

**WHAT IT TAKES
TO BECOME A
NAVAL OFFICER
IN FIVE EASY STEPS.**



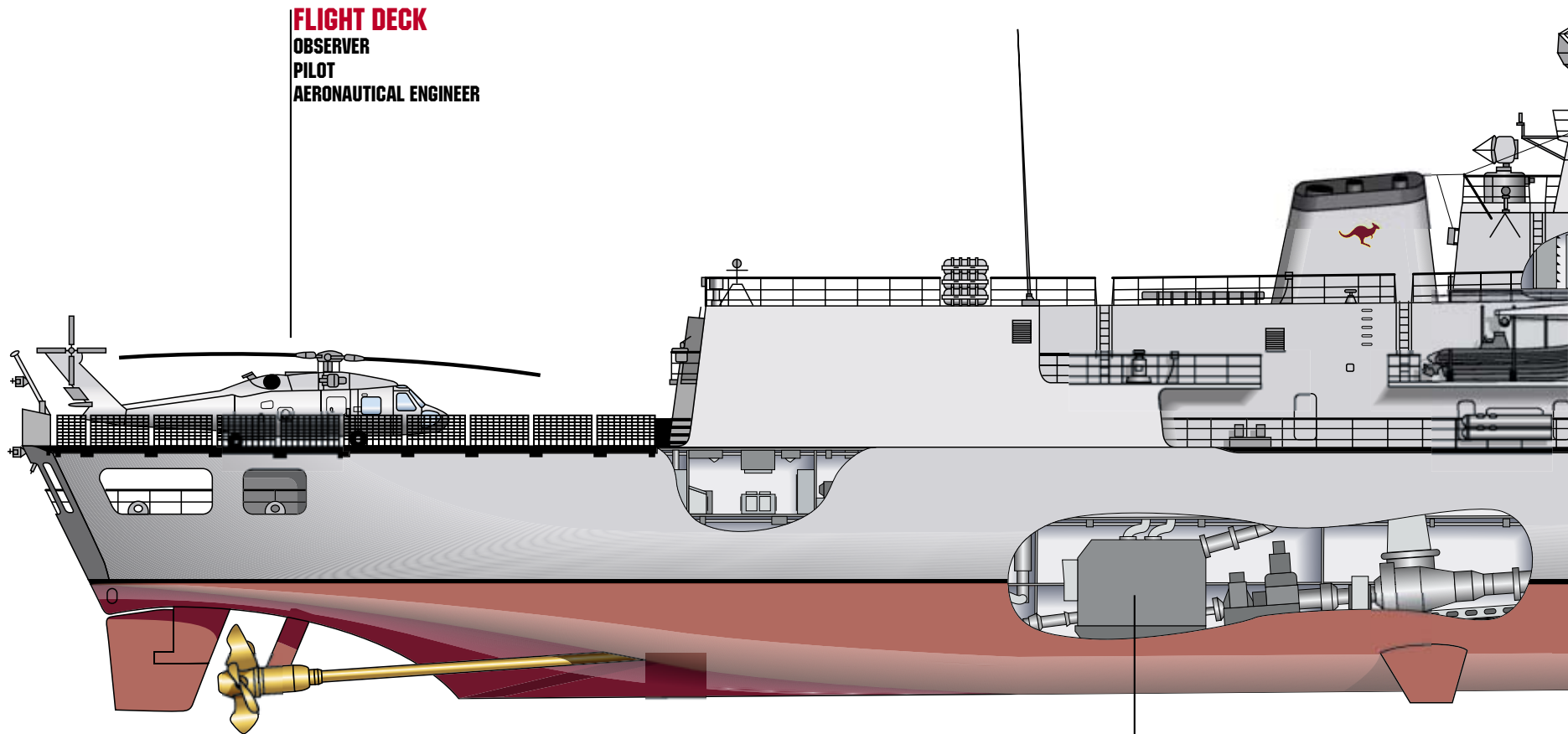
A photograph of a helicopter on the deck of a ship. The helicopter is in the foreground, with its rotor blades visible at the top. In the background, another ship is visible on the horizon over a blue sea under a clear sky. The text is overlaid on the image.

STEP ONE.

**SPEND FIVE MINUTES CHECKING
OUT WHETHER THERE'S A JOB
THAT INTERESTS YOU.**

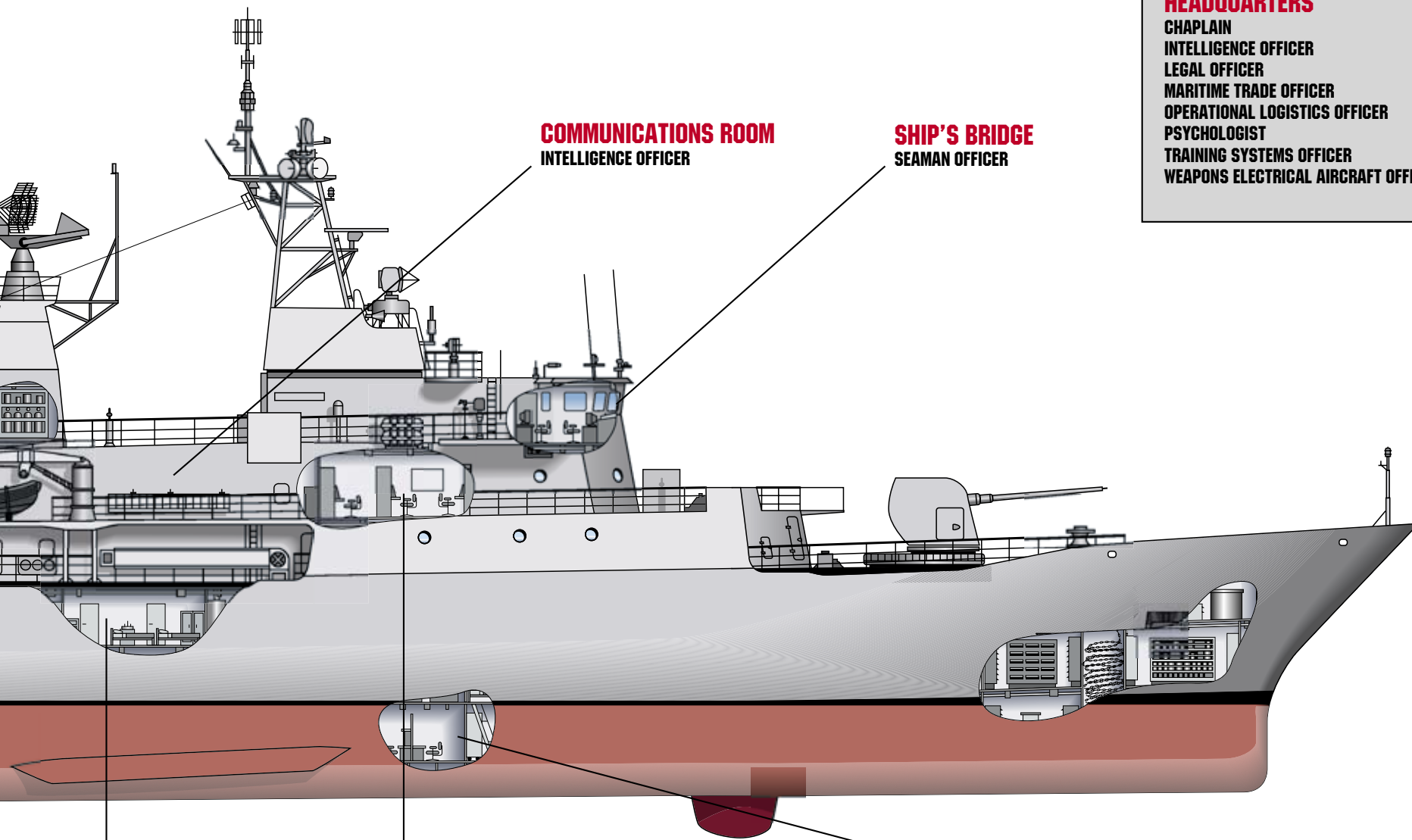
**DECIDE WHAT OFFICER ROLE
YOU WANT IN THE NAVY.**

“WHAT KIND OF JOBS DO WE OFFER?”



