

"ARE YOU READY TO BECOME AN
ARMY OFFICER?"



MAKING THE RIGHT DECISION

The ability to make decisions is at the heart of what it means to be an Army officer. Some of those decisions will be day-to-day choices made in consultation with other people. Others have to be made on the spot and acted on in the demanding environment of exercises or operations.

Before making any decision, you need to have the right information. The purpose of this guide is to provide the information you need to help you decide whether you want to become an officer full time, or in your spare time with the Territorials.

It will tell you about some of the challenges you'll face and the rewards you can look forward to. It will show you how one of the best management training programmes in the world prepares you for leadership. It will give you an idea of what you can expect from an Army career.

Becoming an Army officer is a big decision. But no matter which unit you hope to join, whether you want to stay for the long term or go on to do other things, few other choices you can make will offer you so much in return.

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CAREER

A soldier in camouflage gear is shown in profile, aiming a night-vision device. In the background, a large, bright explosion or fire is visible against a dark sky, with a smaller fire or explosion on the ground in the distance.

CHALLENGE

Life in the Army is about challenging yourself. From serving on operations to being a better leader, you'll get the support you need to succeed

- 06** Life on operations
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"I WANTED THE CHANCE TO MAKE A DIFFERENCE"

FOLARIN KUKU
LIEUTENANT INFANTRY



Folarin joined the Army after completing a degree at Newcastle University. He'd been set for a career in the oil industry but chose the Army because it offered a more varied career. After officer training, he joined the Grenadier Guards and prepared to face a soldier's biggest challenge – serving on operations.

What convinced you to join the Army?

I knew that camaraderie and the chance to make a difference were important to me. I'd always been interested in the Army and I began to realise that commanding troops on operations would give me the opportunity to experience all of those things.

What's the appeal of being on operations?

It was the most intense situation I've ever been in and it brought with it a huge adrenaline rush. As an officer there's an extra dimension to going on operations because you have to think about the welfare of the people you command as well as the best way to complete the mission.

How do you prepare?

By training. You do officer training at the Royal Military Academy Sandhurst, and if you're joining the Infantry you then do the Platoon Commanders' Battle Course, where you learn all



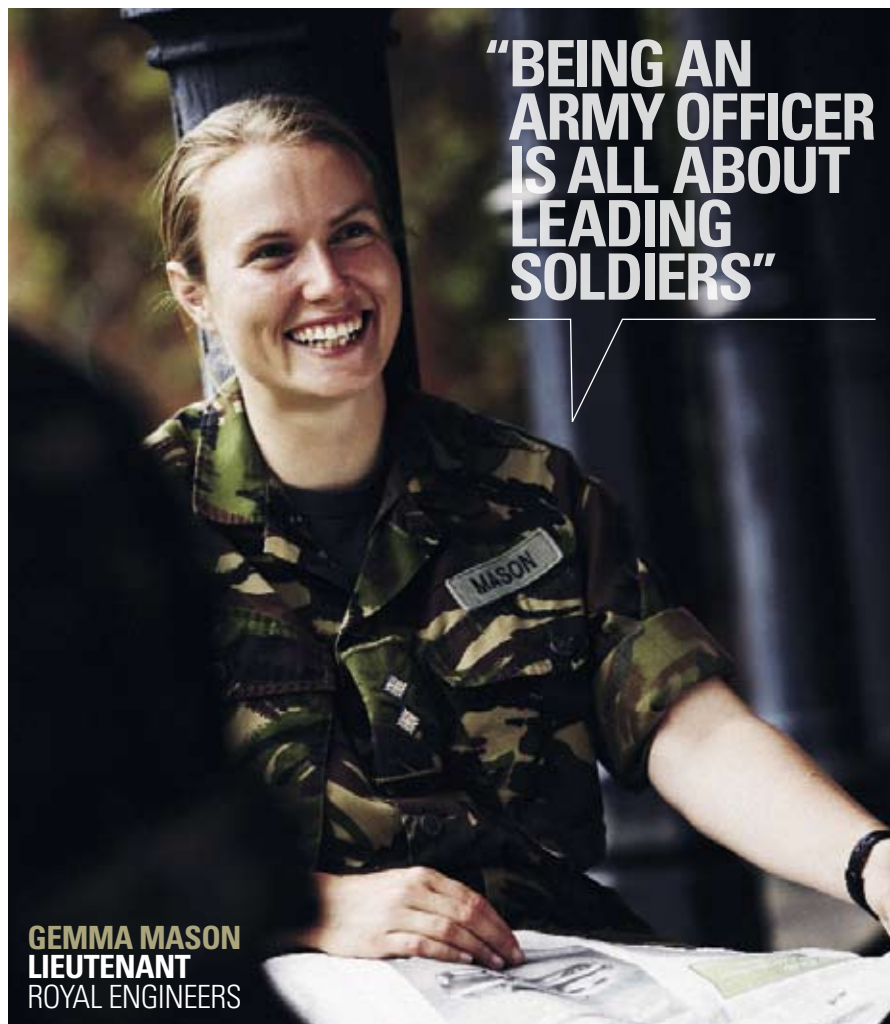
about commanding a platoon during high-intensity operations. Before you deploy you do extra training specific to the area you're going to.

