

ATTENDANCE AT NAVY OFFICER SELECTION BOARD (NOSB)

1. Congratulations on your decision to pursue a career as a Naval Officer. You are about to undertake a process that is designed to find the balance of personal attributes, intellectual capacity, maturity, ethical outlook and commitment that a successful Naval Officer applicant requires in order to complete the training and become an effective leader.
2. To assist in your preparation and appearance before the Officer Selection Board (OSB) the following points are considered to be relevant:
 - a. The first and most important attribute that any applicant must have is leadership potential and a **genuine commitment to become a leader and role model**. As future leaders you will have great responsibility for the welfare of sailors.
 - b. In demonstrating your potential to be an officer in the Navy, we are looking for candidates with sound communication skills and willingness to work as a part of a team. You should be able to explain to the board the attributes you have that make you good team member and provide examples.
 - c. **You will need to be committed to complete the training requirement including rendering sea service.**
 - d. You will need to understand the avenue of entry you have chosen and so **research of the role of an Officer and the Primary Qualification (PQ)** will assist in your performance at the Selection Board.
 - e. You should have a good understanding of the **commitment required to be successful in training**, especially issues such as motivation and drive, academic effort, physical fitness, and importantly, the requirements of service in the Navy and the time you will need to devote to your training.
 - f. You should have a reasonable **knowledge of your preferred career path** after you have been appointed, i.e. know where you are likely to be posted and the training you will be required to undertake. This is particularly important for candidates seeking a career in PQs with extensive training commitments such as Maritime Warfare and Submarine Officers where there is a long training continuum and seagoing role as an ongoing mandatory requirement.
 - g. The Board will also question you on your motivation for a career as an Officer in the Royal Australian Navy. You are strongly encouraged to **speak to a current serving Officer** in the profession that you are applying for and if practical visit a ship or the maritime museum. The aim of this is to provide you with a better understanding of the environment in which the Navy works and the appreciation of where your chosen PQ fits in this environment. Sending an email to the following address futurenavyworkforce.ran@defence.gov.au, stating your name, PQ you are applying for, and best contact number, will allow a specialist in your chosen PQ to contact you and answer any questions that may have, in order to best prepare you for your NOSB. It is important that you don't leave making contact until the last minute or you may not be successful in speaking with someone.

- h. You should also be aware of Navy general capabilities (ships and establishments in order to appreciate the role and the environments in which you will be working. A more comprehensive understanding of Navy indicates motivation towards your desired profession.
- i. If you have dependants or are in a relationship you need to have **discussed the full details of the commitment you are about to undertake with your partner and/or family**. You should have an understanding of your obligations for sea service (relevant to your PQ of interest) and an understanding that you will be required to be posted to locations across Australia. You should also have an appreciation of the living arrangements, entitlements and have explained the reality and implications of your decision to your partner or family.

3. It is suggested that you **have a reasonable knowledge of current affairs and Navy Operations**; the purpose of which is to ensure you have an understanding of the role and purpose of the Navy. At a minimum you should watch national and international current affairs television programs. You can further expand your knowledge by watching comprehensive news services such as the ABC or SBS; by reading reputable newspapers and magazines such as The Australian, The Sydney Morning Herald, The Melbourne Age or Time; and by visiting web sites such as www.news.com.au or www.abc.net.au/news/. The Defence White Paper is another key source of information on Navy's role and future capability.

4. You should have an understanding of the difference between a leader and a manager. You should be able to nominate someone who you feel is a good leader and have reasons why you believe they are a good leader and be able to explain what attributes you have that indicate your leadership potential.

Direct Entry Officers (DEO)

5. If you are applying for entry through the Direct Entry Scheme, you will be required to attend your local Defence Force Recruiting Centre (DFRC) for your selection board. The date and timings for the Officer Selection Board will be forwarded to you by the DFRC.

Undergraduate Officers (UGRAD)

6. If you are applying for entry through the Undergraduate Scheme, you will be required to attend a Defence Force Recruiting Centre (DFRC) for your selection board. The date and timings for the Officer Selection Board will be forwarded to you by the DFRC.

Undergraduate Officers must provide a certified true copy of their most current academic results to the DFRC prior to attendance at OSB. Original transcripts and an award plan from the Head of School should also be available for presentation to the OSB on the day.

Australian Defence Force Academy (ADFA)

7. If you are attending an ADFA Officer Selection Board you will be required to attend the Board in Canberra. Defence Force Recruiting will be in contact with you to advise you of your attendance dates. If you have previously studied and will be seeking advanced standing you must provide a

certified true copy of your most current academic results to the DFRC prior to attendance at OSB. Original transcripts and an award plan from the Head of School should also be available for presentation to the OSB on the day.

Graduate Officers

8. For those applying for positions as a Graduate Officer (Graduates with particular specialisations), you will be required to attend a Defence Force Recruiting Centre (DFRC) for your selection board. The location, date and timings for the board will be forwarded direct to your home address by the DFRC.

9. Please ensure that at your OSB you bring the following documentation for perusal by the NOSB:

- a. Full academic transcripts of all relevant education (High School and tertiary Education if applicable), professional and trade documents; and
- b. Any other documents which may support your application.

NOTE: You must have undergone credentialing of your qualifications. If this has not been confirmed please notify your Case Manager immediately.

Schedule

10. The NOSB is a group assessment procedure consisting of assessment tasks and group exercises, followed by individual interviews. The approximate schedule is as follows:

0715	Report to the OSB location
0800	Board President's introduction
0815	Assessment tasks and group exercises
1020	Break
1040 – 1800	Individual interviews

11. Your interview will be for approximately 45 minutes. You will be advised of your interview time on the board day. If your interview is in the afternoon, you will not be allowed to leave the DFRC without the permission of the Board Secretary for Direct Entry Officer Selection Boards. For ADFA Officer Selection Boards you will be required to remain in the board location until such time as your interview has been completed and your chaperone returns you to your accommodation.

12. You will be provided with a debrief of your performance and the Board's recommendation at the end of your individual interview. It is important to understand that it is not the purpose of the NOSB to offer you appointment, but to assess your suitability for commissioning as an Officer in the Navy. Further consideration of your assessment in competition with any other suitably recommended candidates will occur at a later date. You will be advised of your competitiveness for an offer of appointment once all deliberations have concluded. If you are subsequently successful, you will be offered an appointment for the next available training course, which may not be until seven to eight months after your NOSB appearance.

Dress

13. Your **dress and grooming is important**. Remember you are going for an executive position and should be suitably dressed. As a minimum you should wear civilian 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.

14. Should you be successful in being offered a position in the Royal Australian Navy you will be required to provide the most recent copy of your transcript to the DFRC on appointment day.

Point of Contact

15. You are strongly advised to research the workgroup you are applying for prior to your NOSB. The following email is the point of contact for all workgroups and Primary Qualifications:

futurenavyworkforce.ran@defence.gov.au

Further information

16. To further assist in your knowledge in the chosen specialisation it is suggested that you access the following web-sites:

- a. Australian Defence Force: www.defence.gov.au;
- b. Defence Force Recruiting: www.defencejobs.gov.au;
- c. Royal Australian Naval College (RANC): <http://www.navy.gov.au/naval-college>; and
- d. Australian Defence Force Academy (ADFA): <http://www.defence.gov.au/adfa/>.

Conclusion

17. The satisfaction and rewards associated with service as a Naval Officer are considerable and the friendships you make will be lifelong. Good luck with your selection process.