

Sectoral Qualifications Framework for Military Officer Profession SQF-MILOF

Agreed working model

SQF-MILOF Development - Working Model

- How do we classify the levels of learning?
- How do we generically define each level of learning?
- What do we mean by competence areas/ tree?
- What are the employer's needs? Competence Profile
- What learning is required to match the competence profile? Learning outcomes.
- How do we write the learning outcomes?

Levels of Learning for Military Profession

- all categories of personnel -

EQF Category	3	4	5-6	6-7	7	8
OR1-4	Basic	Advanced	Expert			
OR5-9		Enabling	Advanced	Expert		
OF1-5			Enabling	Advanced	Expert	Master

The levels of learning for each category of military personnel have distinct meaning. For example, the "Advanced" level for OR5-9 is at level 5 EQF but it is not the same with the "Enabling" for officers which is at level 6 or 7 EQF. The respective levels of learning address distinct body of knowledge, skills, autonomy and responsibility from the sectoral/ military profession point of view.

Levels of Learning for Military Officers - SQF MILOF Classification

EQF	6	6-7	7	8
SQF Levels of learning	Enabling	Advanced	Expert	Master
Career level	Graduates from the Mil Academies	Initial stage of mil career	Intermediate stage of mil career	Senior stage of military career
<i>Example of qualifications</i>	<i>Bachelor Master degree Basic mil training courses</i>	<i>Master degree Captain Course Staff Course</i>	<i>Master degree Command and Staff Joint Staff Courses Maj/ LtCol Courses</i>	<i>PhD degree War College Col Courses</i>

Already done

In scope

Out of scope ?

Levels of Learning for Military Officers – SQF-MILOF

Generic description

SQF MILOF	Knowledge	Skills	Autonomy/ responsibility
Enabling	Comprehensive and advanced knowledge of military domain involving a critical understanding of the theory and principles of the military science and art at the low tactical level	Advanced skills, demonstrating mastery and innovation required to solve complex and unpredictable problems in the application of military science and art at the low tactical level	Manage complex tactical and technical activities and tasks, taking responsibility for decision making in unforeseen circumstances where military forces are employed. Command a platoon/ similar level. Take responsibility for managing the development of self and individuals under his/ her command.
Advanced	Advanced knowledge of the military domain involving a critical understanding of the theory and principles of the military science and art at the tactical level	Advanced skills , demonstrating mastery and innovation required to solve complex and unpredictable problems in the application of military science and art at the tactical level.	Manage complex tactical and technical activities and tasks, taking responsibility for decision making in unforeseen circumstances where military forces are employed. Command a company / similar level. Take responsibility for managing professional development of individuals and subunits under his/ her command.
Expert	Highly specialised knowledge of the military domain as the basis of original thinking relevant to multiple branches of a single service at the operational level	Specialised problem-solving skills required to advise and develop new knowledge and procedures and integrate knowledge from different branches of his/ her service.	Manage and transform complex military tasks and activities within unpredictable context with strategic consequences. Take responsibilities to lead/ manage service specific military organisations at unit level. Command a battalion/ similar level.
Master	Knowledge at the most advanced frontier of the military science, across all services at the operational and strategic levels.	The most advanced and specialised skills and techniques of the military domain allowing a joint employment of military assets at the operational and strategic levels	Demonstrate substantial authority, innovation, autonomy to the development of new strategies and policies in the military domain. Take responsibility to lead/ manage joint organisations at higher echelons.

