



Transcend Level 6
Diploma in the Army Officer
Selection Board Assessment of
Potential and Peer Mentoring

Qualification Specification

Version 02: 28 October 2023



Welcome

Welcome to the **Transcend Level 6 Diploma in the Army Officer Selection Board Assessment of Potential and Peer Mentoring**. Transcend is an Ofqual regulated awarding organisation, and this is a regulated vocational qualification. This document confirms the qualification purpose. This document must be read and complied with in conjunction with the **Transcend Centre Recognition Conditions** and the *Qualification Specification [FULL and the Unit Specification]*.

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Part 01: Qualification Purpose

Qualification Scope			
<p>The Transcend Level 6 Diploma in the Army Officer Selection Board Assessment of Potential and Peer Mentoring is an Ofqual regulated vocational qualification that sits in sector subject area 01.4 Public services. It is uniquely designed as a licence to practice for the Army Officer Selection Board [AOSB] members.</p> <p>The AOSB mandate is to assess the potential of civilians to undertake the training required of them to become Army Officers. The AOSB is made up of Army professionals across ranks to fulfil a specialist role. The roles are defined as Vice Presidents, Deputy Presidents, Education Advisors and Group Leaders. Each role has specific responsibilities to fulfil during the assessment of each civilian. Over time each AOSB member is also required to become a mentor for their peers in their specialist roles.</p> <p>This is a specialist pathway qualification which must be completed in the context of one of its pathways. Each pathway is uniquely designed to represent an AOSB role. This ensures that training and assessment programmes are contextualised to the distinct set of competencies required to fulfil each of the roles.</p>			
Qualification regulation	This qualification is regulated by Ofqual in England. It is published as a Level 6 qualification on the Register of Regulated Qualifications and is equivalent to a Level 6 on the European Qualifications Framework (EQF) .		
	Regulator reference	610/1443/6	Qualification sector
	Qualification start date	12 Sep 2022	Qualification TQT
	Qualification review date	30 Sep 2025	Qualification GLH
	Qualification credit	72	Qualification DSH
Qualification awarding	This qualification is solely awarded by Transcend Awards Limited as the recognised awarding organisation regulated by Ofqual in England.		
Qualification standards	This qualification is aligned to the Army Officer Selection Board Competency Framework V02 01.03.2022.		

Qualification partners	This qualification is developed in collaboration with CDS Defence & Security [CDS] as the technical partner on behalf of the AOSB. CDS is an industry leading provider of education for military professionals. This qualification has been subject to consultation with equality experts and the AOSB as the military body and employer. The collaboration and consultation groups remain in place for the lifetime of the qualification to ensure the qualification pathway remains fit for purpose.	
Qualification providers	This qualification is designed to be delivered exclusively by CDS Defence & Security [CDS] as the AOSB education provider. CDS is required to become a Transcend Recognised Centre that is approved to deliver this qualification in accordance with the Transcend centre recognition and qualification delivery conditions.	
	Applicant centres	Recognised centres
	CDS are required to access the Transcend Awarding Website to submit a centre recognition enquiry to initiate the process if they are not already a recognised centre.	CDS are required to access Transcend Awarding Management System [TAMS] to create and submit the Transcend Recognised Centre Extension Request Form to extend their qualifications portfolio where they have already achieved recognised centre status.
Qualification participants + progression	This qualification is relevant to all staff assigned to the Army Officer Selection Board in assessment and selection roles.	
	Employability progression routes	This qualification is designed as a licence to practice for AOSB Vice Presidents [VP], Deputy Presidents [DP], Education Advisors [EA] and Group Leaders [GL].
Qualification participants + progression	Education progression routes	This qualification can lead to progression onto a range of professional development opportunities offered within the British Army Education System.
Qualification endorsements	The qualification is endorsed and supported by the Army Officer Selection Board [AOSB] and its higher headquarters, the Army Recruiting and Initial Training Command (HQ ARITC).	

