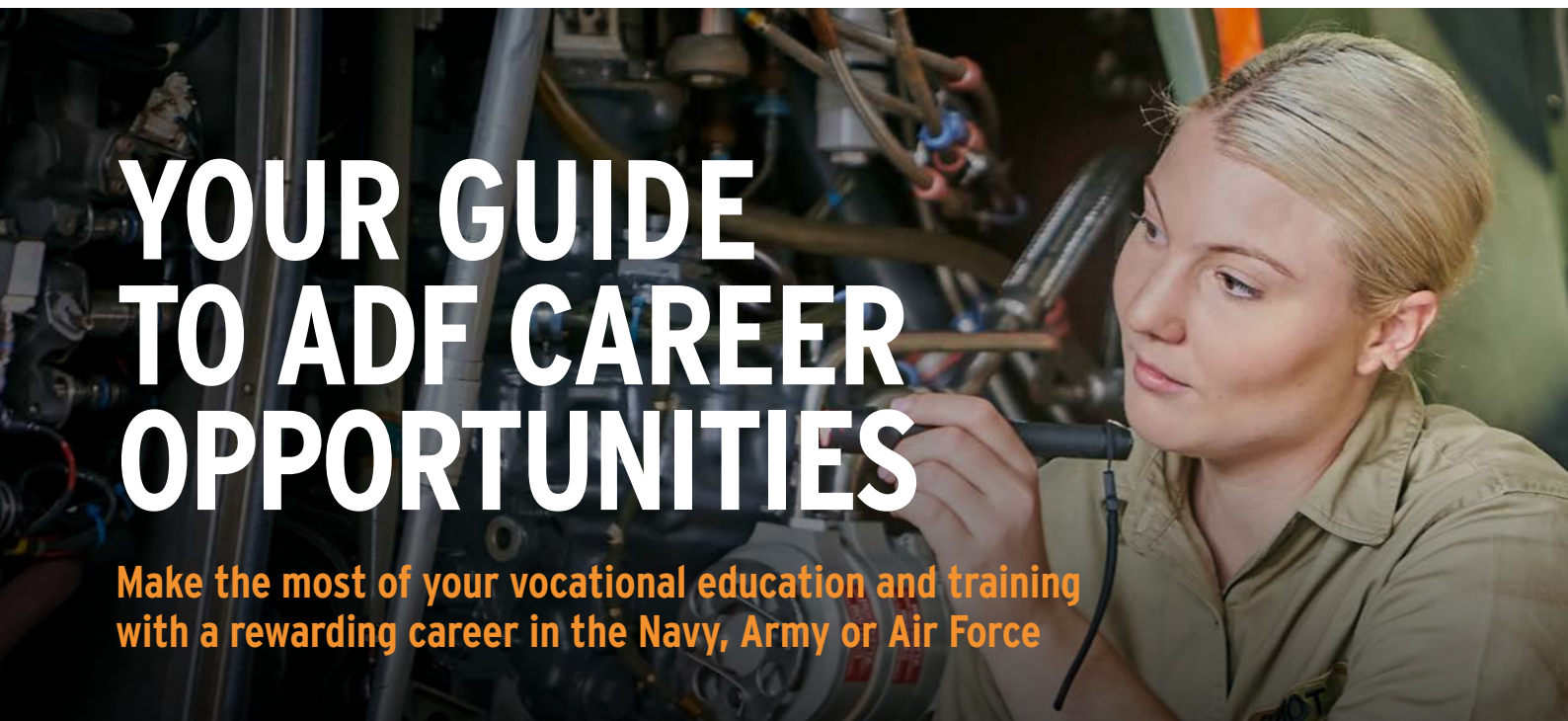




YOUR GUIDE TO ADF CAREER OPPORTUNITIES

Make the most of your vocational education and training
with a rewarding career in the Navy, Army or Air Force



NAVY



ARMY



AIR FORCE

FIND YOUR IDEAL ROLE IN THE ADF

CHOOSE FROM 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 roles may suit you even if you've never thought of yourself as a potential Australian Defence Force (ADF) employee. These include jobs of 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.

