



YOUR CONCISE GUIDE TO LIFE AND WORK IN THE ADF

Information for
parents and guardians



AN IDEAL ROLE FOR EVERYONE

Today's Australian Defence Force (ADF) is an inclusive, supportive, people-focused and forward-thinking organisation.

WE OFFER OVER 250 ROLES

across a wide range of military positions, support roles, traditional and technical trades, and professions that range from medicine to engineering. Many of these roles may suit your child even if they've never thought of themselves as a potential Australian Defence Force (ADF) employee. These include jobs of 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 provide you with:

- Essential information about the ADF and the individual Services
- An overview of the key benefits of a career in the Navy, Army or Air Force
- Broad details about the opportunities available to your child
- Guidance regarding the most appropriate entry option for your child

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OUR ROLE IN TODAY'S MODERN WORLD

When your child joins the ADF they'll be a member of an inclusive, supportive, safety-conscious, people-focused and forward-thinking organisation.

They will have a job with one of the world's leading military forces, supporting key defence initiatives and helping provide a range of peacetime services.

To defend Australia and our interests

The Navy, Army and Air Force is tasked with the defence of our borders, our people and our way of life. We carry out this duty with the support of expertly-trained personnel and technologically-advanced vessels, vehicles, aircraft and communication systems.

To help communities and support international operations

In addition to defending our nation, the ADF supports a broad range of initiatives in Australia and overseas, including:

- Participating in humanitarian and peacekeeping operations
- Helping communities affected by conflict and natural disasters
- Supporting international security and counter-terrorism initiatives

To protect trade and commerce

The ADF provides many services that are critical to the safety of shipping and the protection of our airspace. These include:

- Maritime and aerial patrols
- Search and rescue services
- Anti-piracy and smuggling operations
- The provision of a strategic strike capability
- Meteorological support operations
- Marine surveys and mapping for navigation



COMMITTED TO EQUALITY, DIVERSITY AND SAFETY

The ADF promotes equality and diversity across our workforce, embraces people from every area of society, and provides a safe and supportive workplace for your child.

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.

Safe and supportive workplace

Naturally, some of the things your child may do in the ADF could carry elements of risk, though we offer many support roles away from the front line helping others do their jobs safely.

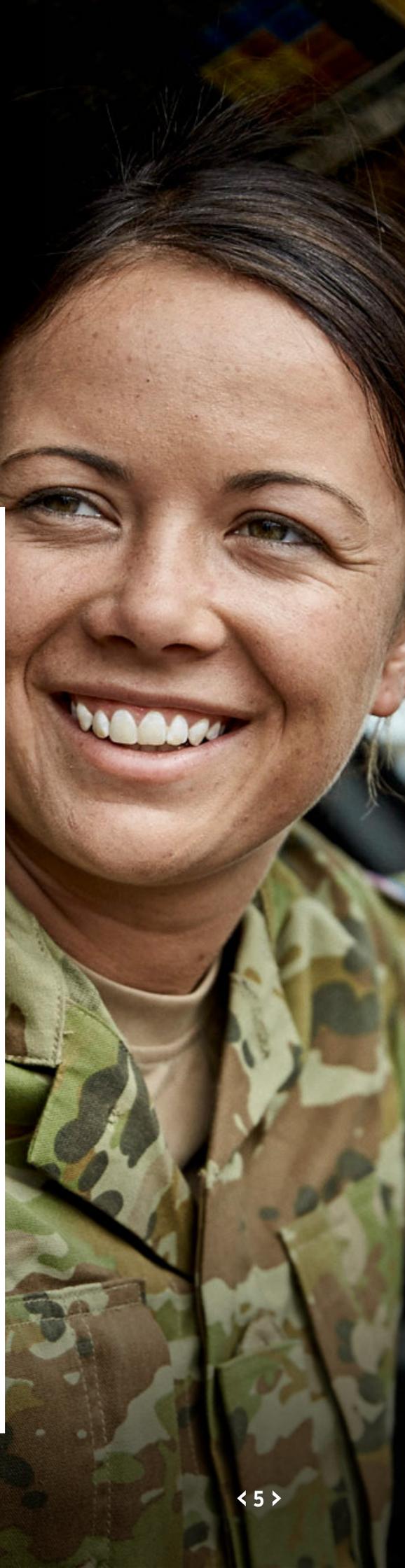
Across the Services we maintain the same comprehensive health and safety standards as any other responsible employer - to ensure our people work in as safe an environment as possible.

