



DON'T FOLLOW THE LEADER. BE THE LEADER. SPOILED FOR CHOICE.

No more sitting on the sidelines. Forget the boys club. And goodbye glass ceiling. The days of the Defence Force being a 'job for the guys' are well and truly over. There is an abundance of diverse and exciting career opportunities for women in the Navy, Army and Air Force.

In this brochure you'll get to hear from women who are living and loving life in the Australian Defence Force, you will also get a better idea of the scope of the opportunities available and where a career in either the Navy, Army or Air Force can take you.

Anything they can do, we can do too? Well pretty close - there are still a few combat and security roles that are just for the guys, however there are over 200 different roles available in the Navy, Army and Air Force, which are all accessible to women. These include careers in fields such as Medical & Health, Logistics, Administration, Trades, Management and other roles you may not have ever considered which are unique to the Australian Defence Force. Ever pictured yourself as a Hydrographic Surveillance Sailor, a General Service Officer or maybe even a Fast Jet Pilot?



WOMEN IN THE AUSTRALIAN DEFENCE FORCE



COMMANDER MONA SHINDY WEAPONS ENGINEER ROYAL AUSTRALIAN NAVY



My name is Mona Shindy and I'm a Commander in the Royal Australian Navy. I've been in the Navy for 20 years now, having joined as an undergraduate through the University of New South Wales.

Being an Engineer in the Navy is a little different than being an engineer in any other work environment as there are a number of opportunities for adventure and technically challenging employment. This includes having access to state of the art technologies, which is something that is very satisfying in terms of job quality.

Upon joining the Navy, my main motivation was that I wanted to do a job that I felt was important, a job

that is worthwhile and also something that was quite adventurous. I believe the Navy offered me that.

The fact that the job was quite secure and paid well was another attractive point. Furthermore, the Navy also gives us huge opportunities and encouragement to continually learn. The Navy has given me lots of core skills, but perhaps the most evident one has been the one of improving my leadership skills.

My average day at work, now that I am not based at sea, is really a basic office job. But a basic office job for a Naval officer, has nothing really basic about it. There's always a great deal of travel, lots of meetings to go to,

whether they are abroad or around Australia, and also a great deal of human interaction. The nature of the team environment where we operate sets a great background for forming some very strong and enduring friendships.

The Australian Defence Force has always made me feel truly welcome, has afforded me many great opportunities and has appreciated the diversity of the knowledge that I bring to the team.

“THE AUSTRALIAN DEFENCE FORCE HAS ALWAYS MADE ME FEEL TRULY WELCOME, HAS AFFORDED ME MANY GREAT OPPORTUNITIES AND HAS APPRECIATED THE DIVERSITY OF THE KNOWLEDGE THAT I BRING TO THE TEAM.”

COMMANDER MONA SHINDY



ABLE SEAMAN NICOLE SHEDDEN COMMUNICATOR ROYAL AUSTRALIAN NAVY



My name is Nicole Shedden and I work as a Communicator on board HMAS Newcastle.

Communications entails a various amount of things like signaling through the use of flags, communicating from one ship to another via means of flashing light, Morse code and other radio telecommunications within the ship. It's an exciting job and I love it because I don't do the same thing everyday.

The Navy has invested heavily in my professional development, providing me with rigorous training and constant mentoring that allows me to take advantage of new opportunities that structured training affords

