

PROGRAMME SPECIFICATION

1. Key Information

Programme Title:	BA (Hons) Strategic Organisational Management Top-Up programme BA (Hons) Strategic Organisational Management with Aviation BA (Hons) Strategic Organisational Management with Investigation BA (Hons) Strategic Organisational Management with Intelligence Analysis
Awarding Institution:	Buckinghamshire New University
Teaching Institution(s):	Buckinghamshire new University
Subject Cluster:	Security
Award Title (including separate Pathway Award Titles where offered):	BA (Hons) Strategic Organisational Management with Aviation BA (Hons) Strategic Organisational Management with Investigation BA (Hons) Strategic Organisational Management with Intelligence Analysis
Pathways (if applicable)	Aviation Investigation Intelligence Analysis
FHEQ level of final award:	Level 6
Other award titles available (exit qualifications):	BA Strategic Organisational Management with Aviation BA Strategic Organisational Management with Investigation BA Strategic Organisational Management with Intelligence Analysis
Accreditation details:	
Length of programme:	1 year (Full-Time) 2 years (Part-Time)
Mode(s) of Study:	Full-time, Part-time
Mode of Delivery:	Distance learning
Language of study:	English
QAA Subject Benchmark(s):	Business and Management 2023
Other external reference points (e.g. Apprenticeship Standard):	HM Armed Forces respective education and promotion frameworks
Course Code(s):	BASOAVTF, BASOIATF, BASOIVTF, BASOAVTP, BASOIATP, BASOIVTP
UCAS Code(s):	

Approval date:	March 2025
Date of last update:	

2. Programme Summary

This programme is designed and tailored for serving members of the British Armed Forces, comprising the Royal Navy (including Royal Marines), British Army and Royal Air Force, all of which are multi-disciplinary military organisations employing and training personnel across a wide variety of trades and professions. HM Armed Forces have a strong ethos of in-service education which is built around a central spine of through-service leadership development, complemented by trade-specific technical education. This programme is designed to be an accessible and inclusive route to an undergraduate degree to support career development and post-service civilian career development for any serviceperson who has served in a leadership position.

Designed for senior non-commissioned rates/ranks, warrant officers and commissioned officers who are assessed, through dint of their military education and service to have the pre-requisite qualifications and experience to join at Level 6, applicants are granted credit for prior study and experience.

The programme offers three pathways, which are designed to complement the experience and prior educational attainment of the following groups of military professionals:

- The Aviation pathway will be suitable for the majority of RAF personnel as well as aircrew and groundcrew across the other services.
- The Investigation pathway will be suitable for members of all three services with career experience in investigation activities such as policing or audit. It may also be accessible to and relevant for the career development of personnel with a broad range of staff experience who are seeking career development in some project management roles.
- The Intelligence Analysis pathway offers an educational opportunity to personnel with career experience conducting, supporting or directing military intelligence analysis and operations. It may also be accessible to and relevant for the career development of personnel with staff planning and operational security experience and those seeking roles in the burgeoning corporate security field.

Whilst the course (and core modules) is a closed military community, pathway modules are co-delivered with linked courses allowing students the opportunity to network with professionals already active in their respective fields.

The programme is led and delivered by academics with experience of the military community wherever possible. Students will be allocated a Personal Tutor, usually with a military connection, who will check in with you each term and be your first point of contact for any concerns. For instance, if you are deployed at short notice, they will help you decide if and when to suspend your studies and how to restart. As members of the Armed Forces Covenant, we work hard (with you) to minimise the financial and other impacts of service life on your studies.

On successful completion of this degree programme, graduates will be prepared for more senior roles in HM Armed Forces as well as having a significant qualification to support their move into a wide variety of follow-on civilian careers. Additionally, through the process of studying in this way, graduates will have developed and enhanced transferable skills in project-management, time-efficiency, self-motivation and research methods. The most

successful students may use this qualification to gain entry to a further, post-graduate, programme of study.

3. Programme Aims and Learning Outcomes

Programme Aims

This programme aims to:

1. Develop advanced analytical and critical skills applicable to organisational management and leadership roles.
2. Develop an in-depth understanding of leadership, management and operational issues current in specific sectors (per pathway) and the wider business environment and operating context.
3. Deepen existing professional expertise and develop the knowledge, skills and behaviours to apply professional leadership experience gained in the military context in other professional environments.
4. Enhance in-service promotion prospects and career mobility.