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WHAT YOU'LL DO IN THE ADF

When you join today's modern ADF you'll be a member of an inclusive, supportive, people-focused and forward-thinking organisation.

You'll have a job with one of the world's leading military forces, supporting key defence initiatives and helping provide a range of peacetime services.

Help defend Australia and its interests

In the Navy, Army or Air Force you'll join a team that defends our borders, our people, and our way of life. You will serve alongside expertly-trained sailors, soldiers and airmen/airwomen using technologically-advanced vessels, vehicles, aircraft, weapons and communication systems.

Support communities in need and international operations

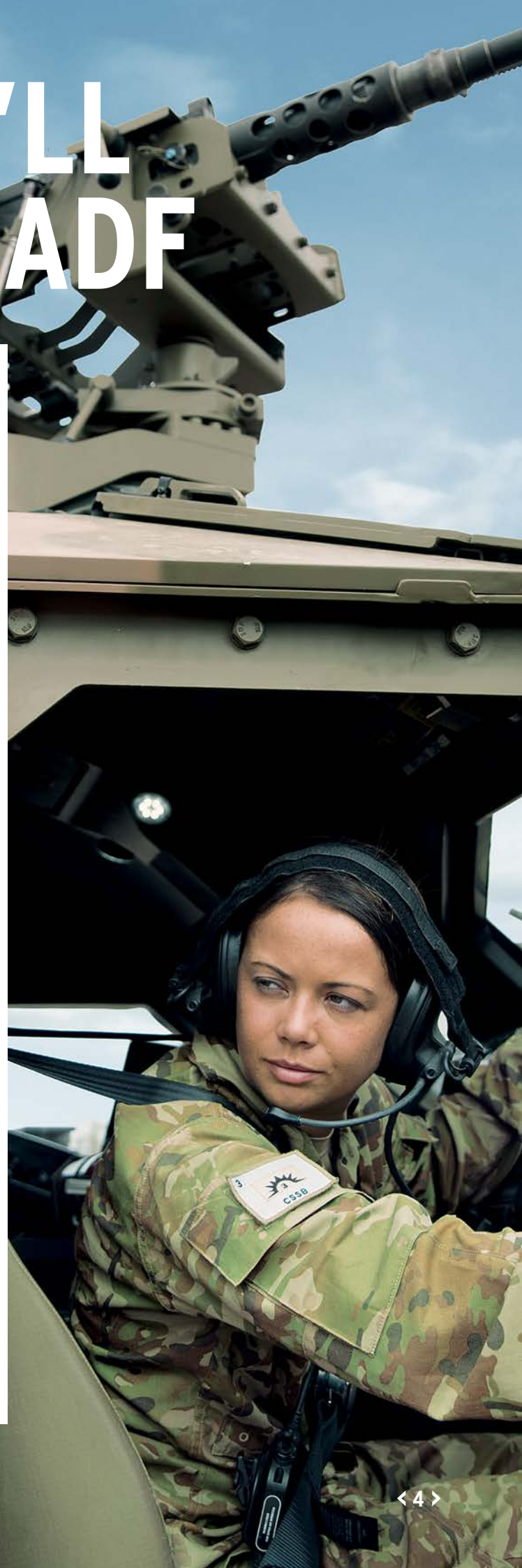
In addition to helping defend our nation, you could get involved in a broad range of activities in Australia and overseas, including:

- Taking part in humanitarian and peacekeeping operations
- Helping communities affected by conflict and natural disasters
- Supporting international security and counter-terrorism initiatives

Help protect trade and commerce

Other areas you may be involved with include services that keep our shipping safe and our airspace protected. These may comprise of:

- Maritime and aerial patrols
- Search and rescue services
- Anti-piracy and smuggling operations
- Having aircraft armed and ready to defend us
- Meteorological support operations
- Marine surveys and mapping for navigation



COMMITTED TO EQUALITY, DIVERSITY AND SAFETY

The ADF promotes equality and diversity across our workforce, welcomes people of all abilities and backgrounds, and provides a safe and supportive workplace where your potential will be nurtured.

