NW RFCA

RESERVE FORCES' AND CADETS' ASSOCIATION FOR THE NORTH WEST OF ENGLAND AND THE ISLE OF MAN

RECRUITMENT INFORMATION PACK

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Our Story

Here at the North West Reserve Forces' and Cadets' Association (NW RFCA) we champion the Reserve Forces' and Cadets' in our area through community and corporate engagement, estate management and support to local Reserve Units and Cadet Organisations.

NW RFCA has supported the Royal Navy, Army and Air Force Reservists and Cadets in the North West for over 100 years and is funded by the Ministry of Defence and single Services to do this.

Our Values *(How we behave)*

- We promote the interests of the Armed Forces.
- We champion the volunteer ethos both within and outside the Services.
- We are apolitical.
- Through our collegiate behaviour, we have national responsibility, influence and recognition, while being independent (from the MOD and the chains of command) and autonomous (from each other).
- We support the work of third sector organisations which also contribute to the well-being of Service personnel and dependents, veterans and youth.
- We supplement government funding through our income generation activities.

What is the RFCA

Our Vision

We aim to be the essential, effective, and enduring partner that supports Reserves, Cadets, and the wider Armed Forces Community.

RFCA 100

A Century of Service

Our Work

With a team of over 100 staff, we are committed to promoting the value and benefit of military service, and supporting the Reserves, Cadets, and Cadet Force Adult Volunteers across the North West.

With a main office to the North of Liverpool, we have satellite offices and teams in Cheshire, Cumbria, Greater Manchester, Lancashire, Merseyside and the Isle of Man.

We are committed to developing and maintaining strong relationships with employers and community stakeholders in support of a mutually beneficial working relationship with the Ministry of Defence.

Reserves and Cadets

Military Reserves, Cadet Force Adult Volunteers and Cadets volunteer to serve and give their time and commitment to the Nation and their communities. The Royal Naval Reserve, The Royal Marines Reserve, The Army Reserve and the Royal Air Force Reserve are key elements of the Nations Armed Forces.

The Reserve Forces' and Cadets' Associations (RFCAs) provide a Regional point of contact around the UK through 13 Regional Associations. The RFCA's support the Reserve and Cadets across the UK, in a variety of ways, and through their dispersed locations, provide a Regional Defence footprint and voice within the community. The Reserve Forces and Cadets rely on the support of a dedicated organisation staffed by people who are familiar with their environment, who understand the context of their contribution and have their interests at heart. The NW RFCA provides that support in the North West.

NW RFCA works closely with the civil community and business community within the North West, and with the Armed Forces' chain of command. NW RFCA manages the Reserve and Cadet Estate within the North West, providing a complete service to our military customers, occupying some 300 locations. In the Cadets sphere, NW RFCA provides administrative, financial and logistic support, as well as assistance and encouragement to the recruitment process for both cadets and adult volunteers.

How Are We Achieving Our Goal

Our Engagement Output

A network of networks

We are committed to developing and maintaining strong connections with employers and community stakeholders in support of a mutually beneficial working relationship with the Ministry of Defence.

Our Engagement Team, working from Alt House, advises companies on how to support the regions military community and encourages business to adopt forces friendly policies including signing the Armed Forces Covenant and embarking on the Defence Employer Recognition Scheme. Both offers show a business's support for the Defence community.

How Are We Achieving Our Goal

Our Cadets and Youth Output

End to end Support

There are over 3,000 Cadet Force Adult Volunteers, and over 12,000 cadets in the NW. Whilst the NW RFCA are not involved in the training of Cadets, we do provide various aspects of support to the Cadet Organisations(ATC, ACF, SCC, and CCF), such as financial, administrative, and logistical support to the Cadet Force Adult Volunteers.

We also provide support for recruitment of Adult Volunteers and Cadets to help the Cadet movement grow and thrive.

How Are We Achieving Our Goal

Our Infrastructure

Stewardship

Our Infrastructure Team manages an estate of over 400 sites (249,000 SqM) which includes Reserve Centres and Cadet Training Centres, as well as a major training and range area at Hightown (Altcar Training Camp).

We have successfully designed and project managed multi-million pound build, and modernisation projects.

We provide all essential maintenance, repairs and Health and Safety compliance to the Reserve and Cadet Estate throughout the North West.

Since 2012, the team have also project managed private property adaptations for wounded, injured and sick Armed Forces personnel, successfully managing over 40 projects to various dwelling types across the North West. The works range from level access shower installation to two storey extensions with through floor lifts.