Programme Learning Outcomes

Knowledge and Understanding (K)

On successful completion of the programme you will be able to:

ID	Learning Outcome
K1	Develop appropriate approaches to management challenges in a familiar professional context
K2	Assess organisational change requirements prompted by internal and external factors and understand their implications
K3	Appraise effective business development planning and recognise challenges in implementation
K4	Critically evaluate and suggest strategies for the resolution of business leadership challenges.
K5	Choose appropriate and viable approaches to the development of internal and external stakeholder development.

Analysis and Criticality (C)

On successful completion of the programme you will be able to:

ID	Learning Outcome
C1	Demonstrate critical analysis of contemporary business challenges in a familiar professional context.
C2	Evaluate and solve complex business leadership problems in a familiar professional context.
C3	Examine the management causes differentiating effective and less effective organisations in a familiar professional context.
C4	Effectively research a strategic management challenge within the broad scope of professional experience.
C5	Present a business analysis within a familiar context.

Application and Practice (P)

On successful completion of the programme you will be able to:

ID	Learning Outcome
P1	Effectively implement strategic communications plans and processes to support business success and change programmes.
P2	Initiate and create processes and implementation teams to support business development.
P3	Devise and generate a simple change management strategy.
P4	Critically analysis an integrated and effective business team strategy in a familiar professional context.
P5	Make effective strategic organisational development decisions to deliver against an organisation's mission and objectives.

Transferable skills and other attributes (T)

On successful completion of the programme you will be able to:

ID	Learning Outcome
T1	Develop, deliver, improve and review the processes and functions required to build organisational effectiveness.
T2	Understand, develop, analyse and apply appropriate and adaptable management systems to support business development and related change programmes.
T3	Evaluate and balance competing components of business delivery in a familiar context.
T4	Apply effective problem-solving capabilities to enhance strategic business management.
T5	Develop the capability to solve problems using originality, insight and criticality and a reflexive approach.

Graduate Attributes

The BNU Graduate Attributes of: Knowledge and its application; Creativity; Social and ethical awareness and responsibility; and Leadership and self-development focus on the development of innovative leaders in professional and creative capacities, who are equipped to operate in the 21st Century labour market and make a positive impact as global citizens.

4. Entry Requirements

The University's [general entry requirements](#) will apply to admission to this programme with the following additions for HM Armed Forces personnel, whose structured in-service academic and professional education is taken into account when assessing suitability for direct entry at this level.

- Applicant has held the substantive rate/rank of Petty Officer or Sergeant for at least one year at the course start date or is a warrant officer or commissioned officer.
- Additionally, former regular military personnel who have retired from the Armed Forces no more than five years prior to the course start date will be eligible to apply.

- A serving member of the British Armed Forces who does not meet this rank-based criteria but who can generate prior academic experience beyond Level 3 (A-Levels or equivalent) may be eligible for direct entry. Such applicants may be advised to join another BNU programme to gain appropriate academic skills and credits before joining this course at Level 6.
- Reserve personnel are also likely to be eligible according to the same criteria so long as they have recorded qualifying service no more than five years prior to the intended start of the course. In cases of doubt, confirmation may be sought from the applicant's Commanding Officer.

All applicants will be interviewed by the course team to ensure their suitability, before being accepted onto the programme.

Typical applicant profile and programme-specific entry requirements -

Potential students in this programme are to hold a diploma in Higher Education or meet the entry requirements to 'top-up' their qualifications to a full Bachelors with Honours degree qualification.

Those entering this programme may be advised to undertake a primer course in Research techniques, depending on their prior educational experience. .