Equal opportunities for women

Every role in the Navy, Army and Air Force is open to women. As an equal opportunity employer, the ADF offers women exactly the same pay and opportunities for advancement as their male counterparts. The opportunities we provide are based on skills and potential, regardless of gender.

Diverse workforce

We believe our culturally and academically diverse workforce brings a unique blend of skills, strengths and knowledge to ADF operations. We feel that to genuinely represent our country, we should be as rich and varied as Australia itself is.





Safe and supportive workplace

Naturally some of the tasks you may undertake in the ADF could carry elements of risk, though we offer many support roles away from the front line helping others do their jobs safely.

Across the Services we maintain the same comprehensive health and safety standards as any other responsible employer - to ensure our people work in as safe an environment as possible.

Your physical, emotional and spiritual wellbeing is a high priority for us too. That's why we are committed to providing inclusive working environments where bullying, harassment and illegal activities are not tolerated.

Flexible pathways

The ADF offers flexible entry methods with the specific needs of some female and Indigenous candidates in mind. They include pathways for those who:

- need to serve close to home and family, or
- require a more immediate start date, or
- do not yet reach the schooling and/or fitness standards generally required for entry.

A CAREER THAT OFFERS YOU MORE

As a member of the Navy, Army or Air Force you'll enjoy far more than just stimulating work. As well as having a rewarding role that makes a positive contribution to the world we live in, you'll receive a generous package of benefits.

Career benefits

- Skills, training and ongoing professional development
- Sponsored degree courses and ongoing education
- Clear avenues for promotion and career progression
- World-class management and leadership training
- The opportunity to work with cutting-edge technology
- 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
- A good work/life balance
- Make friends for life
- 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 of them to part-time roles.



THE AREAS YOU COULD WORK IN

Many of the jobs offered by the Navy, Army and Air Force are comparable to civilian roles, but involve fully paid training and clear pathways for progression – along with travel, unique experiences and ongoing development. The areas you could work in include:

Administration

Help keep things running smoothly on base, in the field or at sea, looking after personnel matters, paperwork, pay and more, and working with everyone from new recruits to Senior Officers.

Aviation

Join a dynamic team that includes pilots, ground support crew, and the engineers and technicians that keep our technologically-advanced aircraft safe and airworthy.

Business

Look after the financial and business needs of elements of the Australian Defence Force – one of Australia's largest, most complex, most diverse and widely located organisations.

Chaplaincy

Join a ministry without borders in a varied and rewarding role, looking after the spiritual and emotional needs of members of the Navy, Army or Air Force, and their families.

Combat

Be trained and equipped to make critical decisions when it matters most, and take your place in a quick-thinking and resourceful team operating on land, in the air, or at sea to protect Australia's national interests.

Communications

Work with advanced technology to help keep the Navy, Army and Air Force communicating seamlessly and effectively with itself and its allies, in either a technical or operator role.





Education

Help develop and implement the programs that provide Navy, Army and Air Force personnel with ongoing training that expands their skills and keeps them at the top of their game.

Engineering

Armed with a degree (that could be sponsored by the ADF), work on formidable military assets such as warships, tanks, fighter aircraft and all the systems that control them.

Healthcare

Take care of the health, wellbeing and fitness of personnel in a dental, medical or allied health role. You'll be helping others in locations that range from modern clinics to well-resourced field hospitals.

Hospitality

Become one of the most popular people on base, in the field, at sea, or in the air, involved in the provision of delicious meals that keep your colleagues happy and motivated.

Human Resources

Help look after our most important assets in an HR role with a difference. Roles involve resourcing ADF operations, engaging in personnel management, training and communications.

Information and Communications Technology

Join the highly-trained teams of ICT professionals that install and maintain the advanced systems we use for communication, surveillance, intelligence gathering and defence.

Intelligence

Use your analytical and problem-solving skills to gather, analyse and share intelligence that's critical to our defence, and the success of ADF activities and operations.

Logistics

Take on one of Australia's biggest logistical challenges working in the supply chains that transport our people and keep them fed and supplied with everything they need.

Management

Benefit from world-class leadership training that gives you the skills to manage people, operations, whole departments or entire bases, in challenging situations.