Our other functional areas

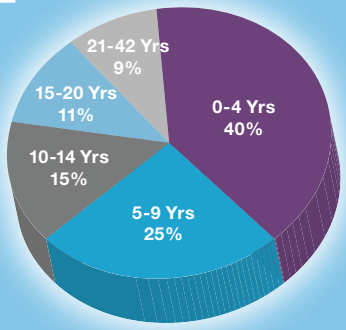
In addition to these 3 Core outputs, NW RFCA has the following functional Areas:

- **Human Resources Support**
  Based at our main office in Hightown
- **Finance**
  Based at our main office in Hightown
- **IT Support and Business Support**
  Based at our main office in Hightown
- **Income Generation (Alternative Venues)**
  Based at our main office in Hightown
- **Communications support**
  Based at our main office in Hightown

A Snapshot of Our Staff

LENGTH OF SERVICE

- 0-4 Years
- 5-9 Years
- 10-14 Years
- 15-20 Years
- 21-42 Years



GENDER DIVERSITY
(all employee's)

69% of the workforce are **Male**

31% of the workforce are **Female**

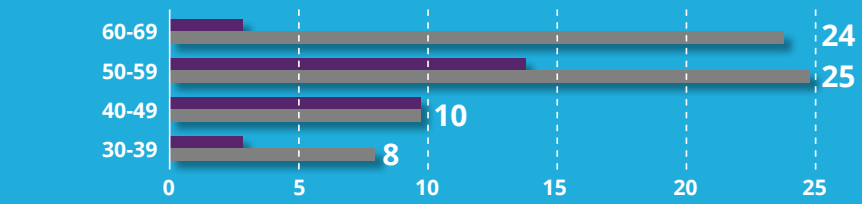
MALE	LOCATION	FEMALE
6	Cheshire	2
6	Cumbria	1
9	Manchester	3
2	IOM	1
7	Lancashire	3
7	Merseyside	2
17	Altcar	1
9	HQ NW RFCA	17
3	INSKIP	
1	HQNW	

NWRFCA IS AN EQUAL OPPORTUNITIES EMPLOYER

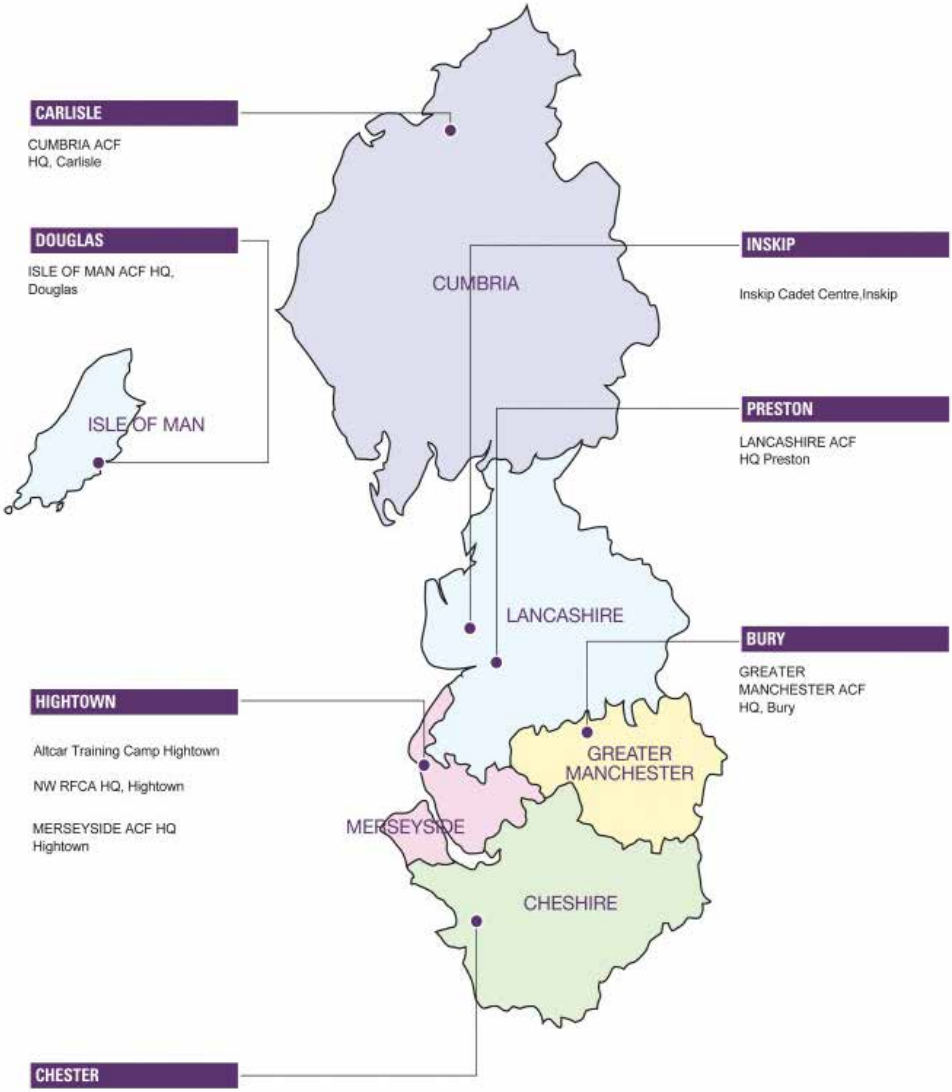
Embracing Diversity and Inclusion is a core element of our jobs, unlocking talent, and effectiveness.