FLIGHT DECK
OBSERVER
PILOT
AERONAUTICAL ENGINEER

ENGINE ROOM
MARINE ENGINEER OFFICER



COMMUNICATIONS ROOM
INTELLIGENCE OFFICER

SHIP'S BRIDGE
SEAMAN OFFICER

HEADQUARTERS

CHAPLAIN
INTELLIGENCE OFFICER
LEGAL OFFICER
MARITIME TRADE OFFICER
OPERATIONAL LOGISTICS OFFICER
PSYCHOLOGIST
TRAINING SYSTEMS OFFICER
WEAPONS ELECTRICAL AIRCRAFT OFFICER

MEDICAL CENTRE
MEDICAL OFFICER
NURSING OFFICER
DENTAL OFFICER

OPERATIONS ROOM
WEAPONS ELECTRICAL ENGINEER OFFICER

OFFICES
PUBLIC RELATIONS OFFICER
SUPPLY OFFICER



THERE ARE MORE THAN 20 DIFFERENT JOBS YOU COULD DO AS AN OFFICER IN THE NAVY. THIS FIVE STEP GUIDE WILL HELP YOU DECIDE IF LIFE IN THE NAVY IS RIGHT FOR YOU.

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**“LEADERSHIP. IT BECOMES
CRITICAL WHEN YOU’RE AT SEA.”**

**PETER BEHRENDT,
SEAMAN OFFICER.**

WHAT IS AN OFFICER IN THE NAVY?

The Navy is divided into two very broad streams – **Officers** and **Sailors**. As an Officer in the Navy you’ll lead and supervise teams of Sailors in their chosen field of expertise as well as make decisions that will impact upon the operations of your ship, team or department. Being an Officer is an executive management and leadership role with a great deal of responsibility. The decisions you make will be based on sound judgement and an intelligent approach, leading people in a hands-on manner. You’ll be trained to be an expert, learning effective communication skills, management styles and character development skills.

Your qualifications will be recognised Australia wide and you’ll get to work alongside people you admire and respect, some of whom will become like a second family. You’ll work in a

challenging, exciting team environment and you’ll inspire those around you to maintain the team spirit that is essential to the success of any operation. Although being an Officer in the Navy is challenging, there’s plenty of adventure and diversity to look forward to. If this interests you, you should consider applying to become an Officer in the Navy. You’ll never look back.

DISCIPLINE

Without discipline the Navy cannot operate effectively and safely. Navy discipline is based on reason and cooperation between those giving instructions and those receiving and following them. As an Officer in the Navy you are responsible for your Sailors and their welfare, so naturally you’ll need to be able to act with maturity and learn to work within a disciplined environment.

LEADERSHIP

If you have leadership aspirations then an Officer in the Navy is the career for you. Leadership is what defines an Officer in the Navy. Your role as an Officer not only involves adventure and excitement, but also the training and skills required to become a true leader who can handle responsibility. Within a team environment, you’ll pass through several phases of training – acquiring unique skills not just for work, but also for life, transferable to a variety of situations. It’s all part of building a great career that as a Seaman Officer could one day see you becoming the Captain of an Australian warship.

As you develop your leadership skills, you will become part of the command team onboard, responsible for the control and safety of Navy vessels and crew. The unique training in the Navy means you have management and leadership opportunities as an Officer early in your career.



OFFICER JOBS

There are around 20 jobs you can do as an Officer in the Navy. At the end of each job description you will notice the method of entry available. For more details on how you can enter the Navy refer to Step Two in this brochure or for comprehensive job descriptions visit defencejobs.gov.au/navy

SEAMAN OFFICER

As a Seaman Officer you'll control the movement and running of the ship. You are trained in navigation and warfare. Seaman Officers are the only people given the opportunity to become Commanding Officers of a warship. The first step is to become an 'Officer of the Watch' working on the bridge, driving and navigating the ship. You are later given the opportunity to specialise in the area of navigation or warfare. Seaman Officers also perform the duties of managing a group of Sailors, looking after their welfare and advising them on their day-to-day duties.

The Junior Officer Warfare Application Course (JWAC) consists of four phases:

- Phase one teaches the basics of a Seaman Officer's role and includes an initial sea training period.

- Phase two consists of a period at sea, consolidating specialist training previously covered in phase one.
- Phase three comprises a shore phase focusing on navigation and bridge management followed by a six-month sea posting.
- Phase four is a shore posting comprising bridge simulation and warfare training. Once qualified as a Seaman Officer, you may further your training to sub-specialise as a Principal Warfare Officer, Navigator, Hydrographic Surveyor, Mine Warfare Officer and Clearance Diving Officer, Meteorology/Oceanography Officer or Submariner.

METHODS OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY, DIRECT ENTRY AND UNDERGRADUATE SPONSORSHIP.

AERONAUTICAL ENGINEER OFFICER

As an Aeronautical Engineer (AE) Officer you'll face a diverse range of challenges with respect to the design integrity, configuration control and maintenance support of Navy helicopters and flight simulators. You may find yourself working in a range of fields such as aircraft and weapons systems project development; research and development of repair schemes; modification, design and integration of sensors and control systems; airframe fatigue analysis and much more.

METHODS OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY, GRADUATE ENTRY AND UNDERGRADUATE SPONSORSHIP.



“I’VE ACTUALLY RESCUED AND SAVED SOME PEOPLE WHICH IS BOTH CHALLENGING AND REWARDING.”

**NIG TRIMMER,
HELICOPTER PILOT.**

MARINE ENGINEER OFFICER

Marine Engineer Officers are in charge of the mechanical systems onboard a ship, and the structural integrity of the ship’s hull and heavy power distribution. This takes in everything from diesel to gas turbine propulsion machinery, diesel power generators and hydraulic systems. Marine Engineers also lead a team of technicians who repair and maintain this equipment. As a Marine Engineer Officer you’ll undertake the Marine Engineer Application Course which will familiarise you with relevant Navy equipment and procedures.

METHOD OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY, GRADUATE ENTRY AND UNDERGRADUATE SPONSORSHIP.

WEAPONS ELECTRICAL ENGINEER OFFICER

As a Weapons Electrical Engineer Officer you are responsible for the electronics and weapons systems onboard warships. This includes all the communication and navigation equipment as well as the weapons and combat data systems. These include radar, sonar, missile launchers and computer equipment. You’ll also lead a team of technicians who repair and maintain this equipment. Weapons Electrical Engineer Officers undertake a Weapons Engineer Course. The course covers learning how to maintain gun and missile fire-control systems, navigation systems, air and ground communications as well as radar and combat data systems.