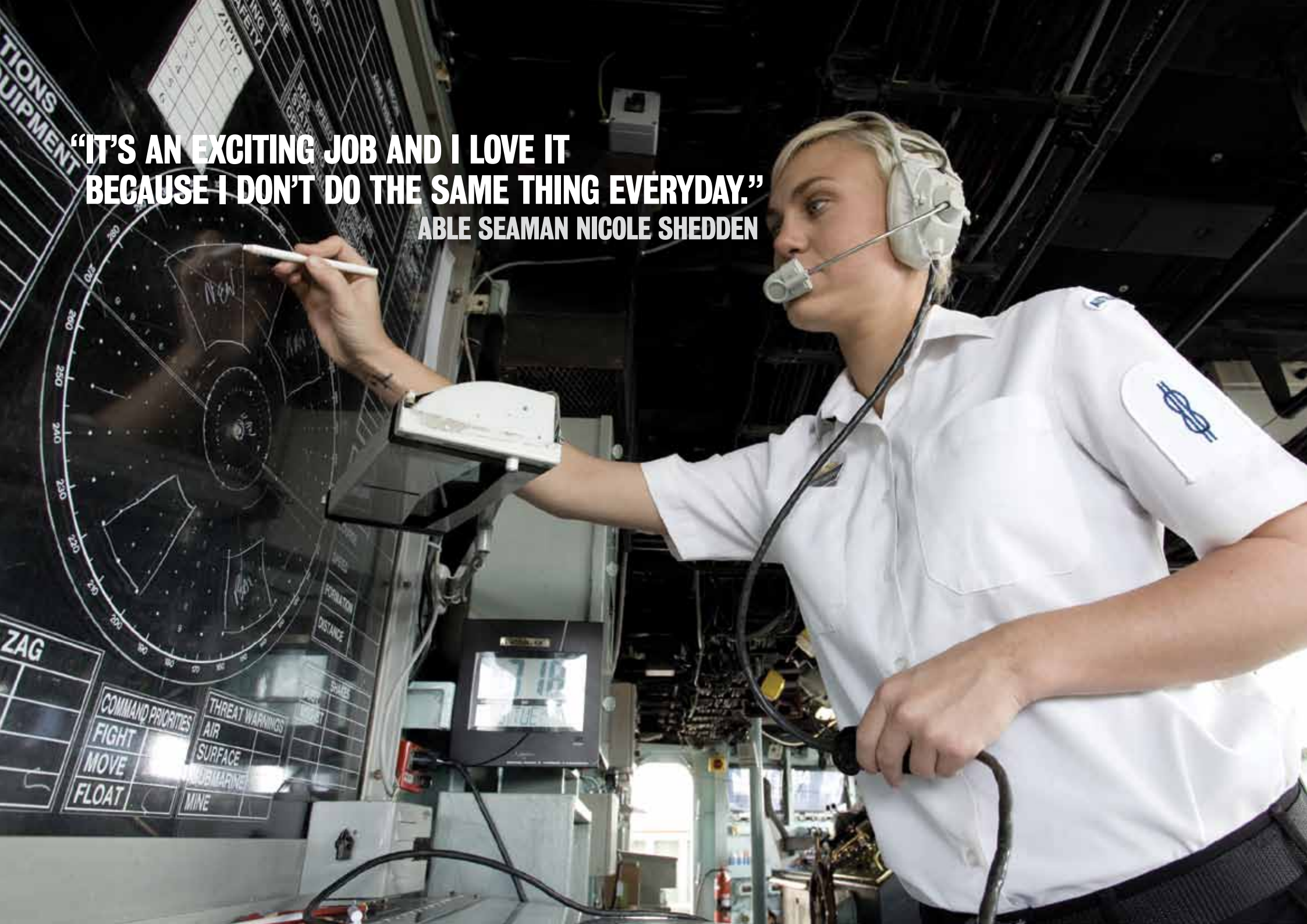
to all people in the Navy. It can be very helpful in the outside world if you're looking for a job either in the Police Forces or a major company that many people go to work with after the Australian Defence Force. That's another thing I love about the Navy, it offers me a world of opportunity outside the Australian Defence Force.

After high school I went on to get my real estate license and worked in real estate for quite a long time and I found that boring, so I decided to pursue other options. I see myself growing pretty high in the ranks and staying for a while to give something back after all the Navy has invested in me. I'm hoping that the Navy will be able to

help me gain my teaching degree. I know I definitely want to stay in the Navy because it has helped me out from my first day to every time I prepare to go out to sea. It's been about four years since I completed my initial training at HMAS Cerberus and I went straight to HMAS Kanimbla where I served for about 18 months. During this time I did round Australia and overseas trips. The best part of my job is not only am I going overseas to another port, but also I'm doing it with my closest friends and they can share in the memories with me for many years to come.



**“IT’S AN EXCITING JOB AND I LOVE IT
BECAUSE I DON’T DO THE SAME THING EVERYDAY.”
ABLE SEAMAN NICOLE SHEDDEN**



LIEUTENANT KATE TINDALL MEDICAL OFFICER ROYAL AUSTRALIAN NAVY



I'm Lieutenant Kate Tindall, Medical Officer in the Royal Australian Navy. My job ranges from tending to seasickness to full blown medical emergencies. I love my patients. I love the people I work with and I think it's a great working environment. As a 28 year old Doctor I'm running my own Medical centre and nobody else, including my friends I went to university with, has the opportunity to do that. If you want a really good job as a General Practitioner and have really good relationships with your patients, whilst getting to travel and see some pretty cool stuff, being a Navy Medical Officer is definitely the way to go.

I joined in my third year of uni on the Undergraduate Medical Scheme. I was sponsored throughout the second half of my degree. The Navy paid for my HECS fees, my textbooks, provided rental assistance and I also got paid an income, so I didn't have to work throughout my degree at uni, which was great. At the end of my degree I did two years in a civilian hospital before starting my Officer training and commencing my career as a Doctor in the Navy.

At HMAS Creswell I learnt how to march, how to ride a boat, how to do navigation and we did some big exercises out in the bush. It is a very different path,

yet it helps to be able to talk the talk when you are out at sea and most importantly to be able to relate to your Sailors to help develop rapport. I've managed to do my Masters of Public Health whilst at sea, which is a big advantage as you've got time to do it and you're getting paid whilst having your degree paid for, which is great.

