



# YOUR GUIDE TO ADF CAREER OPPORTUNITIES



---

Make the most of your education  
in a rewarding role with the Navy,  
Army or Air Force

---



NAVY



ARMY



AIR FORCE

# FIND YOUR IDEAL ROLE IN THE ADF

## CHOOSE FROM OVER 200 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 ADF employee. They include jobs that make the most of subjects such as Science, Technology, Engineering and Maths.

**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.**

# IN THIS GUIDE

- 1** **WHAT YOU'LL DO IN THE ADF**

---

**PAGE 4 >**
- 2** **EQUALITY, DIVERSITY AND SAFETY**

---

**PAGES 5-6 >**
- 3** **THE BENEFITS YOU'LL RECEIVE**

---

**PAGE 7 >**
- 4** **THE MANY AREAS YOU COULD WORK IN**

---

**PAGES 8-9 >**
- 5** **CHOOSING THE RIGHT SUBJECTS**

---

**PAGES 10-11 >**
- 6** **YOUR OPTIONS AT YEARS 10 AND 12**

---

**PAGE 12 >**
- 7** **ENTRY METHODS AND EXAMPLE ROLES**

---

**PAGE 13 >**
- 8** **THE ADF LIFESTYLE**

---

**PAGES 14-15 >**
- 9** **EVERYTHING ELSE YOU NEED TO KNOW**

---

**PAGE 16 >**
- 10** **CONTACT DETAILS**

---

**PAGE 17 >**

# WHAT YOU'LL DO IN THE ADF

When you join today's modern Australian Defence Force (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

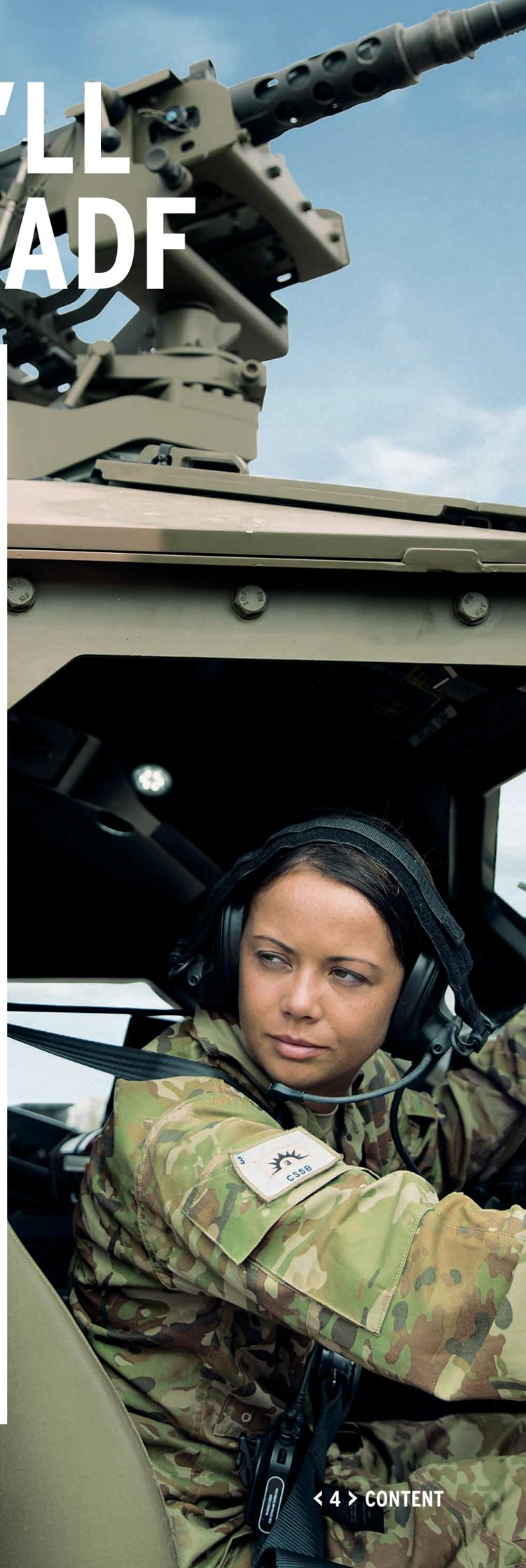
In addition to helping defend our nation, you could get involved in a broad range of activities in Australia and overseas, including:

- 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 include:

