



# SEE YOURSELF IN A REWARDING ROLE

CHOOSE A JOB IN A DIVERSE  
AND SUPPORTIVE WORKPLACE



AIR FORCE

NAVY



ARMY



AIR FORCE



# CONTRIBUTE TO YOUR COUNTRY'S DEFENCE

**THE AUSTRALIAN DEFENCE FORCE (ADF) IS AN EMPLOYER OF CHOICE  
FOR HUNDREDS OF INDIGENOUS AUSTRALIANS.**

Help maintain a proud tradition of service by joining the thousands of Indigenous men and women who for over 100 years, have contributed to the protection of our country and its interests as members of the ADF.

In the Navy, Army or Air Force, you'll work alongside Indigenous Australians from across the ranks, enjoying opportunities rarely found in civilian employment.

As you serve your country and community, your abilities will be nurtured and given focus. You'll receive world-class training and be given the opportunity to earn qualifications that will give you the skills, knowledge and experience to reach your full potential in a fulfilling role.



# FEATURED

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# GET A GREAT JOB AND MORE

**REWARDING, WELL-PAID WORK IS  
JUST THE START. AS A FULL-TIME  
MEMBER OF THE ADF YOU'LL ENJOY:**

- A friendly and supportive team environment that embraces cultural, social and workforce diversity
- A competitive salary and superannuation
- Equal pay regardless of gender
- Free medical and dental
- Free sports and fitness facilities and special interest clubs
- Subsidised accommodation
- Opportunities to develop leadership skills
- Job satisfaction and security
- World-class training and education
- An Indigenous network that provides support, mentoring and mateship





It's just like  
a big family  
and we all  
watch out  
for each  
other.





JORDON, COMMUNICATION AND INFORMATION SYSTEMS OPERATOR

NAVY



# RECEIVE WORLD-CLASS TRAINING AND EDUCATION

You never stop learning in the Navy, Army and Air Force and whatever your role, you'll be encouraged to gain leadership qualities that prepare you for the next stage of your career.

The options available include:

- Expert training in a variety of trades and professions
- Qualifications fully or partly-funded by the ADF
- Ongoing personal and professional development

A close-up photograph of a soldier wearing a camouflage bucket hat and a matching camouflage uniform. The soldier is looking off to the side with a serious expression. The background is blurred, showing green foliage. A white rectangular box with orange text is overlaid on the lower part of the image.

# CHOOSE

# YOUR IDEAL ROLE

A wide variety of civilian jobs have their equivalent in the ADF, from admin, trade and logistics roles to engineering, flying and healthcare.

Across the ADF there are also flexible roles in the Reserves for those who want to learn new skills and give something back to their communities.

They include coastal patrol and surveillance positions for those living in remote communities.

For more details visit [defencejobs.gov.au](https://defencejobs.gov.au) or call 13 19 01. Indigenous Defence Recruiters are available to assist you, just ask.





**ENTER THE WAY  
YOU WANT TO**





## YOU HAVE A CHOICE OF WAYS TO JOIN THE ADF.

General Entry and Gap Year roles tend to be 'hands-on' and team orientated, and can be trade related. Officer roles are more management focused, requiring team leadership and decision making. If you're interested in joining the Reserves, you may have options regarding your method of entry, depending on the role you choose.

### GENERAL ENTRY

- Requires completion of Year 10 (passes vary by role)
- No work experience necessary
- Fully-paid training, which may lead to nationally-recognised qualifications
- Qualified trade roles also available

### OFFICER ENTRY

- Requires completion of Year 12 (passes vary by role)
- Some roles require a relevant qualification
- Degree courses can be fully or partly-funded by the ADF