Already Done

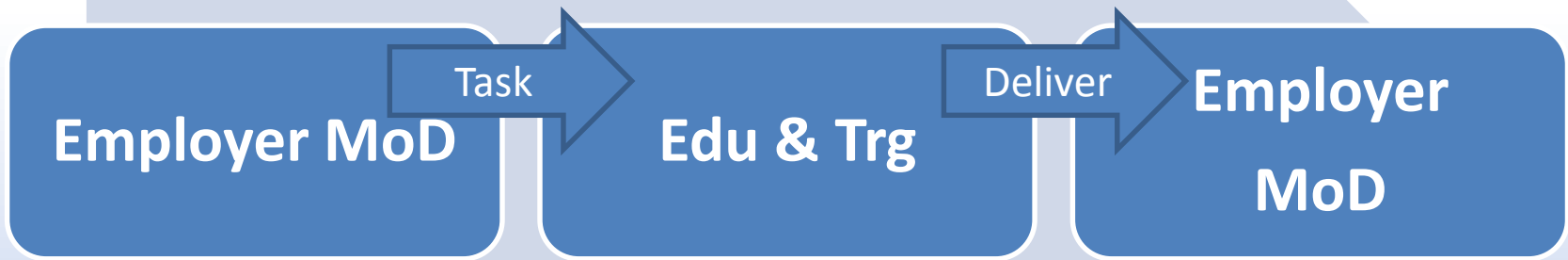
Out-of-scope ?

Military Officer Competence Profile

What does it take for a military officer to be...?

- **A military serviceman/ servicewoman.** The officer capable to operate as a soldier.
- **A military technician.** The officer capable to operate his/ her weapon platform/ system;
- **A leader and a decision maker.** The officer as a leader and manager of subunits/ units/ formations capable of making decisions influencing the conditions of his or her organisation;
- **A combat-ready role model.** The officer as a soldier willing and capable of accomplishing missions involving the highest foreseeable risks, ensuring professional and ethical standards across all military activities. Citizen in Uniform; Soldiers are called upon to make personal sacrifices.
- **A communicator.** The officer as a communicator of organisational messages, conveying his or her professional ideas/ messages up and down the chain of command and with the external world, a negotiator and mediator of conflictual situations;
- **A learner and a teacher/coach.** The officer as a lifelong learner, managing his or her personal and professional development requirements, for self and others, making recourse to a range of learning contexts;
- **A critical thinker and researcher.** The officer as a pro-active interpreter of facts and situations, able to assess the impact of changes in the military domain, a contributor to the promotion of the military domain/science and art.
- **An international security/diplomacy actor.** The officer as a diplomat and international vector of his or her organisation's interests and objectives in the international context.

Competence Profile - SQF



Competence Profile



I need an officer to be:

- Servicemen/ women
- Technician
- Leader
- Combat role model
- Communicator
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Qualifications Profile



Your envisaged officer should reach these learning outcomes...