Science

Apply your laboratory skills and your healthcare knowledge to a rewarding role providing our people with medical protection, either as a pathologist or a research scientist specialising in vector borne diseases.

Security

In a security role with a difference, help protect the people, vehicles, aircraft and infrastructure that protect Australia, or maintain law and order in the Military Police.

Trades

Choose from a wide variety of trades ranging from electronics, mechanics and carpentry to cooking and plumbing, and receive full training. Plus, with many roles the ADF offers nationally-recognised qualifications.



JOB S FOR THE FUTURE

The ADF is a dramatically different organisation to the one that our older family members may be familiar with, as high-tech robotics, pilotless aircraft and virtual reality training supplement traditional military methods - and the rate of change is unprecedented.

This opens up amazing career opportunities - particularly if you're naturally curious, like solving problems, and dream of working in a high-tech world where you can use your skills to help others. In the ADF you'll experience some of the world's most technologically-advanced aircraft, ships, vehicles, weaponry, and surveillance and ICT systems.

Make the most of your training

The ADF holds exciting opportunities for students and graduates who dream of working with advanced technologies. 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.

Earn while you continue to learn

ADF members are encouraged to pursue further education to develop their careers. You could get paid to undertake a relevant degree course or graduate certificate with flexible study options and paid study leave. Rather than taking time out of the workforce to study, continue to grow your career without accruing any HELP debt.

A role with the ADF can fast-track you towards a successful and rewarding career.



FIND YOUR IDEAL ENTRY METHOD

Choose which of these descriptions closely matches your interests and skills,
and learn about the entry method most suited to your situation.



	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
STUDENT DESCRIPTION	<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 an 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 abroad
- 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, you must first apply for a job in the ADF and go through the standard application process. To be eligible for General Entry (Qualified), you will need to have completed a Certificate III or higher in the relevant trade or technical field.

If you are not yet fully-qualified and looking to join the ADF with some nationally-recognised subjects and on-the-job experience; you can apply via General Entry. In many cases RPL can be offered to enable you to move faster through your 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
- Air Combat 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

Some of these roles require a degree that's appropriate to the job. You can have all or part of your 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 Officer 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 debt
- Get paid a salary while studying
- Receive a world-class tertiary education alongside leadership and management training
- Walk straight into 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)

Applications

Applying for ADFA is a competitive, dual application process that can take up to 12 months. Therefore, it's best that you 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, you can get your remaining course fees paid and receive a salary whilst completing your 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*
- Receive a salary whilst completing your studies
- One to four weeks of leadership training is provided each year
- A fulfilling job awaits you 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 | • Environmental Health | • Medicine (Ugrad and Pgrad) |
| • Applied Science in Medical Imaging | • Finance | • Pharmacy |
| • Business | • Human Resource Management | • Physiotherapy |
| • Dentistry | • Law | • Psychology (Honours) |
| • Commerce | • Management | |
| • Economics | • Medical Science | |
| • Engineering (numerous disciplines) | | |

Applications

To apply for sponsorship you must first apply for a job in the ADF and go through the standard application process. To qualify, you will need to have completed at least one semester of your 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. Xerumquis pro ma intotatis aut as as et fuga. Cum corepta corion



RESERVE ENTRY

If you are interested in the Navy, Army or Air Force but are concerned about the commitment or moving away from home, a part-time job in the Reserves could be the answer. You can choose a role that complements and builds on your 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