Life in the Navy is really good. It's fun and you get to travel a lot, so it's a good adventure with a story to tell.

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WITH A STORY TO TELL.”**

LIEUTENANT KATE TINDALL



ABLE SEAMAN JESSICA LANFORD MARINE TECHNICIAN ROYAL AUSTRALIAN NAVY



I'm a Marine Technician with the Royal Australian Navy. Although I work primarily with electrical systems, we're trained to cover the entire ship - from the air-conditioning plant down to the fuel system.

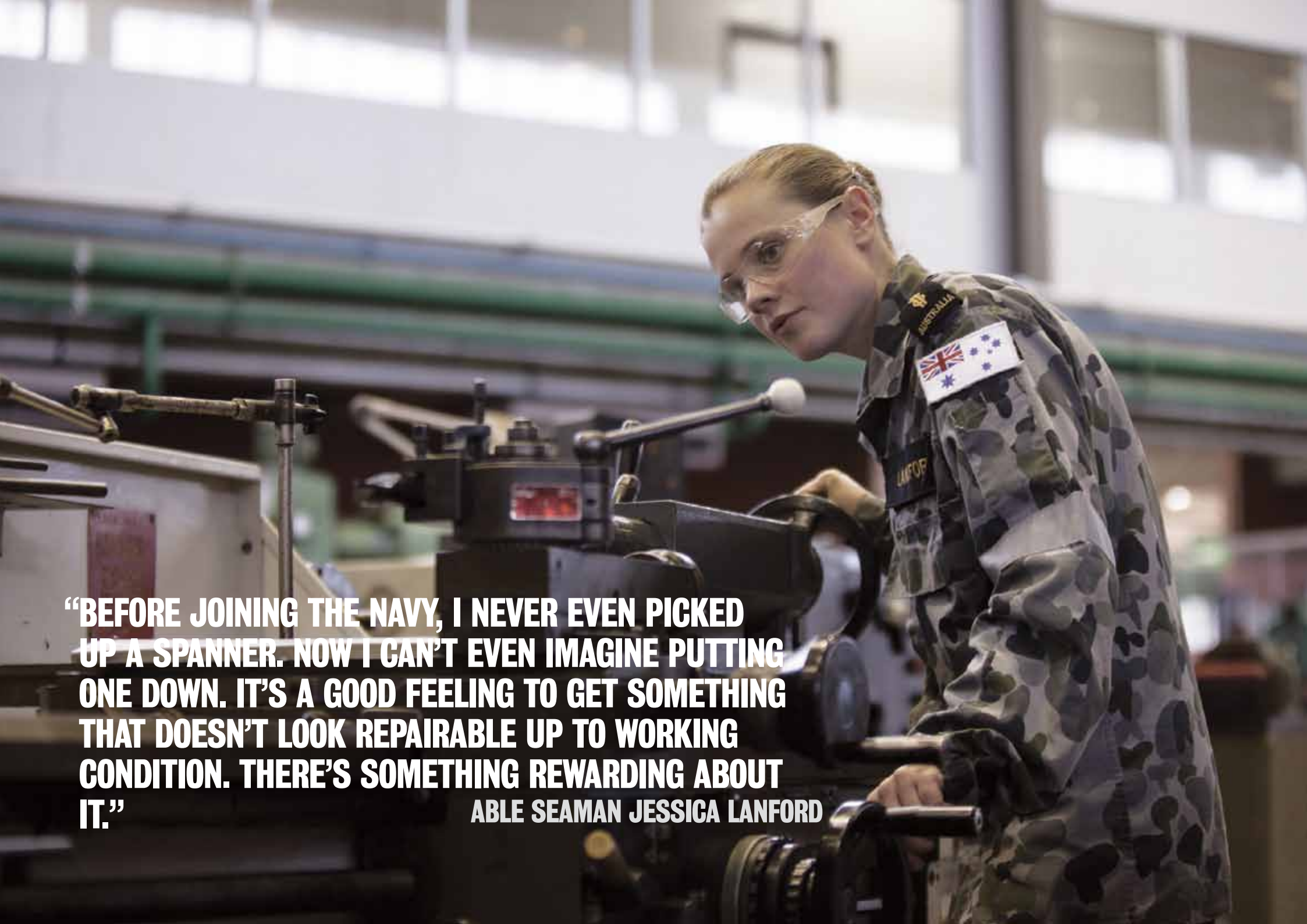
The ship can't go to sea without us. Literally. Think of it this way, when your car breaks down, you can have someone come in. But when you're in the middle of

the ocean, you can't. Which is why one of us always has to be active and stationed on a watch during any 24 hour period, to attend to any sudden breakdowns or emergency repairs. Our watch usually goes for four hours, then eight hours off. During the down time, we catch up on some sleep and give the body a bit of a workout at the gym on board.

