RECRUITMENT PROCESS OVERVIEW

JOB OPPORTUNITY ASSESSMENT (JOA)

YOUR OPPORTUNITIES **UNLIMITED (YOU) SESSION**

ASSESSMENT SESSION

FITNESS ASSESSMENT

ENLISTMENT

After submitting your application, you'll receive a link to a job opportunity assessment via email. This test is designed to measure your existing abilities and helps us to match you with the roles you are most suited for.

Complete the test when you are well-rested and free from distractions.

A Careers Coach will contact you via phone, email or SMS to arrange a time for a conversation about your career options. They will discuss the service and roles you may be eligible for, based on your job opportunity assessment results.

After submitting all of the requested paperwork, you can progress to an Assessment Session.

This will consist of three* components:

- Defence Interview (Job Interview)
- Psychological Interview
- Medical Assessment

If you're deemed 'PFA Fit' as an outcome of your Assessment Session, you will then be booked in for the Pre-entry Fitness Assessment (PFA).

You'll need to complete a number of specific exercises to a certain standard. The exercises vary across Navy, Army and Air Force and depend on the role you're applying for. The PFA may include push-ups, sit-ups and a cardio exercise such as a shuttle run (beep test), run, walk or swim.

You'll need to pass the PFA six weeks prior to your Enlistment Day.

DOCUMENTS NEEDED

You will need to complete and return the Security Pack. You may need to obtain and provide additional medical documentation. including blood test results.

If you've reached this part of the application process you'll soon receive your official ADF job offer along with your joining instructions. You'll attend your Enlistment Day to become an official member of the Australian Defence Force. This will consist of:

- A final medical check
- The completion of final administrative procedures
- 3 The Enlistment Ceremony

At the conclusion of the ceremony you will head straight to Initial Military Training (IMT) to start your fulfilling new life with the Australian Defence Force.

DOCUMENTS NEEDED

You will need to complete and return additional documents prior to your Enlistment Day including Bank details. Tax File Number. Emergency contacts and dependants information (if required).

DOCUMENTS NEEDED

Log into the Candidate Hub to complete the digital forms and upload certified documents relating to your identity, citizenship. education and experience.

DOCUMENTS NEEDED

Log into the Candidate Hub to complete the Medical History Questionnaire and upload any supporting medical documentation for existing medical conditions.

*Some roles may have additional testing or selection board requirements. You will be advised by your Enlistment Coordinator if this is a requirement for the position you are applying for.

WHO MAY CONTACT YOU

Recruiter

- Recruiter
- Careers Coach
- Medical Team

- Assessment Session Coordinator
- Defence Interviewer
- Psychology Team
- Medical Team
- **Enlistment Coordinator**

- **Enlistment Coordinator**
- Defence Interviewer
- Medical Team

Enlistment Coordinator

