

PROSPECTIVE CANDIDATE INFORMATION

Recruitment of Papua New Guinean citizens to the Australian Defence Force

INFORMATION FOR PROSPECTIVE APPLICANTS

1. **Why is the Australian Defence Force recruiting Papua New Guinean citizens?**
 - a. The historic Pukpuk Treaty provides the framework enabling the recruitment of Papua New Guinean citizens into the Australian Defence Force. Recruiting PNG citizens into the ADF is a significant step in the growing partnership between our two countries, and reflective of our deep trust in one another as friends, partners, and allies. Recruitment of Papua New Guinean citizens enriches the Australian Defence Force workforce, supporting our shared commitment to a safe, stable and secure region.
2. **What types of roles are available?**
 - a. Papua New Guinean citizens will be eligible to apply for all three Services across a range of job roles, informed by the Australian Defence Force's workforce requirements. Information on the roles available for the first intake of the recruitment pilot program can be found at adfcareers.gov.au/png.
3. **Why should I apply for the Recruitment of Papua New Guinean citizens into the Australian Defence Force?**
 - a. Candidates who enlist in the Australian Defence Force will gain access to professional employment, military training, leadership development, career progression opportunities and a range of employment benefits, while serving in a highly professional organisation.
4. **What if I need to defer my university studies to apply for the Australian Defence Force?**
 - a. The Australian Defence Force has several training and education opportunities that would be available to PNG citizens who successfully enlist in the Australian Defence Force. We acknowledge that some students may need to defer their studies to participate in the recruitment process, with no guarantee of enlistment. Australia will work with PNG universities to manage this on a case-by-case basis.

ELIGIBILITY

5. **Who can apply for the Recruitment of Papua New Guinean citizens into the Australian Defence Force?**
 - a. Only eligible Papua New Guinean citizens can apply for the Australian Defence Force. Applicants are required to apply online at adfcareers.gov.au/png.

6. What are the minimum eligibility requirements?

- a. To apply, you must:
- i. Be between 18 and 25 years of age at the time of application.
 - ii. Be currently enrolled at, or have recently graduated from, the University of Papua New Guinea, Pacific Adventist University or University of Technology Lae (second cohort only).
 - iii. Not be a current or former member of a Papua New Guinean Government security institution, including the PNG Defence Force, Royal PNG Constabulary, or correctional services.
 - iv. Not be a participant in PNG's Science, Technology, Engineering and Mathematics Overseas Scholarship Programme.
 - v. Be medically and physically fit and healthy.
 - vi. Be proficient in English.
 - vii. Have sufficient identity documentation to apply for a PNG passport.

7. Can recent graduates apply?

- a. Yes. Recent graduates from the University of Papua New Guinea, Pacific Adventist University or University of Technology Lae (second cohort) can apply if they meet the eligibility requirements.

8. Can I apply if I have work experience?

- a. Yes. Applicants with professional, technical or other work experience can apply if they meet the eligibility requirements. Please note that current or former members of the PNG Defence Force, Royal PNG Constabulary, or correctional services are not eligible to apply.

9. Can I apply if I do not meet all eligibility requirements?

- a. No. Candidates must meet the minimum eligibility criteria to progress.

10. Why are the eligibility requirements so specific?

- a. This is a new and complex initiative, so Australia and PNG have agreed to start with a small group of participants through a pilot program first, to ensure the pathway is successful and candidates are well supported throughout the process. Starting small allows the process to be tested and refined before it expands in the future. Australia expects opportunities to grow over time.

THE APPLICATION PROCESS

11. How do I apply?

- a. Applications can be submitted at adfcareers.gov.au/png.

12. Is there a cost to apply?

- a. No. There is no fee to submit an application. If anyone asks you for money or claims they can guarantee your selection, do not believe them. No individual or organisation can guarantee entry to the Australian Defence Force.

13. What documents will I need?

- a. Documents required for application are:
 - i. National Identity Card
 - ii. Birth Certificate
 - iii. University Identity Card or University Testamur/Graduation Certificate
 - iv. Year 12 Certificate
 - v. Academic Transcripts from school and university
 - vi. Passport (if available)
 - vii. Drivers licence (if available)
 - viii. Passport style photo (if available)

14. How long does the recruitment process take?

- a. The recruitment process will involve several stages across a few months. All eligible applicants will be kept up to date throughout the recruitment process.

15. What assessments will I need to complete?

- a. PNG citizens applying to join the Australian Defence Force will be required to complete education, aptitude, medical, fitness, interviews and security assessments to be successful. Suitable candidates also must be deemed suitable for service in the Australian Defence Force. Prior to enlistment, suitable PNG candidates must be granted an Australian Government security clearance and obtain an Australian visa.

16. If I apply, does that guarantee a position?

- a. No. Joining the Australian Defence Force involves a competitive recruitment process. Not everyone who applies will be suitable, consistent with Australian Defence Force recruiting in Australia.

17. When will I officially join the Australian Defence Force?

- a. Following the application and initial screening processes, suitable candidates will be invited to progress to the 16-week residential pre-enlistment program in PNG. Upon completion of the residential pre-enlistment program, successful candidates will receive a letter of offer to enlist in the Australian Defence Force in late 2027.