- 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

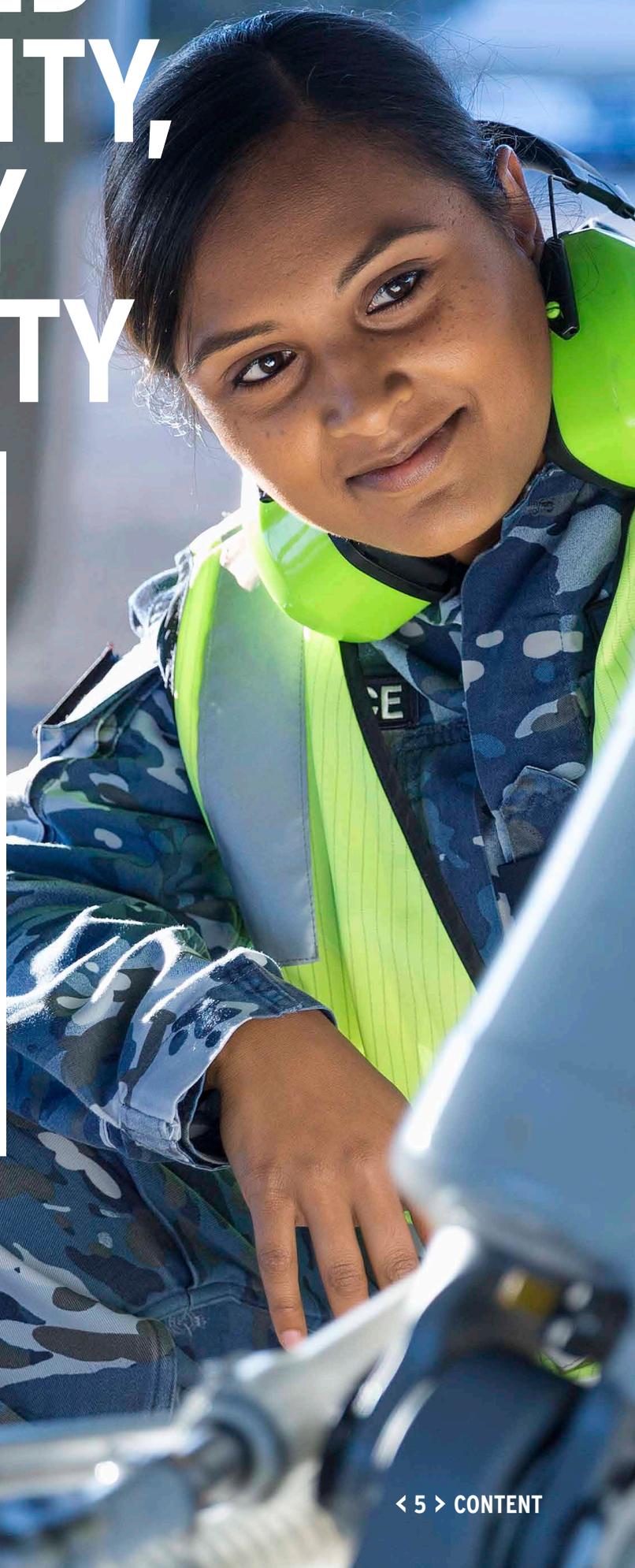
The ADF promotes equality and diversity across our workforce, welcomes people of all abilities and backgrounds, and provides a safe and supportive workplace where your potential will be nurtured.