The physical, emotional and spiritual wellbeing of our people are high priorities too, and we are committed to providing healthy, mentored, supportive and progressive working environments where bullying, harassment and illegal activities are not tolerated.

Flexible pathways

The ADF offers flexible entry methods with the specific needs of some female and Indigenous candidates in mind. They include pathways for those who:

- need to serve close to home and family, or
- require a more immediate start date, or
- do not yet reach the schooling and/or fitness standards generally required for entry.



A CAREER THAT OFFERS MORE

When your child joins the Navy, Army or Air Force they will enjoy far more than just stimulating work. As well as having a rewarding role that makes a positive contribution to the world we live in, your child will receive a generous package of benefits.

Career benefits

- Skills, training and ongoing professional development
- Sponsored degree courses and ongoing education
- Clear avenues for promotion and career progression
- World-class management and leadership training
- The opportunity to work with cutting-edge technology
- 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
- Make friends for life
- 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 of them to part-time roles.



THE AREAS THEY COULD WORK IN

Your child can choose from a wide variety of specialist military positions, support roles, traditional and technical trades, and professions requiring degree qualifications. In the ADF, they can explore their passions and interests, and turn them into a career with purpose.

The way they join may be influenced by the year they choose to leave school:

1. Completed Year 10:

If their intent is to complete high school with a Year 10 Certificate, your child would be looking at General Entry jobs, which are 'non-Officer' roles requiring a minimum of passes in Maths and English. Critical to ADF capability, the dozens of jobs available range from traditional trades such as Plumber, Electrician and Mechanic to specialist military positions such as combat roles.

Full training is provided and for some trades, paid apprenticeships leading to nationally-recognised qualifications are available.

2. Completed Year 12:

If their intent is to complete high school with a Year 12 Certificate, General Entry is still an option for your child. However, with the right passes they can consider Officer positions such as engineering, healthcare and specialist military roles, which are more management focused. They involve the development of leadership skills and the ability to make decisions confidently and decisively.

Some roles require a degree, which can be paid for by the ADF through studying at the Australian Defence Force Academy or applying for Defence University Sponsorship (see page 9).

Opportunities across every sector

Many of the jobs offered by the Navy, Army and Air Force are comparable to civilian roles, but involve fully-paid training and clear pathways for progression - along with travel, unique experiences and ongoing development. The areas your child could work in include:

- Administration
- Aviation
- Business
- Chaplaincy
- Combat
- Communications
- Education
- Engineering
- Healthcare
- Hospitality
- Human resources
- Information and Communications Technology (ICT)
- Intelligence
- Law
- Logistics
- Management
- Science
- Security
- Trades



WHERE YOUR CHILD'S CHOICES COULD TAKE THEM

The ADF is a dramatically different organisation to the one you may be familiar with, as high-tech robotics, pilotless aircraft and virtual reality training supplement traditional military methods - and the rate of change is unprecedented.

This opens up amazing career opportunities - particularly if your child is naturally curious, likes solving problems, and dreams of working in a high-tech world where they can use their skills to help others.

Making the most of their subject choices

Your child's school will probably be encouraging them to focus on Science, Technology, Engineering and Maths (STEM), as these subjects are considered critical to building the skills required for jobs in the future. As one of Australia's largest employers we understand and agree with that emphasis, as we offer many exciting career options to people with an interest in STEM-related subjects - and will be offering many more in the future.