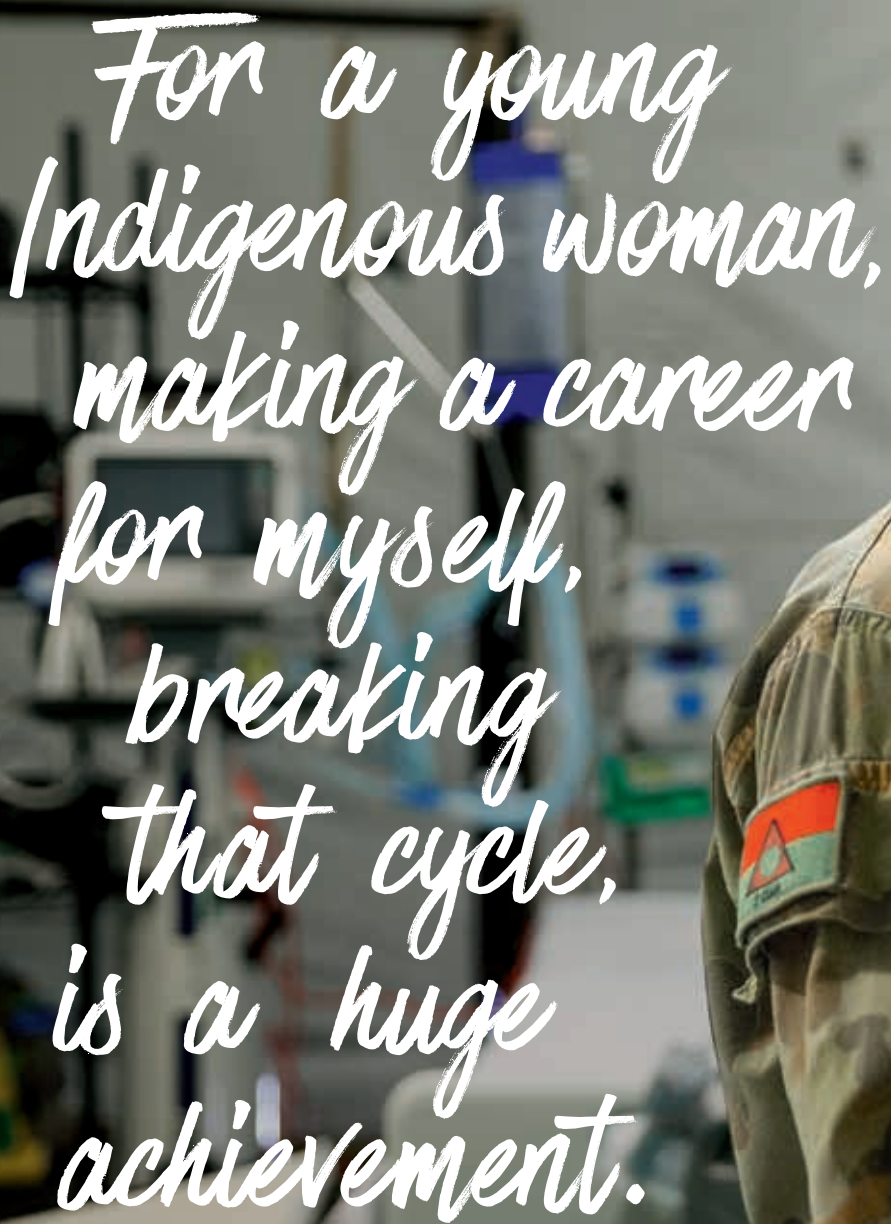
### GAP YEAR

- Choice of roles in the Navy, Army or Air Force
- A great opportunity to find out what life's like in the ADF
- Offers a fulfilling year of adventure, experiences, mateship, learning and travel

### RESERVE ENTRY

- Choice of General Entry and Officer Entry roles
- Education requirements vary by role
- Flexible commitment to match your location and circumstances

For more details visit [defencejobs.gov.au](http://defencejobs.gov.au) or call 13 19 01. Indigenous Defence Recruiters are available to assist you, just ask.



For a young  
Indigenous woman,  
making a career  
for myself,  
breaking  
that cycle,  
is a huge  
achievement.



JEMMA, ADMINISTRATION ASSISTANT

ARMY



# ACHIEVE

# YOUR

# POTENTIAL

**THE ADF OFFERS ALTERNATIVE PATHWAYS TO SELECTED  
INDIGENOUS AUSTRALIANS WHO DEMONSTRATE POTENTIAL  
BUT DO NOT YET MEET THE REQUIRED ENTRY STANDARDS.**

A Defence Recruiter will determine your eligibility and suitability for a pathway and discuss your options with you during the application process.