5. Programme Structure

Strategic Organisational Management with Aviation

Level	Modules (Code, Title and Credits)	Exit Awards
Level 6	<p>Core modules: LAW6070 Extended Independent Work (40) ENG6037 Strategic Human Resources Management (20) ENG6038 Management, Strategy and Leadership (20)</p> <p>Pathway modules: ENG6039 Sustainability and Ethics in Aviation (20) ENG6040 Aviation Analytics (20)</p>	<p>Ordinary Degree, awarded on achievement of 300 credits, including 60 credits at Level 6 and 120 credits at each of Levels 4 and 5</p> <p>Honours Degree, awarded on achievement of 360 credits, including 120 credits at each of Levels, 4, 5 and 6</p>

Strategic Organisational Management with Intelligence Analysis

Level	Modules (Code, Title and Credits)	Exit Awards
Level 6	<p>Core modules: LAW6070 Extended Independent Work (40) ENG6037 Strategic Human Resources Management (20) ENG6038 Management, Strategy and Leadership (20)</p> <p>Pathway modules: LAW6071 Strategic Intelligence (20) LAW6072 Factors in Commercial Intelligence (20)</p>	<p>Ordinary Degree, awarded on achievement of 300 credits, including 60 credits at Level 6 and 120 credits at each of Levels 4 and 5</p> <p>Honours Degree, awarded on achievement of 360 credits, including 120 credits at each of Levels, 4, 5 and 6</p>

Strategic Organisational Management with Investigation

Level	Modules (Code, Title and Credits)	Exit Awards
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Level 6	Core modules: LAW6070 Extended Independent Work (40) ENG6037 Strategic Human Resources Management (20) ENG6038 Management, Strategy and Leadership (20) Pathway modules: LAW6074 Criminal Investigation Systems (20) LAW6075 Criminal Investigation: Scope of the State (20)	Ordinary Degree , awarded on achievement of 300 credits, including 60 credits at Level 6 and 120 credits at each of Levels 4 and 5 Honours Degree , awarded on achievement of 360 credits, including 120 credits at each of Levels, 4, 5 and 6
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6. Learning, Teaching and Assessment

Learning and teaching

At Level 6, we empower learners to hone their independent learning skills. Students will engage with theories, concepts, assumptions and arguments where you will critically review and analyse these elements. This will involve questioning assumptions, evaluating evidence and considering alternative viewpoints. As an independent learner, students be expected to draw from a range of sources; these might include academic papers, industry reports, case studies and expert opinions. The goal will be to synthesise information into a coherent understanding of strategic organisational management.

All core modules will be taught in closed groups unique to this course. This approach ensures military students can be confident engaging with their peers and academics can bring topics to life using military examples and case studies where relevant.

Pathway modules, however, may be co-taught with students studying for different degrees. This presents a fantastic opportunity to engage with non-military students and to gain fresh perspectives on selected topic areas.

A cornerstone of Level 6 is the extended individual research project. Learners will start by identifying a relevant research question relating to organisational leadership. They will conduct a thorough literature review and gather data using appropriate research methods. Analysing their results and findings, they will draw meaningful conclusions and implications for the field. Finally, they will present their findings in a well-structured report, showcasing their contributions.

Assessment

The majority of assessment is via written submissions, to support the flexible studying arrangement of military students. However, some modules are assessed by demonstration or presentation, which can be recorded and delivered remotely.

Contact Hours

This programme is a blend of synchronous, asynchronous learning and self-directed exploration to provide learners with flexibility and designed to support individual learning styles.

Scheduled Activities: On average learners on the full-time route will engage in approximately 12 hours of learning activities each week, including lectures, seminars, supervision and workshops. Module delivery is broadly split evenly between into synchronous and asynchronous sessions.

Independent Learning: Learning doesn't stop when the lecture ends. Outside of scheduled hours, learners on the full-time route will dedicate 16-18 hours per week to self-directed exploration. Here's where students can dive into research articles, explore case studies, and stay updated on industry trends. Learners will also use this time to prepare for your next lecture or seminar, as well as completing assessments.

7. Programme Regulations

Regulations for Taught Degree Programmes (available via our [policies](#) page) will apply to this programme. These are designed to ensure that all students are considered fairly and consistently, and we review them regularly

8. Support for learners

As learners continue on their academic journey, we've put robust systems in place to ensure learner success. Here's what you can count on:

