

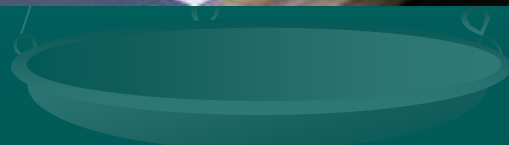
THE ARMY OFFICER SELECTION BOARD



Col Tim Sandiford OBE
President

















AOSB ROLE



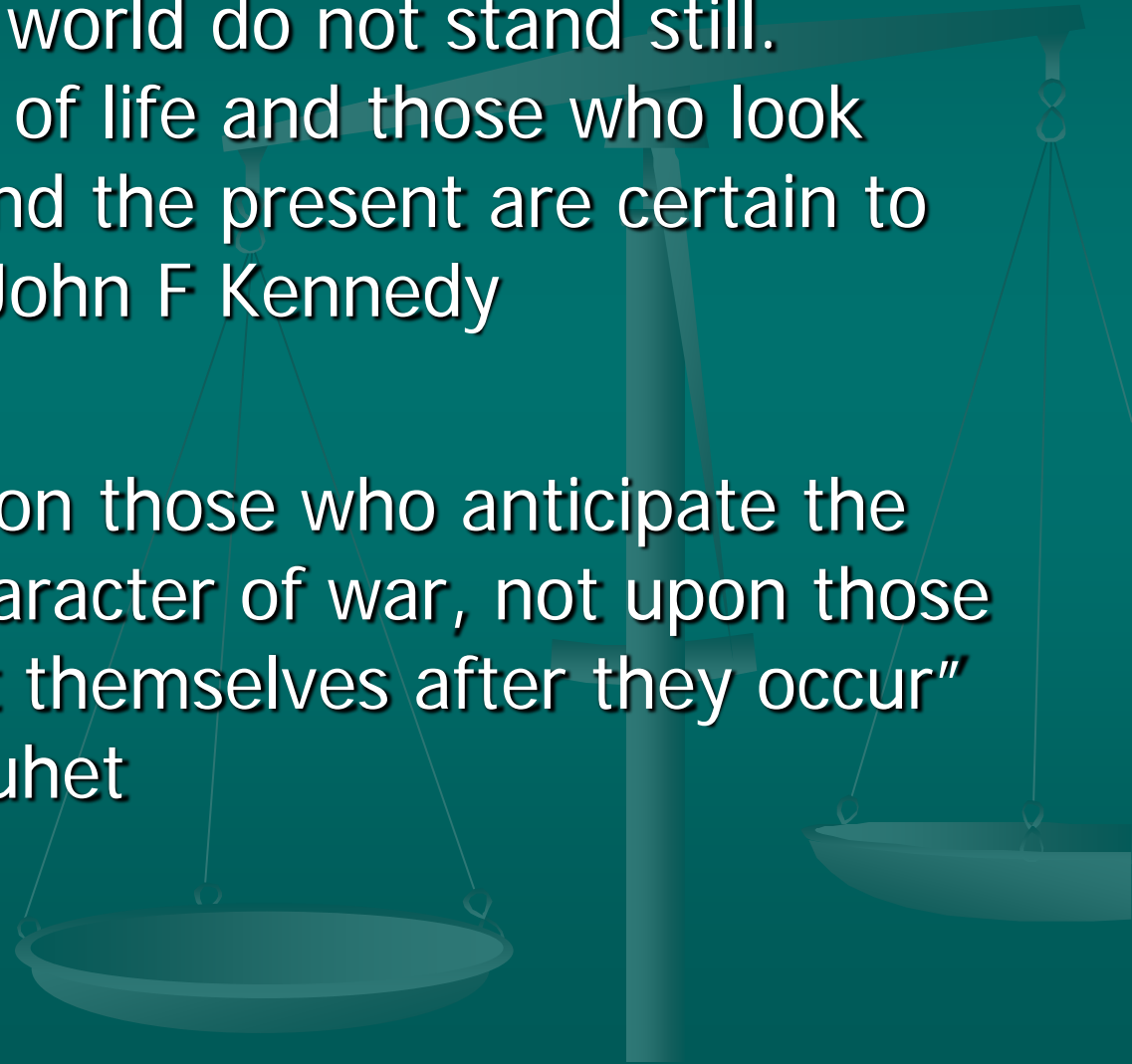
Westbury

Selecting potential Army officers since 1949



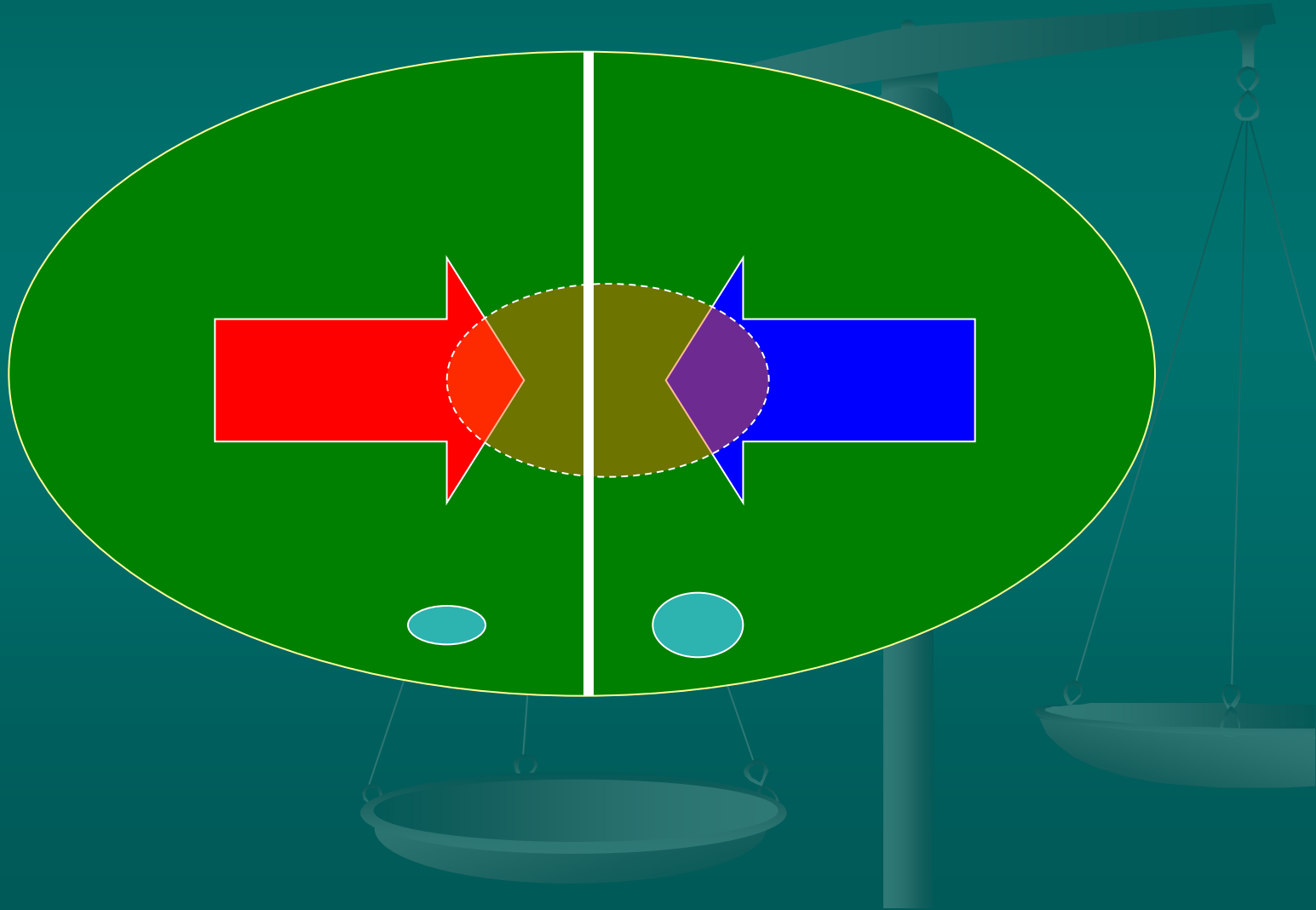
The Imperative

- "For time and the world do not stand still. Change is the law of life and those who look only to the past and the present are certain to miss the future." John F Kennedy
- "Victory smiles upon those who anticipate the changes in the character of war, not upon those who wait to adapt themselves after they occur" General Giulio Douhet