18. Can I apply from anywhere in PNG?

- a. Yes. Eligible Papua New Guinean citizens can apply regardless of where they live in PNG. Recruitment activities will be concentrated in Port Moresby, but applicants from all provinces are encouraged to apply if they meet the eligibility requirements. Applications will be accepted via adfcareers.gov.au/png.

19. Do I need a PNG passport before applying?

- a. Applicants do not require a PNG passport upon application; however, those invited to progress to the residential pre-enlistment program will be required to apply for a PNG passport and initiate the process for an Australian visa before they enter the residential pre-enlistment program.

20. What level of English is required?

- a. As applicants must be able to communicate effectively in English, both verbal and written English proficiency is required.

21. Will I become an Australian citizen if I join the Australian Defence Force?

- a. You will be required to apply for Australian citizenship once eligible to do so. Australian citizenship is a longstanding requirement for ongoing service in the Australian Defence Force. PNG recruits will apply to retain their PNG citizenship.

22. What if I am unsuccessful in the recruitment process?

- a. PNG applicants will be required to meet the same Australian Defence Force entry standards as Australian applicants. Not everyone who applies will be suitable, consistent with Australian Defence Force recruiting in Australia.

RESIDENTIAL PRE-ENLISTMENT PROGRAM

23. What is the residential pre-enlistment program?

- a. The residential pre-enlistment program is a unique opportunity for PNG citizens entering the Australian Defence Force through the Recruitment of Papua New Guinean citizens into the Australian Defence Force. Selected candidates will participate in a 16-week residential pre-enlistment program designed to prepare them for life in Australia and service in the Australian Defence Force. The program will be held at facilities recently built by Australia at HMPNGS Tarangau in Manus, PNG. Suitable candidates will be transported to and from the residential pre-enlistment program.
- b. Participants will live and learn together for the duration of the program. Candidates will not participate in military training during the residential pre-enlistment program.

24. What will I do at the residential pre-enlistment program?

- a. Candidates will complete course material regarding:
 - i. Setting Australian Defence Force expectations and behaviours;
 - ii. Effective communication skills for the workplace and training;
 - iii. Australian cultural acclimatisation, civics and core skills;
 - iv. Skills and knowledge for life in the Australian Defence Force; and
 - v. Health, wellbeing and fitness.

Candidates who complete the course material will receive a Certificate II in Workplace Skills.

25. Am I a member of the Australian Defence Force whilst I am attending the residential pre-enlistment program?

- a. No. Candidates attending the residential pre-enlistment program are not members of the Australian Defence Force. Candidates will receive a letter of acceptance for the residential pre-enlistment program which will outline the requirements and expectations for candidates whilst attending. Candidates who successfully complete the residential pre-enlistment program and are deemed suitable for the Australian Defence Force, will receive a letter of offer to enlist in the Australian Defence Force.

- 26. What happens if I choose not to join the Australian Defence Force after the residential pre-enlistment program?**
- a. There is no obligation to enlist in the Australian Defence Force following the residential pre-enlistment program. Candidates can withdraw from the recruitment process at any time. Candidates who complete the program materials will receive a Certificate II in Workplace Skills.

LIFE IN THE AUSTRALIAN DEFENCE FORCE

- 27. What training will I receive?**
- a. Successful candidates will undertake an initial residential pre-enlistment program, of approximately, 16 weeks to support a smooth transition into the Australian Defence Force and Australian society. Upon enlistment into the Australian Defence Force, recruits will undergo initial military training and initial employment training relevant for their specific role and service.
- 28. Will I receive a salary while serving?**
- a. Yes. Once enlisted, PNG citizens will be Australian Defence Force members and will receive the same pay, allowances and employment benefits as other Australian Defence Force members, in accordance with their conditions of service.
- 29. What benefits are available?**
- a. Benefits may include competitive pay, training, career development opportunities, housing assistance and healthcare support.
- 30. Where will I be located if selected?**
- a. Australian Defence Force members are located across Australia and at times internationally depending on the role and service needs.
- 31. Will I have opportunities for career progression?**
- a. Yes. The Australian Defence Force offers ongoing training, development and career advancement opportunities.

FAMILY AND RELOCATION

- 32. Will I need to relocate?**
- a. PNG citizens who enlist in the Australian Defence Force, will relocate to Australia. During their career, Australian Defence Force members should expect some level of relocation associated with training and employment as a condition of service.
- 33. What support is available for relocation?**
- a. Information on relocation support will be provided to successful candidates.

SUPPORT AND CONTACTS

34. How can I find out more?

- a. Additional information is available through **adfcareers.gov.au/png**. Candidates should rely only on official Recruitment of Papua New Guinean citizens into the Australian Defence Force communication channels and authorised recruitment representatives. Applicants should verify any information they receive through **adfcareers.gov.au/png** and official communication channels. If anyone approaches you claiming they can guarantee your selection, do not believe them. No individual or organisation can guarantee entry to the Australian Defence Force.

35. Who can I contact if I need help with my application?

- a. Candidates can contact the recruitment team through the website, email, Facebook Messenger or other official contact channels.

36. How will I receive updates on my application?

- a. Updates may be provided through email, SMS, phone calls or other approved communication methods. Application updates will only be provided through official channels.

37. Can I apply through my mobile phone?

- a. Yes. The application process and **adfcareers.gov.au/png** are intended to be mobile-friendly and accessible from commonly used smartphones. However, some stages of the application process may be easier to complete using a computer.