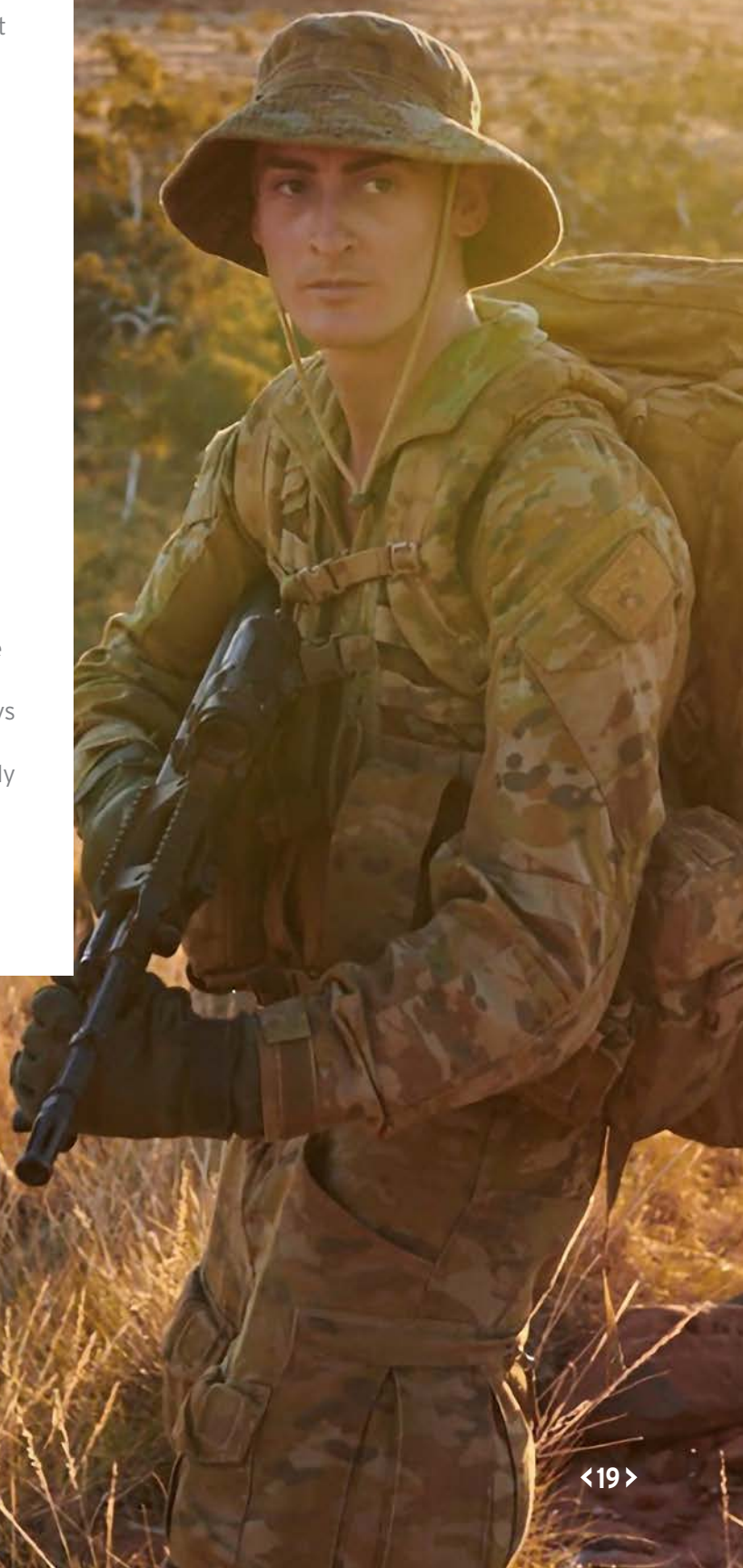
Please note, many roles (including certain Reserve positions) are only available to those already qualified in a trade or profession.

Flexible commitment

The amount of time you commit to Reserve service will depend on your role and the Service you choose - 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



HOW YOU'LL SPEND YOUR TIME

The most consistent aspect of life in the Navy, Army or Air Force is the tremendous variety, combining rewarding work opportunities with fulfilling lifestyles.

Days that are always different

Whether on base, in the field or at sea, your working hours in the ADF could at times be much like being employed in a civilian role - with pre-determined hours or shift work and regular periods for rest and relaxation.

However, you are likely to enjoy far more variety and job satisfaction in your day-to-day work, along with memorable experiences such as international travel and assisting communities in need.

Subsidised accommodation

ADF accommodation varies by Service and role, but it's always comfortable and practical. During initial training you will live on base, giving you the opportunity to bond with fellow recruits. After that you may have the option to rent on or off base (either way, the rent is generally subsidised) or buy locally.