Before joining the Navy, I never even picked up a spanner. Now I can't even imagine putting one down. It's a good feeling to get something that doesn't look repairable up to working condition. There's something rewarding about it.



WOMEN IN THE AUSTRALIAN DEFENCE FORCE



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ABLE SEAMAN JESSICA LANFORD



NEVER STOP LEARNING.

There is a huge emphasis on training, education and skills development across the Navy, Army and Air Force. Keeping minds fresh, eager and stimulated is vitally important - both for the success and smooth running of the Australian Defence Force as a whole, but also to keep our members happy, engaged and continually performing at their personal best. With the high cost of undergraduate and postgraduate studies never far from people's minds, it's reassuring to know that employees of the Navy, Army and Air Force can take

up the opportunity to advance their studies with financial backing from the Australian Defence Force.

With this continued training comes the opportunity to advance professionally and these opportunities are available equally to men and women. The Australian Defence Force embraces an environment of constant mentoring, and throughout various working relationships, employees are exposed to new challenges and activities. Each career has scope to move up, to lead and to

manage others. Where you go and how far you want to go is up to you.

The skill set and education you gain in the Australian Defence Force doesn't 'stay on the base' so to speak - many of our members comment on how their skills can be applied in the civilian world as well. Whether you choose a long-term career within the Defence Force or move on in the future - you know you've been well set up for life.

**THE AUSTRALIAN DEFENCE FORCE
EMBRACES AN ENVIRONMENT OF
CONSTANT MENTORING.**



SERGEANT KIMBERLY KIELY RECRUIT INSTRUCTOR THE AUSTRALIAN ARMY



I joined the Army in 1998 after studying Business Management, majoring in Marketing. I felt I needed a break from the busy life of schooling and wanted a job that would challenge me both physically and mentally. I did not expect the rewards I have found in the Army to be so great.

I came from a proud family history of Defence personnel - mainly Army, and wanted to serve in the same manner that they had. My first posting was to an aviation unit as a cook which saw me deployed in the initial stages of East Timor in 1999 and again in 2001 after my son was born. The challenge of having a child

and remaining deployable was hard, however the Army has great support networks to allow you to still be career driven and maintain a stable family life. After leaving Kapooka having completed basic training, I always wanted to return to become a Recruit Instructor, which came to fruition in January 2006. Since then I have instructed many platoons. It's a rewarding feeling having a civilian march into your platoon and 11 weeks later see them succeed in their drive and determination to become a soldier. Knowing that you have played a major part in their transition is challenging, yet rewarding.

My husband currently works as a Cook in the Army also and we have a family together. I would not only support, but encourage, my children to venture onto a career within Defence as it is a rewarding career.

My time in the Army has been both a mental and physical challenge, which I have loved. I take pride in knowing that I am serving my country and helping others to try and succeed. I hope to continue to serve within the Army as it is a great organisation which supports you to achieve your best.

A female soldier in camouflage uniform is kneeling in a wooded area, looking towards the right. She is wearing a bucket hat and has a patch on her sleeve. She is holding a small object in her hands. Other soldiers in camouflage uniforms are visible in the foreground, partially obscured. The background shows trees and a path.

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SERGEANT KIMBERLY KIELY**

CAPTAIN BARBIE BADCOCK GENERAL SERVICE OFFICER THE AUSTRALIAN ARMY



I had no specific job in mind when I decided to join the Australian Defence Force. I needed a career, rather than a series of jobs that would keep me busy while I worked out what I wanted to do with my life. I initially considered joining the Royal Australian Air Force as a dog handler but those plans changed when I was offered the option of becoming an Officer in the Army. I headed to Canberra to attend the Royal Military College - Duntroon for 18 months where I was trained in infantry tactics, navigation, first aid, weapon training, battle craft and military history. After graduation, I was assigned to the Royal Australian Electrical and Mechanical Engineers (RAEME) Corps.


That was about 5 years ago. In my current job, I am responsible for managing the day to day running of the officer cadet training company, Vickery Company, which is responsible for training new reserve officer cadets from the point of enlistment through to graduating as Lieutenants in the Army Reserve.

The opportunities my career in the Army have opened up include international travel, professional development, mentoring and participation in activities that as a civilian I may never have undertaken. I've obtained several civilian recognised certificates and diplomas as well as completing a suite of Army courses. I'm currently studying a university degree part-time

with Defence sponsorship to do so. It is very likely that I will complete more study through other avenues throughout my career.

Some of the highlights of my career include having undertaken adventure training, participating in caving and playing hockey, beach volleyball and swimming competitively within the services. I have traveled across Australia, participated in international field training exercises and gained valuable life experience through my role in the Military.