METHODS OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY, GRADUATE ENTRY AND UNDERGRADUATE SPONSORSHIP.

DENTAL OFFICER

Dental Officers maintain the dental health of Navy personnel. You’ll work in well-equipped surgeries supported by well-trained nursing and clerical teams, which mean you also have the benefit of providing the required treatments whenever you feel that it’s necessary. Dental Officers serve both at sea and ashore. To be eligible to become a Dental Officer you must be registered as a medical practitioner under the laws of the Commonwealth, state or territory, or hold qualifications that make you eligible for such registration.

METHODS OF ENTRY: GRADUATE ENTRY AND UNDERGRADUATE SPONSORSHIP.

MEDICAL OFFICER

As a Navy Medical Officer you are responsible for the health of Navy personnel. This takes in the area of general practice as well as specialised areas such as aviation medicine, underwater medicine and occupational health and safety. Medical Officers work in the most well equipped surgeries surrounded by trained nursing and clerical teams. Medical Officers serve both at sea and ashore. Medical Officers must be registered as medical practitioners under the laws of the Commonwealth, state or territory or hold qualifications that make you eligible for such registration.

METHODS OF ENTRY: GRADUATE ENTRY, UNDERGRADUATE SPONSORSHIP, GRADUATE MEDICAL SCHEME AND NAVAL RESERVE.



NURSING OFFICER

As a Nursing Officer you will support Medical Officers in maintaining the health and fitness of the Navy's personnel. Nursing Officers are skilled in medical, surgical and trauma nursing. You may also specialise in areas such as aviation medicine and underwater medicine. Serving both at sea and ashore, Nursing Officers will work with highly trained staff in well-equipped surgeries and hospitals. Nursing Officers must be either registered or hold a degree or diploma in nursing with at least 12 months recent nursing experience and a current practising certificate from the registration board.

METHOD OF ENTRY: GRADUATE ENTRY, UNDERGRADUATE SPONSORSHIP AND NAVAL RESERVE.

OBSERVER

Observers in the Navy are responsible for warfare or tactical operations of the helicopter. You'll function as a co-pilot, working in the areas of air navigation, contact assessment and evaluation, weapons employment and tactical coordination. Observers also have managerial, logistic and administrative responsibilities. You could eventually command a squadron of helicopters, be involved in aircraft trials or project development.

Phase one of training involves Air Navigation in fixed wing and trainer aircraft whilst phase two involves training in rotary wing aircraft.

In addition there is Combat Survival Training as well as Flying Training in a specific Navy operational helicopter. The Navy Observer's Course also involves Aviation Medicine Training.

METHODS OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY AND DIRECT ENTRY.





“NAVIGATING A SHIP IN A TASK GROUP OF 15 OTHER SHIPS FROM AROUND THE WORLD IS SOMETHING NOT MANY OTHER PEOPLE HAVE SEEN, LET ALONE DONE.”

**ADAM SIMEONI,
SEAMAN OFFICER.**

PILOT

As a Pilot (Aviation Officer) you are responsible for flying the Navy's helicopters, which include the Seahawk, Sea King and Squirrel. The Seahawk provides the opportunity to use state-of-the-art 'glass cockpits' with a level of sophistication equal or better than that found on a F/A-18 fighter jet and other modern fixed wing aircraft. Pilots have the challenge of flying in demanding conditions - day and night, in all weather conditions, from the constrained environment of a ship's flight-deck. Before joining ships at sea, Navy pilots undergo 26 weeks of Basic Military Flying Training at British Aerospace Flight Training Australia in Tamworth, NSW.

This is followed by 40 weeks of Military Flying Training at RAAF Base Pearce in WA. Trainee pilots cover all areas of aviation and navigation studies including the science and mathematics of Aircraft Operations, Combat Survival Training, Military Flying Training, Rotary Wing Aircraft Training, Airmanship, Air Traffic Control, Aviation Medicine and Helicopter Flying. Upon completion you will be awarded your 'wings'.

METHOD OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY AND DIRECT ENTRY.

WEAPONS ELECTRICAL AIRCRAFT OFFICER

As a Weapons Electrical Aircraft (WEA) Officer you will be challenged with the responsibility of the weapons systems onboard the Navy's fleet of sophisticated helicopters, unmanned target aircraft and flight simulators. This may include integrated logistics management of specific weapons systems; aircraft and weapons systems project development modification; design and integration of sensors, control systems and airborne mission systems; or with experience you could become a Squadron Senior Engineering and Maintenance Manager.

METHODS OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY, GRADUATE ENTRY AND UNDERGRADUATE SPONSORSHIP.

“ IT’S NEVER AN EASY DAY AT WORK. THERE’S ALWAYS SOMETHING HAPPENING, SO FOR THAT REASON I THINK IT’S BUILDING ME UP TO BE A BETTER MANAGER IN THE FUTURE.”

**LINDSAY GORDON,
MARINE ENGINEER OFFICER.**





SUPPLY OFFICER

As a Supply Officer you'll ensure the Navy's ships, submarines, aircraft and personnel receive the resources required to perform their operations. Trained in logistics and management, you will control cash disbursement, personnel management, logistics planning, catering and financial accounting. The Supply Officers' Course consists of two phases:

SOAC Phase I is a residential course held at HMAS CERBERUS and is approximately 4 months. The course focuses on the core Supply functions of the Supply Sailor at sea; an introduction to support organisations focusing on support ashore for Major Fleet Units (MFUs); and the role of the Supply Officer at sea. The course includes a roadshow at the end of the course to solidify learning with an opportunity to meet the agencies who provide ashore support to MFUs.

SOAC Phase II as an Assistant Supply Officer (ASO) involves a posting of approximately 12 months to a Major Fleet Unit (MFU) on completion of SOAC Phase 1. You will undertake the role of the ASO while progressing your Professional Skills Journal, which you will have been issued with during Phase I.

The ASO will assume responsibility for service funds, finance and logistic administration. The ASO has standardised responsibilities across all platforms and will also develop foundation knowledge in departmental and material management in preparation for their Supply Primary Qualification board. It is on successful completion of the board that the trainee Supply Officer is awarded the SU (Supply) qualification.

METHOD OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY, DIRECT ENTRY AND UNDERGRADUATE SPONSORSHIP.

TRAINING SYSTEMS OFFICER

A Training Systems Officer's job is to provide the Navy with qualified, professional trainers. You'll become a specialist in management, training analysis and design as well as training issues and delivery. Training Systems Officers will be involved in tasks such as training development and workplace assessment.

METHOD OF ENTRY: GRADUATE ENTRY AND NAVAL RESERVE.



LEGAL OFFICER

The Navy lives by the same laws as the community and by the special laws which govern the Australian Defence Force. As a Navy Legal Officer you'll perform advocacy tasks in such tribunals as Navy Courts Martial and Navy Boards of Inquiry. You'll provide legal advice in relation to policy, the Law of Armed Conflict and the Law of the Sea and you will also provide counselling to Naval staff. All Legal Officers must be registered as barristers or solicitors of the High Court of Australia, Supreme Court of a state or territory of Australia or have passed all exams for admission.

