

RANGE SAFETY OFFICER (RSO) JOB TASK ANALYSIS: CASE STUDY



CHALLENGE:

A major maritime security agency responsible for safety regulations, tactical operations, and training services at a large-scale military installation faced a critical challenge. They needed to identify and understand the specific tasks, responsibilities, and requirements associated with the roles of Range Safety Officers (RSOs). These roles involved overseeing live-fire training and other high-risk activities, making safety a top priority. To address this challenge, the agency requested a Job Task Analysis (JTA) to gain a comprehensive understanding of the RSO role.

BACKGROUND:

The agency recognized that RSOs played a pivotal role in ensuring safety within the firing range, and their responsibilities included overseeing firing activities, maintaining safety measures, and responding swiftly to emergencies. Additionally, RSOs needed to be well-versed in applicable regulations and maintain effective

communication with Range Control. The agency sought to improve the clarity and effectiveness of RSO training, optimize resource allocation, and ensure role-specific competency in high-risk operational contexts.



Awakening the Extraordinary in Human Performance

3295 Progress Drive,
Orlando, FL 32826

info@metrisglobal.com
metrisglobal.com

(480) 685-3900



ACTIONS:

In response to the challenge, METRIS GLOBAL's team of experts conducted a Job Task Analysis (JTA) for the agency. This analysis was carried out in five stages:

1. Job/Task Identification: This stage involved identifying the specific tasks and responsibilities associated with the RSO role, such as safety measures, overseeing firing activities, regulatory compliance, communication with Range Control, and post-training procedures.

2. Data Collection: Data were collected to gain insights into the requirements of the RSO role, including knowledge of safety procedures, regulatory compliance, communication protocols, and resource management.

3. Data Analysis: The collected data were thoroughly analyzed to extract critical information about the RSO role, including the key skills, knowledge, and abilities (KSAs) required.

4. Documentation: The findings from the JTA were documented, creating a comprehensive reference for the RSO role, which included safety measures, regulatory compliance, communication protocols, and post-training procedures.

5. Review and Validation: The documented information was reviewed and validated to ensure accuracy and completeness.

RESULTS:

The comprehensive Job Task Analysis (JTA) conducted by METRIS GLOBAL yielded significant results and benefits for the agency:

1. Maintenance of Safety Measures & Overseeing Firing Activities: The JTA highlighted the need for RSOs to possess in-depth knowledge of safety procedures, keen observation skills, and the ability to enforce safety rules effectively, ensuring safety within the firing range.

2. Regulatory Compliance: The JTA identified the importance of RSOs having a comprehensive understanding of all applicable regulations, policies, and directives, emphasizing the need for continuous training and updates to stay informed about changes in regulations.

3. Communication with Range Control: Effective communication skills and familiarity with communication protocols and equipment used on the range were emphasized as crucial for the RSO role, ensuring constant updates and prompt reporting of issues.

4. Post-Training Procedures: The JTA underscored the importance of meticulousness and attention to detail in ensuring the range is clear of all personnel, equipment, and debris, along with resource management skills for overseeing the cleanup process.

OVERALL:

The JTA became a cornerstone for strategic improvements, enabling better clarity, streamlined training procedures, optimized resource allocation, and fair performance evaluations. This case study demonstrates the value of conducting a JTA in enhancing safety, efficiency, and role-specific competency in high-risk operational contexts.



Awakening the Extraordinary in Human Performance

3295 Progress Drive,
Orlando, FL 32826

info@metrisglobal.com
metrisglobal.com

(480) 685-3900

