



YOUR CONCISE GUIDE TO ADF CAREERS



Information for Vocational
Education & Training
Career Counsellors



NAVY



ARMY



AIR FORCE



AN IDEAL ROLE FOR EVERYONE

The Australian Defence Force is an inclusive, supportive, people-focused and forward-thinking organisation.

WE OFFER OVER 250 ROLES

across a wide range of specialist military positions, support roles, traditional and technical trades, and professions that range from medicine to engineering. Many of these jobs will suit students from diverse backgrounds and those who are not thought of as likely candidates for the ADF. They include jobs for the future aimed at those looking to make the most of their Science, Technology, Engineering and Maths skills.

It's fair to say that just about any young person could find a role that suits them in the Navy, Army or Air Force.

The purpose of this guide is to help you:

- Share essential information about the ADF
- Explain the key benefits of a career in the Navy, Army or Air Force
- Provide broad details about the opportunities available
- Guide individual students towards the most appropriate entry option
- Advise your students about the qualifications they will need to join

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COMMITTED TO EQUALITY AND DIVERSITY

The ADF promotes equality and diversity across our workforce and embraces people from every area of society.

Equal opportunities for women

Every role in the ADF is open to women, who receive exactly the same pay and opportunities for advancement as their male counterparts.

Diverse workforce

We believe a culturally and academically diverse workforce brings a unique blend of skills, strengths and knowledge to our operations.

Diverse roles

Your students can choose from a variety of trades, technical disciplines, specialist military roles and traditional professions, across vocational areas such as these:

- Administration
- Aviation
- Business
- Chaplaincy
- Combat
- Communications
- Education
- Engineering
- Healthcare
- Hospitality
- Human resources
- Information and Communications Technology (ICT)
- Intelligence
- Law
- Logistics
- Management
- Science
- Security
- Trades

Flexible pathways

The ADF offers flexible entry methods with the specific needs of some female and Indigenous candidates in mind. These pathways can lead to jobs close to home or with a more immediate start date; or they can help your students meet minimum fitness and/or education standards.



CAREERS THAT OFFER MORE

As members of the Navy, Army or Air Force your students will enjoy far more than just stimulating and rewarding work. The package of benefits on offer has no equal in the civilian world. Your students may enjoy:

Career benefits

- Skills training and ongoing professional development
- Sponsored degree courses and ongoing education
- World-class management and leadership training
- The opportunity to work with cutting-edge technology
- Clear avenues for promotion and career progression
- Job security in a supportive team environment

Financial benefits

- Attractive pay plus allowances
- Regular salary reviews
- Generous superannuation
- Free dental and medical care
- Subsidised accommodation
- Free sports and fitness facilities

Lifestyle benefits

- Memorable experiences and opportunities to travel
- Make friends for life
- A good work/life balance
- The job satisfaction of helping communities in need
- Getting paid to stay fit and healthy
- Job flexibility and paid maternity and paternity leave

These benefits apply to all full-time roles and many part-time roles.





JOB S FOR THE FUTURE

The ADF is a dramatically different organisation to the one that our older family members may be familiar with. High-tech robotics, drones, virtual reality training and electronic warfare are now replacing traditional military methods - and the rate of change is unprecedented.

This provides exciting opportunities for graduates who dream of working with advanced technologies. In the ADF they'll experience some of the world's most innovative aircraft, ships, vehicles, weaponry and ICT systems.

As one of Australia's largest employers, the ADF has an ongoing need to recruit candidates with skills across;

- Trades
- Engineering
- Information and Communications Technology
- Business and Leadership

As our equipment and systems become ever more sophisticated, new roles emerge to support the hundreds already offered in trade, technical, engineering and leadership areas.

A job in the ADF will set students on a stimulating and rewarding career path to the future.

IDENTIFY THE IDEAL ENTRY METHODS FOR YOUR STUDENTS

Choose which of these descriptions most closely matches your student, to learn about the entry method best suited to them.