# INDIGENOUS PRE-RECRUIT PROGRAM (IPRP)

**THIS PROGRAM MAY BE OFFERED TO YOU IF YOU'VE BEEN SELECTED FOR A FULL-TIME OR RESERVE ROLE IN THE NAVY, ARMY OR AIR FORCE, BUT WOULD BENEFIT FROM CONFIDENCE AND RESILIENCE DEVELOPMENT AND/OR IMPROVED FITNESS BEFORE EMBARKING ON RECRUIT TRAINING.**

During the application process a Defence Recruiter will talk to you about your options, and assess if this is the right pathway for you.

- Six-week residential course, held on a rotational basis at:
  - HMAS *Cerberus*, VIC,
  - Kapooka, NSW, or
  - RAAF Wagga, NSW.
- Open to all General Entry roles
- Requires a minimum fitness level of 4 push-ups, 20 sit-ups and 6.1 Beep Test score

## WHAT YOU'LL LEARN

Your training will include:

- Classroom based instruction
- Physical fitness development
- Team building activities
- Military site visits

## WHERE IT WILL TAKE YOU

You'll leave the course with the skills, knowledge and confidence for success at recruit training and in your role in the Navy, Army or Air Force.









# NAVY INDIGENOUS DEVELOPMENT PROGRAM (NIDP)

**THIS PROGRAM MAY BE OFFERED TO YOU IF YOU WANT TO JOIN THE NAVY, BUT DO NOT CURRENTLY MEET THE GENERAL ENTRY STANDARDS.**

You'll be given the opportunity to improve your reading, writing and fitness before embarking on recruit training.

During the application process, a Defence Recruiter will talk to you about your options, and assess if this is the right pathway for you.

- Gives you a minimum of a TAFE Cert II in Skills for Work and Study
- Provides a five-month introduction to life in the Navy
- Open to all General Entry roles in the Navy
- Minimum fitness levels apply

## WHAT YOU'LL LEARN

Based in Cairns, you will train in the following areas:

- Language, literacy and numeracy
- Self-confidence and self-awareness
- Leadership and character development
- Physical fitness
- Military and seamanship skills

## WHERE IT WILL TAKE YOU

You'll leave the course with the skills, knowledge and confidence to start your full-time job in the Navy.



# ARMY INDIGENOUS DEVELOPMENT PROGRAM (AIDP)

**THIS PROGRAM MAY BE OFFERED TO YOU IF YOU WANT TO JOIN THE ARMY, BUT DO NOT CURRENTLY MEET THE GENERAL ENTRY STANDARDS.**

You'll have the opportunity to undertake work-related training, and improve your fitness and understanding of Army life before you embark on recruit training.

During the application process a Defence Recruiter will talk to you about your options, and assess if this is the right pathway for you.

- Gives you a minimum of a TAFE Cert II in Foundation Skills
- Provides an introduction to life in the Army
- Open to all General Entry roles in the Army
- Minimum fitness levels apply

## WHAT YOU'LL LEARN

Based at Kapooka, NSW, or Batchelor, NT you will train in the following areas:

- Language, literacy and numeracy
- Self-confidence and self-awareness
- Leadership and character development
- Physical fitness
- Military skills

## WHERE IT WILL TAKE YOU

You'll leave the course with the skills, knowledge and confidence to start your full-time job in the Army.



# AIR FORCE INDIGENOUS DEVELOPMENT OPPORTUNITIES

**OPTIONS ARE AVAILABLE IF YOU WANT TO JOIN THE AIR FORCE,  
BUT HAVE BEEN UNABLE TO ATTAIN THE QUALIFICATIONS  
REQUIRED FOR GENERAL OR OFFICER ENTRY.**

Suitable candidates may be offered assistance in accessing education opportunities that may lead to:

- Year 10 qualifications for General Entry as an Airman/Airwoman,
- Year 12 qualifications for (direct) Officer Entry or ADFA Entry as an officer through the Year 12 Bridging Course
- A university degree for Graduate Entry as an officer through the Air Force Undergraduate Course

## HOW IT WORKS

If selected, you join the Air Force, choose a suitable accredited education provider, have your fees paid for and earn a salary while you study. You'll gain valuable education qualifications,

receive a variety of support services including mentoring, and will have a guaranteed job in the Air Force on successful graduation from your course.