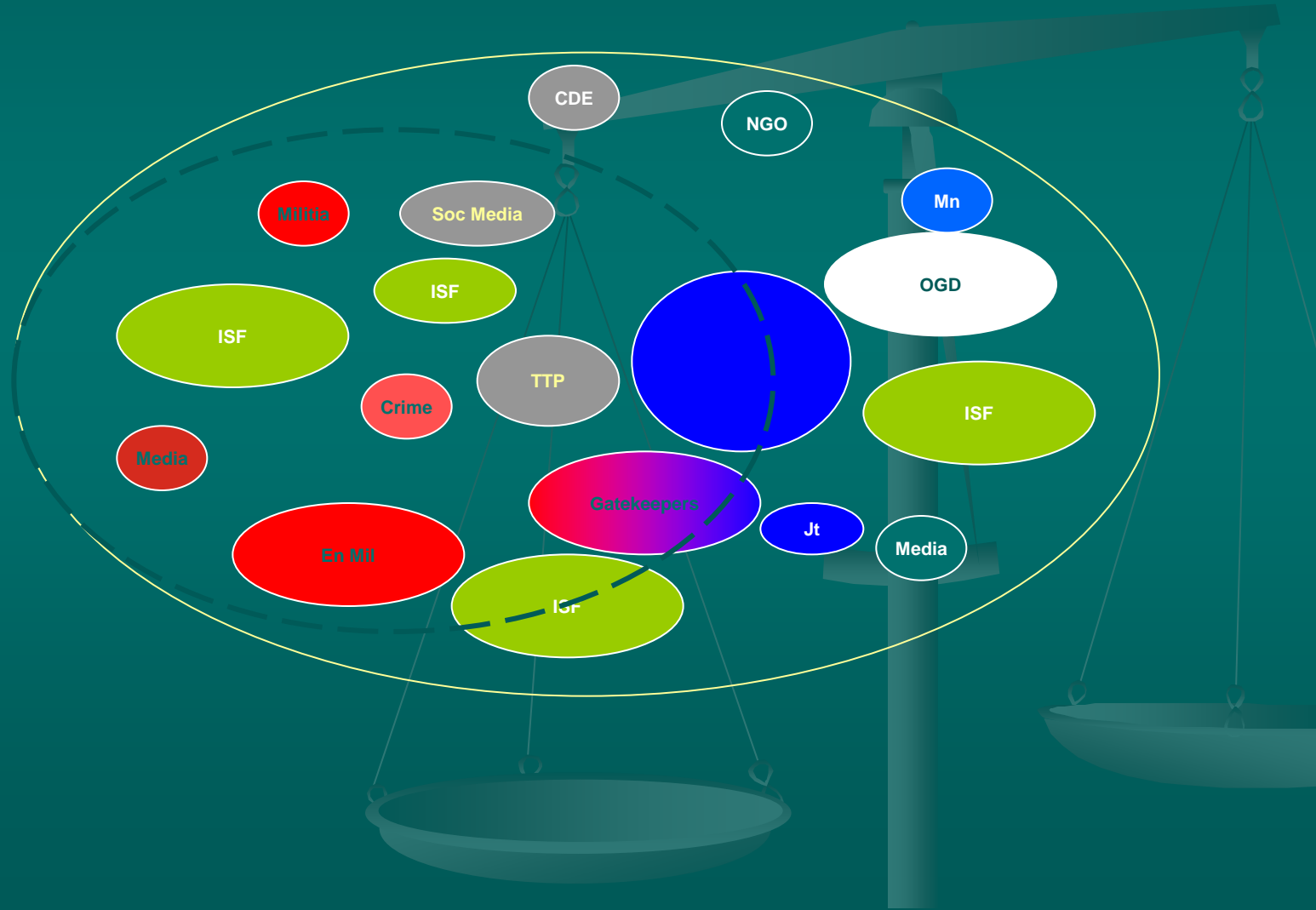




Complexity



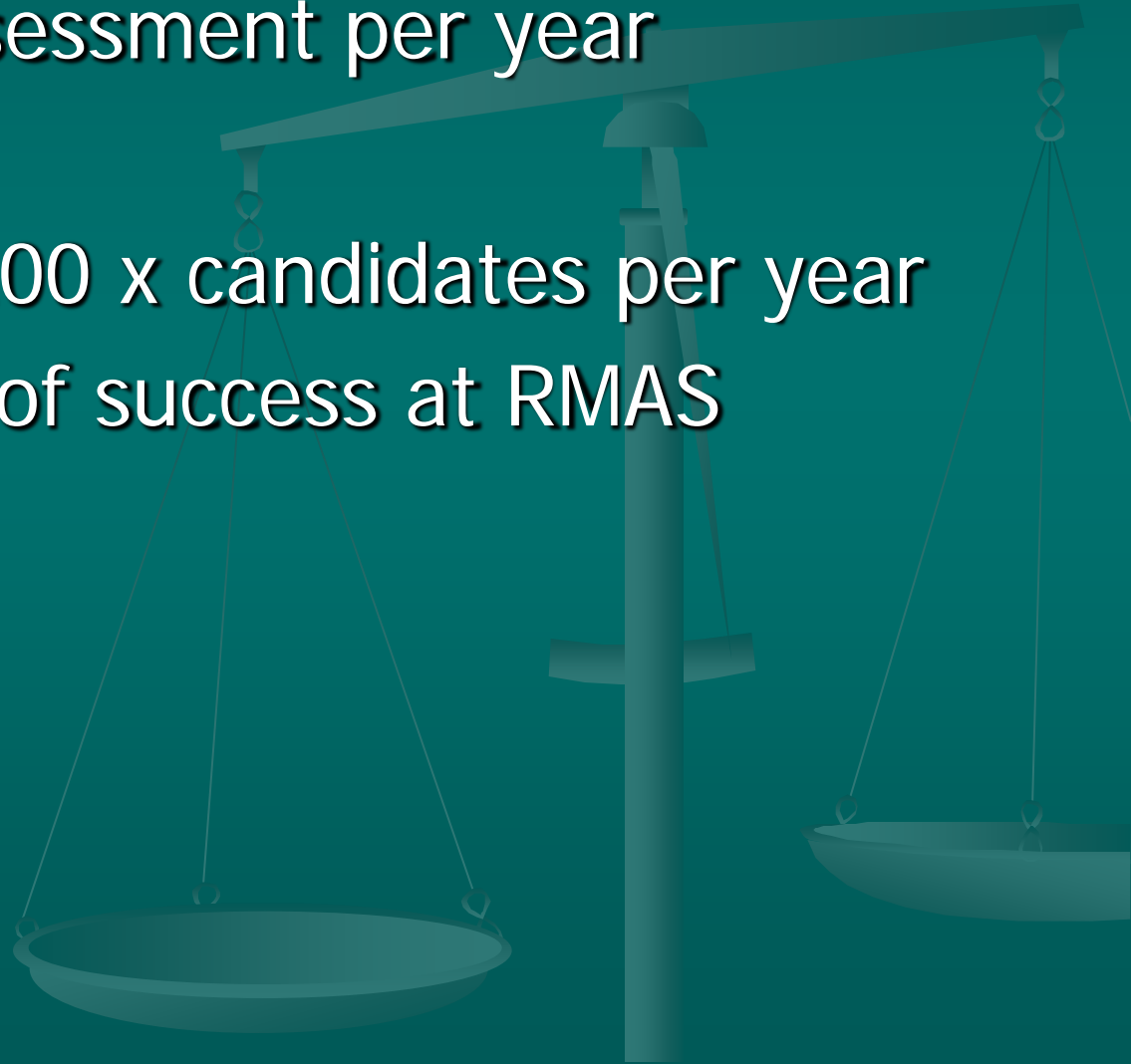
Complexity



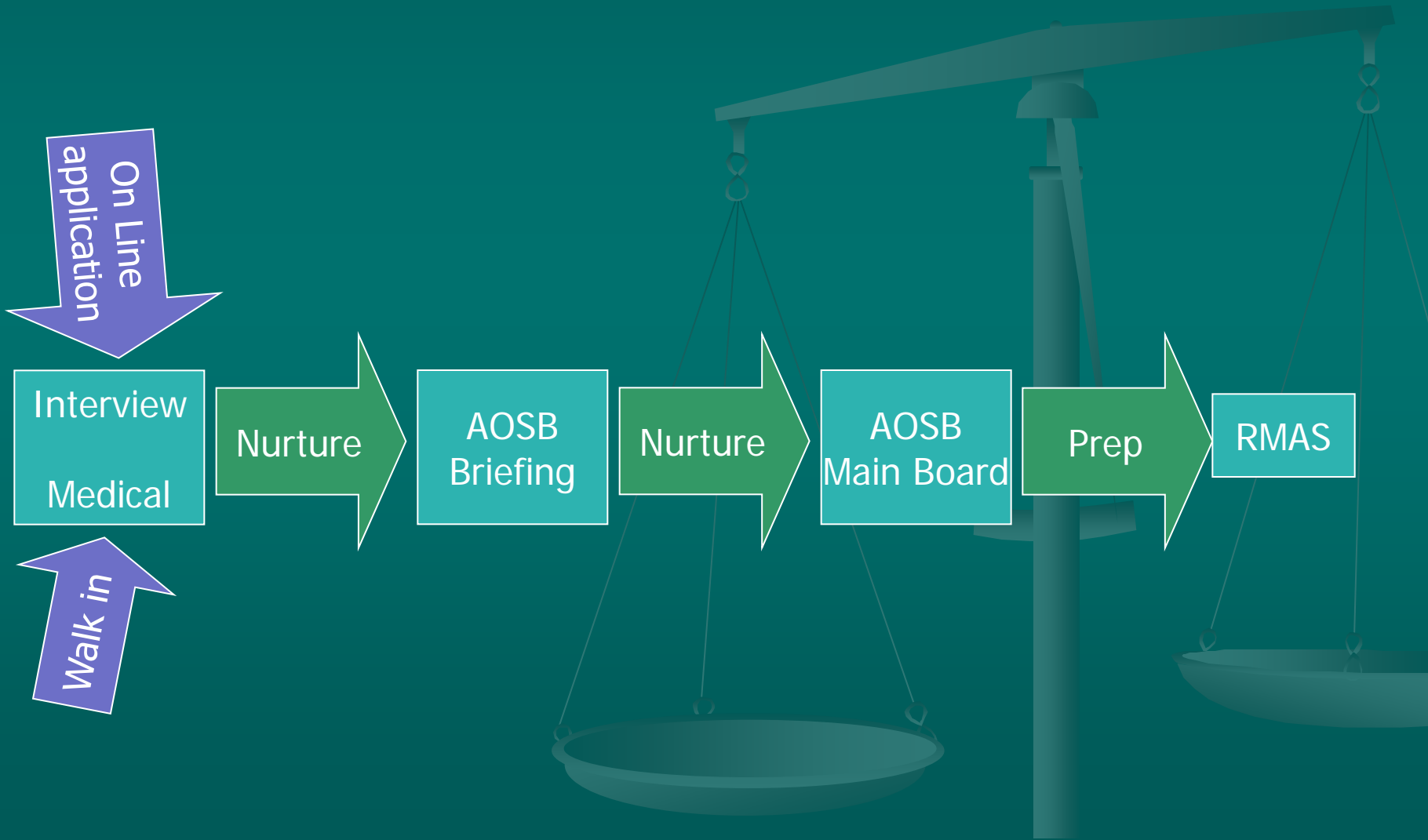


AOSB in numbers

- 46 weeks of assessment per year
- 25 x assessors
- Capacity for 1200 x candidates per year
- 93% predictor of success at RMAS



Candidate Journey



AOSB Main Board - Programme

Day 1

Baseline

- Initial Physical Tests
- Psychometric Test
- Essay
- General Knowledge
- Service Knowledge
- Current Affairs Test



Day 3

Individual

- Planning Exercise
- Command Tasks
- Individual Obstacles



Day 4

Confirm

Closing Race

Day 2 Leaderless

- Group Discussion
- Interviews
- Leaderless Tasks
- Opening Race



AOSB Main Board



To select candidates with the *potential* qualities of character, ability and leadership who should, *after training*, be able to *command* a platoon or troop in the performance of common military tasks in peace and war.



