

## ATTENDANCE AT NAVY OFFICER SELECTION BOARD (NOSB)

1. Congratulations on your decision to pursue a career as a Naval Officer. You are about to undertake a process that is designed to find the balance of personal attributes, intellectual capacity, maturity, ethical outlook and commitment that a successful Naval Officer applicant requires in order to complete the training and become an effective leader.
2. To assist in your preparation and appearance before the Officer Selection Board (OSB) the following points are considered to be relevant:
  - a. The first and most important attribute that any applicant must have is leadership potential and a **genuine commitment to become a leader and role model**. As future leaders you will have great responsibility for the welfare of sailors and may be asked to define what leadership means to you.
  - b. In demonstrating your potential to be an officer in the Navy, we are looking for candidates with sound communication skills and willingness to work as a part of a team. You should be able to explain to the board the attributes you have that make you good team member and provide examples.
  - c. **You will need to be committed to complete the training requirement including rendering sea service.**
  - d. You will need to understand the avenue of entry you have chosen and so **researching the role of an Officer and your chosen workgroup** will assist in your performance at the Selection Board. You may be asked about the command structure at sea and where you fit in, and what specific areas of the ship you would be responsible for or working in.
  - e. You should have a good understanding of the **commitment required to be successful in training**, especially issues such as motivation and drive, academic effort, physical fitness, and importantly, the requirements of service in the Navy and the time you will need to devote to your training.
  - f. You should have a reasonable **knowledge of your preferred career path**, i.e. know where you are likely to be posted and the training you will be required to undertake. This is particularly important for candidates seeking a career in workgroups with extensive training commitments such as Maritime Warfare and Submarine Officers where there is a long training continuum and seagoing role as an ongoing mandatory requirement.
  - g. The Board will also question you on your motivation for a career as an Officer in the Royal Australian Navy. You are strongly encouraged to speak to a current serving Officer, in the profession that you are applying for and, if practical, visit a ship or the maritime museum. Ask your Military Recruiter to help you identify opportunities for this. The aim of this is to provide you with a better understanding of the environment in which the Navy works and the appreciation of where your chosen workgroups fits in this environment. Officer Aviation candidates should make contact via the following email address [officer.aviation.advocates@defence.gov.au](mailto:officer.aviation.advocates@defence.gov.au); while all other Navy Officer Entry candidates should make contact via the Navy Officer email: [necd.correspondence@defence.gov.au](mailto:necd.correspondence@defence.gov.au). When making contact, provide your name, the workgroup you are applying for, and best contact number or e-mail which will allow a specialist in your chosen workgroup to contact you and answer any questions you may have in order to best prepare you for your NOSB. It is important you do this as soon as you have been notified of your OSB date, if not sooner. Don't leave making contact until the last minute or you may not be successful in speaking with someone.

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- h. You should also be aware of Navy general capabilities (ships and establishments in order to appreciate the role and the environments in which you will be working. You may be asked to identify images of RAN ships or name Naval bases. A more comprehensive understanding of Navy indicates motivation towards your desired profession.
- i. If you have dependants or are in a relationship you need to have **discussed the full details of the commitment you are about to undertake with your partner and/or family**. You should have an understanding of your obligations for sea service (relevant to your workgroup of interest) and an understanding you will be required to post to various locations across Australia. You should also have an appreciation of the living arrangements, entitlements and have explained the reality and implications of your decision to your partner or family.

3. It is suggested that you **have a reasonable knowledge of current affairs and Navy Operations**; the purpose of which is to ensure you have an understanding of the role and purpose of the Navy. At a minimum you should watch national and international current affairs television programs. You can further expand your knowledge by watching comprehensive news services such as the ABC or SBS; by reading reputable newspapers and magazines such as The Australian, The Sydney Morning Herald, The Melbourne Age or Time; and by visiting web sites such as [www.news.com.au](http://www.news.com.au) or [www.abc.net.au/news/](http://www.abc.net.au/news/). The 2016 Defence White Paper, 2017 Foreign Policy White Paper, Defence Strategic Review 2023, and 2024 National Defence Strategy are other key sources of information on Navy's role and future capability.

4. You should have an understanding of the difference between a leader and a manager. You should be able to nominate someone who you feel is a good leader and have reasons why you believe they are a good leader and be able to explain what attributes you have that indicate your leadership potential.

#### **Entry specific information – Undergraduate Officers (UGRAD)**

5. Undergraduate Officers must provide a certified true copy of their most current academic results to the ADFCC prior to attendance at OSB. Candidates will be asked on expected completion timeframes and availability for Navy outplacements by the OSB.

#### **Entry specific information – Australian Defence Force Academy (ADFA)**

6. ADFA candidates who have previously studied and intend seeking advanced standing must provide a certified true copy of tertiary academic results to the ADFCC prior to the OSB.

#### **Entry specific information – Graduate Officers**

7. For those applying for positions as a Graduate Officer (Graduates with particular specialisations), full academic transcripts of all relevant education (High School and tertiary Education if applicable), professional and trade documents; and any other documents which may support your application must be provided to the ADFCC prior to the OSB.

**NOTE:** You must have undergone credentialing of your qualifications. If this has not been confirmed please notify your Recruiter immediately.

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**Attendance and Schedule**

8. The NOSB is conducted virtually via Zoom with dates and timings to be provided by your Enlistment Coordinator. The OSB itself is a group assessment procedure consisting of assessment tasks and group exercises, followed by individual interviews. The approximate schedule is as follows:

0815	Report to the OSB location
0830	Board President's introduction
0845	Assessment tasks and group exercises
1100 – 1730	Individual interviews

9. Your interview will be for approximately 45 minutes. You will be advised of your interview time on completion of the group activities. For the remainder of the day, you are only required to remain dialled in when your individual interview is scheduled, however you should endeavour to remain available should timings change.

10. You will be provided with a debrief of your performance and the Board's recommendation at the end of your individual interview. It is important to understand that it is not the purpose of the NOSB to offer you appointment, but to assess your suitability for commissioning as an Officer in the Navy. Further consideration of your assessment in competition with any other suitably recommended candidates will occur at a later date. You will be advised of your competitiveness for an offer of appointment once all deliberations have concluded. If you are subsequently successful, you will be offered an appointment for the next available training course, which may not be until seven to eight months after your NOSB appearance.

**Dress**

11. Your **dress and grooming is important**. Remember you are applying for an executive position and should be suitably dressed. 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.

12. Should you be successful in being offered a position in the Royal Australian Navy you will be required to provide the most recent copy of your transcript to the AD FCC on appointment day.

**Point of Contact**

13. You are strongly advised to research the workgroup you are applying for prior to your NOSB. The following emails is the point of contact for all workgroups and Primary Qualifications:

Navy Officer candidates: [necd.correspondence@defence.gov.au](mailto:necd.correspondence@defence.gov.au)

Navy Officer Aviation candidates: [officer.aviation.advocates@defence.gov.au](mailto:officer.aviation.advocates@defence.gov.au)

**Further information**

14. To further assist in your knowledge in the chosen specialisation it is suggested that you access the following websites:

- a. Australian Defence Force: [www.defence.gov.au](http://www.defence.gov.au);
- b. Australian Defence Force Careers: [www.adfcareers.gov.au](http://www.adfcareers.gov.au);

- c. Royal Australian Naval College (RANC): <http://www.navy.gov.au/naval-college>; and
- d. Australian Defence Force Academy (ADFA): <http://www.defence.gov.au/adfa/>.

## Conclusion

- 15. The satisfaction and rewards associated with service as a Naval Officer are considerable and the friendships you make will be lifelong. Good luck with your selection process.