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

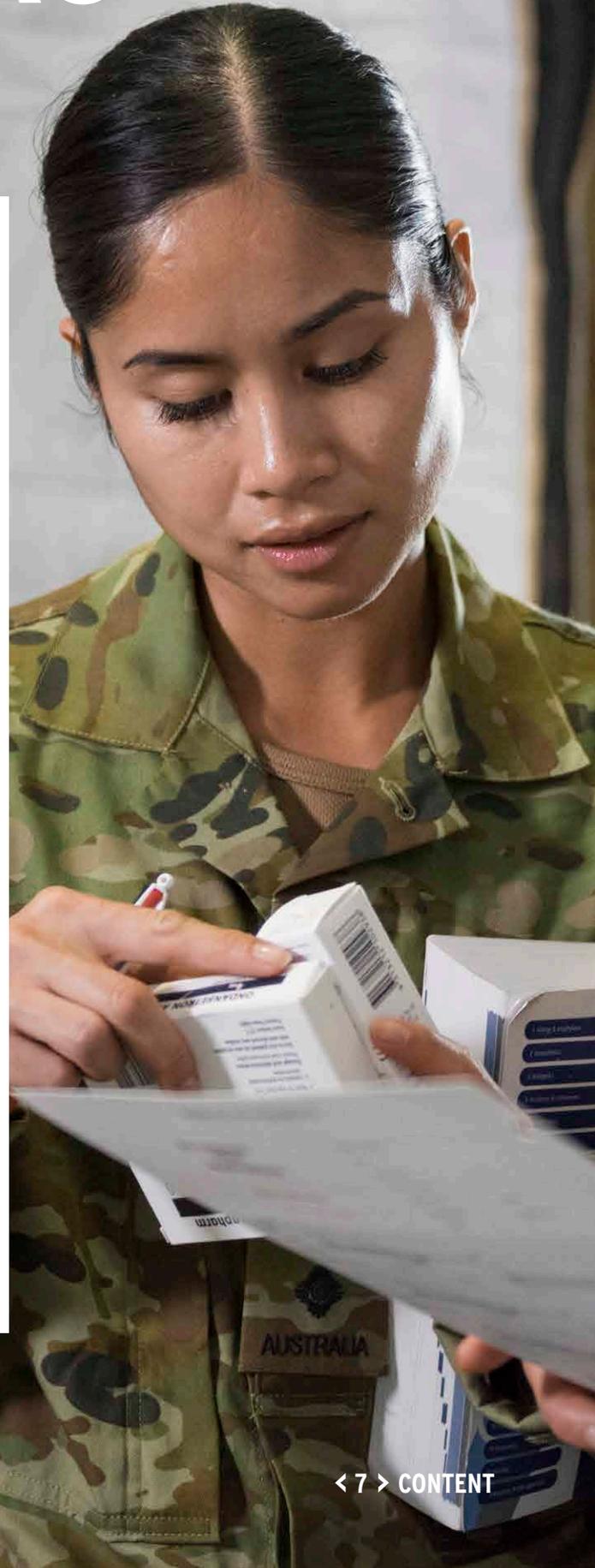
## Financial benefits

- 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
- 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
- Unique camaraderie and enduring friendships

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.



# WHERE YOUR CHOICES COULD TAKE YOU

The ADF is a dramatically different organisation to the one your parents and teachers 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 subject choices

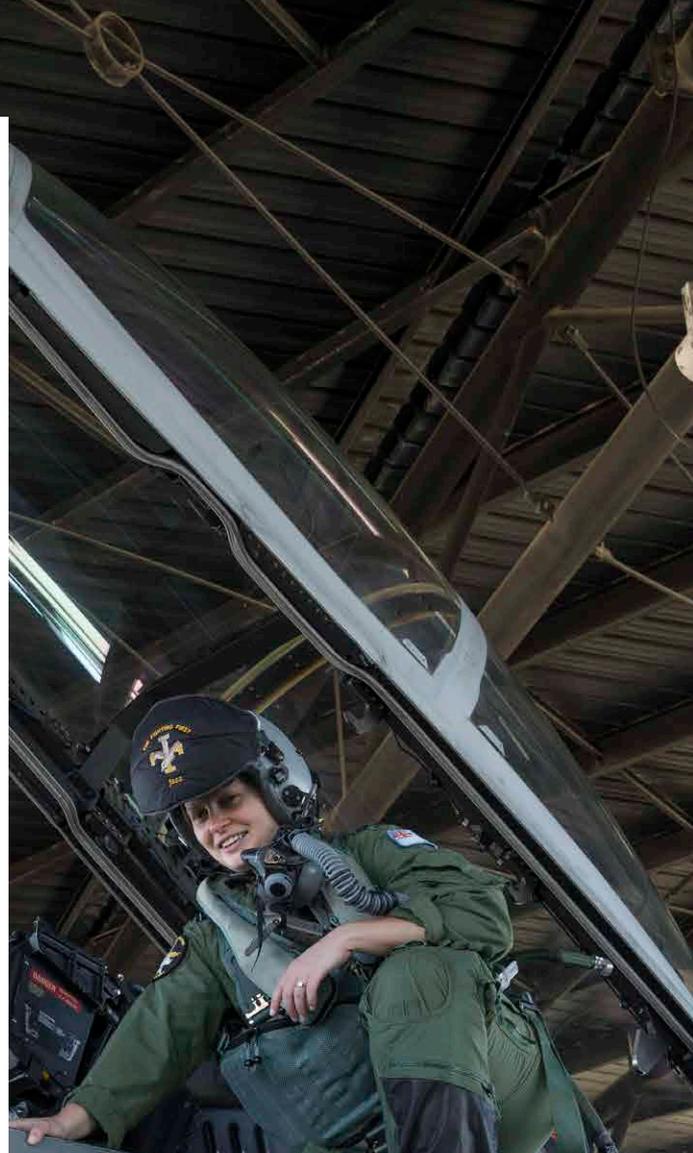
Schools are encouraging many students to focus on Science, Technology, Engineering and Maths (STEM), as these subjects are considered critical to building the skills required for jobs in the future. As one of Australia's largest employers we understand and agree with that emphasis, as we offer many exciting career opportunities for people with an interest in STEM-related subjects - and will be offering many more in the future.