When on exercises or deployments the sleeping arrangements will be more basic, but the ADF still recognises the critical importance of our people being well rested and well cared for.



A healthy attitude to fitness

You will need to have a basic level of fitness to join, and we've developed a mobile app called ADF Active to help you achieve what's necessary. Most candidates find that getting to the right level is reasonably straightforward, but some have difficulty with exercise technique - which this app will help you with.

Once employed, the level you need to maintain will depend on your job. With all the free fitness facilities on base and a multitude of sports on offer, staying fit isn't hard - and the added bonus is that you'll get paid while working out.

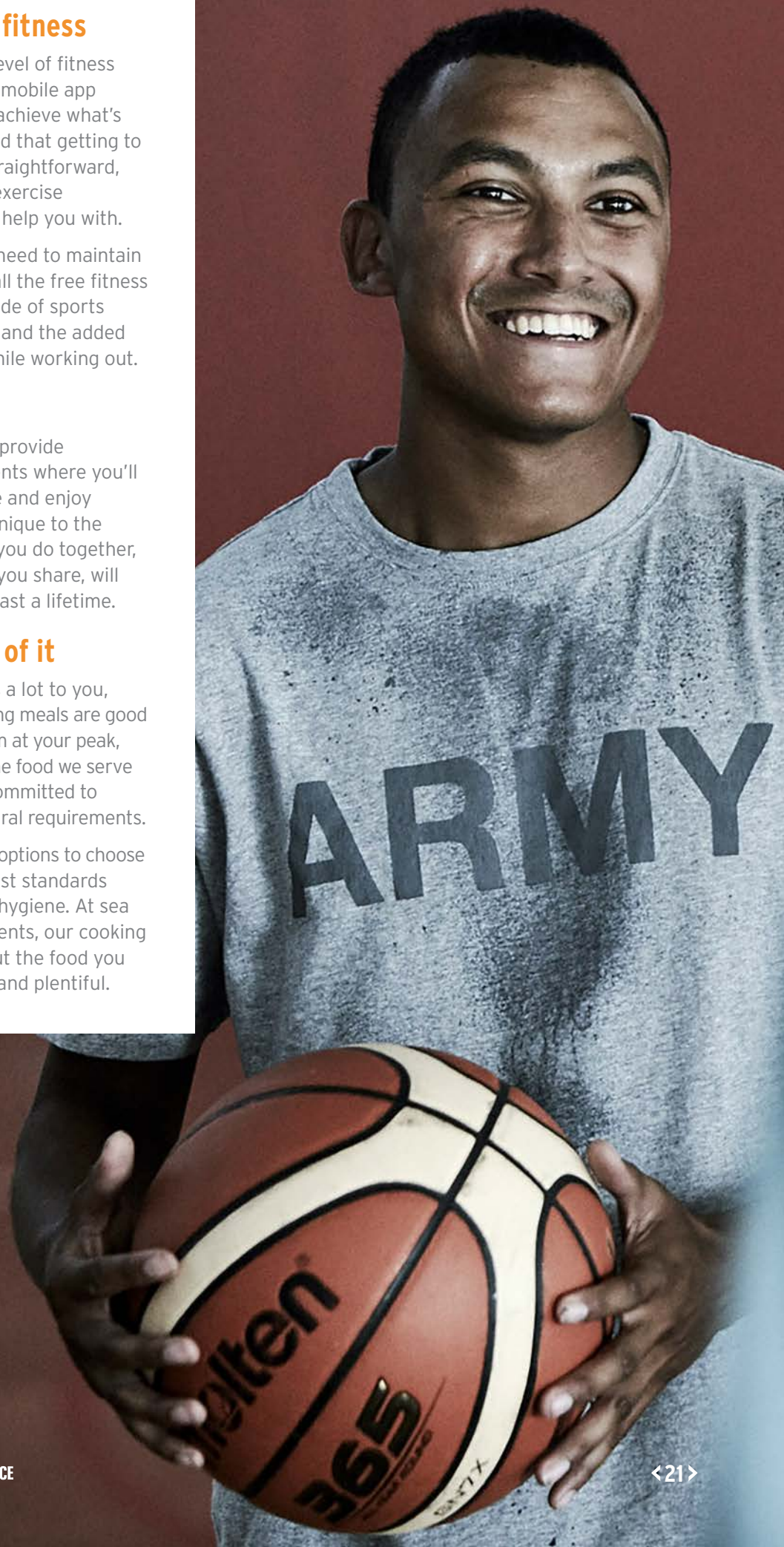
Lifelong friendships

The Navy, Army and Air Force provide supportive working environments where you'll meet many like-minded people and enjoy a level of camaraderie that's unique to the Services. The rewarding work you do together, and the inspiring experiences you share, will forge special friendships that last a lifetime.