Following completion of the New Entry Officer Course, Legal Officers will complete a short Legal Officers' Application Course. You will also do an induction period at a Navy Base or at Maritime Headquarters, in Sydney, for up to 12 months.

METHOD OF ENTRY: GRADUATE ENTRY AND NAVAL RESERVE.

CHAPLAIN

The Navy has a diverse religious community that employs ministers of religion as Chaplains. As a Navy Chaplain you'll remain faithful to your own principles and traditions, but provide education and support to personnel, whatever their religious beliefs or backgrounds. Character development training and counselling make up other responsibilities, which include anything from specialised counselling during a major crisis to more informal chats and group discussions. Chaplains are subject to the same entry requirements as other Officer applicants, but must also obtain the appropriate ecclesiastical credentials and endorsements.

METHOD OF ENTRY: GRADUATE ENTRY AND NAVAL RESERVE.

SUBMARINE SERVICE

Submarines exist in a world unseen by most and experienced by a lucky few. Travelling the ocean unseen and unheard in a technologically advanced Collins Class Submarine, you'll be sharing your experiences with a close-knit crew, who you'll form strong relationships with and rely on for ultimate success. Submariners, often referred to as the 'astronauts of the deep', have proud traditions and demand very high standards from the men and women within their ranks. This ensures a dedicated and professional outfit who are indeed a 'breed apart'.

Submariner Officer jobs available:
Seaman Officer, Marine Engineer Officer,
Weapons Electrical Engineer Officer.

METHOD OF ENTRY: AUSTRALIAN DEFENCE FORCE ACADEMY,
DIRECT ENTRY AND UNDERGRADUATE SPONSORSHIP.

RESERVE JOBS INTELLIGENCE OFFICER

Reserve Intelligence Officers in the Navy enjoy reading and analysing current issues and movements in news from around the globe. Your duties may include presenting informed and detailed briefs, interpreting and translating foreign languages or analysis of electronic warfare information. Intelligence Officers work in a highly classified environment and play a vital role in national security.

METHOD OF ENTRY: NAVAL RESERVE.



MARITIME TRADE OFFICER

As a Maritime Trade Officer you are responsible for monitoring and advising the movements of merchant shipping. You may also be required to control all shipping activity within designated threat areas. The position offers a variety of work at Maritime Headquarters in Sydney, as well as shipping control points nationwide. To be eligible, you need to have qualifications or experience in the civil maritime industry either onboard a ship or in a shore-based maritime role or as a full-time Seaman Officer with recent operations or headquarters experience. Subject to Navy approval, special consideration may be given to exceptional applicants who demonstrate a keen maritime interest together with a specialised qualification in management or other relevant skills.

METHODS OF ENTRY: NAVAL RESERVE.

OPERATIONAL LOGISTICS OFFICER

As an Operational Logistics Officer (OPLOG) your role is to coordinate logistics support for Navy operations both onshore and at sea. You'll operate on strategic and tactical levels and you'll be involved with planning operational logistics and providing logistic policy formulation and training. Operational logistics involve the provision of policy advice and planning for Australian Defence Force actions in war and on exercises. It is also concerned with tactical level support of Fleet units, either from a parent establishment or from a forward deployed support unit in Australia or possibly overseas.

METHODS OF ENTRY: NAVAL RESERVE.

PSYCHOLOGIST

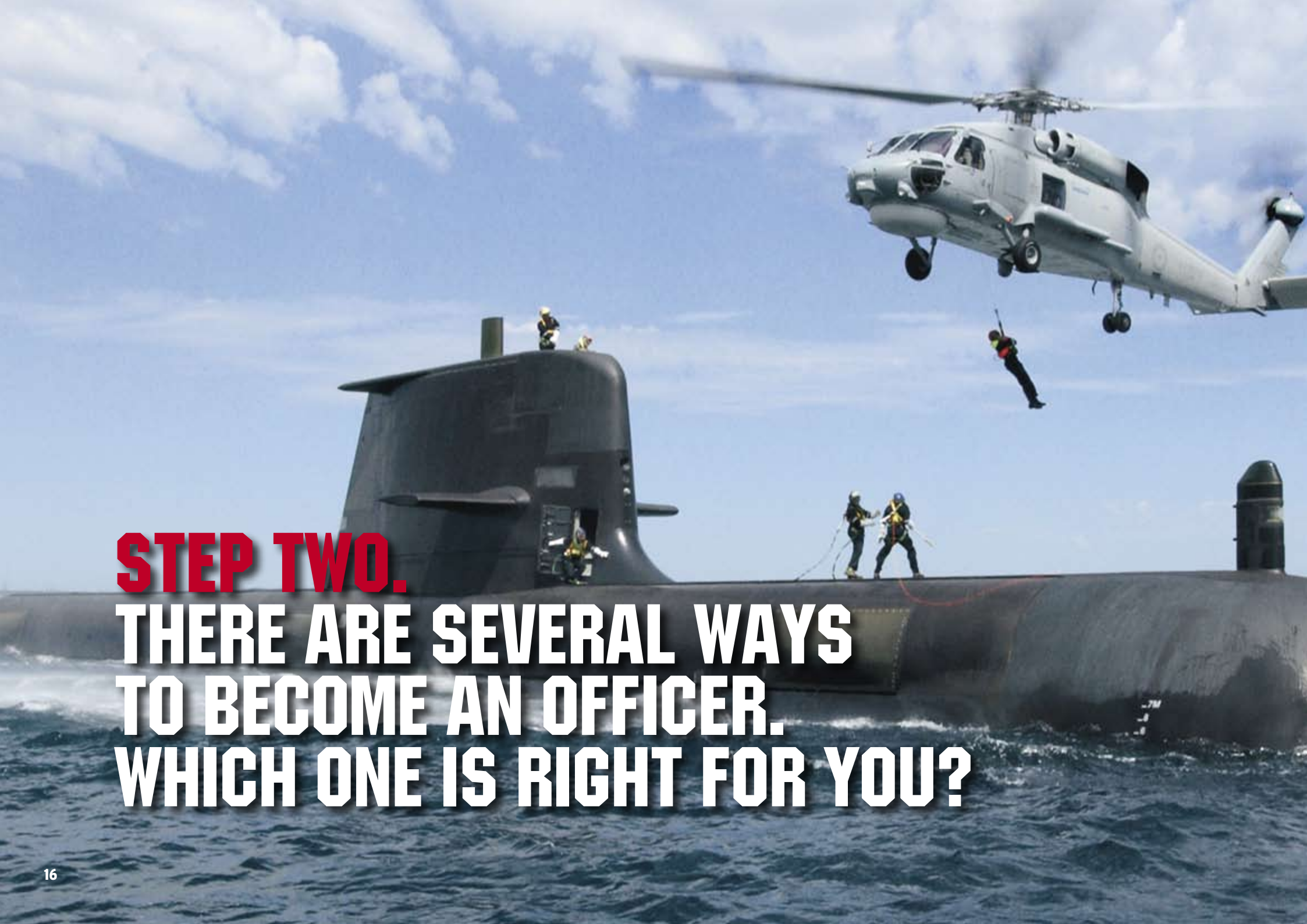
As a Psychologist in the Naval Reserve you'll provide psychological services that include stress management and combat stress, monitor the morale and psychological wellbeing of members, give advice to commanders and specialists and handle various human resource issues. You will also be responsible for the psychological wellbeing of Navy members before and after operational deployment. To be eligible you must have an existing Psychology degree and be registered to practise in at least one Australian state or territory.