Whilst every Navy, Army and Air Force role requires at least a pass in Year 10 maths, the opportunities for those studying the other STEM subjects are expanding every day. The future starts right now - and as our equipment and systems become ever more sophisticated, new roles will emerge to support the hundreds already offered in trade, technical, engineering and support areas.

## Earn while you learn

In the ADF you could be paid to undertake a degree course and then graduate with no HELP debt; or be paid a proper salary while on an apprenticeship. You have the opportunity to start your career with savings instead of debt, setting yourself up for a successful future.

**A role with the ADF puts you on a purposeful career path to the future.**



# YOUR OPTIONS AT YEARS 10 AND 12

Across the Navy, Army and Air Force you can choose from a wide variety of trades, technical disciplines, specialist military roles, support roles and traditional professions.

## 1. Completed Year 10

If your intent is to complete high school with a Year 10 Certificate you'll be looking at a General Entry position within the ADF. These important jobs are 'non-Officer' roles and require a minimum of passes in Maths and English. Critical to ADF capability, they range from traditional trades such as Plumber, Electrician and Mechanic to specialist military positions such as combat roles.

Full training is provided and for relevant jobs, paid apprenticeships leading to nationally-recognised qualifications are available.

## 2. Completed Year 12

If your intent is to complete high school with a Year 12 Certificate, then you can still choose a General Entry position. However, you may also be eligible to apply for a role as an Officer instead, in positions such as engineering, healthcare and specialist military jobs. These are management focused roles involving the development of leadership skills and the ability to inspire others and make decisions confidently and decisively.

Some roles just require Year 12 passes, while others require a degree, which can be paid for by the ADF through studying at the Australian Defence Force Academy or applying for Defence University Sponsorship (see page 13).