- Gives you a TAFE or university qualification that could include a trades apprenticeship
- Study at your local TAFE or university
- Provides access to medical and dental treatment
- Open to General Entry and Officer Entry roles
- Minimum fitness levels apply

## WHERE IT WILL TAKE YOU


You'll gain the knowledge and qualifications to embark on a rewarding career in the Air Force.









A line of soldiers in camouflage uniforms and bucket hats is marching on a paved path outdoors. The soldier in the foreground is looking forward with a determined expression. The background shows green trees and a building with a corrugated metal roof.

*I've learnt how  
to push myself  
to the limits  
and do things I  
never thought  
I could do.*







# ACCESS FLEXIBLE ENTRY PATHWAYS

**FLEXIBLE ENTRY PATHWAYS MAY BE OFFERED TO YOU IF YOU ARE KEEN TO START YOUR JOB IN THE ADF AS SOON AS POSSIBLE, OR IF SERVING NEAR A SPECIFIC LOCATION IS IMPORTANT TO YOU.**

A Defence Recruiter will determine your eligibility and suitability, and discuss your options with you during the application process.

## RECRUIT WHEN READY

This pathway may be offered to you if you've shown us you have what it takes, and are keen to get a job as soon as possible.

- Lets you start at a time that suits your lifestyle and personal circumstances
- Open to all General Entry roles
- Cannot be combined with IPRP, AIDP or NIDP pathways

## RECRUIT TO AREA

This pathway may be offered to you if serving near a specific location is important to you, for reasons such as family commitments.

- First posting can be near your home or another desired place
- Available for first posting after completion of training
- Open to all General Entry roles
- Can be combined with IPRP, AIDP and NIDP (noting these programs are in designated locations throughout the year)
- Air Force pathways offer flexible study locations





