

## ATTENDANCE AT AN ARMY OFFICER SELECTION BOARD (AOSB)

1. Congratulations on your decision to pursue a career as an Officer in what is a unique and trusted national institution – the Australian Army. Australia operates in uncertain and challenging times in relation to the defence and security of our nation, its people and interests. It's also a time of significant developments in capability involving the introduction of new technologically advanced equipment over the coming years. This requires Army to be agile and responsive. Essential to meeting this requirement is the recruitment and training of first class Officers with the personal attributes, intellectual capacity, emotional maturity, ethical outlook and commitment appropriate to becoming an effective leader of Australian soldiers for the unique mission, new capability and extraordinary tasks assigned to Army.
2. Given the demands of the unique role of Army, the Army Officer Selection Board (AOSB) ensures that only the right candidates are selected for appointment. If you have received an invitation to attend an AOSB then you have been assessed during your application, screening interviews and aptitude testing as having potential to become an effective Officer. The AOSB will make a recommendation to the delegate as to whether you are suitable for appointment, and to commence Army Officer training.
3. This information pack provides useful advice regarding your participation in an AOSB, an essential step in completing your application for a career as an Army Officer. It is designed to provide you with sufficient information in order to ensure that you are prepared to participate in the activities and for the efficient running of the board.

### The Army Officer Selection Board

4. The AOSB process is extensive and will last most of the day. It involves a range of tasks designed to provide an opportunity for the board to collect the evidence needed to make a recommendation on your suitability for commissioning. It examines your personal qualities and leadership potential, as well as your knowledge of your chosen job role and the commitment required of Officers.
5. As you are applying for an executive position, as a minimum you should wear neat business attire as would be expected in corporate settings. Personal presentation, including hair and accessories, should be conservative.
6. The structure and design of activities are flexible, and are regularly adjusted to meet the specific requirements of the group, job, method of entry or training specific requirements of the selection outcome. However, generally, there are two components to an AOSB – the individual and group based assessments tasks, and the individual interview:
  - a. **Individual and group-based assessment tasks.** These tasks involve a range of leadership, problem-solving and communication activities. Some tasks you will be required to complete on your own, others you will be required to work together as a group with the other candidates. You are encouraged to be yourself and use these tasks to demonstrate your potential as an Officer in the Army.
  - b. **Individual interview.** This component of your board gives you the opportunity to demonstrate why you want to join the Army, what you know about the role you have applied for, and any other areas the Board considers important to explore in order to understand your potential for commissioning in the Army. Questions asked by the board will vary, and

there is no set time limit for the interview. Don't be concerned if you cannot answer all the questions. Concentrate on being able to express yourself honestly and in your own words.

7. **Schedule.** An example AOSB schedule is:

Login to the online AOSB as instructed.  
Board President's introduction.  
Individual and group-based assessment tasks.  
Break.  
Individual and group based assessment tasks (cont.).  
Start Individual interviews.  
Lunch.  
Continue Individual interviews.

8. While the AOSB activities and schedule have been described above, it is important that you understand that the structure and design of activities are flexible. The most important advice for your successful completion of the tasks is to listen to the instructions given by the conducting staff, and ensure you complete the tasks as required, and within the time allocated.

### Preparation

9. Doing plenty of quality comprehensive research should assist your performance during the AOSB. There are several recommended areas of research and consideration below:
- a. **Current affairs.** Candidates are expected to have a knowledge and understanding of significant current affairs in relation to the ADF. You can further expand your knowledge by watching comprehensive news services; by reading reputable newspapers and magazines; and by visiting websites such as [www.news.com.au](http://www.news.com.au).
  - b. **Career options.** You should have a good knowledge of the role of an Officer within your preferred specialisation. To assist in developing your knowledge of available specialisations, it is suggested that you access the Australian Defence Force Careers website: [www.adfcareers.gov.au](http://www.adfcareers.gov.au).
  - c. **Training.** You should have a good understanding of the commitment required to be successful in training. In particular, you should understand requirements such as physical fitness, academic effort, and the time you will need to devote to your training. To develop your knowledge in this area, it is suggested that you access the Royal Military College (RMC): [www.army.gov.au/taxonomy/term/132](http://www.army.gov.au/taxonomy/term/132) or the Australian Defence Force Academy (ADFA): <http://www.defence.gov.au/adfa/> website.
  - d. **Requirements and obligations of service.** You should have an understanding of the requirements and obligations of service in the Army, the potential for operational deployments and possible living arrangements and entitlements. If you have dependants or are in a relationship, you need to have discussed the details of the commitment you are about to undertake with them and any potential impact this may have.
10. To obtain further information on your selected specialisation, or to obtain access to a serving Officer, you should contact your Recruiter.
11. Having a detailed understanding of the research areas above helps enormously to convince an AOSB that you are the right candidate for an Officer position in the Army. Think about and be prepared to talk about how you can bring benefit to the role of Army and your selected job or specialisation, and be prepared to sell this to the board.

## Presentation

12. The AOSB activities are purposefully designed to require you to sense and adjust intuitively to new and manufactured environment and tasks, unfamiliar context, processes or procedures. The most important advice for a successful performance at an AOSB is to:
  - a. Be yourself throughout the AOSB. All the board members have been through a similar selection process and understand any nerves you may be experiencing.
  - b. Remain calm and in control throughout the activities. Carefully listen to the instructions given by the board members. Take a moment to analyse what is being asked, and provide a considered response.
  - c. Answer questions truthfully and with integrity. An authentic presentation is always more effective than scripted responses.

## Feedback

13. The AOSB involves a range of assessment methods needed to make a recommendation on your suitability for appointment. Like most assessments, you should not expect feedback or assistance from the board.
14. At the conclusion of your individual interview, you will be debriefed on your performance during the day and of the board's recommendation on your suitability for appointment as an Army Officer. The options are: you have been found suitable; you have potential, but are not yet ready (for 12 or 24 months); or that you are deemed not suitable. The board only make recommendations and the Army delegate will make the final decision. This decision will be sent to you through a letter, usually around one month post board.
15. Even if you have been recommended as suitable, you may be placed into a Competitive Pool. This means that your application will be held until other candidates have been to board, so that all candidates can be compared and the most merit-worthy person is selected for a position. As such, you may be successful at board, but ultimately are not offered a position.

## Administrative Details

16. You will be notified of the administrative details, the location, date and exact timings in your invitation to attend an AOSB by Australian Defence Force Careers.
17. The AOSB you are nominated to attend, in general, is in response to your first preference. This is the primary consideration for the initial offer; however where you are not successful in receiving an offer for your first-preference, an alternative offer may be negotiated with you. In this case, if you have been recommended at your AOSB, you would not be required to repeat the selection process. For example, your AOSB result obtained after aviation testing can be used to inform the offer for GSO entry at RMC or ADFA should a position as pilot not be available, without the need to attend an AOSB for RMC or ADFA. You may choose to accept this alternative offer or remain in the pool in the hope of receiving a first-preference offer for a later intake.
18. If you need special consideration to enable you to participate in an AOSB please advise your requirements by emailing or phoning your Recruiter. Additionally, to obtain further information on the AOSB process please contact your Australian Defence Force Careers Centre (ADFCC).

**Conclusion**

19. The AOSB process is designed to give you the maximum opportunity to display your potential to be an Officer. The satisfaction and rewards associated with service as an Army Officer are considerable and the friendships you make will be lifelong. Remember to be yourself and good luck with your selection process.