STUDENT DESCRIPTION	Plans to apply for the ADF with Year 10 or Year 12 Certificate	Plans to apply for the ADF with Certificate III or higher in a Trade or Technical field	Plans to apply for the ADF with Year 12 Certificate and/or Diploma or Advanced Diploma in relevant profession		Interested in joining the ADF in a part-time capacity with a Trade or relevant profession
	<ul style="list-style-type: none"> - You're ready to start earning a good wage - You have an interest in learning a skill or trade - You've got practical, hands-on abilities and a sense of ambition 	<ul style="list-style-type: none"> - You're keen to make the most of your existing qualifications - Looking for a stable employer with added benefits and support - You have a sense of adventure and strong teamwork ethic 	<ul style="list-style-type: none"> - You're considering a professional career in the field of arts, business, computing, engineering, science or technology - You want to learn management and leadership skills - You're keen to earn a salary while studying and graduate with no HELP debt 	<ul style="list-style-type: none"> - Considering a professional career in the arts, business, computing, engineering, science or technology - You want to learn management and leadership skills - You're keen to earn a salary while studying and graduate with no HELP debt 	<ul style="list-style-type: none"> - Keen to utilise your existing skills in a unique military environment - Looking to develop new skills while retaining your civilian employment - Interested in a tax-free income source to boost your current income
ENTRY METHODS	General entry Join the ADF via one of our many entry-level roles. You can choose general service and auxiliary roles in hospitality, logistics, security and support as well trade and technical roles. The ADF will provide essential skills and training, and in some cases nationally-accredited qualifications while you earn a generous salary.	General entry (Qualified) Join the ADF with qualifications in civilian-equivalent trade and technical roles such as Chef, Marine Technician, Electrical Technician and Motor Mechanic. The ADF offers avenues for existing skills and on-the-job experience to be recognised via RPL, in some cases allowing trade and technical trainees to progress through recruit training faster.	Officer Entry Australian Defence Force Academy Undertake a degree course paid for by the ADF in parallel with military training, plus receive a salary while studying.	Officer Entry Defence University Sponsorship Complete degree studies at any accredited university in Australia, while receiving a salary and have remaining HELP debt paid for by the ADF.	Part-time/Reserve Entry Make the most of your existing skills and experience with a flexible part-time reserve role. Join the ADF without a long term commitment, experience world-class training and contribute to something bigger in your spare time.
	VIEW DETAILS >	VIEW DETAILS >	VIEW DETAILS >	VIEW DETAILS >	VIEW DETAILS >

GENERAL ENTRY

General Entry jobs are 'non-Officer' roles. Full vocational training is provided and nationally-recognised qualifications are often available. These jobs fall into two broad categories:

1) Service-specific roles such as:

- Combat Systems Operator in the Navy
- Infantry Soldier in the Army
- Airborne Electronics Analyst in the Air Force

THESE JOBS WILL SUIT STUDENTS WITH:

- ✓ Initiative and commitment
- ✓ A sense of adventure
- ✓ A strong teamwork ethic

2) Civilian-equivalent roles such as:

- Traditional Trades (e.g. Carpenter, Electrician and Plumber)
- Hospitality (e.g. Chefs and hospitality staff)
- Airfield Support and Security
- Drivers and Mechanics
- Logistics Coordinators
- Technicians

THESE JOBS WILL SUIT STUDENTS WITH:

- ✓ A keen interest in learning new skills
- ✓ Practical, hands-on ability
- ✓ Ambition and drive
- ✓ A strong teamwork ethic

Minimum requirements



AUSTRALIAN
CITIZENSHIP

17+

17 YEARS
OR OVER



YEAR 10 COMPLETION WITH PASSES IN MATHS AND ENGLISH
Some roles require additional subject passes

Special entry pathways are available for selected applicants who show potential but fall short on education and/or fitness requirements.

Learn more online

Browse General Entry roles at [DEFENCEJOBS.GOV.AU](https://defencejobs.gov.au)



GENERAL ENTRY (QUALIFIED)

Join the ADF with qualifications in a civilian-equivalent trade or technical field, with avenues for existing skills and on-the-job experience to be recognised via recognition of prior learning (RPL).

These jobs will suit graduates from:

- Electronic & Electrical Trades
- Construction Trades
- Mechanical & Fabrication Trades
- Aviation Trades
- Commercial Cookery

Key features:

- Rewarding and varied work
- An exciting lifestyle with opportunities to travel domestically and internationally
- Job security and ongoing training and development
- The chance to work with some of the most technically-advanced military equipment and systems in the world
- A supportive environment fostering lifelong friendships

Other financial benefits include competitive pay and super, free medical and dental care, subsidised food and accommodation, and free access to sport and fitness facilities.

