



# YOUR CONCISE GUIDE TO ADF CAREERS



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Information for  
Career Advisors

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# AN IDEAL ROLE FOR EVERYONE

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

## WE OFFER 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 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, 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 part-time roles.





# JOBS FOR THE FUTURE

The ADF is a dramatically different organisation to the one the parents of your students 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 students who dream of working with advanced technologies, as in the ADF they'll experience some of the world's most innovative aircraft, ships, vehicles, weaponry and ICT systems.

## Help your students find roles that make the most of their subjects

Many schools are encouraging students to focus on Science, Technology, Engineering and Maths (STEM), as these subjects are considered to be critical to gaining the skills required for future employment. As one of Australia's largest employers, the ADF provides context for that subject recommendation, as we have an ongoing need to recruit candidates with STEM skills.

Whilst every Navy, Army and Air Force role requires at least a pass in Year 10 maths, the opportunities for students of all STEM subjects are expanding every day. As our equipment and systems become ever more sophisticated, new roles emerge to support the hundreds already offered in trade, technical, engineering and support areas.

A job in the ADF will set your 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	ENTRY METHODS	
<b>PLANS TO FINISH SCHOOL AT YEAR 10</b>		
1 <ul style="list-style-type: none"> <li>- Ready to start earning a wage</li> <li>- Unsure but open to suggestions</li> <li>- May have an interest in one of the Services</li> </ul>	<b>GENERAL ENTRY</b> Service-specific entry-level roles such as Hospitality and Logistics Support, Driver and Airbase Protection and Security.	<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> Civilian-equivalent trade and technical roles such as Marine Technician, Electrical Technician and Motor Mechanic.	<a href="#">VIEW DETAILS &gt;</a>
<b>PLANS TO FINISH SCHOOL AT YEAR 12</b>		
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> A degree course paid for by the ADF in parallel with military training, plus a salary while studying.	<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> A taste of life and work in 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>- Interested in a job with the Navy, Army or Air Force, but 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> Civilian-equivalent trade and technical roles such as Avionics Technician, Communication Systems Operator and Loadmaster.	<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> Service-specific leadership roles such as Maritime Warfare Officer, Army 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> Completion of degree studies at any accredited university while receiving a salary and having remaining HELP debt paid.	<a href="#">VIEW DETAILS &gt;</a>
<b>YOUR STUDENTS CAN ALSO CHOOSE TO JOIN THE NAVY, ARMY OR AIR FORCE IN A PART-TIME RESERVE CAPACITY.</b>		<a href="#">VIEW DETAILS &gt;</a>

# 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. Cooks and serving 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

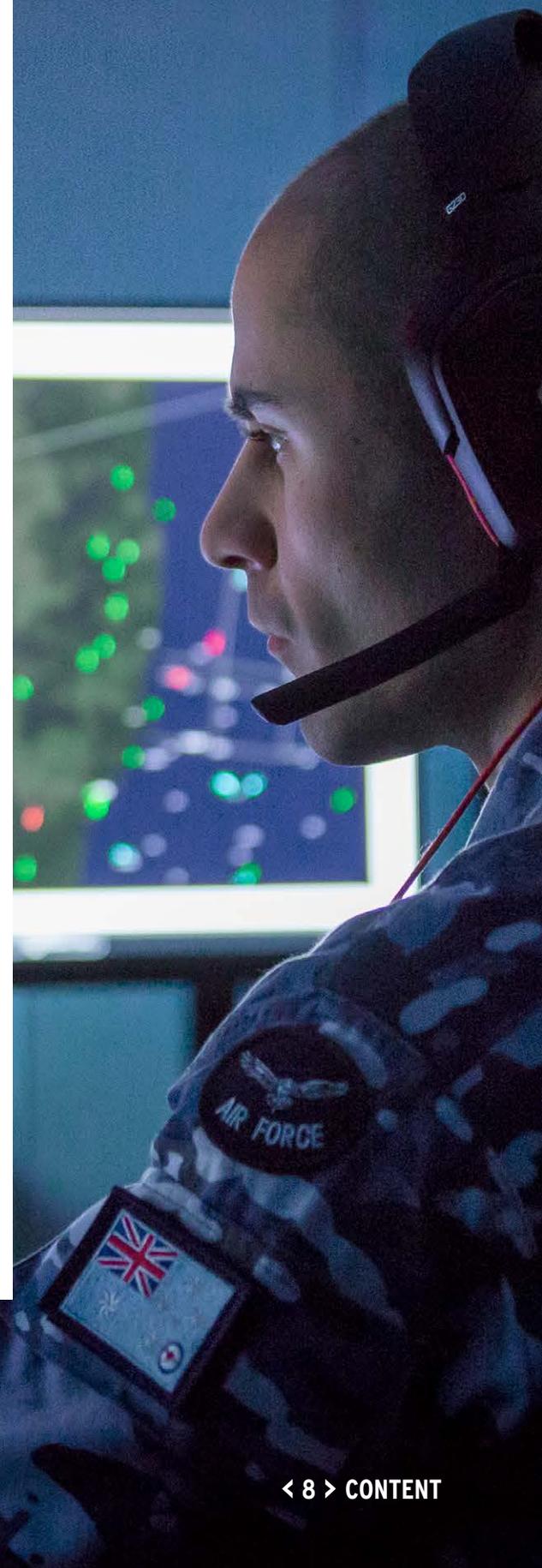


YEAR 10 COMPLETION WITH PASSES IN MATHS AND ENGLISH  
Some roles require additional subject passes

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)



# 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 and Allied Health Professionals
- Engineers (including Aerospace, Electrical, Marine and Mechanical)
- Finance Managers
- Human Resource Managers
- Lawyers
- Logistics and Transport Managers
- Pilots

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) in Canberra, the Australian Defence Force Academy (ADFA) offers accredited degrees undertaken in parallel with military and leadership training.