The ADF has given me a career, rather than a job. It's given me control over my direction in life and allowed me to be part of something bigger than myself.



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CAPTAIN BARBIE BADCOCK

COLONEL KATH STEWART ENGINEERING OFFICER THE AUSTRALIAN ARMY



When I finished high school I earned a place to study medicine at Sydney University. I wanted a break before I launched into full time study, so I found myself in a Defence Force Recruiting Centre looking to create my own Gap Year. Well that was 20 years ago and it's a career that's been going onwards and upwards ever since.

I was part of the first class to undertake their tertiary training at the Australian Defence Force Academy. I was one of about six women to pursue an Engineering degree and was joined by about 40 other women studying degrees in the Arts or Sciences. I chose to study Electrical Engineering because I wanted a degree that had a career attached to it, rather than a degree that offered a generalist capability.

The Signals Corps employs a higher percentage of women than other Corps. One factor which has likely contributed to this is the support it offers us. Job options in the Corps are very inclusive of women and we're given every opportunity to deploy. I have undertaken a long list of postings and deployments during my career, working in the United States, England, Germany, Lebanon, Israel, Bougainville, the Solomon Islands and Kuwait.

In addition to undertaking diverse and challenging work, I have been able to continue my education throughout my career in the Army. I've attained a

Masters in Business Administration and a Masters in Defence Studies.

But I'm not done yet, I'd like to become a Brigadier and I see this as a very achievable goal.

In the Army you get to see that what you're doing makes a difference. It is a good organisation to work for as it offers you interesting work. You get to move on to new roles every couple of years, which gives you a chance to learn and try different things.

The future for women in the Australian Defence Force is full of opportunity.

**“THE FUTURE FOR WOMEN IN THE
AUSTRALIAN DEFENCE FORCE IS
FULL OF OPPORTUNITY.”**

COLONEL KATH STEWART



PRIVATE HANNA BUCHAN AIRCRAFT LIFE SUPPORT FITTER THE AUSTRALIAN ARMY



When I was seventeen I wasn't sure what I was going to do. I thought about being a horse trainer, but I knew the money wasn't adequate. Since all my brothers were in the Army, I decided to follow and enlist.

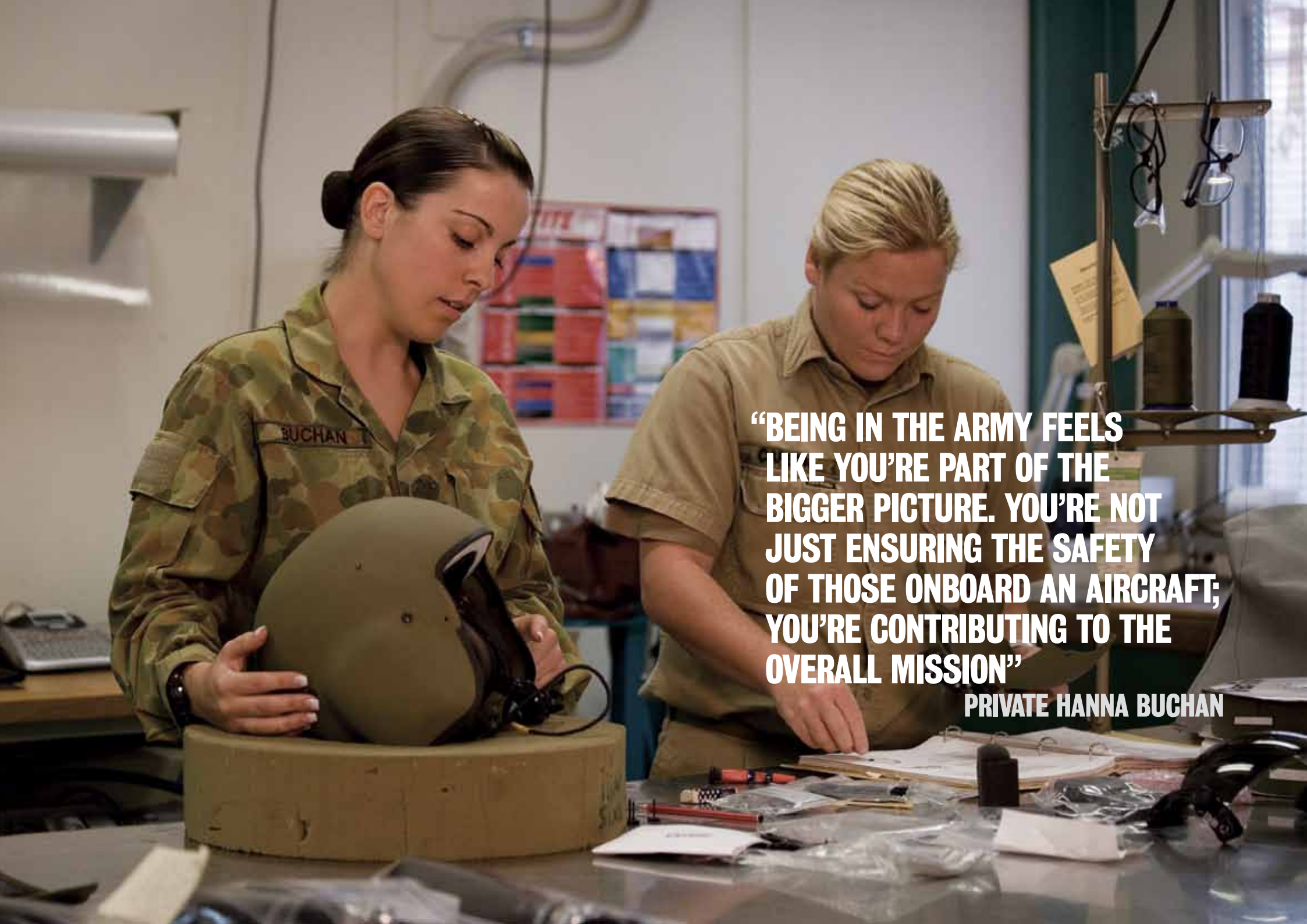
Joining the Army was a great decision as it has provided me with a full time career. You're also looked after and trained really well. The Army's trades training programme is so comprehensive that it allows anyone to apply their skills in the civilian world should they choose to.