Applications

To apply for a qualified trade role, students must first apply for a job in the ADF and go through the standard application process. To be eligible for General Entry (Qualified), they will need to have completed a Certificate III or higher in the relevant trade or technical field.

If students are not yet fully-qualified and looking to join the ADF with some nationally-recognised subjects and on-the-job experience; they can apply via General Entry. In many cases RPL can be offered to enable them to move faster through their initial training period.

Minimum requirements



AUSTRALIAN
CITIZENSHIP

17+

17 YEARS
OR OVER



QUALIFICATIONS IN A RELEVANT FIELD
FROM A STATE TRAINING AUTHORITY

Some roles require additional subject passes

Learn more online

Browse General Entry roles at [DEFENCEJOBS.GOV.AU](https://defencejobs.gov.au)



OFFICER ENTRY

Officer positions in the Navy, Army and Air Force range from management focused roles to specialist positions. They involve the development of leadership skills and the ability to make decisions confidently and decisively - and fall into two broad categories:

1) Service-specific roles such as:

- Maritime Warfare Officer Submariner in the Navy
- Infantry Officer in the Army
- Cyberspace Warfare Officer in the Air Force

2) Civilian-equivalent roles such as:

- Doctors, Dentists, Pharmacists, Psychologists and Allied Health Professionals
- Engineers (including Aerospace, Electrical, Marine and Mechanical)
- Finance Managers
- Human Resource Managers
- Lawyers
- Logistics and Transport Managers
- Pilots
- Public Relations professionals

Some of these roles require a degree that's appropriate to the job. Your students can have all or part of their degree courses paid for through:

- The Australian Defence Force Academy (university studies in parallel with military training) [VIEW DETAILS >](#)
- Defence University Sponsorship (degree undertaken at any accredited university) [VIEW DETAILS >](#)

Minimum requirements



AUSTRALIAN
CITIZENSHIP

17+

17 YEARS
OR OVER



YEAR 12 COMPLETION (REQUIRED PASSES VARY BY JOB)
Some roles require additional subject passes

Special entry pathways are available for selected applicants who show potential but fall short on education and/or fitness requirements.

Learn more online

Browse General Entry roles at [DEFENCEJOBS.GOV.AU](https://defencejobs.gov.au)



AUSTRALIAN DEFENCE FORCE ACADEMY

Forged from a unique partnership between the ADF and the University of New South Wales (UNSW), the Australian Defence Force Academy (ADFA) offers world-class degrees undertaken in parallel with cutting edge military and leadership training.

Key features

- Delivers a fully-funded UNSW degree with no HELP dept
- Pays students a salary while studying
- Provides world-class tertiary education alongside leadership and management training
- Leads to a guaranteed job in the Navy, Army or Air Force upon graduation
- Offers a supportive environment fostering lifelong friendships

Other financial benefits include free medical and dental care, subsidised food and accommodation, and free access to sport and fitness facilities.

Degrees offered by ADFA

ADFA offers a wide variety of degree courses, all of which lead directly to roles in the Navy, Army or Air Force.

- Bachelor of Arts
- Bachelor of Business
- Bachelor of Engineering
 - Aeronautical Engineering
 - Civil Engineering
 - Electrical Engineering
 - Mechanical Engineering
- Bachelor of Science
- Bachelor of Technology
 - Computing and Cyber Security
 - Technology (Aeronautical Engineering)
 - Technology (Aviation)

Applications

Applying for ADFA is a competitive, dual application process that can take up to 12 months. Therefore, it's best that your students apply in Year 11.

Learn more online

Browse DEFENCEJOBS.GOV.AU/ADFA to:

Meet students and explore the ADFA campus

Find out more about ADFA degree courses

See what roles are available for each degree

Read about the dual application process

[VIEW DETAILS >](#)

[VIEW DETAILS >](#)

[VIEW DETAILS >](#)

[VIEW DETAILS >](#)



DEFENCE UNIVERSITY SPONSORSHIP

Defence University Sponsorship (DUS) encourages students who are already undertaking a degree at an Australian university to apply for an Officer role in the Navy, Army or Air Force.