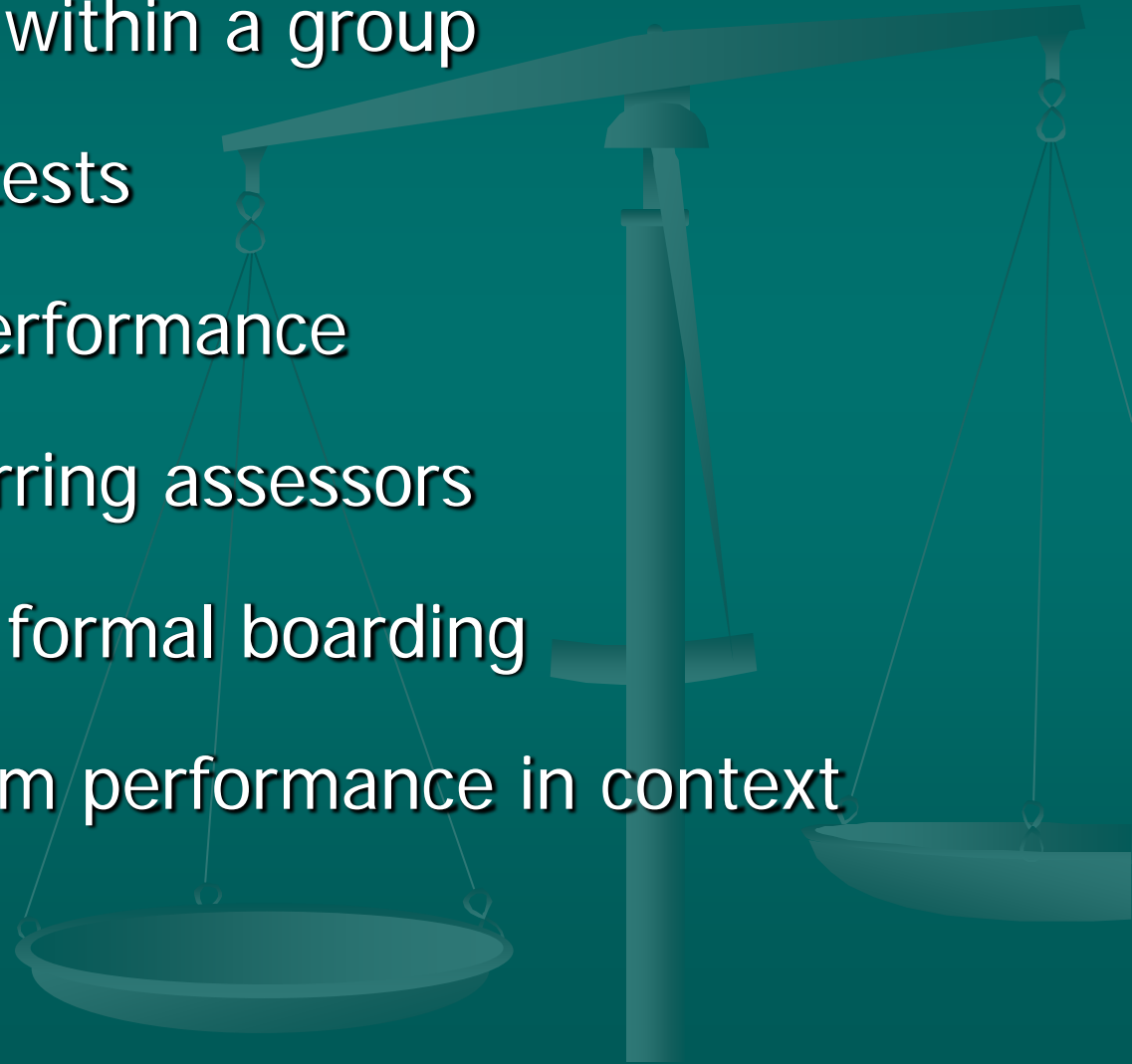
Guiding Principle

“Judgement of one human being regarding the personality and potential of another can never be wholly scientific. On the other hand the field of evidence on which that judgement is made and the organisation of subordinate contributory opinions, can be prepared on a balanced and scientific system, in which every precaution is taken to eliminate or compensate for human prejudice and error”

Dr Henry Harris (WO Psychologist)

Approach to Selection

- Test the individual within a group
- Multi-dimensional tests
- Rating observed performance
- Multiple non-conferring assessors
- Weigh evidence at formal boarding
- Judge potential from performance in context



