

ATTENDANCE AT AN AIR FORCE OFFICER SELECTION BOARD

1. Congratulations on your decision to pursue a career as an officer in the Royal Australian Air Force. You are about to undertake a process via the Officer Selection Board that is designed to find the balance of personal attributes, intellectual capacity, maturity, ethical outlook and commitment that a successful Air Force Officer applicant requires in order to complete initial training, become an effective leader, and positively contribute to the capability of the Air Force.

OSB Preparation

2. The Officer Selection Board is designed to ensure the most suitable candidates are selected for appointment as a commissioned officer. If you have received an invitation to attend an Officer Selection Board then you have been assessed during your application, screening interviews and aptitude testing as having potential to become an effective Officer. The Board will make a recommendation to the delegate as to whether you are suitable for appointment, and to commence Officer training.

3. To assist in your preparation and appearance before the Officer Selection Board the following points are provided to assist in your preparation:

- a. Your first assessment task will be an individual oral presentation. You will be provided a speech topic and have 30 seconds thinking time to develop a two minute speech. The Board will be assessing how you construct a speech, and how you react to an impromptu task by delivering the speech in a group setting.
- b. Understand what it means to be an officer in the Air Force and be able to explain why you want to be an officer. You'll need to think about leadership and the role of officers compared to enlisted members. Be able to articulate why you would be a good officer. You may be given a scenario in which you are the leader and you will be asked to explain how you would go about solving an issue which demands leadership.
- c. Have an in-depth understanding of the role you are applying for, and be able to clearly articulate why you are pursuing that role. Know the areas in which you may be employed in, and have an idea of a career progression pathway. Make every effort to discuss the role with a current serving member employed in that specialisation. Point of contact information may be obtained through your military recruiter.
- d. Have a good understanding of the Initial Military Training and Initial Employment Training continuum relevant to the role you are applying for. Understand the commitment required to be successful in training, including the time you will need to devote to your studies.
- e. Have a knowledge of current affairs and be able to demonstrate an ability to think critically, analyse and make an assessment of regional issues. You can expand your knowledge through comprehensive news services such as the ABC or SBS; and by reading reputable newspapers and magazines.
- f. Have an understanding of the strategic direction of the Air Force and the Australian Defence Force. A key source of information is the Defence Strategic Review and National Defence Strategy. As a leader in the Air Force you will need to know the priorities of the organisation.

- g.** Think about how you will cope with life in the military including relocations, deployments, lengthy periods away from home, and the impact this will have on your family.
- h.** All of the information you require to best prepare for your Board is readily available via open source searches on the internet. Read widely but choose your sources wisely.
- i.** There are no scripted responses to the majority of questions you will be asked. Applicants are advised to attempt to answer all questions. Do not feel pressured to answer immediately and seek clarification if you do not understand the question. Take the time you need to respond. Considered, well-reasoned and well-constructed answers, which are logical, are what you should aim for.
- j.** Questions are an essential part of the Officer Selection Board. They allow your audience to interact with you, to clarify ideas, or simply to get more information. Anticipate tough questions, and prepare accordingly.

Attendance and Schedule

- 4.** The Officer Selection Board is conducted virtually via Microsoft Teams. Dates and timings will be provided by your Enlistment Coordinator. Ensure you have the Microsoft Teams meeting link at least 24 hours prior to the scheduled meeting time. If you don't, contact your Enlistment Coordinator. You will be required to login to the meeting no later than 0845h (AEST/AEDT) on your Board date.
- 5.** The Officer Selection Board will commence with an introduction from the Board President, followed by the two-minute impromptu speech. At the completion of the speech activity, you will be provided your semi-structured interview time. Your interview will be for approximately 45 minutes. You will be required to be available at any time during the day for your interview.

Board Outcome

- 6.** On conclusion of your interview, the Board President will provide you with the Board outcome. If you are recommended, your application will be progressed to the delegate for a final decision, where you will be placed in an Order of Merit for a Letter of Offer. Note, it is not the role of the Board to provide a guarantee of a Letter of Offer.
- 7.** If the Board indicates that you have not been recommended, you will be provided feedback to assist in improving your competitiveness, and advised of a waiting period (up to 24 months) before you can re-sit an Officer Selection Board.

Dress

- 8.** Dress and grooming is important. Remember you are applying for a commission in the Australian Defence Force. As a minimum you should wear civilian attire consisting of a long sleeve shirt and tie for males, and skirt and blouse (or equivalent) for females. Make-up and jewellery should be kept to a minimum.

Conclusion

- 9.** A career as an officer in the Air Force is highly rewarding. You will be working with motivated and successful leaders on some of the most sophisticated aviation related equipment. The satisfaction and rewards associated with service as an Air Force Officer are considerable and the friendships you make will be lifelong. Good luck with your attendance at your Officer Selection Board.