	93387 2098/ 01241 822098
30 Cdo IX GP RM	CSGT RM	9375 36463/ 01752 836463
CLR RM	CSGT RM	93779 7228/ 01271 857228



## RM SPECIALISATION ADVISORS

WO2 RM	ASSAULT ENGINEER (AE)	93785 4234/ 01392 414234
WO2 RM	ARMOURER (ARM)	93785 4332/ 01392 414332
WO2 RM	ARMoured SUPPORT (AS)	94374 3941/ 01929 403941
WO1 RM	COMMUNICATOR (C)	93785 4089/ 01392 414089
WO1 RM	COMBAT INTELLIGENCE (CI)	93832 5655/ 02392 625655
WO1 RM	COMMUNICATIONS TECHNICIAN (CT)	93822 5021/ 02392 625021
WO1 RM	DRILL LEADER (DL)	93785 4127/ 01392 414127
WO1 RM	DRIVER (D)	93832 3506/ 02392 623506
WO2 RM	COMMANDO DUTIES (CD)	93785 4542/ 01392 414542
WO1 RM	HEAVY WEAPONS (HW)	93785 4334/ 01392 414334
WO1 RM	INFORMATION MANAGER (IM)	93785 8904/ 02392 628904
WO1 RM	LANDING CRAFT (LC)	93756 7113/ 01752 557113
WO1 RM	MOUNTAIN LEADER (ML)	93785 4990/ 01392 414990
WO1 RM	METAL SMITH (MESM)	++44 7773 153972
WO1 RM	ROYAL MARINE AIRCREWMAN (RMAC)	93510 5406/ 01935 455406
WO1 RM	ROYAL MARINE INFORMATION SYSTEMS (RMIS)	93832 5628/ 02392 625628
WO1 RM	ROYAL MARINE MEDICAL ASSISTANT (RMMA)	93832 8861/ 02392 628861
WO2 RM	ROYAL MARINES POLICE (RMP)	9375 36321/ 01752 836321
WO1 RM	PHYSICAL TRAINING INSTRUCTOR (PT)	93785 4115/ 01392 414115
WO1 RM	PLATOON WEAPONS INSTRUCTOR (PW)	93785 4080/ 01392 414080
WO1 RM	STORES ACCOUNTANT (SA)	93832 8694/ 02392 628694
WO1 RM	SPECIAL FORCES COMMUNICATOR (SFC)	93884 2522/ 01202 202522
WO1 RM	TELECOMMUNICATIONS TECHNICIAN (TT)	93832 5647/ 93832 625647
WO1 RM	VEHICLE MECHANIC (VM)	+44 7773 153972
WO1 RM	YEOMAN OF SIGNALS (YoS)	93832 5630/ 93832 625630



# ROYAL MARINES RESERVE

## ROYAL MARINES RESERVE



### LEAVING THE CORPS? ALREADY OUTSIDE? WHAT ARE YOU DOING THIS WEEKEND?



### ROYAL MARINES RESERVE UP FOR THE CHALLENGE?

If you have enjoyed life in the Corps but found it hard to balance Operation and Exercise commitments with home life and career ambitions, then the RMR could be the answer.

### THE BENEFITS

The RMR actively recruit Ex-regulars to help maintain the high level of professionalism and Corps ethos across Reserve Units.

- Excellent rates of pay
- Potential to earn a generous annual tax free bounty
- Pension
- 2 year harmony period (cannot be deployed for 2 years from release unless you decide)
- Remain part of the Corps family with its unique camaraderie

### THE OFFER

- Sense of achievement, a challenge, camaraderie, excitement; and above all the chance to serve your country and continue to be proud to wear the Green Beret.
- Worldwide travel for Operations, Exercises and challenges.
- Sport and adventure training; skiing, climbing, kayaking, canoeing, trail walking, sailing and more.



RMR City of London	RMR Scotland	RMR Bristol	RMR Merseyside
London	Glasgow	Bristol	Liverpool
Portsmouth	Edinburgh	Plymouth	Manchester
Cambridge	Aberdeen	Cardiff	Leeds
Marlow	Dundee	Lymington	Nottingham
	Belfast	Poole	Birmingham
	Newcastle		

### WHY THE RESERVES?

- Stay in touch with Bootneck humour.
- Chance to go on Ops.
- Increased flexibility.
- Boost your civvy income.
- 'Best of both worlds' .... Decide for yourself.



### FOR MORE INFORMATION

For further information and how to take the Next Steps contact us on the following:

- **For those still serving** you can make use of the Seamless Transfer Scheme and get in touch by calling **023 926 25534** or e-mail [navypcap-cmrmr@mod.gov.uk](mailto:navypcap-cmrmr@mod.gov.uk) alternatively apply direct using the application form in 2015DIN01-213

- **Ex-Regular personnel** should contact their local Armed Forces Careers Office or the 24 hr Contact Centre on **0345 600 1444**. Further details are also available at: [www.royalnavy.mod.uk/careers/royal-marines](http://www.royalnavy.mod.uk/careers/royal-marines)

### WHAT ARE YOU DOING THIS WEEKEND? DROP IN FOR A WET AND A CHAT



ROYAL MARINES  
COMMANDO

