

# YOUR CONCISE GUIDE TO ADF CAREERS



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Career opportunities in the  
Navy, Army and Air Force

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# JOBS FOR ALL

Today's Australian Defence Force (ADF) is a modern, people-focused organisation.

## WE OFFER OVER 200 ROLES

across a wide range of trades and professions. Many of these jobs will suit students not generally thought of as likely candidates for the Australian Defence Force.

**In fact it's fair to say that almost every Australian student could find a career 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 students with broad details about the career opportunities available
- Guide individual students towards the most appropriate entry options





# HOW TO USE THIS GUIDE

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Read about equality  
and diversity in the ADF

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Review the many benefits  
of working for the ADF

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Match individual students  
to entry pathways

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the entry pathways:

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(COMPLETED YEAR 12)

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(DEGREE AT ANY  
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# COMMITTED TO EQUALITY & DIVERSITY





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# The ADF supports and encourages equality and diversity within all facets of our workforce, and embraces Australians from every section of society.

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## 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





# CAREERS THAT OFFER MORE

In the Navy, Army or Air Force, your students will enjoy much more than just stimulating and rewarding work. The package of benefits on offer to every member is hard to match in the civilian world. Your students may enjoy:

## Career and lifestyle benefits

- World-class training and professional development
- Sponsored degree courses and ongoing education
- Job security in a supportive team environment
- Unique experiences and opportunities to travel
- An excellent work/life balance
- Getting paid to stay fit and healthy
- Flexible working conditions
- Paid maternity and paternity leave
- Enduring friendships

## Financial benefits

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



# IDENTIFY THE IDEAL PATHWAYS FOR YOUR STUDENTS

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



## STUDENT DESCRIPTION

## PATHWAYS

### Plans to finish school at Year 10

|   |   |   |                                   |
|---|---|---|-----------------------------------|
| 1 | <ul style="list-style-type: none"><li>• Ready to start earning a wage.</li><li>• No clear direction or leanings.</li><li>• May have an interest in one of the services.</li></ul> | <b>GENERAL ENTRY</b><br>Service-specific entry-level roles such as Boatswain's Mate, Rifleman or Airbase Protection.          | <a href="#">VIEW DETAILS &gt;</a> |
| 2 | <ul style="list-style-type: none"><li>• Keen to get a good job.</li><li>• Practical, resourceful and ambitious.</li><li>• Has an interest in learning a trade.</li></ul>          | <b>GENERAL ENTRY</b><br>Civilian-equivalent trade and technical roles such as Marine Technician, Carpenter or Motor Mechanic. | <a href="#">VIEW DETAILS &gt;</a> |

### Plans to finish school at Year 12

|   |   |  |                                   |
|---|---|--|-----------------------------------|
| 3 | <ul style="list-style-type: none"><li>• Considering a 'professional' career in the arts, business, computing, engineering, science or technology.</li></ul>   | <b>AUSTRALIAN DEFENCE FORCE ACADEMY</b><br>Military training in parallel with a degree paid for by the ADF, plus a salary while completing studies.  | <a href="#">VIEW DETAILS &gt;</a> |
| 4 | <ul style="list-style-type: none"><li>• Thinking about getting an interesting temporary job before uni or work.</li></ul>   | <b>ADF GAP YEAR</b><br>An experience of the Navy, Army or Air Force with just one year's commitment.   | <a href="#">VIEW DETAILS &gt;</a> |
| 5 | <ul style="list-style-type: none"><li>• Already interested in a job with the Navy, Army or Air Force.</li><li>• Wary of the commitment.</li></ul>   |  |                                   |
| 6 | <ul style="list-style-type: none"><li>• Happy to get a good job that doesn't require a degree.</li><li>• Has an interest in learning a trade.</li></ul>   | <b>GENERAL ENTRY</b><br>Civilian-equivalent trade and technical roles such as Aviation Technician, Electrician or Mechanic.  | <a href="#">VIEW DETAILS &gt;</a> |
| 7 | <ul style="list-style-type: none"><li>• Happy to get a good job that doesn't require a degree.</li><li>• Wants to learn management and leadership skills.</li></ul>   | <b>OFFICER ENTRY</b><br>Service-specific leadership roles such as Maritime Warfare Officer, General Service Officer and Air Combat Officer.  | <a href="#">VIEW DETAILS &gt;</a> |
| 8 | <ul style="list-style-type: none"><li>• Considering a 'professional' career in allied health, accounting, business, commerce, dentistry, economics, engineering, finance, HR, law, medical science, medicine or pharmacy.</li></ul> | <b>DEFENCE UNIVERSITY SPONSORSHIP</b><br>Apply for a role in the ADF whilst studying for a degree at any accredited university in Australia, while enjoying a salary and remaining HELP debt paid. | <a href="#">VIEW DETAILS &gt;</a> |

YOUR STUDENTS CAN ALSO CHOOSE TO JOIN THE NAVY, ARMY OR AIR FORCE IN A PART-TIME RESERVE CAPACITY.