METHODS OF ENTRY: NAVAL RESERVE.

PUBLIC RELATIONS OFFICER

As a Public Relations Officer you'll be in charge of upholding and promoting a positive image of the Navy amongst the community. By utilising skills in journalism and marketing you will produce media releases, coordinate media liaison and assist media in news gathering. To become a Public Relations Officer, formal qualifications (preferably a degree) in Public Relations, Public Affairs or Communications or at least three years experience in a related field is required.

METHODS OF ENTRY: NAVAL RESERVE.



STEP TWO.
THERE ARE SEVERAL WAYS
TO BECOME AN OFFICER.
WHICH ONE IS RIGHT FOR YOU?



AVENUES OF ENTRY.

AUSTRALIAN DEFENCE FORCE ACADEMY

The Australian Defence Force Academy (ADFA) is part of the University of New South Wales, located in Canberra. It's where the Navy primarily provides tertiary education for its Officers, offering degrees in Arts, Science, Engineering, Business and a Bachelor of Technology–Aviation (only available to pilot and observer applicants). It offers the best teacher to student ratio and superb resources and facilities, such as 23 hectares of sporting fields and an indoor sports centre widely considered to be one of Australia's best. When you finish, you'll graduate with a degree as if you were studying at the Sydney campus. The Academy also offers opportunities for study and research at post-graduate levels leading to Graduate Diplomas as well as Masters and Doctoral degrees.

ADFA Navy Officer training is unique in that you can 'try before you buy' in your first year. During what is referred to as the Naval Officer Year One Scheme, you'll spend the first six months at the Royal Australian Naval College at HMAS CRESWELL in Jervis Bay (excluding Aviation Officers who go direct to ADFA). You'll experience Navy-specific training in your chosen field which will include leadership and management studies. This will prepare you for up to six months on-the-job training at various locations around Australia depending on your chosen career. You will learn to work in a team with Sailors that you may eventually lead. In your second year you will begin your tertiary studies at the Academy. Best of all, you won't pay any tuition fees and the Navy will pay you over \$20,000p.a. while you study. Plus you will get free medical and dental care. The real reward of this training in effectively leading a close and professional team, is how much you'll learn about yourself.

For more information about ADFA, visit defencejobs.gov.au/ADFA or call **13 19 01**.





**“IT’S NICE TO KNOW WE’RE ACHIEVING
OUR ULTIMATE AIM OF PROTECTING
AUSTRALIA’S WATERS.”**

**PENNI BUCHANAN,
SEAMAN OFFICER.**

ADFA EDUCATION AWARD

The Navy grants education awards to selected full-time secondary school students who apply to join the Australian Defence Force Academy. Applications must be made during Year 11 after the receipt of mid-year results.

Call **13 19 01** or visit your local Defence Force Recruiting Centre for more information.

ELIGIBILITY FOR ADFA

To be eligible to apply for ADFA, you will need to be at least 17 years of age on date of entry to the Academy. You will need to be studying or have completed Year 12 (with at least passes in English, Mathematics and two other subjects) and have results that qualify you for entry to the University of New South Wales, or you may be currently studying at another university. After applying, you'll go through a selection process that will determine whether you have the physical and mental attributes to become a Navy Officer. All applications to ADFA must be submitted to a Defence Force Recruiting Centre.

Refer to defencejobs.gov.au/navy or call **13 19 01** for more specific information.

DIRECT ENTRY OFFICER

If you haven't had the chance to go to university, that won't stop you becoming an Officer. Direct Entry is the fast track route to becoming an Officer in the Navy and you don't need previous Naval or Military experience to qualify. You'll get the same training and benefits as other Officers, and the chance to make decisions, take responsibility and

be a leader in your workplace. If you like a challenge and want a choice of great jobs, becoming an Officer is the place to start.

There are several Officer jobs available (Seaman Officer, Pilot, Observer and Supply Officer) that don't require a degree, so Direct Entry is a great fast track to an executive career.

ELIGIBILITY FOR DIRECT ENTRY

To qualify you should have completed Year 12 with passes in English and three other tertiary accredited subjects. If you haven't completed Year 12, the Navy will consider your relevant work experience and other qualifications you may have gained.

GRADUATE OPPORTUNITIES

If you already have a university degree, consider a place that will test your skills and knowledge from day one. If you're a graduate in medicine, engineering, teaching, nursing or dentistry, there's no better way to kick-start your career than as an Officer in the Navy. You'll earn your rank right from the start. Graduates from a four-year course of study are granted the rank of Sub Lieutenant and Graduates from a three-year course are granted the rank of Midshipman. A longer course of study or relevant work experience may also be recognised with additional levels of seniority considered as appropriate. Whether you start off as a Sub Lieutenant or Midshipman, you'll be working with cutting edge equipment, leading and making decisions, while receiving the training you need to always improve. We'll even give you the chance to further your qualifications during your career as an Officer.

ELIGIBILITY FOR GRADUATES

Graduates must have either obtained degrees from an Australian university or an overseas institution. Qualifications gained overseas must be recognised by an appropriate Australian professional body and will be considered on a case-by-case basis.

ADF SPONSORED UNDERGRADUATE

In certain cases the Navy will offer Undergraduate Sponsorships while you finish your degree at your existing university. The Navy can offer sponsorships for Undergraduate Engineering and Law students for up to three years and Medical and Dental students for up to four years. Seaman Officers and Supply Officers can also join as sponsored Undergraduates. You'll receive up to \$32,800p.a. to study, payment of tuition and compulsory union fees, an allowance for essential books and equipment, subsidised accommodation (if living away from home) and free healthcare.

ELIGIBILITY FOR ADF SPONSORED UNDERGRADUATE

Undergraduates must have successfully completed at least one year of a university degree applicable to the Navy. You must also have passed the prescribed examinations for each year of the course up to the date of entry.

NAVAL RESERVE

If you want the responsibility and adventure of being an Officer without the full-time commitment, then the Naval Reserve could be for you. You get similar training and experience as full-time members, without

having to sacrifice your civilian life. You'll be doing a job that's worthwhile and play a key role in Australia's security. Reservists come from all walks of life. Some are ex full-time personnel who have discharged from the Navy, whilst others have recently undertaken Navy specific training, which they combine with the skills they bring from the civilian world. Ashore, Reservists serve in each state capital or wherever there is a naval presence. Reservists are also deployed overseas to support the United Nation's humanitarian efforts in making a difference to the lives of people affected by disaster and civil unrest. Recently Reservists have served in the Solomon Islands, Somalia, Rwanda, Indonesia, Papua New Guinea, Bougainville, East Timor and the Persian Gulf. They have also been involved in border control and fishery protection.

As a Naval Reservist you get the opportunity to practise your chosen career while earning a tax-free salary and have the full benefits of the Navy Health Medical Benefits Scheme. As a Naval Reserve Officer you'll undertake the Reserve Entry Officers' Course at the Royal Australian Naval College (RANC) and also via distance education modules.