As an Aircraft Life Support Fitter, it is my job to look after all flying clothing for pilots and aircrew as well as maintain their survival gear. This includes fitting of protective flying helmets, aircrew oxygen masks, life preserver assemblies as well as life rafts and aircraft escape/rescue equipment.

It's not a job you take casually as the lives of others depend on it. So you always want to make sure you do the right things, by following publications and

procedures correctly. You're also never thrown in the deep end, as there are fully qualified people by your side when carrying out tasks. Which means you can ask as many questions as you like.

Being in the Army feels like you're part of the bigger picture. You're not just ensuring the safety of those onboard an aircraft; you're contributing to the overall mission.



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PRIVATE HANNA BUCHAN



NEVER A DULL MOMENT.

All work and no play? Not likely. There are so many events and activities you can get involved with outside the normal work day, you might not find the time to do it all.

Into music or sport? We've got you covered. There is a huge selection of sport teams available to join, and many of our members even go on to represent on the world stage. If you prefer to grab a group of mates and organise your own teams and events outside of the Defence Force in your own time - you're more than welcome to do that too. Socialising is definitely one of the perks of a career in the Australian Defence Force, so it's no wonder so many people will often comment that their closest friends are those they've met in the Navy, Army and Air Force.

STRIKING THE RIGHT BALANCE.

Many people are surprised when they find out that a job in Defence is like any regular job. You come to work at the start of the day and leave at the end of the day when you're done. Just because you've joined the Australian Defence Force doesn't mean you've dropped out of society and given up the life you already have and love. Of course there will be times when you are required to be away from home and live on base - during training and on some exercises. On the whole though - it's business as usual.

Members with families have the choice to live on or off base and if eligible may be able to claim rental allowance. Women can also get up to 14 weeks parental leave. It's all a part of making sure the priorities are right.



SOCIALISING IS DEFINITELY ONE OF THE PERKS OF A CAREER IN THE AUSTRALIAN DEFENCE FORCE.

FLIGHT LIEUTENANT MEGAN HURLEY PILOT ROYAL AUSTRALIAN AIR FORCE



If you think being a female and a career in aviation don't go together - think again.

I'm Megan Hurley, an Air Force pilot with the VIP Squadron flying the Governor General, Prime Minister, Ministers and the Defence Chiefs where needed.

I had a lifelong love of flying so as the end of Year 12 loomed, I started looking into what I would do as a career, I decided to see what the Royal Australian Air Force might offer. Once I decided to join it did take a few of my friends by surprise as I wasn't really one

for discipline, but everyone was really supportive.

I joined as an officer cadet and studied at the Australian Defence Force Academy (ADFA) before going on to pilot school in Tamworth. The training is very rigorous. Everyday and every flight counts. It takes a lot of hard studying to get it right. The Air Force gives you continuous feedback during training which helps develop your confidence and build your skills.

Since joining in 1997 I've flown many different aircraft, including the Hawk trainer jet, the Challenger 604,

Squirrel AS350BA Helicopter and the Navy Seahawk helicopter. I have been really lucky in my career. I've been able to do just about everything I wanted to do and have seen some really amazing things.

What was once a male dominated role is changing.

