RAF Training Officer

Developing and training our most valuable resource - our people.

The official branch name for RAF Training Officer is Personnel (Training) Officer.

The Training Specialisation offers a range of opportunities with an aim of maximising the potential of RAF personnel in order to ensure the Service delivers its operational capabilities. Training Officers are engaged in a wide variety of roles from providing specialist training advice & consultancy for individual & collective training, course design, governance & assurances through developing programmes that enhance human performance, to operationally vital employment in flying training development, parachute training for the UK’s Airborne Forces, Defence Survival Evade Resist Extract training and Force Development including adventurous training. Given the variety of roles within the Training Specialisation, Training Officers have opportunities to lead, develop and manage training on RAF and MOD Units throughout the UK, on overseas bases, and on exercises and operations around the world. To provide a fresh challenge and enable you to develop your skills as a specialist, you will change jobs, known as posts or appointments, every 2-3 years. Within your first few years of service and subsequently, you may be detached from the United Kingdom for anything from a few days to a few months. You could be posted on an overseas tour or go on operations in your current role.

Initial Officer Training

Like all our officers, you will begin your RAF career with Initial Officer Training (IOT) at the RAF College Cranwell in Lincolnshire. You will follow a challenging 24-week course designed to develop your leadership and management skills. The course includes fitness development, military training and academic study as well as practical outdoor leadership challenges.

Specialist Training

After IOT, you will undertake an 8 week training package comprising 4 weeks of workplace training and 4 weeks of residential training at the School of Physical Training, RAF Cosford. This will equip you with essential context-specific training skills for your first tour. Subsequent specialist training will prepare you for roles such as: training analysis, training design, training assurance, Parachute Jump Instructor, Adventurous Training Instructor, Survival Evasion Resist and Extraction Instructor, Strategic Communications and Information Activities and Outreach.

Foundation Tour

Your first tour will likely be as a Station Training Officer on a RAF station developing programmes of activity to get the best from individuals, teams and organisations. You will have training and physical education specialists to help you achieve your aims and will be responsible for the strategy, planning and assurance of operational training activities on your unit.

ENTRY REQUIREMENTS

Personnel Training Officer

Minimum Age: 17 years 6 months, when completed professional/education qualifications.

Maximum Age: 47*  
*Must have entered IOT before 48th birthday.

Qualifications:
You will require GCSEs at Grade C / Grade 4 to 5 or Scottish National 5 (Grades A-C) in English Language and Mathematics.

You will require minimum of 5 GCSEs (or acceptable equivalents) at a minimum of Grade C / Grade 4 to 5, including English Language and Mathematics or Scottish National 5 (Grades A – C) in 5 subjects including English Language and Mathematics

In addition, two A2 Levels / three Highers at grade C or above (excluding General Studies, Critical thinking and Citizenship Studies), which must total a minimum of 64 UCAS points.

Residency:  
Whether or not you were born in the United Kingdom, you should have resided here for the 5 years immediately preceding your application, although candidates with a minimum of 3 years will be considered.
Further Training

As a Training Specialist you will have opportunities for further personal and professional development. After your first tour, additional training will equip you for more demanding assignments. For example, you could learn how to manage the full scope of training activity and develop your training consultancy skills – critical if you are selected to work as a Training Specialist Advisor for a specific aircraft type. Equally, you could be offered the opportunity to train as a Parachute Jump Instructor, following which you will be responsible for the parachute training of the UK’s Airborne Forces.

Your Career Prospects

You will join the RAF on an Initial Commission of 12 years and may be selected to serve on a pension earning commission of 20 years’ service or age 40, whichever is the later, during this time. Promotion to the rank of flight lieutenant is on a time served/satisfactory service basis after 3½ years from completing IOT. Further promotion to squadron leader and above is by competitive selection.

Ongoing Development

As a Training Officer you will have extensive opportunities for further professional development throughout your career. You will be able to choose to work towards further qualifications which recognise your transferrable skills and experience. Furthermore, the RAF will encourage you to develop your leadership and management skill through a series of residential and distance-learning courses that are common to all officer branches. Much of the training you will receive is accredited and recognised by a wide range of professional bodies, including the Chartered Management Institute, and may also be aligned with the Chartered Institute of Personnel and Development to provide membership opportunities.

Transferable Skills

The skills and experience you gain throughout your career as a Training Officer could provide entry routes for a number of civilian jobs, including: Learning and Development professional, Management Consultant, Project Manager, Change Manager, Training Officer, HE Teacher, university administrator and bursar.

Nationality:
You must be a citizen of the United Kingdom or the Republic of Ireland, a holder of dual UK/other nationality or have been a Commonwealth citizen since birth.

Pay:  For current information visit:  www.raf.mod.uk/recruitment

Selection:  You will be invited to the Officer and Aircrew Selection Centre (OASC) at RAF College Cranwell for the one-day selection process where we will assess your potential for training.

A Modern Force:  The RAF recognises the value of a person’s ability no matter their ethnicity, social background, religion or belief, gender identity, sexual orientation or marital status/civil partnership.

Register your interest in this role online:  https://www.raf.mod.uk/recruitment  or  Telephone:  0345 605 5555

This information was last updated in 12 Nov 19 but may have changed since. If you have any queries, please check with RAF Staff at any Armed Forces Careers Office.

Reserve Recruitment Visit:  https://www.raf.mod.uk/recruitment