INITIAL OFFICER TRAINING

Initial Officer Training, or IOC, is undertaken by all Officers who join the Navy. It forms a part of the New Entry Officer Course, the Reserve Entry Officer Course, the Undergraduate Entry Officer course and the Australian Defence Force Academy. The training you undertake depends on your method of entry. The Initial Officer Training begins with 22 weeks at the Royal Australian Naval College (RANC), HMAS CRESWELL at Jervis Bay, NSW.

You'll learn about our history, how the Navy works, and specific subject areas that will

provide you with the general skills you'll need to lead and manage your Sailors. Outside, you'll undertake physical fitness and adventure training, and spend time at sea during a training cruise. Initial training encompasses:

- Management and leadership skills
- Officer development
- First aid and small arms training
- Character guidance
- Oral and written communication
- Defence studies
- Physical training and adventure training (Abseiling, caving and high ropes)
- Sea training and other Naval / mariner skills.

After this you'll go on to complete professional application training in your specialist field.

NEW ENTRY OFFICER COURSE

For most people who want to be an Officer in the Navy, this is the most common avenue of entry. It's open to those who have passed Year 12 without a degree, people who have existing degrees, or graduates with a degree relevant to a Navy job. It runs for approximately six months and is broken up into two main sections. The first four weeks is the Initial Training Period where you learn the basics of naval life such as Navy ceremony, physical fitness, living with your new mates and how to wear your uniform correctly. Here you'll understand that your primary responsibility is the welfare of your Sailors and what it means to uphold the Navy's core values of Honour, Honesty, Courage, Integrity and Loyalty. You will develop team leader and team member qualities and enjoy the mateship of your fellow Junior Officers.

A full-page photograph of a Navy helicopter observer. The observer is in the center, wearing a dark flight suit, a helmet with goggles, and a communication system. He is standing on the deck of a ship, with a silver helicopter behind him. The background shows the ocean and a blue sky with light clouds. The text is overlaid on the left side of the image.

STEP THREE.
SPEND A FEW MINUTES
LEARNING ABOUT LIFE
IN THE NAVY.

"TEAMWORK ON THE AIRCRAFT IS PARAMOUNT AND YOU HAVE TO WORK TOGETHER AS A CREW TO GET THE JOB DONE. I LOVE MY JOB. I ALWAYS GET A BUZZ OUT OF IT."

MARELO LAGO,
OBSERVER.



WHAT KIND OF PEOPLE JOIN?

All kinds of people. But they all have something in common. They have a willingness to work hard and adapt to new situations. They're team players. They like to work with other people to make things happen. They're prepared to go to sea. They also don't mind a bit of fun. As an Officer, you'll also learn to be a leader, managing a team of people. It's essentially an executive role, so if you like responsibility, this is the job for you.

WHAT'S LIFE LIKE IN THE NAVY?

There's nothing quite like life in the Navy. Sure, there's responsibility but there's also time out for fun with your new found mates. That's something you won't find in an office in civilian life. Life in the Navy is not all about being at sea. You'll spend time working onshore in Australia and internationally. You'll work with great people, cutting edge technology and learn leadership and management skills that you'll have for life. Ships are organised on a rotational basis. So you may be two months away and two months at home, or a week at sea and a weekend at home, or even a day at sea and home again that evening. It all depends on the type of vessel you're assigned to.

Life in the Navy is never dull. You are constantly challenged, from the moment you commence training, to your first official exercise. Whether out at sea, where the sense of adventure and fun is high, or posted ashore where you'll enjoy the early finishing time and amazing recreational facilities, Navy life is exciting. Ask anyone in the Navy about their lives and they'll tell you stories of travel, friendships and adventure. In some cases they'll also tell you about being involved in world events that changed their lives and the lives of others.

LIFE AT SEA

Navy life is characterised by two distinct periods: life at sea and life ashore. Depending on your job, you'll probably spend about equal time on land and at sea. A Seaman Officer, for example will spend more time at sea than a Supply Officer.

Onboard is really where all the action happens. It's an amazing feeling, heading out to sea with the whole crew pitching in to make it happen. There's nothing like standing out on deck on a still night, in the middle of the ocean, looking up at the stars. Of course, it's on the ship that all your training in teamwork pays off. There's a constant sense of activity onboard, as teams of Officers and Sailors work together, rotating in shifts, keeping the ship maintained, protected and on course. Officers usually sleep in shared accommodation as Junior Officers. You'll also dine with your fellow Officers in the 'Wardroom'. You'll sail around Australia, training and doing exercises with other countries like the USA, New Zealand or the UK. You could be away from your home port for as long as four months, however, usually you won't spend more than two weeks straight at sea.

You could be in a foreign port for up to a week, where you can take time off to see the sights. While you're at sea you'll usually have access to email and regular mail.

JOB DIVERSITY

There's plenty of job diversity onboard ships. Depending upon the class of ship you could:

- Act as a member of the Ship's medical emergency, damage control, and firefighting teams
- Act as a member of the flight deck team in support of the Ship's helicopter
- Undertake biological and chemical defence training, and ongoing renewal of these skills
- Act as a member of a boarding party.

LIFE WHEN YOU'RE NOT AT SEA

When you're ashore, generally you do the same job you would do when you're onboard the ship. For example, a Marine Engineer Officer would work on base in charge of servicing ships and boats in port and doing other repairs. A Nursing Officer would work in a hospital rather than in the medical centre onboard the ship. There are a few roles that can only be carried out at sea, for example, Seaman Officers are posted to administration, ship support and fleet planning duties. There's interesting positions in human resource management, training, and project development between sea postings.

IT'S AN IMPORTANT JOB

The Navy defends Australia's coast and surrounding waters, helping out in times of crisis and occasionally assisting neighbouring countries. You're probably aware of the Navy's involvement in emergency rescues and situations of conflict. These are typical events in the Navy. On a day-to-day level, the Navy's patrol boat fleet protects our waters from illegal fishing, drug-running and illegal immigration. The Navy also helps out Australians during times of flood, drought or other natural disasters. For many in the Navy, this is what makes their job stand out.

HARDWARE

No doubt about it, if you like machines - especially big machines, then the Navy is for you. Most likely, the first ship you're posted to will be an ANZAC Class 3600 tonne frigate measuring 118 metres with one gas turbine and two twelve-cylinder diesel engines almost as big as your garage. Onboard this same frigate you'll find missile launchers, anti-submarine torpedoes, a five-inch gun and six 12.7mm machine guns. There's also more specialised craft such as the Collins Class Submarine, one of the most advanced conventionally powered diesel/electric submarines in the world. There are also high-tech mine-hunting vessels, hydrographic vessels (used for mapping our oceans), plus a whole fleet of patrol boats including the Armidale Class Patrol Boat (ACPB) which comb the Australian coast, keeping our waters safe. Then, of course, some of our most exciting machines don't even belong in the water. The Navy's aviation arm includes one of the most advanced anti-submarine warfare helicopters in the world - the Seahawk. There's always new and exciting equipment being used and ships are coming online all the time, so there'll be little chance of getting stuck in a rut.

FRIENDS

The Navy is a job for team players. You'll work closely with your colleagues and soon become great friends. In fact, you will have made some friends in your first few days of Navy life that will last a lifetime.

Even people who've only been in the Navy a few weeks talk about their new 'family'. It's one of the best parts of Navy life.

ACCOMMODATION

Once you finish initial training you'll either live onboard a ship (if you're posted to sea), on the base you've been posted to, or you may be entitled to rental assistance and choose to live in the local community. If you're married, the Navy will subsidise the rent on a house for you and your family, no matter where you're working.

