

## ATTENDANCE AT AN ARMY OFFICER SELECTION BOARD (AOSB)

1. Congratulations on your decision to pursue a career as an Officer in what is a unique and trusted national institution – the Australian Army. Australia operates in uncertain and challenging times in relation to the defence and security of our nation, its people and interests. It's also a time of significant developments in capability involving the introduction of new technologically advanced equipment over the coming years. This requires Army to be agile and responsive. Essential to meeting this requirement is the recruitment and training of first class Officers with the personal attributes, intellectual capacity, emotional balance and maturity, ethical outlook and commitment appropriate to becoming an effective leader of Australian soldiers for the unique mission, new capability and extraordinary tasks assigned to Army.
2. Given the demands of the unique role of Army, the Officer Selection Board ensures that only the right applicants are selected for appointment. If you have received an invitation to attend an AOSB then you have been assessed during your application, screening interviews and aptitude testing as having potential to become an effective Officer.
3. This information pack provides useful advice regarding your participation in an AOSB, an essential step in completing your application for a career as an Army Officer. It is designed to ensure you have sufficient information in order to ensure that you are prepared to participate in the activities and for the efficient running of the board.

### The Army Officer Selection Board

4. The AOSB process is extensive and will last the entire day. It involves an innovative and creative range of individual and group assessment methods, activities and sessions designed to provide an opportunity for the panel to collect evidence needed for the board to make an objective decision on your suitability for commissioning. It examines your personal qualities and leadership potential, as these are essential qualities. The AOSB also aims to ensure you understand the commitment required of Officers.
5. The structure and design of activities are flexible, and are regularly adjusted to meet the specific requirements of the group, venue, job, method of entry or training specific requirements of the selection outcome. However, generally, there are five components to an AOSB. A brief description, and the dress requirements, for each of these are as follows:
  - a. **Indoor assessment tasks.** These tasks involve a range of leadership, problem-solving and communication activities. As you are applying for an executive position, as a minimum you should wear neat business attire consisting of a long sleeve shirt and tie for males, and skirt and blouse (or equivalent) for females. Make-up and jewellery should be kept to a minimum.
  - b. **Outdoor group exercise.** This exercise will involve a range of physical leadership and problem solving tasks. Activities vary, but you should expect to get dirty. During this component, you should wear comfortable and robust practical outdoor clothing, sandshoes and a hat for sun protection. These clothes should not restrict your movement. If your board is in Canberra during winter it is recommended that you wear appropriate outdoor clothing such as tracksuit pants and jumper.

- c. **Fitness assessment.** You are required to participate in an Army Pre-Enlistment Fitness Assessment (PFA) during the AOSB. The aim of the PFA is to determine if you have a sufficient level of fitness to safely commence training. The dress for the fitness assessment is sports clothing:
- (1) Shorts;
  - (2) t-shirt;
  - (3) socks; and
  - (4) runners.
- d. **Formal interview.** This component of your assessment gives you the opportunity to demonstrate why you want to join the Army and what you know about the jobs you have applied for. The members of the board are all serving members. The interview is confidential and there is no set time limit. Questions asked by the board will vary, and are asked in no particular order. Don't be concerned if you cannot answer all the questions. Concentrate on being able to express yourself in your own words.
- e. **Administrative activities.** Throughout the day you will receive briefings, lunch and morning tea, as well as having time allocated to change for, and clean up after, the physical activities. Lunch and refreshments are provided. You should ensure you bring a bag containing all of your outdoor / fitness clothing, towel and toiletries.
6. **Schedule.** An example AOSB schedule is:
- Report to the OSB location
  - Board President's introduction
  - Introductions
  - Group Discussion
  - Individual speaking tasks
  - Written assessment
  - Morning Tea Break
  - Group exercise
  - Fitness Assessment (PFA)
  - Lunch
  - Individual interviews
7. While the AOSB activities and schedule have been described above, it is important that you understand that the structure and design of activities are flexible. The most important advice for your successful completion of the tasks is to listen to the instructions given by the conducting staff, and ensure you complete the tasks as required, and within the time allocated.