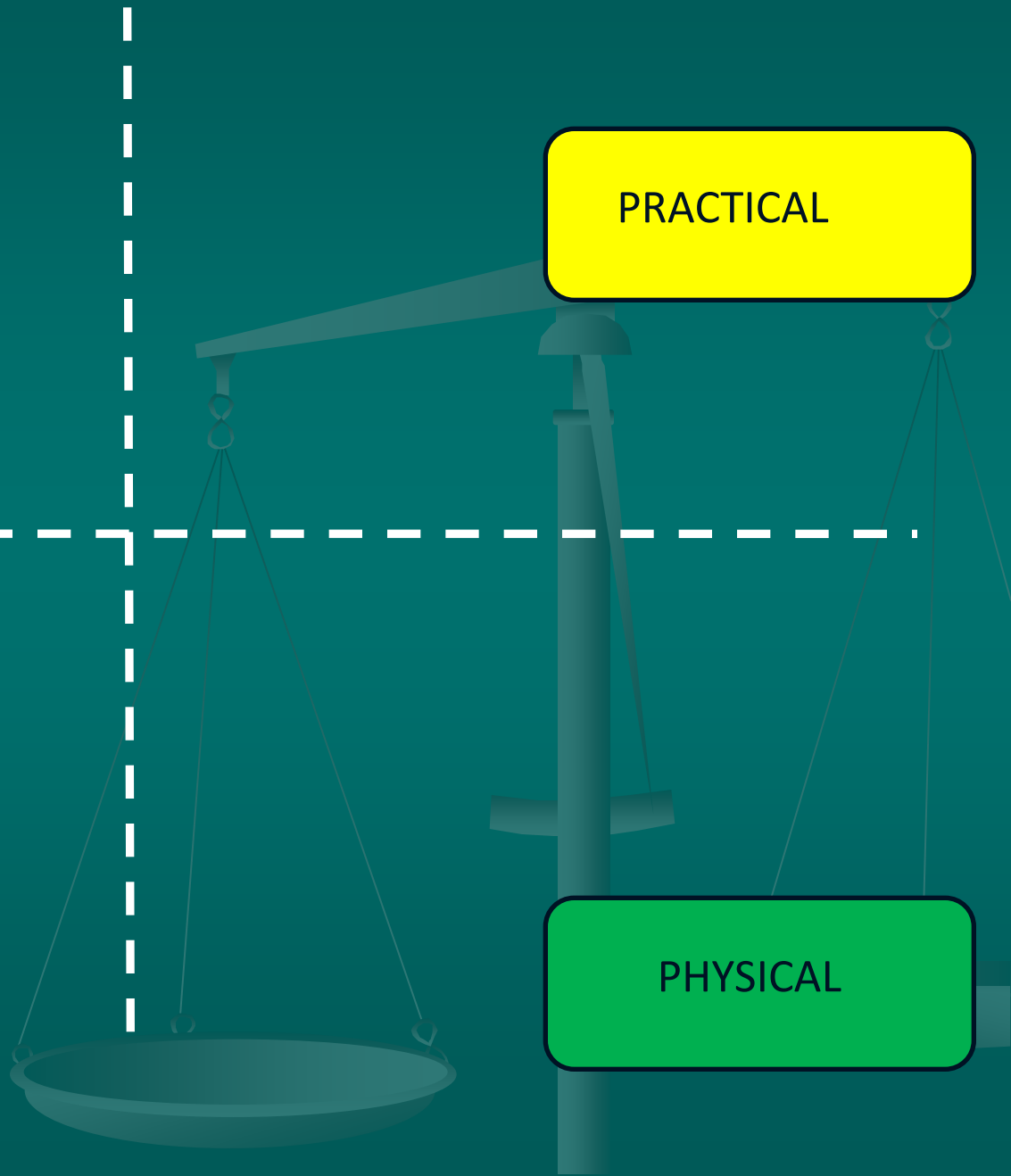
Domains

INTELLECTUAL

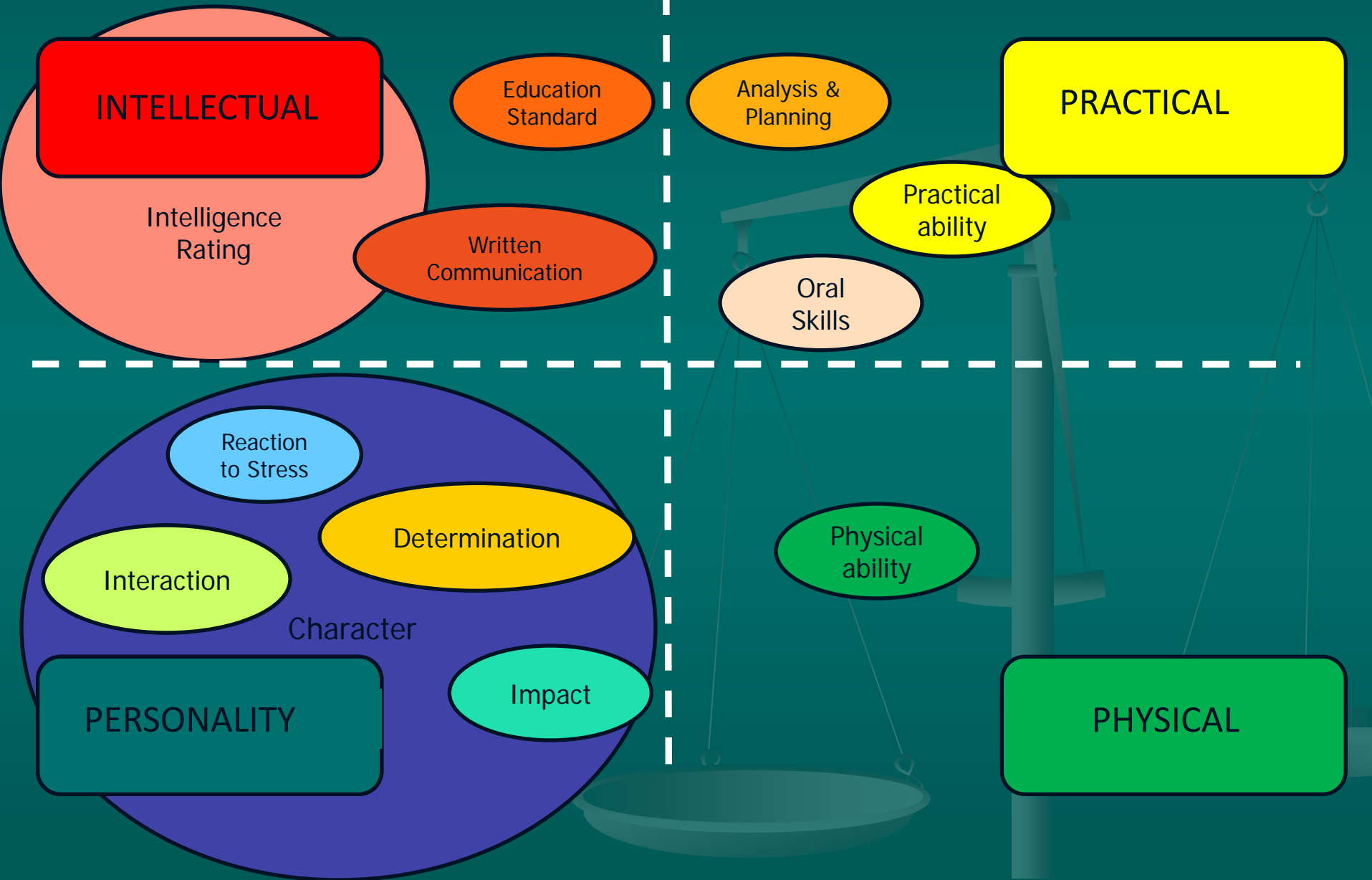
PRACTICAL

PERSONALITY

PHYSICAL



Dimensions



Final Boarding Conference



Final

Red

Blue

- 11
- 12
- 13
- 14
- 16
- 17
- 18

Brown

Board : Blue 14 - Mr Male Age: 21.05

Command Task: FLOODTIDE

Board Type	Ver	Num	Abs	OIR	MAT DE
Brief	1	5	1	2	58
D5	D11	D9	D6	D10	D12
7	4	8	7	6	6

	T1	T2	T3	T4	T5	T6	T7	T8	T9	T10	T11	Final		Overall	Final Rating						
D7														D7	7	7					
D3														D3	4	4					
POTENTIAL															3						
D8	5	5				6	5					6	4	6	5	D8	5	5			
D4				4	2	4							4	2		D4	2	2			
D2		5	6			6	5	3	5				5	5		D2	5	5			
POTENTIAL															4	4	3				
D1		5	5						6	5	5		6	6		D1	6	6			
POTENTIAL															6	6	6				
D5	3	3	3	4	3	3				5	5			4	3	4	D5	4	4		
D11			4	4			5	4	4	4	7	6		4	5	4	D11	4	4		
D9				4			5	5					5		5	5	D9	5	5		
D6	4	3	4	4	4	4				5	5	3	4		6	4	4	4	D6	4	4
D10	5	5	5	5	5	4				5	5	5	5		5	5	D10	5	5		
POTENTIAL															4	4	4				