RECREATION

Believe it or not, there's a lot of time in the Navy for fun. So, to help you out, we have cafés, sports facilities, football ovals, basketball courts, tennis courts, swimming pools, gymnasiums, and social clubs. Even when you're at sea, you'll have access to recreational facilities like gymnasiums, lounge rooms and the latest movies via the CCTV (Closed Circuit Television) network. Not to mention - you'll also have the whole world at your feet.

WOMEN IN THE NAVY

Women are trained just the same way as men are, which means they're expected to perform equally, with some physical considerations. There are several female Commanding Officers in the Navy and certainly hundreds of Officers and Sailors. Nowadays, women are also serving in the submarine service. Of course, on base and onboard ships, amenities and sleeping facilities are arranged to provide maximum privacy for both males and females.

FOOD

The Navy's point of view is, 'a happy crew is a crew that's well-fed'. So, one thing you'll get plenty of in the Navy is food - good quality food too. The Navy can cater for special diets on request.





“AS AN ENGINEER, THE NAVY OFFERS A WIDE ARRAY OF CAREER DEVELOPMENT OPPORTUNITIES INCLUDING SPECIALISED TRAINING PROGRAMS AND THE OPPORTUNITY TO MANAGE A RANGE OF PROJECTS.”

**RHYS COWLING,
AERONAUTICAL ENGINEER OFFICER.**



JANE LANDON

A SHORT INTERVIEW WITH
JANE LANDON, A SEAMAN
OFFICER, ABOUT LIFE AT SEA.

WHY DID YOU JOIN THE NAVY?

I was studying at university and became frustrated by the routine of classes and part-time jobs; I decided that I needed more adventure and challenge in my career path.

HOW DID YOU LEARN ABOUT THE NAVY?

My father and brother are both in the Navy, so I had quite a bit of exposure to the Navy when I was growing up.

WHAT WAS IT LIKE AT THE ROYAL AUSTRALIAN NAVAL COLLEGE?

I had a great time at the Naval College. HMAS Creswell is a lovely base and there are plenty of opportunities to make the most of the beaches, golf course and sport & rec facilities. I also have great memories of competing in the 'Beach Olympics' as part of Phillip Division. The days are packed full with classes and parade training, but when classes wrap up there are stacks of sporting and social activities at Creswell.

WHERE DID YOU TRAIN?

I studied for four years at the Australian Defence Force Academy and went on to complete my basic Seaman Officer training at HMAS Watson in Sydney.

HOW DID THEY TRAIN YOU?

The first phase of my training was conducted at HMAS Watson. Initially we covered a lot of theory, before heading out to sea for a few months to develop some basic navigational skills. We then moved onto the bridge simulator (at HMAS Watson) in preparation for our first real 'posting'.

My first posting was to a patrol boat based in Cairns. After six months, I returned to HMAS Watson to sit a series of exams and a final assessment board. I passed my board and was fortunate to be posted to a Canadian warship for the final practical phase of my training.

WHAT ABOUT WHEN YOU GOT OUT THERE FOR REAL?

It was fairly daunting when I first got out onto the bridge of a warship, but the training really does prepare you well. I found the biggest learning curve to be learning my way around the ship, and working out the ship's routines and procedures.

There is plenty more learning to be done when you are at sea, but I am very goal-driven and I really enjoyed the challenge.

HAVE YOU GOT TO TRAVEL?

I have had stacks of travel opportunities in my career, including port visits in South East Asia, the Middle East, North America, New Zealand, the South Pacific, as well every Australian state. I also spent one year on overseas posting to Canada, which was a fantastic experience.

WHAT DOES A SEAMAN OFFICER DO?

A Seaman Officer's role incorporates navigation, warfare, seamanship and boarding operations on a ship. When you're not on the bridge or conducting boarding operations, you usually have a range of other ancillary duties and responsibilities, including administrative paperwork, chart work, passage planning, training and preparing for upcoming operations/deployments/patrols.

WHAT HAPPENS ON A PATROL BOAT?

Our patrol boats spend most of their time conducting fisheries patrols around Australia's northern coastline. Fisheries patrols usually last from between five and nine weeks, and are spent patrolling for and apprehending illegal fishing vessels.

We are generally very busy on these patrols, so most of my time is spent preparing for and conducting boardings. When I'm not conducting boardings, I stand watch on the bridge, catch up on paperwork or write some emails home.

WHAT'S IT LIKE LIVING ON THE SHIP?

It's obviously quite confined, but you get used to living closely with your shipmates. When we're on patrol/at sea, I tend to spend most of my time either on the bridge or in my cabin catching up on work.

The Wardroom is the social hub for officers onboard, so I like to relax in there when I come off watch. In the evenings we usually put on a DVD or play some board games for entertainment. I usually try to fit some sort of exercise into my day; on a patrol boat it is usually limited to skipping rope and training with resistance bands.

WHAT QUALIFICATIONS AND SKILLS HAVE YOU OBTAINED?

I have gained my Bridge Warfare Certificate as well as qualifications ranging from boarding operations and helicopter fast-roping to financial and human resource management. At the moment Navy is supporting me to study my Masters part-time.

WHAT ABOUT THE WORK?

Sometimes the work can be tough, especially when you've been away from home for a while. But I love the variety of the work I do. I have had some amazing postings and I really do look forward to going to work each day. For me, being in the Navy is a whole lifestyle choice - not just a career.



STEP FOUR. **BUT WHAT HAPPENS** **WHEN I JOIN?**

“SOME OF THE PLACES I’VE SEEN...THE SOUTH WEST PACIFIC, FIJI, NOUMEA, PALAU, VIETNAM, SINGAPORE, MALAYSIA AND ALL OVER AUSTRALIA... I’VE LIVED ON THE EAST, WEST AND NORTH COASTS.”

STEVE MCCRACKEN,
SEAMAN OFFICER.



PAY

If you're a young person leaving school, there are not many jobs that pay as well as the Navy. Equally, if you're a professional, looking for a change of pace, wages in the Navy are very competitive with similar jobs in the civilian world. You will also get the added benefits of free food and accommodation (while at sea), free medical and dental, subsidised rent, loans and superannuation. You can also earn other allowances when you go to sea and sometimes get pay bonuses for certain activities like, for example, peacekeeping in East Timor. For more information, talk to a Defence Recruiter or visit defencejobs.gov.au/navy

TRAVEL

When you talk to anyone from the Navy, one of the first things you'll hear about is all the places they've seen. Some people who've only been in the Navy for a year or two can reel off a list of countries most people aren't lucky enough to see in a lifetime. In most cases, when you stop at an overseas port, you'll get to spend a few days there so you can spend your free time exploring, shopping or just relaxing with friends. Here are some of the places you could visit:

CHINA, FIJI, HAWAII, HONG KONG, JAPAN, MAINLAND USA, MALAYSIA, PHILIPPINES, SINGAPORE AND THAILAND.

CAREER PROGRESSION

Because the Navy is organised using a system of rank, the opportunity to progress is very much built into the job.

Navy Officers receive ongoing training throughout their career and are encouraged to progress upwards through the ranks with the promise of greater leadership responsibilities, personal, professional and financial rewards. Career advancement is based on performance, leadership, management and job-specific skills.