What challenges are you looking for now?

I'm keen to go back and command troops in that situation again. I've been there, seen it and I want to test myself again. You're always thinking about ways you can improve, ways that you can do things better. There's also a massive sense of bonding while you're out there and that's quite a special experience.

OPERATIONS FACTS

- When the Army goes on operations overseas, different units are selected to take part for a fixed period of time known as a 'tour'
- Operational tours are the ultimate test of your skills as an officer – and a chance to put all your training into practice
- Most tours last for six months
- An intensive training programme prepares you for each tour
- During a tour you get a two-week rest and recuperation (R&R) break
- Friends and family can write to you for free
- Many bases have access to phones, email, satellite TV and DVDs
- On completing a tour you get 20 days' leave



“BEING AN ARMY OFFICER IS ALL ABOUT LEADING SOLDIERS”

GEMMA MASON
LIEUTENANT
ROYAL ENGINEERS

Gemma graduated with a degree in Zoology. She chose the Army because she wanted an active lifestyle and to be “in the thick of things”. Her challenge has been to take command of her own troop.

How did you choose your unit?
Women can’t join the Infantry so I opted for the Royal Engineers as I knew it’d keep

me close to the action. The soldiers are intelligent, they’re experts in their field and many have good experience. They’re rewarding to command.
What was it like meeting your soldiers?

As a Troop Commander you’re in charge of 30 soldiers. You meet them on your first day with the unit, which can be pretty nerve-wracking, but you

have a sergeant there to help you out and pass on some of his expertise.

What’s your favourite part of being an officer?

Seeing the development of new soldiers who come into the troop. They’re nervous and unsure of themselves, but as they learn they become much more confident and capable. That’s extremely rewarding.

John works for an engineering consultancy. He joined his local Territorial unit as a soldier, and after 18 months he was selected for officer training. After gaining his commission, he served in Afghanistan. His challenge has been to combine civilian and military careers.

Why do you enjoy being a Territorial officer?

You get the best of both worlds. I have the freedom of my civilian career as well as all the advantages of the military lifestyle. And as an officer, I’ve got extra responsibility and more involvement with the larger-scale, tactical stuff.

Is it difficult to combine being an Army officer with your civilian job?

With careful management, the two complement each other really well. My job involves managing projects and people, and that’s also a big part of being an officer. After being on operations I’m no longer stressed or fazed by what happens in the office – I know I can deal with it.

Does being a Territorial improve your civilian job prospects?

Definitely. My company were very interested in my Army role. From its point of view, there aren’t many chances to employ someone who has experience of managing 30 people at a time and doing all the day-to-day admin that goes with it.

LEADERSHIP FACTS

- In your first posting you’ll take command of a troop or platoon of up to 30 soldiers. Leading them will be your first challenge as a commissioned officer
- You’re responsible for the day-to-day management of your soldiers
- Sergeants with many years’ experience will be there to give you expert advice



TERRITORIAL FACTS

- As a Territorial officer you will have the same opportunities and responsibilities as your Regular counterparts, with the added advantage that you can keep your existing civilian career
- The minimum training commitment in Territorial units ranges from 19 to 27 days per year
- Training takes place at weekends or in the evenings
- Training will boost your fitness and develop your leadership skills
- Most people join their regional Territorial unit. If you join a national unit in a specialist role, there are different conditions of service and levels of commitment

“A CIVILIAN CAREER AND ARMY ROLE CAN COMPLEMENT EACH OTHER REALLY WELL”

JOHN DOLPHIN
LIEUTENANT INFANTRY



LEARNING

As an Army officer you'll develop existing skills and learn some surprising new ones, so you'll be able to withstand whatever the future throws at you

12 Officer training at Sandhurst

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"SANDHURST IS A STEEP LEARNING CURVE, BUT YOU CLIMB IT TOGETHER"

MY TIME AT SANDHURST

TIM JARVIS
OFFICER CADET

Why did you decide to join the Army?