## Preparation

8. Doing plenty of quality comprehensive research should assist your performance during the AOSB. There are four recommended areas of research and consideration below:

- a. **Current affairs.** Applicants are expected to have a knowledge and understanding of significant current affairs in relation to the ADF. You can further expand your knowledge by watching comprehensive news services; by reading reputable newspapers and magazines; and by visiting websites such as [www.news.com.au](http://www.news.com.au).
  - b. **Career options.** You should have a reasonable knowledge of the role of an Officer within your preferred specialisation. To assist in developing your knowledge of available specialisations, it is suggested that you access the Defence Force Recruiting website: [www.defencejobs.gov.au](http://www.defencejobs.gov.au).
  - c. **Training.** You should have a good understanding of the commitment required to be successful in training. In particular, you should understand requirements such as physical fitness, academic effort, and the time you will need to devote to your training. To develop your knowledge in this area, it is suggested that you access the Royal Military College (RMC): [www.army.gov.au/taxonomy/term/132](http://www.army.gov.au/taxonomy/term/132) or the Australian Defence Force Academy (ADFA): <http://www.defence.gov.au/adfa/> website.
  - d. **Requirements and obligations of service.** If you have dependants or are in a relationship you need to have discussed the details of the commitment you are about to undertake with them. You should have an understanding of the requirements and obligations of service in the Army, the potential for operational deployments and possible living arrangements and entitlements, and the impact of these on your partner and/or family.
9. To obtain further information on your selected specialisation, or to obtain access to a serving Officer, you should contact your Case Manager.
10. Having a detailed understanding of the research areas above helps enormously to convince an OSB that you are the right applicant for an Officer position in the Army. Think about and be prepared to talk about how you can bring benefit to the role of Army and your selected job or specialisation, and be prepared to sell this to the board.

## Presentation

11. The AOSB activities are purposefully designed to require you to sense and adjust intuitively to new and manufactured environment and tasks, unfamiliar context, processes or procedures. The most important advice for a successful performance at an AOSB is to:
- a. Be positive and confident throughout the AOSB. Remain calm and in control throughout the activities.
  - b. Carefully listen to the instructions given by the conducting staff. Take a moment to analyse what is being asked, and develop a plan. This assists in ensuring you complete the tasks as required, and within the allocated time.
  - c. Be yourself, and answer questions truthfully and with integrity.
  - d. If you have something to contribute, speak loudly enough for everyone to hear.
  - e. During the group activities, you will be individually assessed in terms of your leadership and teamwork, so do not collaborate with other candidates (prior or during the AOSB) to develop a collective approach to group tasks.

- f. Fully participate in all activities.

## Feedback

12. The AOSB involves a range of assessment methods needed to make an objective decision on your suitability for appointment. Like most assessments, you should not expect feedback or assistance from the board during the activities.
13. At the conclusion of your interview, you will be debriefed on your performance during the day and of the board's recommendation on your suitability for appointment as an Army Officer. The options are: you have been found suitable; you have potential, but are not yet ready (for 12 or 24 months); or that you are deemed not suitable. The board only make recommendations and the Army delegate will make the final decision. This decision will be sent to you through a letter, usually around one month post board.
14. Even if you have been recommended as suitable, you may be placed into a Competitive Pool. This means that your application will be held until other candidates have been to board, so that all candidates can be compared and the most merit-worthy person is selected for a position. As such, you may be successful at board, but ultimately are not offered a position.

## Administrative Details

15. You will be notified of the administrative details, the location, date and exact timings in your invitation to attend an AOSB by Defence Force Recruiting. The location of the AOSB is determined by your method of entry. Generally, the Officer Selection Boards are held at the following locations:
- a. **Army Officers (GSO) - Full time.** For those applying for entry as a GSO (RMC or ADFA), you will be required to attend the Royal Military College (RMC) in Canberra for your Officer Selection Board.
  - b. **Specialist Service Officers (SSO).** For those applying for positions as SSO (Graduates with nominated specialisations) or ADF Sponsored Undergraduate SSO positions, your selection board will normally be conducted in Canberra.
  - c. **Army Reserve Officers.** For those applying for positions as an Army Reserve Officer, your selection board will normally be conducted within the area you are enlisting. You will be notified of the location by Defence Force Recruiting.
  - d. **Army Pilots.** Candidates applying to be an Army pilot will complete aviation testing and their Officer Selection Board in Canberra.
16. The Officer Selection Board you are nominated to attend, in general, is in response to your first preference. This is the primary consideration for the initial offer; however, where you are not successful in receiving an offer for your first-preference, an alternative offer may be negotiated with you. You may choose to accept this alternative offer or remain in the pool in the hope of receiving a first-preference offer for a later intake. For example you may have applied for RMC, but the board may suggest that ADFA is a better option for you based on your academic potential and maturity. In this case if you decide to take up the ADFA option you do not need to attend an ADFA board as the decision from the RMC board carries over to your new pathway into the Army.

17. If you need special consideration to enable you to participate in an AOSB please advise your requirements by emailing or phoning your Case Manager. Additionally, to obtain further information on the AOSB process please contact your Defence Force Recruiting Centre.

### **Conclusion**

18. The AOSB process is designed to give you the maximum opportunity to display your potential to be an Officer. The satisfaction and rewards associated with service as an Army Officer or Specialist Service Officer are considerable and the friendships you make will be life long. Good luck with your selection process.