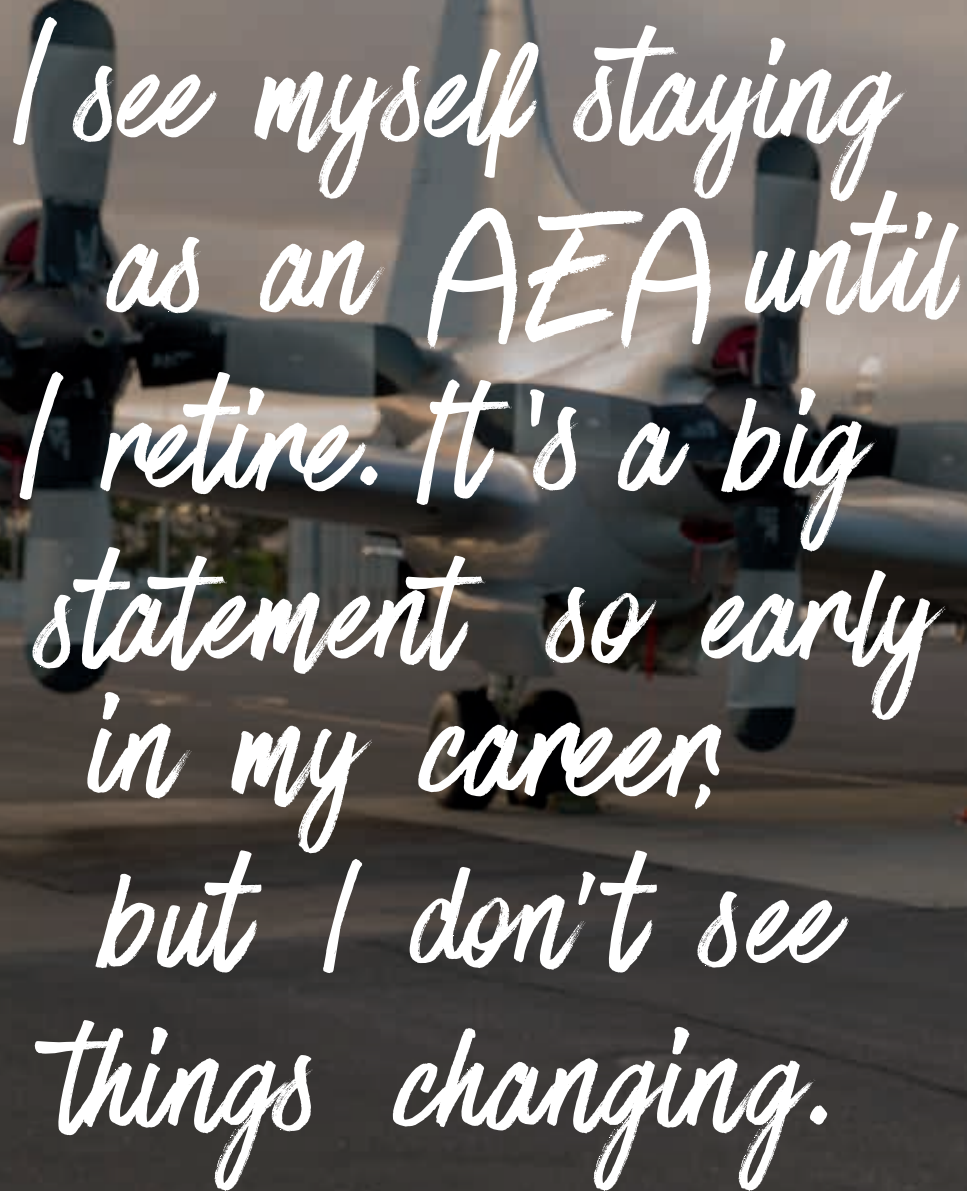
# HOW TO JOIN

ONCE YOU'VE CHECKED YOUR ELIGIBILITY TO SERVE, AND CHOSEN A ROLE (OR WOULD LIKE TO DISCUSS YOUR OPTIONS), YOU ARE JUST A FEW STEPS AWAY FROM AN EXCITING AND REWARDING ROLE IN THE ADF.

Indigenous Defence Recruiters are available to assist you throughout the application process, just ask.

## GENERIC APPLICATION PROCESS





I see myself staying  
as an AEA until  
I retire. It's a big  
statement so early  
in my career,  
but I don't see  
things changing.



BODINE, AIRBORNE ELECTRONICS ANALYST

AIR FORCE



# TAKE THE NEXT STEP

## FIND OUT MORE ONLINE

Learn more about the roles, lifestyle, opportunities and rewards the ADF has to offer on the Defence Jobs website: [defencejobs.gov.au/indigenous](https://defencejobs.gov.au/indigenous)

## VISIT A DEFENCE FORCE

### RECRUITING CENTRE

Defence Force Recruiting Centres are located across Australia. Find your nearest here: [defencejobs.gov.au/centres](https://defencejobs.gov.au/centres)

## CHAT WITH A

### DEFENCE RECRUITER

Discuss your application process and pathway options. Indigenous Defence Recruiters are available to assist you, just ask.