If accepted for sponsorship, students get their remaining course fees paid and receive a salary whilst completing their studies in return for committing to military service on graduation (called a 'return of service obligation').

Key features

- Degree can be undertaken at any accredited Australian university
- Course is completed with no further HELP debt*
- Student receives a salary whilst completing their studies
- One to four weeks of leadership training is provided each year
- A fulfilling job awaits your student upon graduation

Other financial benefits include free medical and dental care, a textbook allowance and subsidised accommodation.

Degrees that qualify

Any of the degrees listed below could qualify for sponsorship - and lead to an Officer role in at least one the Services. It must be undertaken full time at an Australian university accredited by the ADF.

- | | | |
|--------------------------------------|-----------------------------|------------------------------|
| • Accounting | • Engineering | • Management |
| • Applied Science in Medical Imaging | • (numerous disciplines) | • Medical Science |
| • Business | • Environmental Health | • Medicine (Ugrad and Pgrad) |
| • Dentistry | • Finance | • Pharmacy |
| • Commerce | • Human Resource Management | • Physiotherapy |
| • Economics | • Law | • Psychology (Honours) |

Applications

To apply for sponsorship students must first apply for a job in the ADF and go through the standard application process. To qualify, they will need to have completed at least one semester of their degree course.

Learn more online

Browse [DEFENCEJOBS.GOV.AU/UNISPONSORSHIP](https://defencejobs.gov.au/unisponsorship) to:

Meet students who have been sponsored

[VIEW DETAILS >](#)

Find out about the service commitment required

[VIEW DETAILS >](#)

See what roles are available for each degree

[VIEW DETAILS >](#)

* From the point your sponsorship is approved, the ADF will pay your HELP fees up to the Commonwealth Supported Place amount. With double degrees, only the eligible sponsored degree units will be paid for.



RESERVE ENTRY

If a student is interested in the Navy, Army or Air Force but is concerned about the commitment or moving away from home, a part-time job in the Reserves could be the answer. They can choose a role that complements and builds on their day job or opt for something completely different.

Key features

- Tax-free daily pay and allowances
- Free food and accommodation when serving
- Free medical and dental on deployment
- A team environment fostering lifelong friendships
- Travel, adventure and memorable experiences

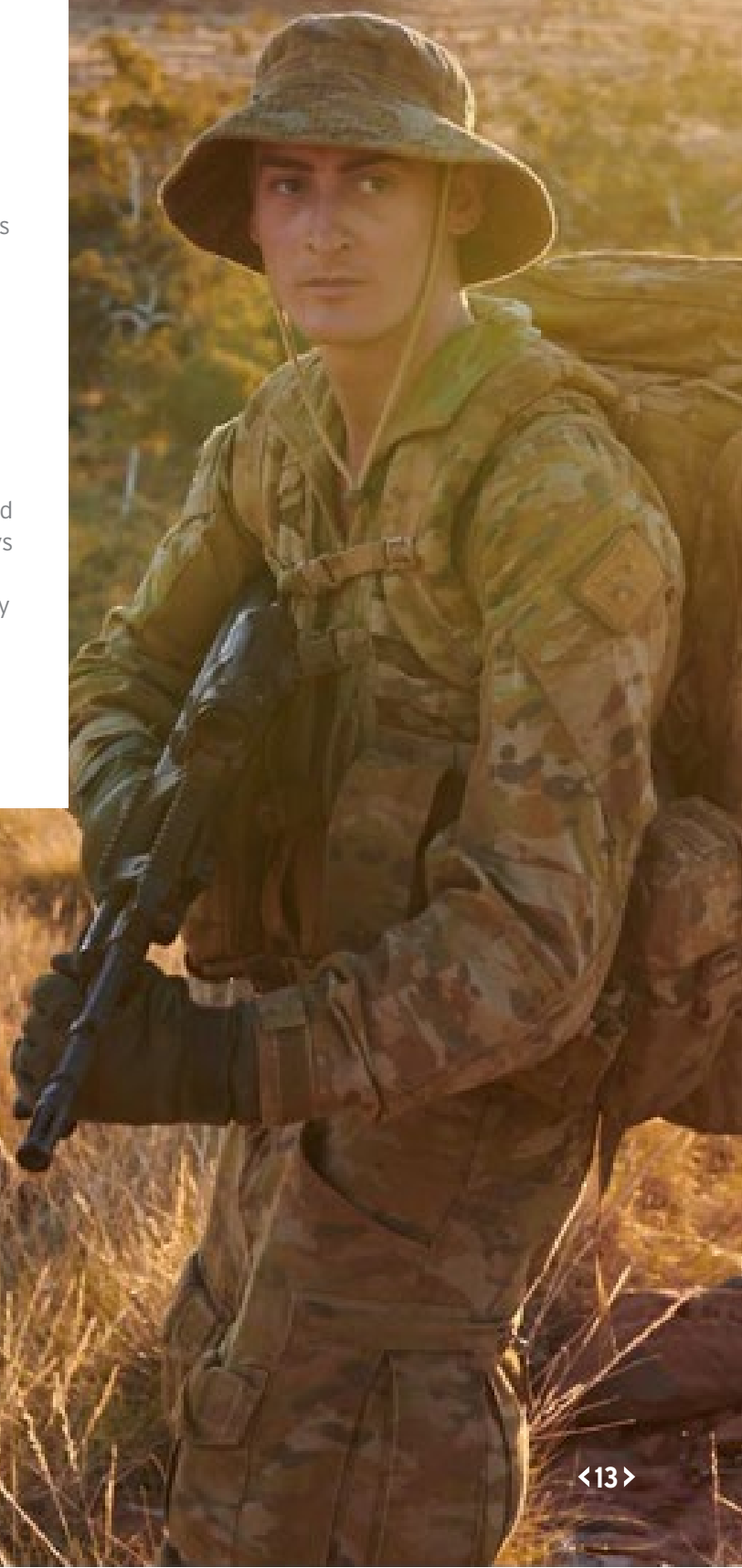
Please note, many roles (including certain Reserve positions) are only available to those already qualified in a trade or profession.