Qualification Summary																	
Qualification purpose	<p>The qualification purpose is to confirm occupational competence or licence to practice.</p> <p>The qualification sub-purpose is to confirm the ability to meet a licence to practice made by the professional body.</p>																
Qualification rationale	<p>The AOSB is one of the oldest organisations of its type in the world. AOSB staff members in assessment and selection roles have 2 key functions. They assess the potential of civilians to undertake and successfully complete the training and education required to become Army Officers. After 6-12 months in this role, they may be eligible to become peer mentors to other assessors</p> <p>The AOSB routinely delivers selection boarding most weeks of the year, other than during block leave periods. Selection boarding activity consists of the assessment of civilians in groups of up to 8 candidates over a 4-day period. Each assessment board consists of up to 6 groups of 8 candidates at any one time. The AOSB delivers up to 50 selection boards annually. Each board has AOSB assessment and selection staff allocated within the following roles and responsibilities.</p> <table> <tr> <th>Army Officer Ranks</th><th>AOSB Role</th><th>AOSB Responsibilities</th></tr> <tr> <td>Lieutenant Colonel and Colonel</td><td>Vice Presidents [VP]</td><td>VPs are responsible for boarding up to 16 candidates at the Final Boarding Conference [FBC] divided into two groups and assisted by the DP, EA and GL. VPs are responsible for final decision making.</td></tr> <tr> <td>Lieutenant Colonel</td><td>Deputy Presidents [DP]</td><td>DPs are the primary evidence gatherers responsible to the VP for supervising of the testing of a group of 8 candidates. DPs are assisted by GLs.</td></tr> <tr> <td>Lieutenant Colonel, Major and Civilian Contractor</td><td>Education Advisors [EA]</td><td>EAs are non-scoring members of the board. They advise VPs on candidate's Intellectual Potential (IP) and provide VPs with information on candidates overall intellectual performance and their potential for training. They deputise for the VP during group activities.</td></tr> <tr> <td>Captain</td><td>Group Leaders [GL]</td><td>GLs are responsible for administering group tests to give candidates the best chance to show their potential. GLs must ensure that the maximum amount of evidence is made available to the board.</td></tr> </table> <p>The AOSB performance management system is tried, tested and has been successful for 75 years. Regulated qualifications professionalise job roles and provide external quality assurance. This qualification and its pathways have therefore been exclusively designed to complement the AOSB performance management system to professionalise the AOSB assessor roles. This qualification also enables external quality assurance in the assessment of the competencies of staff recruited into these roles.</p>		Army Officer Ranks	AOSB Role	AOSB Responsibilities	Lieutenant Colonel and Colonel	Vice Presidents [VP]	VPs are responsible for boarding up to 16 candidates at the Final Boarding Conference [FBC] divided into two groups and assisted by the DP, EA and GL. VPs are responsible for final decision making.	Lieutenant Colonel	Deputy Presidents [DP]	DPs are the primary evidence gatherers responsible to the VP for supervising of the testing of a group of 8 candidates. DPs are assisted by GLs.	Lieutenant Colonel, Major and Civilian Contractor	Education Advisors [EA]	EAs are non-scoring members of the board. They advise VPs on candidate's Intellectual Potential (IP) and provide VPs with information on candidates overall intellectual performance and their potential for training. They deputise for the VP during group activities.	Captain	Group Leaders [GL]	GLs are responsible for administering group tests to give candidates the best chance to show their potential. GLs must ensure that the maximum amount of evidence is made available to the board.
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Qualification aim	The aim of this qualification is to enable assessment and selection staff to make objective decisions in their AOSB roles when assessing civilians for their suitability as potential Army Officers and when undertaking peer mentoring activities.
Qualification objective	<p>The objective of this endorsed pathway qualification is to provide a benefit to staff assigned to AOSB by enabling them to evidence competence in their role on the Army Officer Selection Board. Learners will develop the knowledge, skills, and behaviours to enable them to:</p> <ul style="list-style-type: none"> • Understand the AOSB purpose • Demonstrate the ability to fulfil the AOSB assessment processes • Demonstrate the ability to fulfil assessment responsibilities in the context of their AOSB role as Group Leader OR • Demonstrate the ability to fulfil assessment responsibilities in the context of their AOSB role as Education Advisor OR • Demonstrate the ability to fulfil assessment responsibilities in the context of their AOSB role as Deputy President OR • Demonstrate the ability to fulfil assessment responsibilities in the context of their AOSB role as Vice President
Qualification uniqueness	This is the only regulated qualification that is uniquely designed to professionalise the roles of the AOSB members. The Register of Regulated Qualifications provides information on other awarding organisation providers who offer similar provision.

Qualification Structure

This qualification is delivered in the context of a specialist pathway. The pathways are fixed and pre-determined for validity purposes. The AOSB role provide the emphasis for the pathway and title of the qualification on the certificate:

Transcend Level 6 Diploma in the Army Officer Selection Board Assessment of Potential and Peer Mentoring [\[Group Leader\]](#)

Transcend Level 6 Diploma in the Army Officer Selection Board Assessment of Potential and Peer Mentoring [\[Education Advisor\]](#)

Transcend Level 6 Diploma in the Army Officer Selection Board Assessment of Potential and Peer Mentoring [\[Deputy President\]](#)

Transcend Level 6 Diploma in the Army Officer Selection Board Assessment of Potential and Peer Mentoring [\[Vice President\]](#)

To achieve the qualification and be awarded the qualification certificate learners must successfully complete three mandatory units. Two core units that represents the AOSB purpose and assessment processes and one unit from one optional pathway associated with the AOSB roles.

Unit Title		AO Ref	Ofqual Ref	Level	GLH	DSH	TQT	Credit
Mandatory Core Unit								
CU01	AOSB Purpose	QU001042	T/650/4118	6	30	150	180	18
CU02	AOSB Assessment Processes	QU001044	Y/650/4119	6	30	150	180	18
Pathway Unit [Group Leaders]								
PU01	AOSB Group Leader Duties	QU001046	F/650/4120	6	60	300	360	36
Pathway Unit [Education Advisor]								
PU02	AOSB Education Advisor Duties	QU001048	H/650/4121	6	60	300	360	36
Pathway Unit [Deputy President]								
PU03	AOSB Deputy President Duties	QU001050	J/650/4122	6	60	300	360	36
Pathway Unit [Vice President]								
PU04	AOSB Vice President Duties	QU001052	K/650/4123	6	60	300	360	36
Qualification summary				6	120	600	720	72

Appendix: Qualification Specification Version Control

This document is subject to version control. We will request feedback from centres in advance of any change. We will then inform centres of the changes made in advance and will re-publish the specification via our website. All changes will be tracked here and confirmed as an updated version.

Version	Publication date	Publication details
Version 01	12 Sep 2022	Publication 01
Version 01	28 Oct 2023	<p>Publication 02: This specification has been streamlined. The qualification resources, coordination, delivery model, assessment strategy and quality assurance framework have been removed. The full specification and unit specifications are now housed in the secure section of the Transcend Awarding Management System [TAMS] available only to the centre. The rationale being that this content is legally protected in accordance with national security and in line with the AOSB intellectual property rights.</p> <p>The purpose statement is contained in this streamlined version which has been published to promote public confidence and maintain compliance with the regulatory conditions.</p> <p>The qualification level has also increased from 5 to 6 based on a critical analysis of the assessment in line with the Ofqual Levelling Indicators.</p>