



# IN-SERVICE COMMISSIONING

## 1 Reasons for becoming an officer

Becoming an officer is not limited to those with university degrees or previous leadership experience. It's an opportunity to add additional responsibilities and experience to a candidate's career.

## 2 Training to become an officer

The candidate may wish to train at the Royal Military College – Duntroon, Australian Defence Force Academy, or, if they have existing qualifications and experience, commission as a specialist service officer.

If the candidate is a senior soldier, they can utilise the Army Senior Non-Commissioned Officer and Warrant Officer Commissioning Scheme.

The candidate should consider the requirements of the role and entry stream, and their suitability and expectations, prior to applying.

The candidate should also talk to other officers about their experiences.

## 3 Candidate to schedule medical and psychological appointments

Career Management - Army (CM-A) recommends that the member schedules medical and psychological appointments well in advance to ensure they have these completed in time for submission.

## 4 CM-A releases timelines for submissions

CM-A will release timelines annually to make submissions for in-service applications.

Any applications received after the scheduled dates will be pushed to the next intake.

## 5 Candidate submits full application

The candidate should submit their complete application to their current Career Manager, through their Chain of Command as early as possible, as intakes are limited.

## 6 Candidate attends an AOSB

If the candidate's application is progressed, they will be scheduled for an Army Officer Selection Board (AOSB), which are held throughout the year and will assess their suitability for their desired position.

## 7 Outcome – Not yet recommended

The candidate may be given a not yet recommended for either 12 or 24 months at the completion of the AOSB.

Candidates who receive a not yet recommended are encouraged to reapply at the end of the time frame after addressing shortfalls identified at the AOSB.

## 8 Preparing for the board

The candidate will be best prepared for their board by gaining a deep understanding of their desired corps and role, including the responsibilities, postings, and appointments of their first five years.

The candidate's Chain of Command and Trade Transfer and Retention Warrant Officer can advise them on these.

For more information on schemes available, please refer to the In-Service Commissioning website.

 Candidate's responsibility

 CM-A's responsibility