Whilst every Navy, Army and Air Force role requires at least a maths pass, the opportunities for those studying the other STEM subjects are expanding every day. The future starts right now - and as our aircraft, ships, vehicles, weaponry, and surveillance and ICT systems become ever more sophisticated, new roles will emerge to support the hundreds already offered in trade, technical, engineering and support areas.

Earning while learning

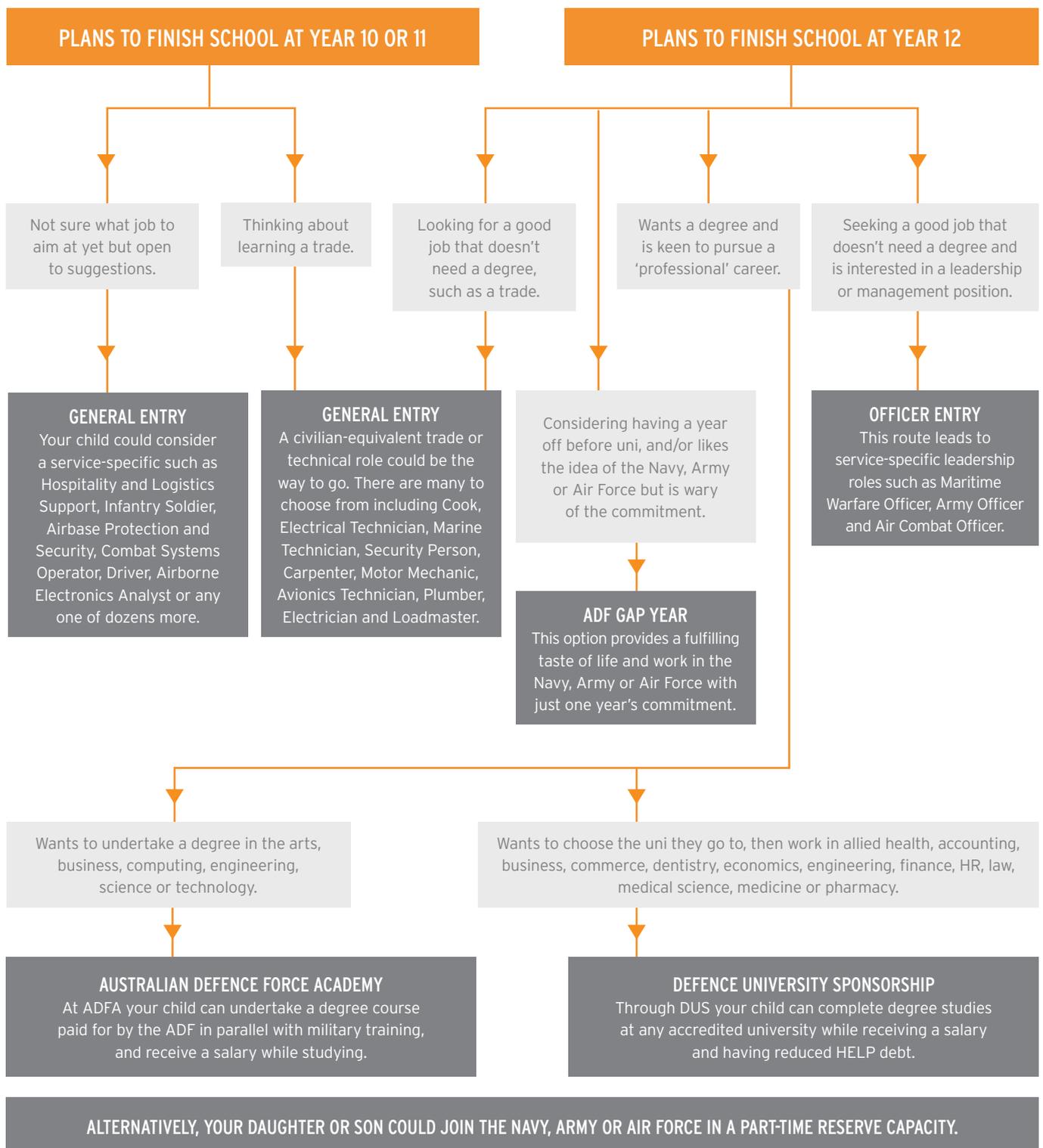
In the ADF your child could be paid to undertake a degree course and then graduate with no HELP debt; or be paid a proper salary while on an apprenticeship. They have the opportunity to start their career with savings instead of debt, setting themselves up for a successful future.