- **Personal Tutor:** The personal tutor is a coach or mentor who supports learner throughout the programme. They'll help students navigate challenges, set goals, and celebrate achievements.
- **Programme Handbook and Induction:** At the start of their studies, learners will receive a comprehensive programme handbook. It's a roadmap, detailing everything from course structure to assessment guidelines. Plus, our induction sessions kickstart the journey with clarity and confidence.
- **Library Resources:** Access books, journals, and databases – many available electronically. Trained library staff are available and ready to assist learners online or remotely.
- **Blackboard (VLE):** This is the digital classroom. Whether learners use a PC, laptop, tablet, or mobile device, they will be able to engage with course materials, collaborate with peers, and submit assignments seamlessly.
- **MyBNU Portal:** The gateway to all things university-related. From checking personalised timetable to catching up on campus news, MyBNU keeps learners connected.
- **Academic Registry Support:** Need guidance on university regulations or exam procedures? Our Academic Registry staff are here to assist. They demystify the administrative maze, so learners can focus on learning.
- **Central Student Services:** A safety net for your well-being and growth:
 - **Academic Skills Development:** Enhance study techniques and time management.
 - **Career Success:** Explore career paths, help with updating CVs, and prepare for interviews.
 - **Student Finance:** Get advice on managing finances during your studies.
 - **Chaplaincy:** Spiritual support for those seeking it.
 - **Disability and Counselling:** Confidential assistance when you need it most.
- **Bucks Students' Union:** The SU offers free and confidential advice through the Students' Union Advice Centre. Whether it's academic concerns or personal challenges, they're here to listen and guide.

9. Programme monitoring and review

BNU has established robust mechanisms for monitoring and reviewing the quality of learning and teaching on programmes. Students will be able to provide input on their programme via the following feedback mechanisms:

- Formal feedback questionnaires and anonymous module 'check-ins'
- Participation in external surveys
- Programme Committees, via appointed student representatives
- Informal feedback to your programme leader

Quality and standards on each programme are assured via the following mechanisms:

- An initial event to approve the programme for delivery
- Continuous monitoring processes – data, trends, feedback and student outcomes are continuously monitored to ensure we can identify and resolve issues in agile and proactive way.

- An annual report submitted by the External Examiner following a process of external moderation of work submitted for assessment
- The Annual Monitoring process, which is overseen by the University's Education Committee
- Periodic Subject Review events held every five years
- Other sector compliance and review mechanisms

10. Internal and external reference points

Design and development of this programme has been informed by the following internal and external reference points:

- **The Framework for Higher Education Qualifications (FHEQ):** The FHEQ serves as the foundational framework, delineating the levels of qualifications. The programme is aligned with these standards, ensuring that the learning journey is both robust and widely recognised.
- **The QAA Subject Benchmark Statement for Business and Management 2023:** This statement functions as the guiding framework, specifying the requisite knowledge, skills, and understanding to be acquired in this field. The programme has been meticulously aligned with these benchmarks.
- **Credit Accumulation:** Each completed module accrues credits, which collectively contribute towards the attainment of a degree. The BNU Qualifications and Credit Framework guarantees the transparency and consistency of the degree programme.
- **The BNU Grading Descriptors:** These descriptors encompass the entire marking spectrum. They are not merely letters but represent the student's growth, effort, and mastery of the subject matter.
- **University Strategy: Thrive 2028:** This document embodies the university's vision, influencing every strategic decision. It encompasses initiatives aimed at fostering innovation and promoting inclusivity, with all programmes being aligned to this overarching strategy.
- **HM Armed Forces Education and Promotion Frameworks:** The education and promotion frameworks within HM Armed Forces are designed to ensure that personnel receive comprehensive training and development.

Mapping of Programme Learning Outcomes to Modules

Programme Learning Outcome	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)					
	Module Code (Core)	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
Level 6																					
LAW6070 Extended Independent Work (40)	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
ENG6037 Strategic Human Resources Management (20)	X	X		X	X	X		X			X		X		X	X	X				X
ENG6038 Management, Strategy and Leadership (20)	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X		X	X	X	X
Level 6 with Aviation Management Pathway																					
ENG6039 Sustainability and Ethics in Aviation (20)		X			X	X			X											X	X
ENG6040 Aviation Analytics (20)		X	X	X	X	X						X								X	X
Level 6 with Intelligence Analysis Pathway																					
LAW6071 Strategic Intelligence (20)	X	X			X			X							X	X				X	X

Programme Learning Outcome	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
LAW6072 Factors in Commercial Intelligence		X		X	X	X		X		X	X					X				X
Level 6 with Investigation Pathway																				
LAW6074 Criminal Investigation Systems					X			X												X
LAW6075 Criminal Investigations: Scope of the State					X			X							X	X				X