EDUCATION AND QUALIFICATIONS

The Navy continually encourages you to progress your career and will regularly review it with you to ensure you're getting the most out of it. And once you've been trained in your chosen field the opportunities don't end there. We'll take you as far as you want to go in furthering your education and training and this can even include stints overseas. The Navy places a strong emphasis on career development and training, so opportunities to further your skills through training and postgraduate qualifications exist. The skills you learn throughout your Navy career are transferable to real life and will prepare you for any challenges you may discover in the civilian world. Once you've finished Initial Training and gone on to pass your Category Training, you can continue to specialise in your chosen field or on request possibly move into another one. In some cases your training may take place interstate or overseas once you have qualified in your Category or Specialisation. As well as specialist training courses, the Navy also operates promotion courses that prepare you for higher rank and the responsibilities that go along with it.

MEDICAL AND DENTAL BENEFITS

Medical and dental treatment is provided free of charge. This extends to any specialist treatment deemed necessary. Treatment is provided by Navy doctors, nurses and dentists who work in state-of-the-art facilities and surgeries both at sea and ashore. This cover doesn't extend to family members.

SUPERANNUATION

Just like in civilian life, Navy staff are required to contribute to superannuation. The Military Superannuation and Benefits Scheme (MSBS) offers superannuation, invalidity and death benefits. You are required to contribute 5% of your salary to the fund, but you may elect to contribute up to 10% if you wish.

It is also important to note that the rate of employer contribution made by Defence is a massive 18% from the time you join until 7 years service, increases to 23% from 7 - 20 years service and increases again to 28% from 20 years Service onwards.

This is a fantastic benefit when you consider that the minimum amount that a general employer needs to make is only 9% and this contribution will make a significant difference to you when it comes to retirement!

HOME OWNERSHIP ASSISTANCE

The Defence Home Ownership Assistance Scheme (DHOAS) is a home loan subsidy scheme for eligible ADF members.

The objective of this system is to provide:

- Home ownership assistance that reflects the contemporary housing and home finance markets; and
- Progressively higher levels of assistance for eligible members serving beyond critical career points.

An overview of the Subsidy Tiers is provided below.

DHOAS Subsidy Tiers 2009 - 2010

Subsidy Tier Level	Minimum Permanent Service	Minimum Reserve Service	Maximum Loan Limit	Maximum Monthly Subsidy
1	4 years	8 years	\$171,629	Up to \$209
2	8 years	12 years	\$257,444	Up to \$313
3	12 years	16 years	\$343,258	Up to \$418

Monthly subsidy values shown here are valid as at January 2010. These monthly subsidy values may change based on fluctuations in the median interest rate.

LEAVE

Everyone in the Navy is granted four weeks leave a year, six if you are at sea. When ashore an additional five days is usually granted as recompense for extra time spent carrying out official duties after hours or on weekends throughout the year. After ten years of service a member is eligible for three months long service leave. On top of this, the Navy also provides compassionate leave when necessary, maternity leave and as much sick leave as necessary to recover from illness or injury. All leave is fully paid. If the Navy is helping you through some study they will also give you examination leave.





Royal Australian Navy Hydrographic Service
DGST 3
(Deployable Geospatial Support Team 3)
Hydrographic Survey
Equipment
Contact: Hydrographic Support Cell, HMAS
Coles (07) 4842 6132



STEP FIVE.
SPEND A MINUTE
READING THE FINE PRINT.



“THE BEST THING ABOUT BEING AT SEA WAS THE FACT THAT IT WAS REAL TIME AS OPPOSED TO TRAINING.”

**STEVE MCCRACKEN,
SEAMAN OFFICER.**

ENTRY AGE LIMITS

As an Officer applicant you must be 17 years of age on entry, additional age guidelines may apply. To learn more visit defencejobs.gov.au/navy

NATIONALITY

To be eligible for entry, you must be an Australian citizen (or hold permanent residency status). If you're a permanent resident, you'll need to sign an undertaking that you will apply for Australian citizenship within three months of becoming eligible to do so. If you don't apply or your application is unsuccessful, you'll be discharged.

FITNESS

If you have been recommended for appointment you must undergo a Physical Fitness Assessment (PFA) prior to entry including the Multistage Fitness Test (or beep test) to measure your aerobic capacity.

The aim of the PFA is to determine if you are at a sufficient level of fitness to safely commence training. This assessment must be passed at some time during the eight weeks prior to enlistment. You must achieve a minimum standard of 6.1 in the beep test and a number of push-ups and sit-ups to successfully pass the PFA.

LENGTH OF SERVICE

As a Navy Officer, you will initially sign up for a period that is predetermined by your chosen job. More information on specific lengths of service can be found at defencejobs.gov.au/navy All Officers sponsored through a university (ADFA or civilian) are required to commit to a minimum period of service. The reason for this is to ensure the Navy gains an acceptable return on the training it invests in its future members.

How does it work? For ADFA, the period of service will depend on the degree you are undertaking as well as the job chosen. If you're studying at a civilian university, please speak to a Defence Recruiter at your local Defence Force Recruiting Centre or call **13 19 01**. There is no requirement to remain in the Navy on completion of your minimum period of service. You may resign at any stage during this time by giving a three month notice provided you do not have a return of service obligation for certain types of training, in which case there may be a financial penalty imposed as compensation. There is a compulsory retiring age of 60.

MARITAL STATUS

If you're a married applicant, you'll have priority for subsidised housing. If you have an approved, recognised de facto relationship, you are eligible for the same benefits as a married applicant. It is a requirement that Australian Defence Force Academy applicants live on campus.

WANT TO KNOW MORE?

If you think you've got what it takes, ring us at our call centre - phone **13 19 01** to make an appointment with your Navy Careers Adviser. They can talk to you face to face about any queries you have. Don't worry - it doesn't mean you're 'signing up'. It's just a more realistic way to understand your potential job in the Navy. A Defence Recruiter can show you videos of Officers at work to give you a better understanding of what you could be doing. You can also learn more than what's covered in this booklet by visiting our website: defencejobs.gov.au/navy

SELECTION PROCESS

The selection process for the Navy involves several steps, with the first being the Your Opportunities Unlimited Session or 'YOU Day'. This begins with testing to determine what jobs and avenues of entry you are best suited for, before discussing your career opportunities with a Defence Recruiter. You will then attend an Assessment Day based on the availability of positions for your preferred job. This will involve a psychological interview, a medical assessment and a Defence interview. This is to ensure you have the knowledge required and are fully prepared for your career within the Navy. If you're pursuing an Officer career or another specialist position, you will be required to attend an Officer Selection Board. The final stage requires you to submit a blood test, pass a physical fitness test and obtain a police clearance. Information on these requirements will be provided during the testing and assessment process and you will have every opportunity to ask questions prior to entry into your selected career.





THE LAST STEP

NOW THAT YOU'VE READ EVERYTHING YOU NEED TO KNOW ABOUT BECOMING AN OFFICER IN THE NAVY, THERE'S JUST ONE MORE THING TO DO IF YOU WANT TO JOIN US.

CALL 131901

DEFENCEJOBS.GOV.AU/NAVY

CALL 13 19 01
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NAVY OFFICER  **THE TEAM WORKS**

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Information contained in this brochure is correct at time of printing (February 2010). Information is subject to change.
For the most up-to-date information please visit defencejobs.gov.au