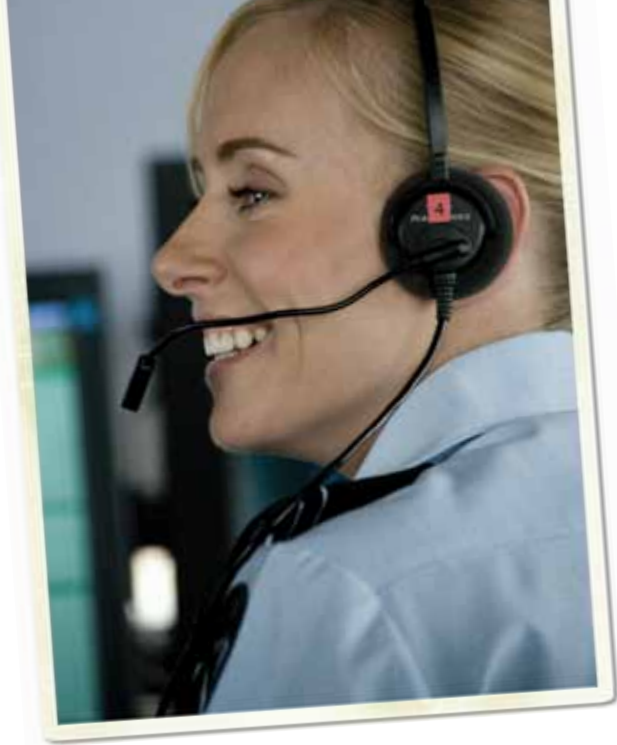
Guys nowadays are a lot more used to girls being in all sorts of roles, so there are a lot fewer issues and glass ceilings to break than say 10 or 20 years ago; and a lot more aircraft flying opportunities.



**“I’VE BEEN ABLE TO DO JUST ABOUT EVERYTHING I
WANTED**

FLIGHT LIEUTENANT MEGAN HURLEY

FLIGHT LIEUTENANT CATHERINE RUBIN AIR TRAFFIC CONTROLLER ROYAL AUSTRALIAN AIR FORCE



I'm Catherine Rubin and I'm currently an Air Traffic Controller in the Royal Australian Air Force. I'm originally from Brisbane and joined the Air Force straight after finishing school. I was looking for something to do with my life that was more than just a job - I wanted a career; something exciting and long term, which is what made the Australian Defence Force so appealing to me. I was interested in a career that would be diverse and challenging - working with some of the most capable aircraft in the country and the world.

I am very analytical and organised by nature so the tactical element of being an Air Traffic Controller seemed like something I was destined to do. It's my favourite part of the job now. Being able to deploy on exercise here or overseas and use the skills that I've been trained in to help achieve a greater mission.

The best part of the Air Force by far is the friendships that you make and the people that you work with all over the country and around the world. I feel extremely proud of what I have accomplished so far in my career.

I've served as an Air Traffic Controller on deployment in Iraq which was an adventure to say the least. But there's so much more to a life and career in the Air Force than just the work aspect. In my spare time I play a lot of sport, soccer's a favourite, and training for triathlons. I love to spend time at the beach and also snowboarding. I enjoy spending time with my friends, both in the service and out, and family too. There's a lot of emphasis in the Australian Defence Force on getting the work/life balance just right - and that works out perfectly for me.



“THERE’S A LOT OF EMPHASIS IN THE AUSTRALIAN DEFENCE FORCE ON GETTING THE WORK/LIFE BALANCE JUST RIGHT – AND THAT WORKS OUT PERFECTLY FOR ME.”

FLIGHT LIEUTENANT CATHERINE RUBIN

FLIGHT LIEUTENANT RACHAEL WEBB ELECTRICAL ENGINEER ROYAL AUSTRALIAN AIR FORCE



My older brother was a pilot in the Air Force and through him I had seen what the Air Force had to offer. I was always good at maths and science at school and engineering looked like a career that would challenge me. I had always looked at the Air Force and possible engineering careers; it was the aircraft I could work on and the lifestyle they offered that sold it to me. I decided to study Electrical Engineering at the Australian Defence Force Academy in Canberra as it guaranteed me a job at the end with a degree from the University of New South Wales.

My first posting was at RAAF Base Richmond in Sydney. There I got to work on the C-130H Hercules aircraft;

this was a challenging and interesting job. While at Richmond I was also deployed to the Middle East for four months.

It was great having this opportunity so early on, as this is what we are trained to do. It was a fairly stressful time, with lots of responsibility making sure the aircraft were kept operational at all times, but I really enjoyed it. Currently I am working at RAAF Base Amberley on the F-111 withdrawal project. I'm interested in the opportunities the new aircraft being introduced by the Air Force offer me job wise in the future.

A common misperception is that working in the Defence Forces means you don't have your own time

and outside life, but I'm enjoying the broad range of sports on offer and the chance to travel that the Air Force offers. A general day for me at the moment is from 7am to 4pm with a gym session at lunch. At the end of the day I go home and do what everyone else does - cook dinner and go out with friends, both from within the ADF and beyond.