[VIEW DETAILS >](#)



# GENERAL ENTRY

General Entry jobs are 'non-officer' roles for which full training is provided, and nationally-recognised qualifications are often available. They fall into two broad categories:

## Service-specific roles such as:

- Combat Systems Operator in the Navy
- Artillery and Infantry roles in the Army
- Operational Air Intelligence Analyst in the Air Force

### THESE JOBS WILL SUIT STUDENTS WITH:

- ✓ Initiative and commitment
- ✓ A sense of adventure
- ✓ A strong team spirit

## Civilian-equivalent roles such as:

- Traditional Trades (such as Carpenter, Electrician and Plumber)
- Hospitality (such as Cook and Support Operations Sailor)
- Airfield Support
- 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 team spirit

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## Minimum requirements

- Australian citizen
- 17 years or over
- Year 10 completion: Generally 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

Visit [Defence Jobs](#) to browse General Entry roles >



# OFFICER ENTRY

Officer positions are management focused, requiring the development of leadership skills and the ability to make decisions confidently and decisively. They fall into two broad categories:

## Service-specific roles such as:

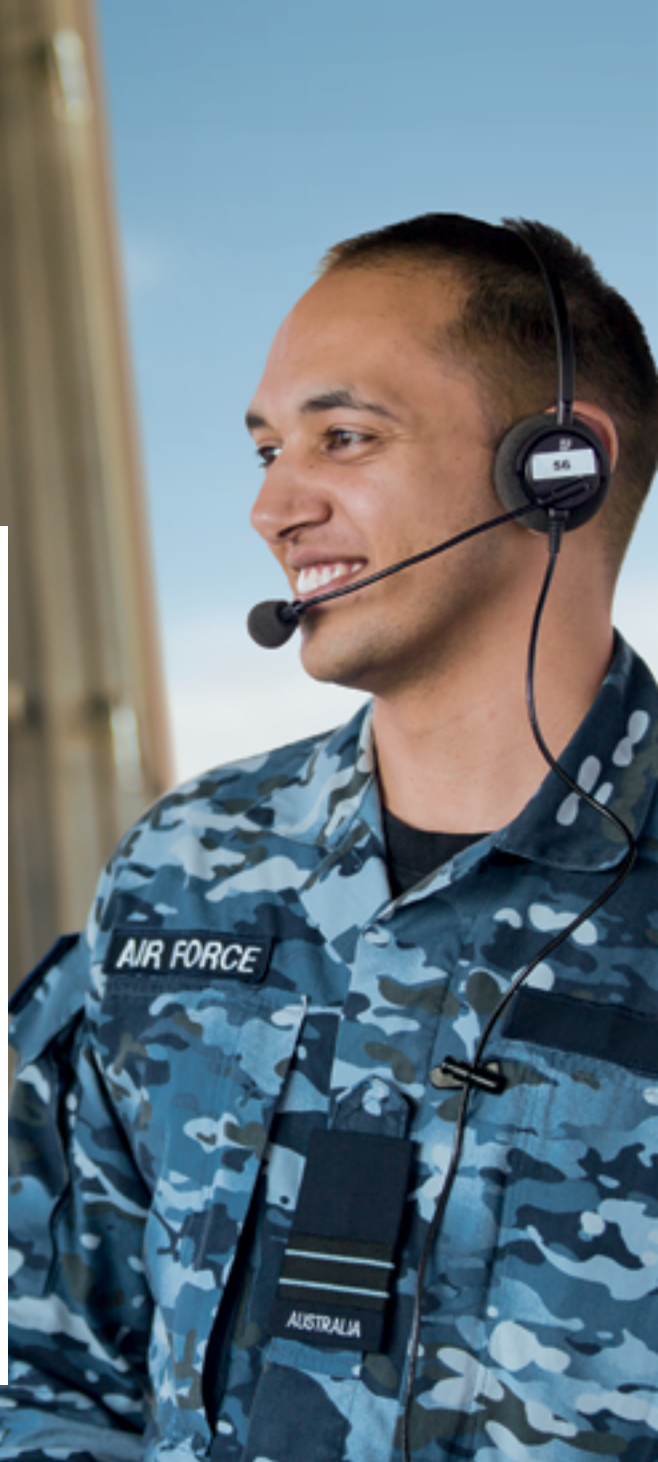
- Maritime Warfare Officer in the Navy
- General Service Officer in the Army
- Air Combat Officer in the Air Force

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## Civilian-equivalent roles such as:

- Doctors, Dentists, Pharmacists and Allied Health professionals
- Engineers (inc. Aerospace, Electrical, Marine and Mechanical)
- Finance Managers
- Human Resource Managers
- Lawyers
- Logistics and Transport Managers
- Pilots

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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** (military training in parallel with university studies) [View Details >](#)
- **DEFENCE UNIVERSITY SPONSORSHIP** (degree undertaken at any accredited university) [View Details >](#)

## Minimum requirements

- Australian citizen
- 17 years or over
- Year 12 completion:  
Required passes vary from job to job  
Some roles require degrees

## Learn more online

[Visit Defence Jobs to browse Officer Entry roles >](#)

# 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) in Canberra offers world-class degrees undertaken in parallel with military and leadership training.