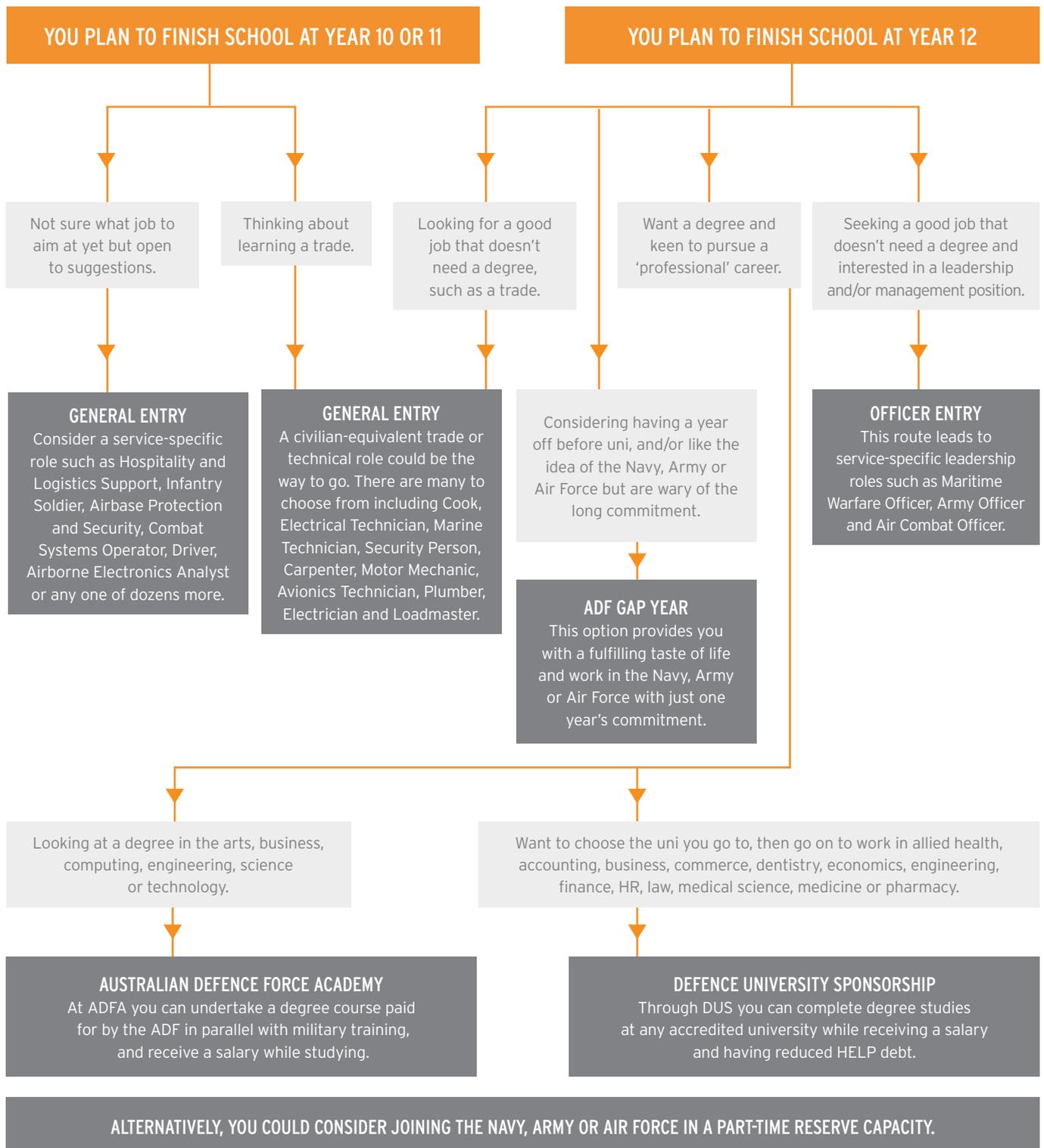
---

Some of the roles these options can lead to are featured in the next section. There are dozens more to choose from at [DEFENCEJOBS.GOV.AU](https://defencejobs.gov.au)



# WHAT'S THE BEST ENTRY METHOD FOR YOU?

Follow the descriptions to see our most common entry options and examples of jobs.