Flexible commitment

The amount of time your students commit to Reserve service will depend on their chosen role and Service - but it generally ranges from 20 to 100 days each year. The ADF adopts a flexible approach and ensures that Reserve activity fits in with work, study and family commitments.

Learn more online

DEFENCEJOBS.GOV.AU/RESERVES



EVERYTHING ELSE YOUR STUDENTS WANT TO KNOW

Joining the Navy, Army or Air Force is a big thing. While some students are naturally nervous, others can't wait for the adventure ahead - and all will have questions.

"What does the ADF actually do?"

"How long does it take to get in?"

"Will I be expected to fire a gun?"

"How fit do I need to be to join?"

"Can I have tattoos?"

"Where will I be posted?"

"What will my accommodation be like?"

"What's the lifestyle like?"

"Will I be sent overseas?"

"Who looks after my wellbeing?"

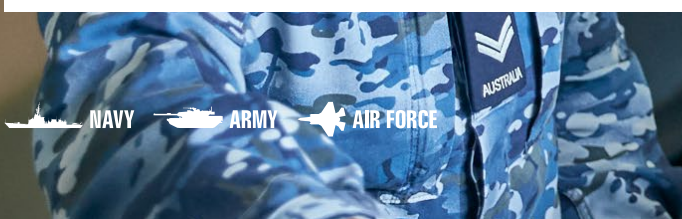
"How long will I need to serve for?"

"What happens if I want to quit?"

Student's questions answered

ADF Career Coaches help prepare candidates for the transition into military life and are always available to answer questions. In the meantime, your students will find all the answers to the above questions and more on the Defence Jobs website:

[DEFENCEJOBS.GOV.AU/FAQS](https://defencejobs.gov.au/faqs)



STAY IN TOUCH

For career counsellors

The Defence Jobs website features detailed information about the Navy, Army and Air Force, including education opportunities, job categories and specific jobs. This helps you provide your students with well-informed guidance.

Visits from Defence can be organised for Vocational Education and Training providers on request, and tailored to specific industries. Please call us on 13 19 01 to ask about how to set one up.

For students

Encourage your students to browse the [Defence Jobs website](#), speak to a recruiter or visit a [Recruiting Centre](#).

For regular updates, events and news, it's also a good idea for them to connect with Defence Jobs Australia through social media.

DEFENCEJOBS.GOV.AU
13 19 01



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