## ADFA gives your students the opportunity to:

- Acquire the skills and knowledge to become an ADF officer
- Receive leadership and management training
- Gain a world-class UNSW degree without incurring HELP debt
- Be paid a salary while they study
- Receive training that sets them up for life
- Have an important job to go straight into upon graduation
- Make friends for life

All that plus financial benefits such as free medical and dental care, subsidised food and accommodation, and free access to sports clubs and fitness facilities.

## Degrees offered

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

- |                                  |                                       |
|----------------------------------|---------------------------------------|
| • <b>Bachelor of Arts</b>        | • <b>Bachelor of Science</b>          |
| • <b>Bachelor of Business</b>    | • <b>Bachelor of Technology</b>       |
| • <b>Bachelor of Engineering</b> | Computing and Cyber Security          |
| Aeronautical Engineering         | Technology (Aeronautical Engineering) |
| Civil Engineering                | Technology (Aviation)                 |
| Electrical Engineering           |                                       |
| Mechanical Engineering           |                                       |

## Applications

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

## Learn more online

[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 >](#)



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

## DUS gives your students the opportunity to:

- Study at the accredited university of their choice in Australia
- Complete their degree with remaining HELP debt paid\*
- Receive a salary while still studying
- Receive one to four weeks of leadership training each year
- Go straight into a job upon graduation with job security

All that plus financial benefits such as free medical and dental care, a textbook allowance and subsidised accommodation.

## Degrees that qualify:

Any degree that qualifies your students for an officer role can qualify for sponsorship. It must be undertaken at an Australian university accredited by the ADF.

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



## Applications

To apply for sponsorship of the degree they are currently studying, students must first apply for a job in the ADF and go through the standard application process (applying online or at a Recruiting Centre). Applications for DUS can only be submitted following the completion of at least one semester.

## Learn more online

[Meet students who have been sponsored >](#)  
[Find out about the service commitment required >](#)  
[See what roles are available for each degree >](#)

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

# ADF GAP YEAR

The ADF Gap Year program gives students the chance to experience an exciting and rewarding 12-month role in the Navy, Army or Air Force. It's a unique opportunity to get a feel for a career in the ADF, without committing to a longer period.

## In a Gap Year role your students will:

- Earn a good salary
- Learn practical and leadership skills
- Enjoy a healthy and varied lifestyle
- Have opportunities to travel within Australia
- Get fit and choose from numerous sports
- Meet new people and make great friends

All that plus additional financial benefits such as generous superannuation, free medical and dental care, subsidised food and accommodation, and access to sports clubs and fitness facilities.

## Roles available

The jobs offered vary year by year but tend to be in categories such as:

- Administration
- Airbase protection
- Combat roles
- General duties
- Logistics and transport

## Applications

Applications open once a year and places fill quickly. View the jobs online and register your interest to receive updates.

## Requirements

- Australian citizen
- Aged between 18 and 24 years on admission
- Year 12 completion (required passes vary by job)

## Learn more online

[Find out more about the ADF Gap Year and register your interest >](#)



# RESERVE ENTRY

If a student is interested in one of the Services, 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.

## In the Army or Air Force Reserve your students will benefit from:

- Tax-free daily pay and allowances
- Expert training in their trade or profession
- Free food and accommodation when serving
- Free medical and dental on deployment
- A team environment where they'll make friends for life
- Travel, adventure and memorable experiences

Navy Reserve roles are only available to those qualified in a trade or profession.



## Flexible commitment

The amount of time your students commit to Reserve service will depend on the role and the service they choose, but may range from 20 to 100 days each year. The ADF adopts a flexible approach and ensures that Reserve activity fits in with work and family commitments.

## Learn more online

[Army Reserve >](#)

[Air Force Reserve >](#)



# STAY IN TOUCH

## Career Advisors

The Defence Jobs website features detailed information for career advisors, to help you provide your students with well-informed guidance.

For more information:

[See Info for Career Advisors >](#)

[Find your local Recruiting Centre >](#)

## For Students

Please encourage your students to browse through the services, categories and jobs on the Defence Jobs website, speak to a recruiter or [visit a Recruiting Centre \(which are in every major city\).](#)

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

[defencejobs.gov.au](http://defencejobs.gov.au)  
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