**Call 13 19 01**

## CONNECT WITH US

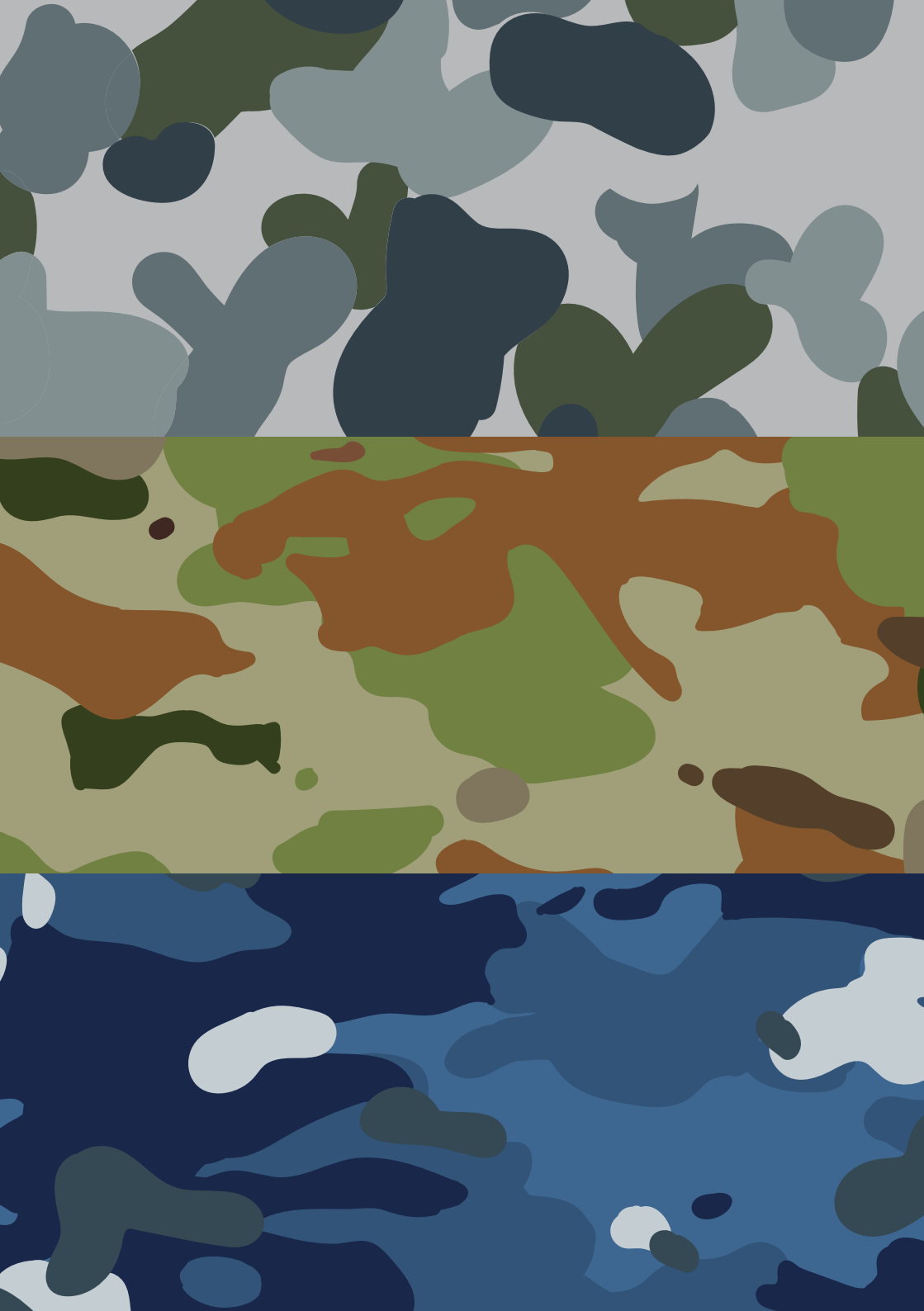
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The Australian Defence Force acknowledges the Traditional Owners of the land and waters on which it operates. We pay our respects to their Elders, past and present, and the Elders from other communities we may visit, serve amongst, and help protect.

Please note: Aboriginal and Torres Strait Islander people are advised that this brochure might contain images or content relating to deceased persons. It might also contain words and descriptions that are culturally sensitive. The term Indigenous is used throughout this brochure to refer to Australian Aboriginal and Torres Strait Islander people.

All information contained in this brochure is to the best of our knowledge accurate at the date of publication, but may be subject to change after publication without notice. Persons intending to act on any information contained within this brochure should first check with their local Defence Force Recruiting Centre whether the information is still correct and accurate.

CALL 13 19 01 OR VISIT

[DEFENCEJOBS.GOV.AU/INDIGENOUS](http://DEFENCEJOBS.GOV.AU/INDIGENOUS)