Good food and plenty of it

If having a full stomach means a lot to you, you'll love it in the ADF. Satisfying meals are good for morale and help you perform at your peak, so the quality and quantity of the food we serve is a high priority. We are also committed to catering to all dietary and cultural requirements.

On base you will have plenty of options to choose from, all prepared to the highest standards of taste, variety, nutrition and hygiene. At sea and on exercises and deployments, our cooking facilities may be more basic but the food you receive will still be nourishing and plentiful.



EVERYTHING ELSE YOU WANT TO KNOW

We get lots of questions about life in the Navy, Army and Air Force.

You may be wondering:

“What’s the joining process?”

“Do my tattoos matter?”

“How long will I need to serve for?”

“What happens if I want to quit?”

“Can I change jobs?”

“Who can I turn to with a problem?”

“Where will I be posted?”

“Can I use my mobile?”

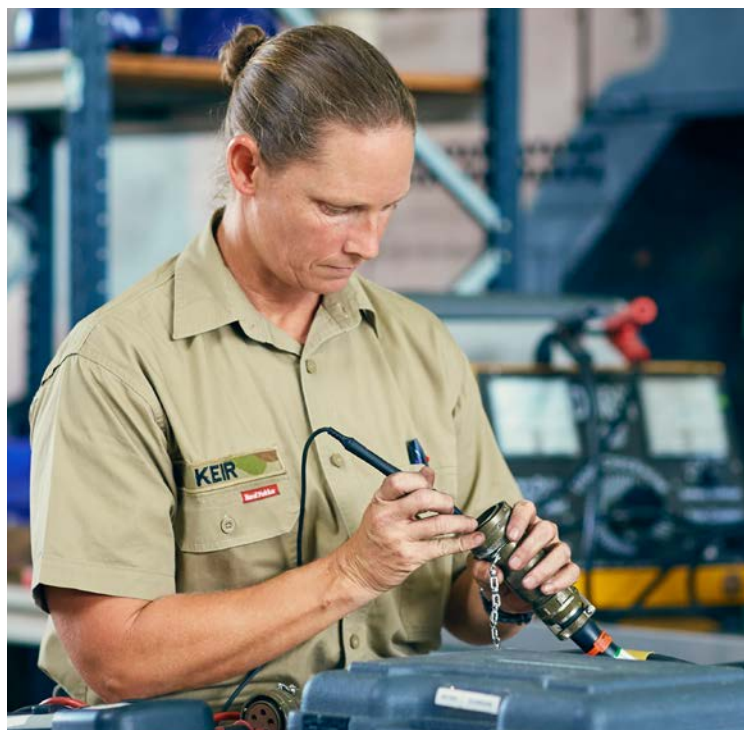
“Where will I sleep?”

“Is it going to be dangerous?”

You’ll find the answers to the above questions and many more in the FAQs section of the Defence Jobs website:

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

Once you have been accepted for a role, your Career Coach will help prepare you for the move into military life and be on hand to answer any questions you have.



STAY IN TOUCH

Visit the [Defence Jobs website](#) for detailed information about:

- The Navy, Army, Air Force and Reserves
- Job categories and individual jobs
- Education opportunities
- Qualifications required
- Fitness requirements
- Entry methods
- The recruiting process
- Pay, leave and benefits
- The ADF lifestyle

If you have any questions or queries please browse [online](#), speak to a recruiter or visit a [Recruiting Centre](#).

For regular updates, events and news, it's also a good idea to connect with Defence Force Recruiting through social media.

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