One of the best things about working in the Air Force is the range of sporting opportunities. If there is a sport you like, the Air Force is likely to have a club that does it.

If you want a challenge, and something that is not the norm for women to do, then this is definitely the job for you.



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THE NEW AIRCRAFT BEING INTRODUCED
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FLIGHT LIEUTENANT RACHAEL WEBB**

LEADING AIRCRAFTWOMAN KIRBY GRAHAM SUPPLY ROYAL AUSTRALIAN AIR FORCE



I come from Queanbeyan in NSW and enlisted in the Air Force soon after leaving high school. Throughout initial recruit training I felt I had to mature quickly and think for myself, which was a good thing as the Air Force enabled me to realise my full potential. Since then, I've experienced interesting challenges and know that I have a stable future in front of me.

As a Leading Aircraftwoman Supply I'm certified to handle and manage dangerous goods. From time to time, I also receive additional training to help meet specific

service requirements such as operating new hardware and platforms. The dynamics within the Supply team is fantastic - everyone supports and empowers each other with the confidence that they can get tasks done. It truly is rewarding!

The great thing about being in the Air Force is the support and encouragement you get from your peers. More so, when you're deployed. In 2009, I was based in the Middle East. The early days were incredibly nerve wracking but having a tight knit group of friends that I

met during my training and who also felt the same way was extremely comforting. They were like another family for me. And that's something I'll always cherish.

As a career option, I recommend the Air Force to anyone. You've got to have confidence in yourself, as it will help you keep focused. Only then will people come to respect you for your self-assurance and ability.



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LEADING AIRCRAFTWOMAN KIRBY GRAHAM

ARE YOU FIT FOR THE ADF?

Physical fitness plays a large part in the Australian Defence Force (ADF). In fact, it's part of all roles, meaning everyone gets paid to keep fit. By maintaining a healthy lifestyle, personnel are able to carry out tasks both for operational requirements and the demands of individual roles. And often, these would be carried out in challenging conditions.

Being fit not just for the job

Though you'll need to keep fit and stay that way throughout your career, there are countless other benefits. You'll enjoy improved sleep, enhanced concentration, effectively control weight, build better resistance to diseases and develop rapid acclimatisation. Aside from the physical aspects, your confidence levels will increase, as well as your morale, motivation, discipline and willpower. Keeping fit also promotes key values the ADF appreciates such as teamwork, positive interaction and encourages a better balance in the lives of Defence personnel.

In order to successfully gain entry into a Defence role, you'll need to perform a fitness assessment. There are several ways to prepare for this:

- Following our four week training program (defencejobs.gov.au/campaigns/fitness)
- Discussing the requirements of the assessment with Defence personnel
- Seeking assistance from current personnel if necessary

Pre-enlistment Fitness Assessment

We understand that new recruits have varying levels of fitness. Which is why we've designed specific preparation training programs, available at www.defencejobs.gov.au/fitness, to assist all candidates to meet our three-part Pre-enlistment Fitness Assessment (PFA).

You'll need to successfully complete three PFA components to gain entry into the ADF:

- Sit-ups
- Push-ups
- Shuttle runs

The Shuttle Run involves running to and fro along a 20 metre track, keeping up with a series of audio beeps on a cassette. The timing of the beeps starts slowly and gradually gets faster, making it harder to keep up with the required speed. When you can no longer keep up, you stop. This provides a good indication of your current aerobic fitness level.

*The number of sit-ups, push-ups and shuttle runs vary depending on your age and the stream of Defence you're applying for.





THE ADDED BENEFITS.

Not only is a career in the Australian Defence Force a fulfilling, rewarding and embracing experience for women, but there are many benefits and structures in place that are not available in many civilian careers. In addition to the abundance of opportunities for personal development and career evolution, the Australian Defence Force is extremely flexible with employment options for working families. Where possible every endeavor is taken to create a positive work/life balance. Once a member has given 12-months service they are

entitled to 14 weeks paid maternity leave, plus a further 38 weeks of non-paid maternity leave.

There are also a range of free professional services to assist in helping employees with the bigger life changes - like moving with children and the educational challenges they face when families move due to postings. These services are available any time to help our members get the most out of their careers with the Navy, Army or Air Force.

NOT ONLY IS A CAREER IN THE AUSTRALIAN DEFENCE FORCE A FULFILLING, REWARDING AND EMBRACING EXPERIENCE FOR WOMEN, BUT THERE ARE MANY BENEFITS AND STRUCTURES IN PLACE THAT ARE NOT AVAILABLE IN MANY CIVILIAN





WOMEN IN THE AUSTRALIAN DEFENCE FORCE



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