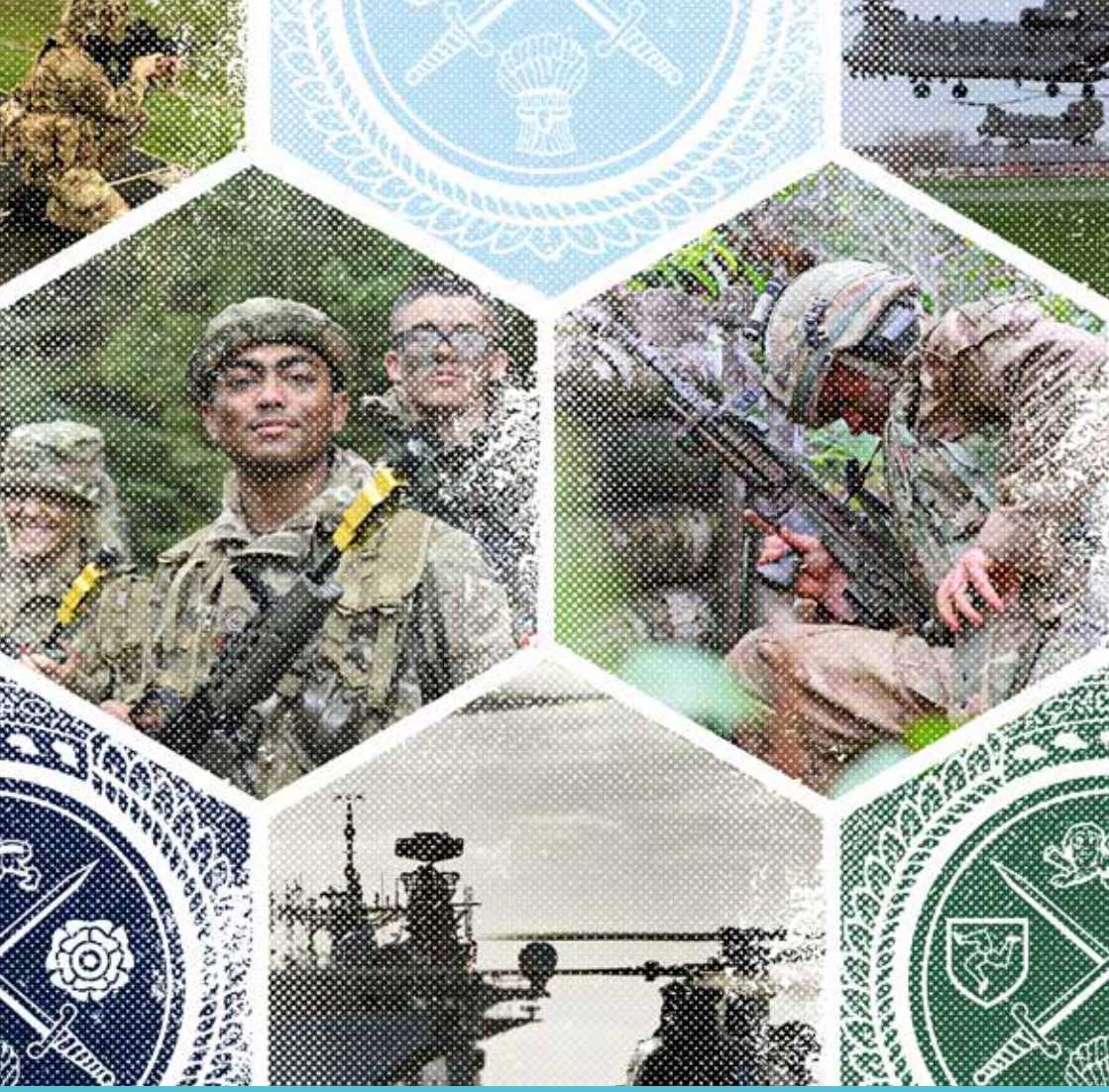
It is in the interests of NW RFCA and all our staff, that all our people feel valued and respected, and are able to develop their potential to the full. Every member of our staff bears a responsibility for creating this constructive culture.

STAFF AGE BY GENDER



Staff Locations





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https://www.facebook.com/NorthWestRFCA/
https://www.instagram.com/nwrfca/?hl=en
https://www.linkedin.com/company/3179617/admin/

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