Report Type Grade

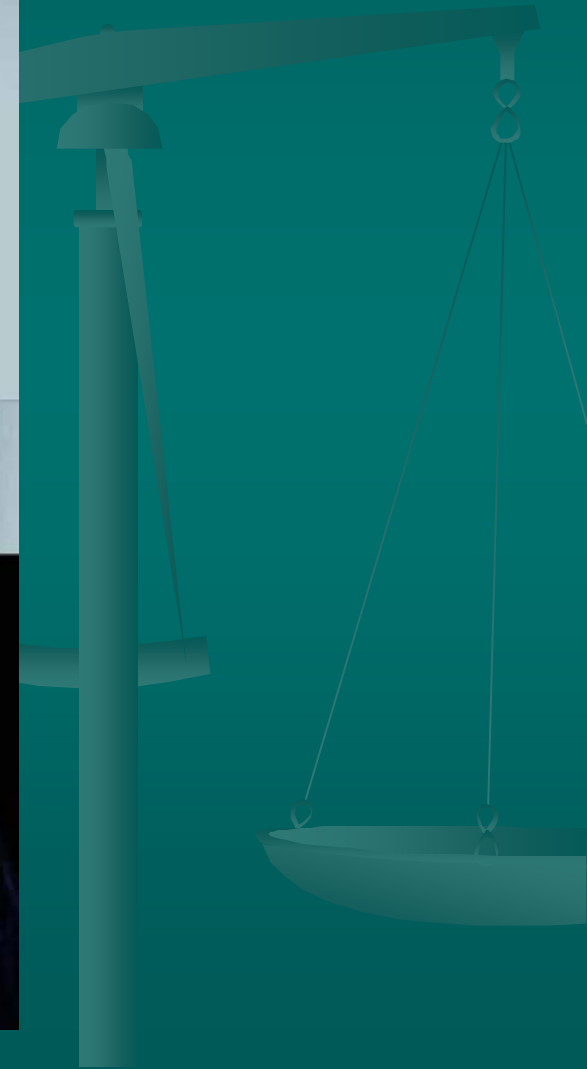
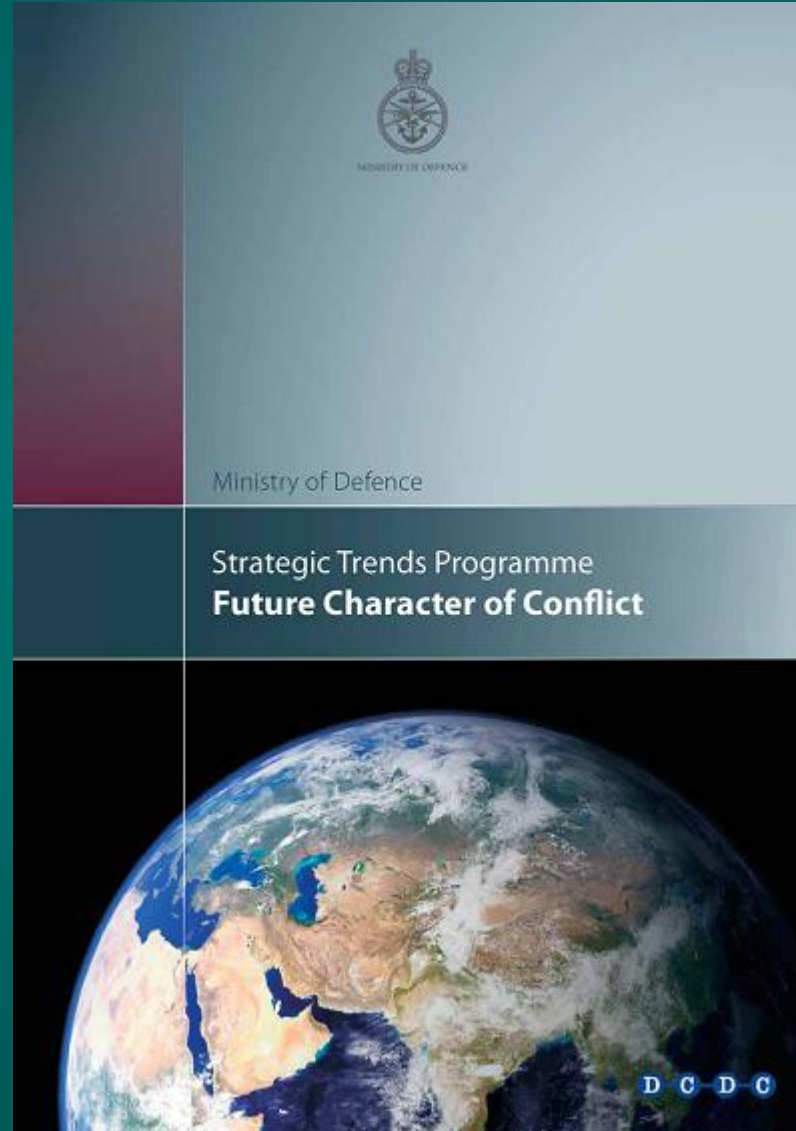
Briefing Result: 2 2

None available.

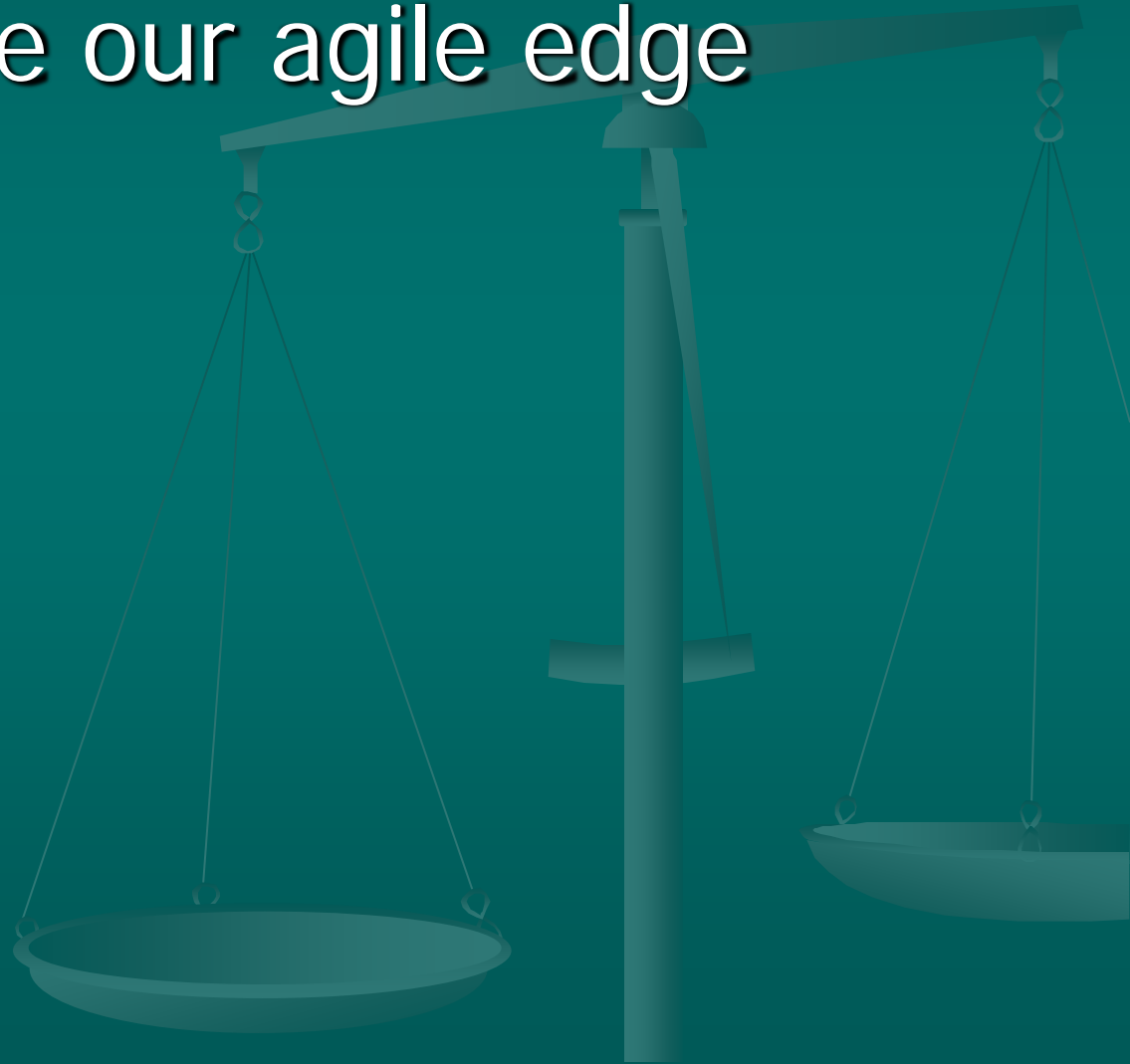
GL:	Fail	DP:	Fail	VP:	Fail	Pr:		Final:	Fail
ASE:					Gap Year Commission:				
Undergraduate Placement:					Bursary:				
Defer (months):					Fast Track:				
Encourage/Discourage:									