# 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.

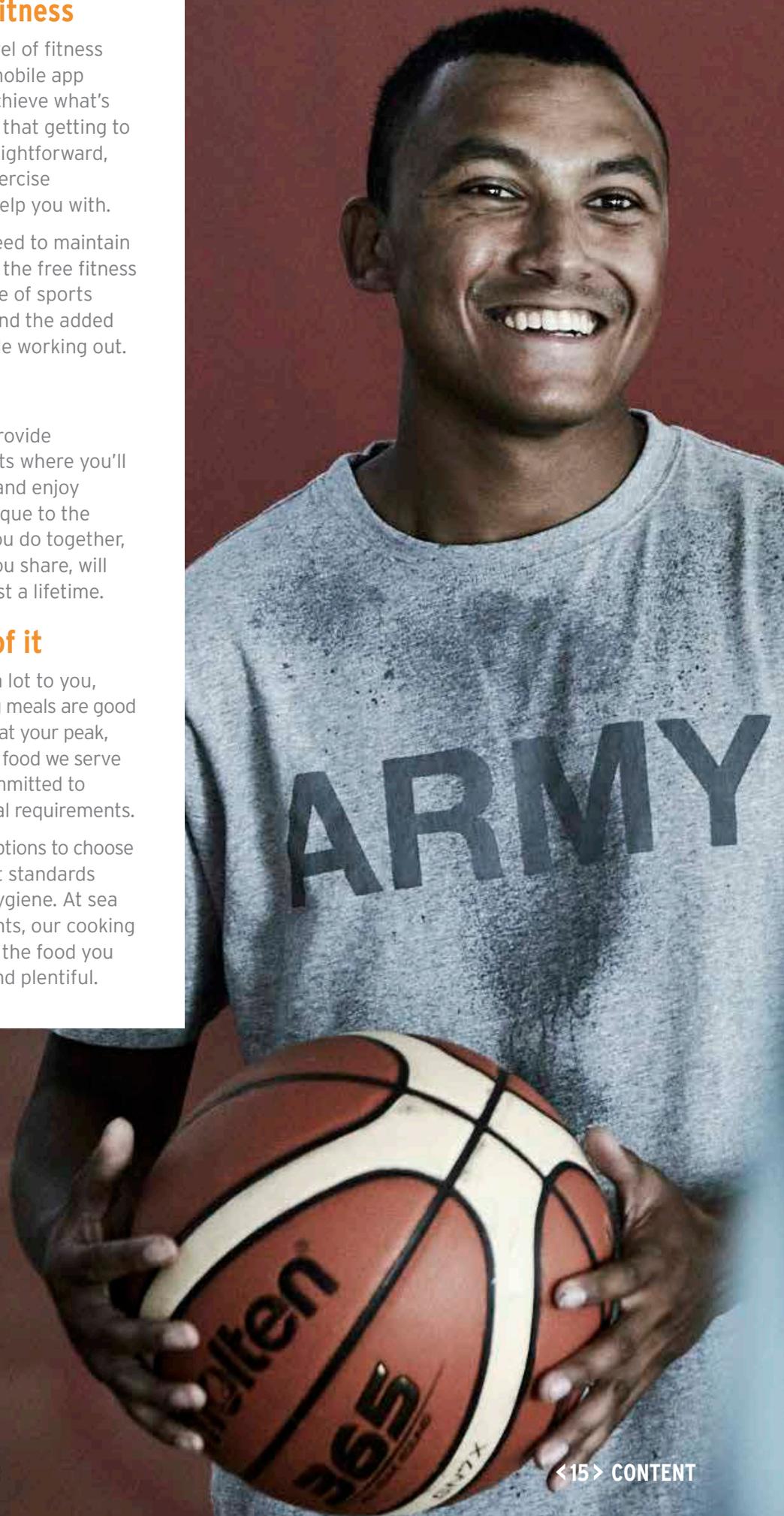
## Lifelong friendships

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

Moving away from the comfort of home is a big thing for many young people, so we always get lots of questions about life in the Navy, Army or 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?”**

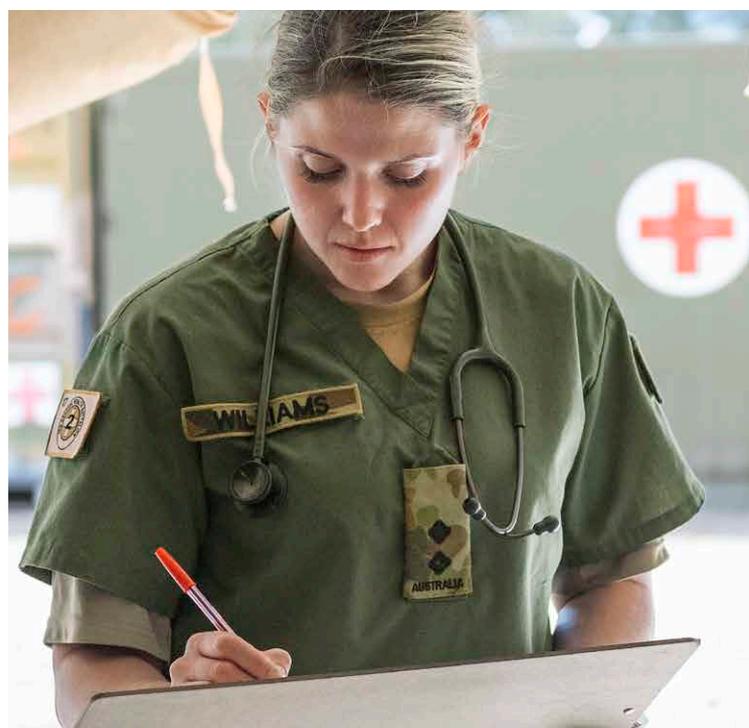
**“Where will I sleep?”**

**“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.

DEFENCEJOBS.GOV.AU  
13 19 01



DEFENCE JOBS AUSTRALIA



DEFENCE JOBS AUSTRALIA



DEFENCEJOBSAUST



@DEFENCEJOBSAUST



DEFENCE JOBS AUSTRALIA