A role with the ADF puts your child on a purposeful career path to the future.



WHAT'S THE BEST ENTRY METHOD FOR YOUR CHILD?

Follow the descriptions to see our most common entry options and examples of jobs.



A RICH AND FULFILLING LIFESTYLE

The most consistent aspect of life in the Navy, Army or Air Force is the tremendous variety, combining rewarding work opportunities with fulfilling lifestyles.

Days that are always different

Whether on base, in the field or at sea, the working hours in the ADF could at times be much like being employed in a civilian role – with pre-determined hours or shift work and regular periods for rest and relaxation.

However, your child is likely to enjoy far more variety and job satisfaction in their day-to-day work, along with memorable experiences such as international travel and assisting communities in need.

Subsidised accommodation

ADF accommodation varies by Service and role, but it's always comfortable and practical. During initial training your child will live on base, giving them the opportunity to bond with fellow recruits. After that they may have the option to rent on or off base (either way, the rent is generally subsidised) or buy locally.

When on exercises or deployments the sleeping arrangements will be more basic, but the ADF still recognises the critical importance of our people being well rested and well cared for.



A healthy attitude to fitness

Your child will need to have a basic level of fitness to join, and we've developed a mobile app called ADF Active to help them achieve what's necessary.

Once employed, the level they need to maintain will depend on their job. With all the free fitness facilities on base and a multitude of sports on offer, staying fit, healthy and active is all part of the ADF lifestyle - and the added bonus is that they'll get paid while working out.