Environment



- People will be our agile edge



Doing Business



ADP Land Operations

Leadership Responsibilities	Leadership Qualities
To understand	Responsibility
To decide	Creativity
To communicate	Judgement
To empower	Example
To inspire	Presence
To achieve	
To sustain	

ADP Operations – Fundamental requirements of a leader

Motivation	Professional competence	Initiative
Intellect <ul style="list-style-type: none">■ Creativity■ Innovation■ Resolution■ Judgement	Decisiveness	Communication
Tone	Confidence	Humility
Vision		



Doctrine not Dogma



Supporting



DIRECTOR GENERAL LEADERSHIP

Developing Leaders A British Army Guide



Army Values and Standards

- Selfless commitment
- Courage
- Integrity
- Discipline
- Respect for others
- Loyalty

- Professional
- Lawful
- Appropriate





Operations

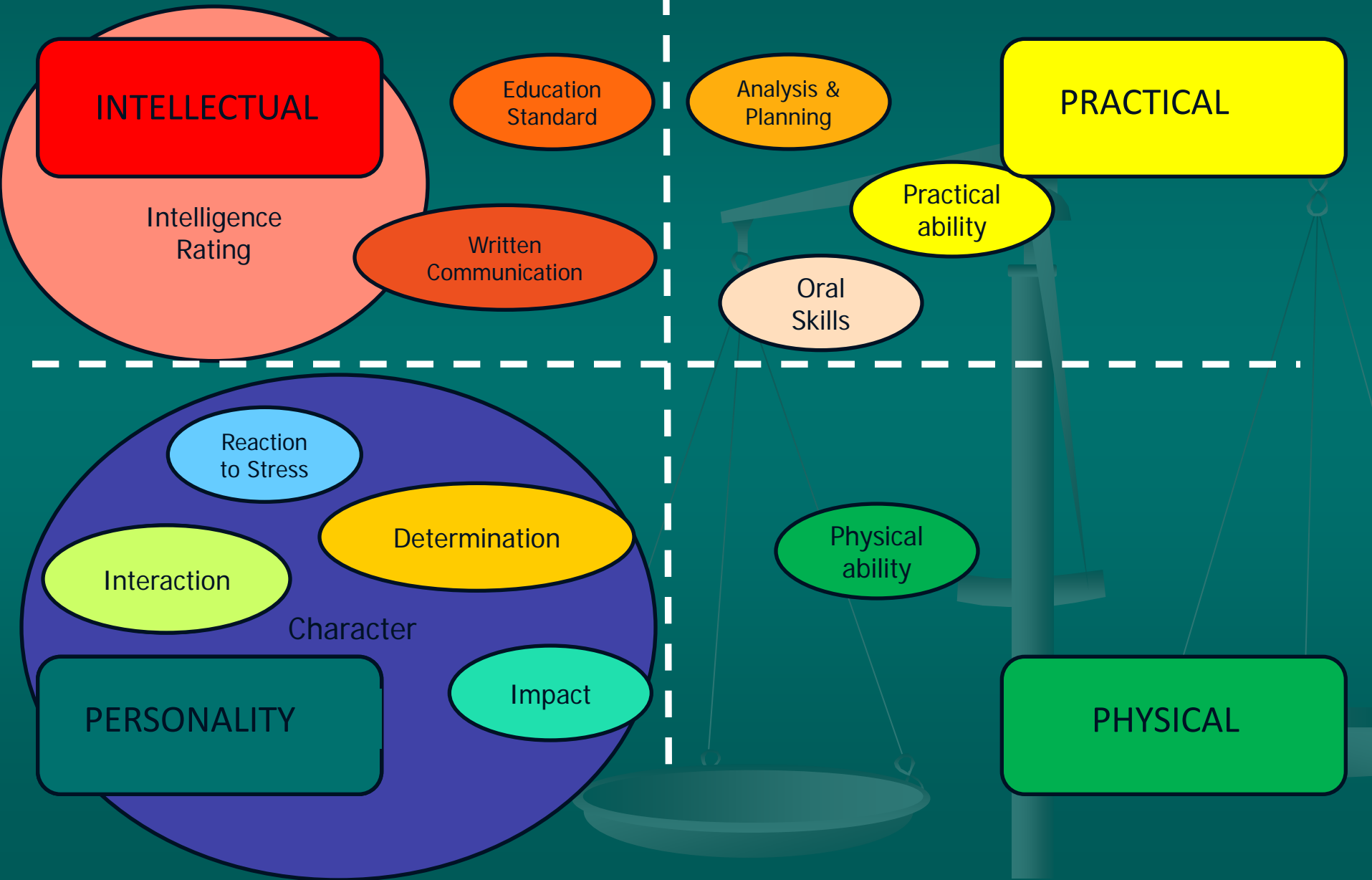


The Person Specification





Dimensions

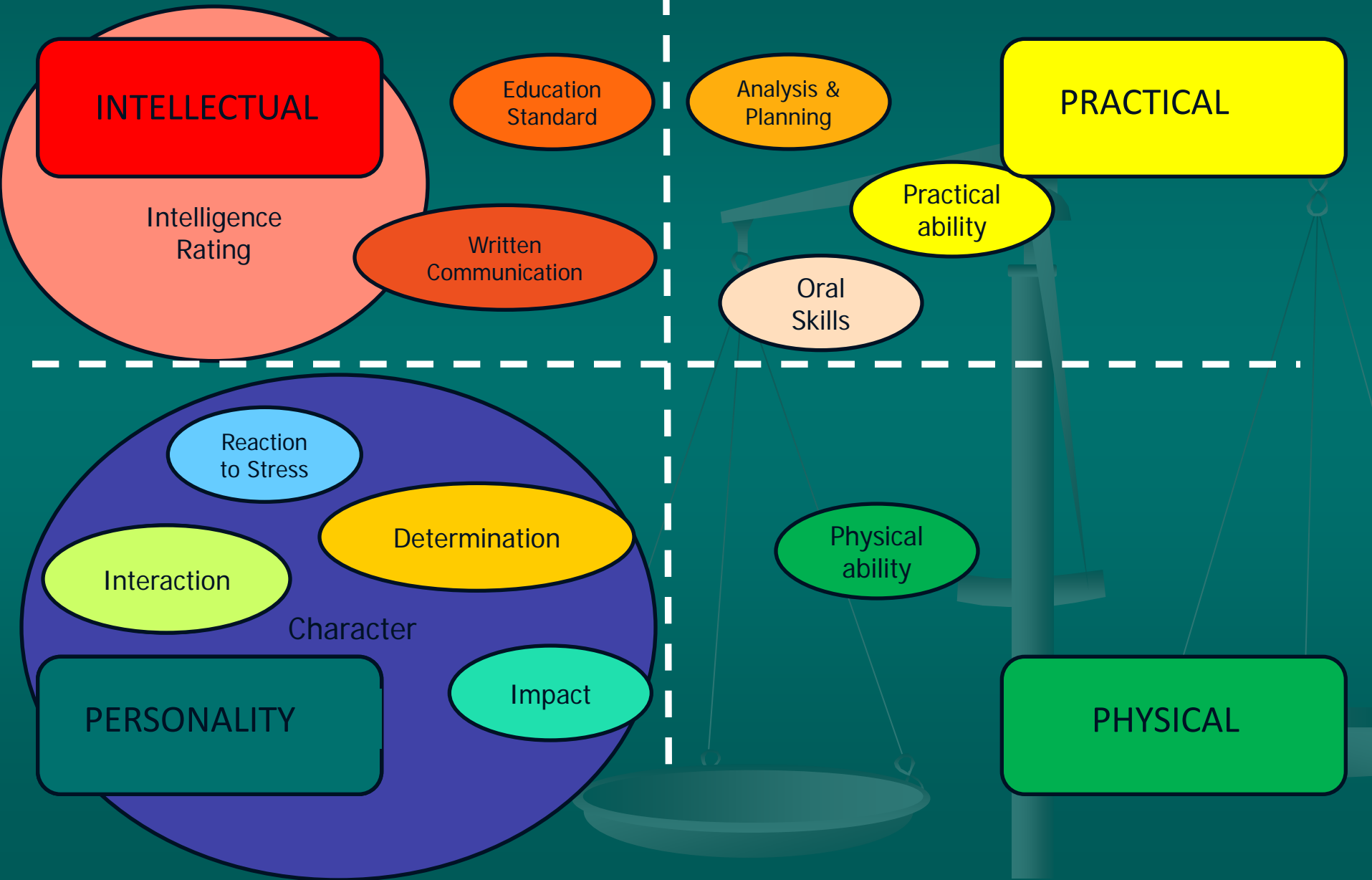








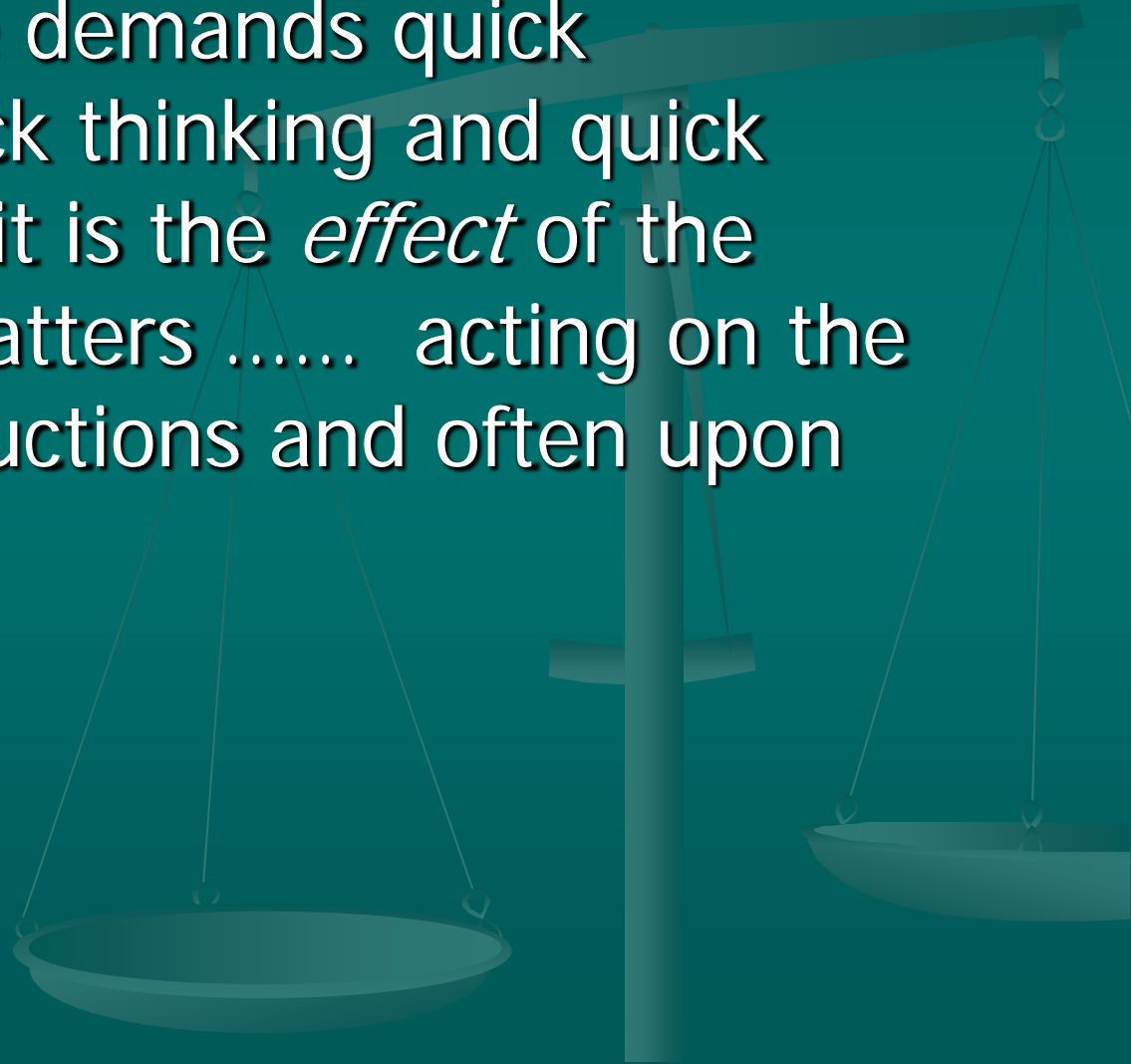
Dimensions





Future Character of Conflict ?

- Modern warfare demands quick movement, quick thinking and quick decisions it is the *effect* of the decision that matters acting on the briefest of instructions and often upon none at all



Future Character of Conflict

- The nature of conflict endures and will be defined by: friction, uncertainty, chaos, violence, danger and human stress





Final Boarding Conference



Home Calendar Candidate List

AOSB
logout

« Back to Event Details



Final

Board : Blue 14 - Mr Male Age: 21.05

Command Task: FLOODTIDE

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D4				4		2	4						4	2		D4	2	2	
D2			5	6			6	5	3	5			5	5		D2	5	5	
POTENTIAL														4	4	3			
D1			5	5									6	6		D1	6	6	
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D5	3	3	3	4	3	3							4	3	4	D5	4	4	
D11			4	4			5	4	4	4	7	6		4	5	4	D11	4	4
D9				4			5	5						5	5	D9	5	5	
D6	4	3	4	4	4	4							6	4	4	4	D6	4	4
D10	5	5	5	5	5	4							5		5	5	D10	5	5
POTENTIAL														4	4	4			

Report Type: Grade
None available.

Briefing Result: 2 2

GL:	Fail	DP:	Fail	VP:	Fail	Pr:		Final:	Fail
ASE:					Gap Year Commission:				
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Defer (months):					Fast Track:				
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Previous Next