## Key features

- Provides the skills and knowledge to become an ADF Officer
- Delivers a UNSW degree without incurring HELP debt
- Incorporates world-class leadership and management training
- Pays students a salary while studying
- Offers a supportive environment fostering lifelong friendships
- Leads to a fulfilling job following graduation

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

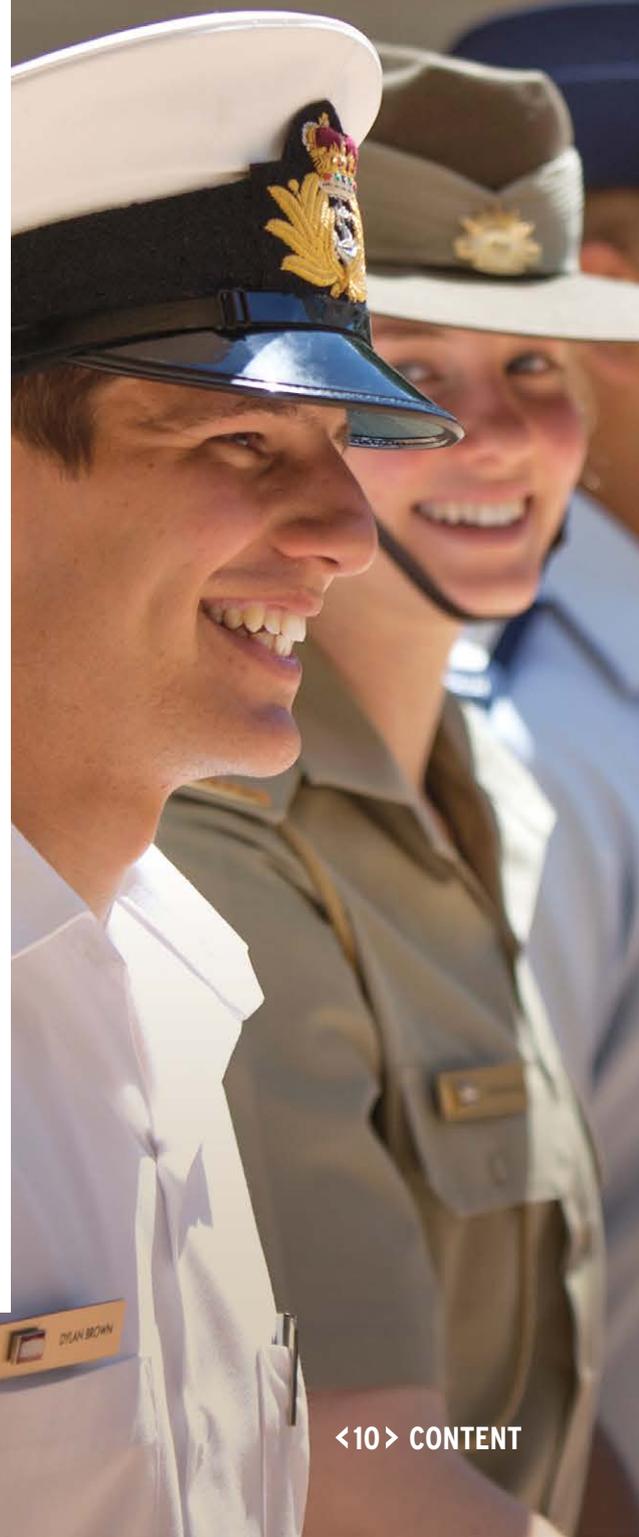
Applying for ADFA is a competitive, dual application process that can take up to 12 months. Therefore, it's best that your students apply in Year 11.

## Learn more online

Browse [DEFENCEJOBS.GOV.AU/ADFA](https://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
- Applied Science in Medical Imaging
- Business
- Dentistry
- Commerce
- Economics
- Engineering (numerous disciplines)
- Environmental Health
- Finance
- Human Resource Management
- Law
- Management
- Medical Science
- Medicine (Ugrad and Pgrad)
- Pharmacy
- Physiotherapy
- 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](http://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.



# 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 is a unique opportunity for your students to get a feel for a career in the ADF without committing to a longer period.

## Key features

- Pays a good salary plus generous superannuation
- Teaches practical and leadership skills
- Provides a healthy and varied lifestyle
- Offers opportunities to travel within Australia
- Encourages fitness and participation in sports
- Fosters teamwork and lifelong friendships

Other financial benefits include free medical and dental care, subsidised food and accommodation, and free access to sport 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 maritime duties
- Logistics and transport

## Applications

Applications open once a year and places fill quickly. Visit the Defence Jobs website to view all the jobs. If applications have closed your student can register their interest online to receive updates.

## Minimum requirements



AUSTRALIAN  
CITIZENSHIP

**18-24** AGED BETWEEN 18 AND  
24 YEARS ON ADMISSION



YEAR 12 COMPLETION (REQUIRED PASSES VARY BY JOB)

## Learn more online

Browse [DEFENCEJOBS.GOV.AU/GAPYEAR](https://DEFENCEJOBS.GOV.AU/GAPYEAR) to:

- View jobs and register an interest in Gap Year
- Meet personnel as they experience Gap Year
- Find out more about eligibility and applications

- [VIEW DETAILS >](#)
- [VIEW DETAILS >](#)
- [VIEW DETAILS >](#)

# 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 role and the Service they 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](https://DEFENCEJOBS.GOV.AU/RESERVES)



# EVERYTHING ELSE YOUR STUDENTS WANT TO KNOW

Moving away from home and 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 advisors

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.

Defence school visits can be organised on request and tailored to your specific needs. 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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