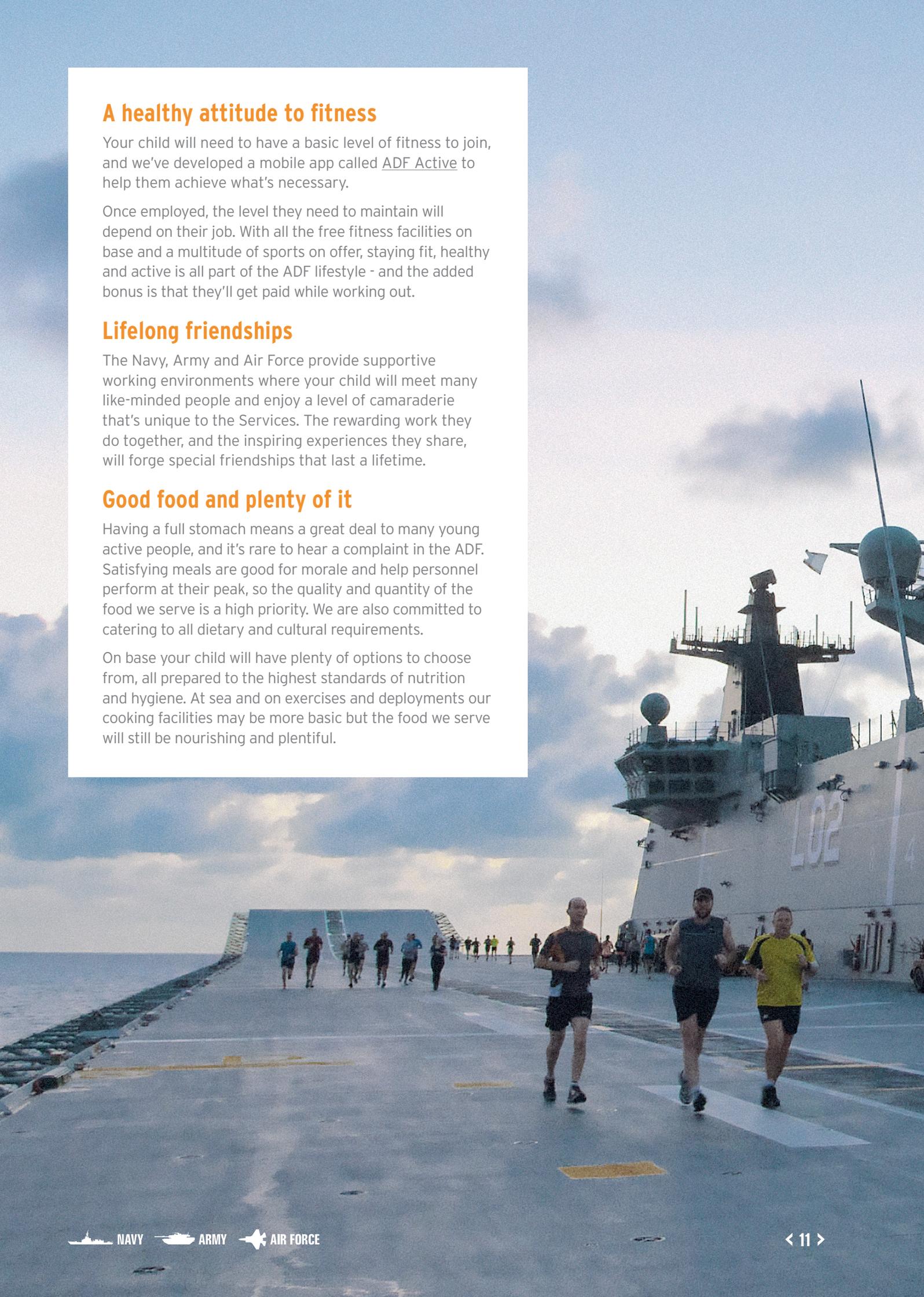
Lifelong friendships

The Navy, Army and Air Force provide supportive working environments where your child will meet many like-minded people and enjoy a level of camaraderie that's unique to the Services. The rewarding work they do together, and the inspiring experiences they share, will forge special friendships that last a lifetime.

Good food and plenty of it

Having a full stomach means a great deal to many young active people, and it's rare to hear a complaint in the ADF. Satisfying meals are good for morale and help personnel perform at their peak, so the quality and quantity of the food we serve is a high priority. We are also committed to catering to all dietary and cultural requirements.

On base your child will have plenty of options to choose from, all prepared to the highest standards of nutrition and hygiene. At sea and on exercises and deployments our cooking facilities may be more basic but the food we serve will still be nourishing and plentiful.



EVERYTHING ELSE YOU WANT TO KNOW

Having a child move away from the comfort and security of home is a big thing for many parents and guardians, so we get lots of questions about what can be expected in the Navy, Army or Air Force. You may be wondering:

“Who can they turn to with a problem?”

“Will they be expected to fire a gun?”

“Where will they be posted?”

“Can they call me?”

“What will their living space be like?”

“Is it going to be dangerous?”

“Will they be sent overseas?”

“Who looks after their wellbeing?”

“How long will they need to serve for?”

“What happens if they can’t handle it?”

You'll find the answers to the above questions and many more in the FAQs section of the Defence Jobs website:

DEFENCEJOBS.GOV.AU/FAQS

Our Career Coaches will help your child prepare for the transition into military life and are available to answer your questions and theirs. If you have questions you can contact them directly, or call the Defence Force Recruiting Help Centre on 13 19 01.



LEARN MORE AND STAY IN TOUCH

Visit the [Defence Jobs website](#) for detailed information about:

- The Navy, Army, Air Force and Reserves
- Job categories and individual jobs
- Education opportunities
- Qualifications required
- Fitness requirements
- Entry methods
- The recruiting process
- Pay, leave and benefits
- The ADF lifestyle

If you have any questions or queries about your child's ambition to join the ADF, please browse [online](#), speak to a recruiter or visit a [Recruiting Centre](#).

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

DEFENCEJOBS.GOV.AU
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