SQF

Professional Military Education

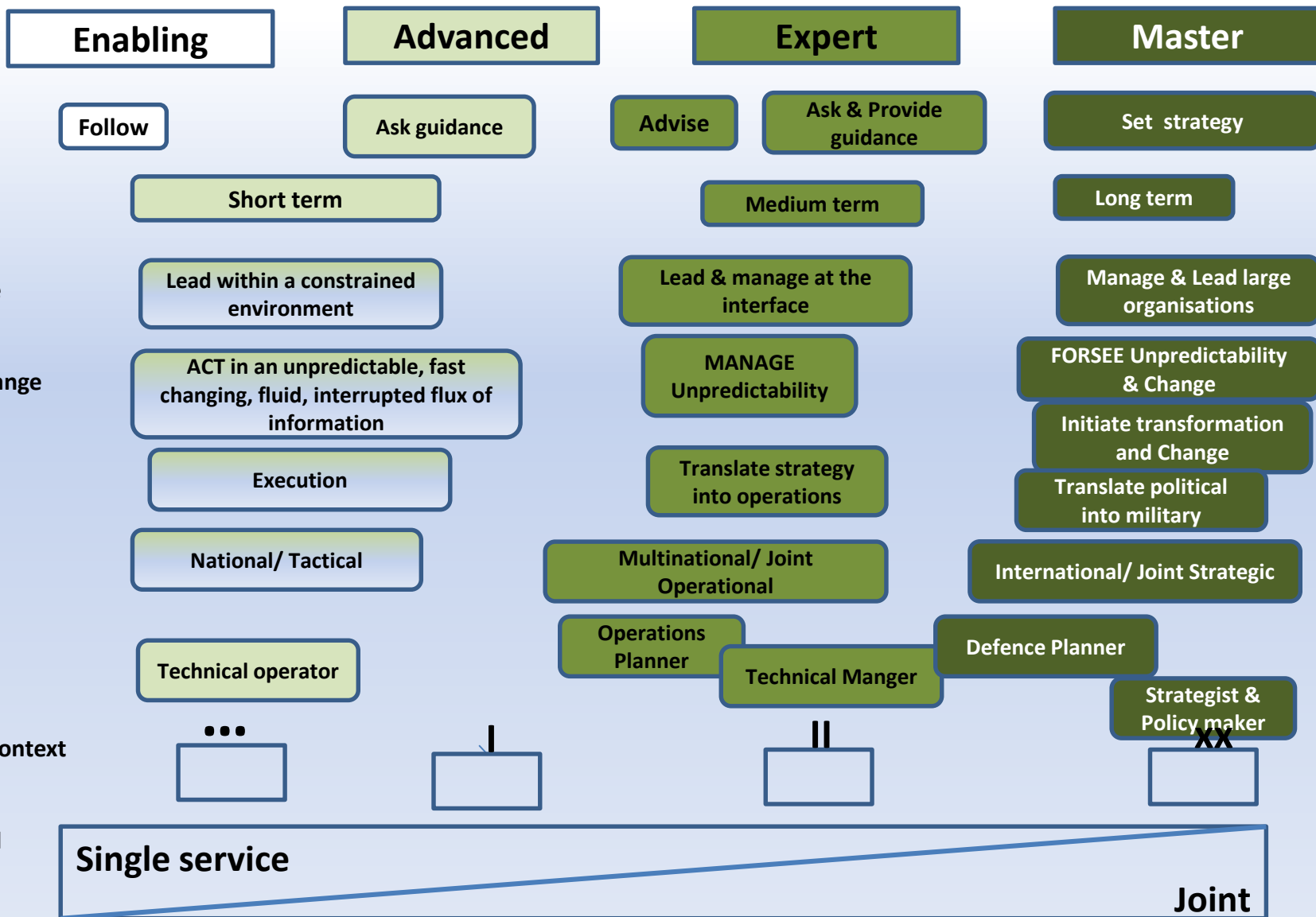
Employer Needs



...to satisfy your operational needs.

Military Officer Competence Profile

-----Key Characteristics-----



Military Officer Competence Profile

-----Knowledge, Skills, Responsibility & Autonomy----

Competence tree	Competence Profile SQF Level...		
	As a servicemen/ women, technician..., the officer should possess knowledge and abilities necessary to perform a series of operational task, under a certain degree of autonomy and responsibility, that may differ in complexity along the career path.		
	Knowledge	Skills	Autonomy/ responsibility
Service	...		
Technician			
Leader	<i>Planning process...</i>	<i>Plan...</i>	<i>As a member of a team...</i>
Combat Model			
Communicator			
Learner			
Thinker			
Diplomat			

Learning Outcomes

-----Knowledge, Skills, Responsibility & Autonomy----

Competence Profile			Competence tree	Learning Outcomes		
As a servicemen/ women, technician..., the officer should possess knowledge and abilities necessary to perform a series of operational task, under a certain degree of autonomy and responsibility, that may differ in complexity along the career path.					To ensure he/ she will be able to uphold his/ her responsibilities, the officer should be qualified . Qualifications are awarded providing he/ she can meet the envisaged learning outcomes, as a servicemen/ women, technician...	
Knowledge	Skills	Autonomy/ responsibility		Knowledge	Skills	Autonomy/ responsibility
...			Serve	...		
....			Tech			
<i>Planning process...</i>	<i>Ability to plan...</i>	<i>As a member of a team...</i>	Lead	<i>Describe planning ...</i>	<i>Employ planning tools...</i>	<i>Under trainer's supervision...</i>
...			Combat			
			Comm			
			Learn			
			Think			
			Diplo			