The Army challenges you mentally and physically, and being an officer is about leading from the front and caring for your soldiers. That's a very appealing

combination. I couldn't see myself sitting at a desk for ten hours a day.

How did you prepare for Sandhurst?

I took six months out between university and starting the Commissioning Course. It gave me a chance to unwind. I travelled Europe with some friends and worked on my fitness ready for the course.

What's the most valuable thing you've learned on the course?

That the best way to get through Sandhurst is to keep your head down but your chin up. It means that you need to get on with it but you also need to keep your sense of humour. Sandhurst is tough but it's also very, very enjoyable.



The Royal Military Academy Sandhurst is the place where officer cadets learn to become leaders. They are taught military skills and the different contexts in which to apply them – and about what it means to lead soldiers.

Over 80 per cent of the officer cadets who arrive at Sandhurst are graduates, but as Tim Jarvis found out, the Royal Military Academy provides a very different learning experience:

"I come from a completely non-military background. Before I came to Sandhurst I'd been at university, which is about as different a learning environment as it's possible to get.

"There, you spend years becoming an expert in one subject. What Sandhurst teaches you is that the best officers do everything well, not a few things perfectly. There's no point mastering weapons handling if you can't use the radio.

"So when you start Sandhurst you're at the foot of a very steep learning curve. But everyone is in exactly the same position so you all start climbing it at the same time."

THE SANDHURST EXPERIENCE

"In military academies around the world you're taught by other officers. What sets Sandhurst apart is that a lot of the training is delivered by senior soldiers – particularly during the first term – and that's an important difference.

"These soldiers have been in the Army for 19 years or more, so they've got a massive wealth of experience. It's not always easy to appreciate that when they're laying down the law, and there are definitely times when you have to grit your teeth and remember that answering back might not be the wisest move, but you come to realise that it's because they want to make sure that when »





MY TIME AT SANDHURST



ONAI GWACHIWA
OFFICER CADET

What are you hoping to get out of Army life?

I joined for three reasons: to challenge myself, to make a difference and to travel. The great thing about Sandhurst is that you're with people who have similar goals.

Is Sandhurst tough?

It definitely has its moments. On some exercises you feel cold and very tired, and you're tested to your limit, but you help each other get through it. When you finish together you get a real high.

What's the most valuable thing you've learned?

Ultimately I'm still the same person but I've become a lot more confident. Sandhurst teaches you that if you push yourself you can do things that you might have thought were impossible. Completing the tasks gives you enormous faith in your abilities.

THE COMMISSIONING COURSE - 44 WEEKS

TERM 1 BASIC MILITARY SKILLS »

The first five weeks are spent mastering the basic military skills taught to the soldiers you will command. This phase ends with a short ceremony and your first period of leave. You go on to complete an exercise which involves a 70km trek in the Black Mountains and tests your navigation skills as well as your ability to think clearly in

difficult conditions. You then learn about basic infantry tactics before going off on leave again, part of which will be spent at an adventurous training centre.



"I was nervous at first, but it's very easy to make friends. As we tackled the first few tasks together my confidence started to grow"

ONAI GWACHIWA

TERM 2 LEADERSHIP TRAINING »



Now that you've mastered the basic military skills you can learn more about being a leader. Much of the leadership training is

delivered through the medium of infantry tactics, and you take part in several field exercises to assess your progress. You start the process of deciding which unit to join and part of the term will be spent planning the adventurous training expedition, which you will tackle during the period of leave before the third term.

"The exercises can be hard work at the time, but that makes you proud of what you achieve"

ONAI GWACHIWA

ADVENTUROUS TRAINING EXPEDITION »

The expedition provides an opportunity for you and the other officer cadets to relax together in a very different environment to Sandhurst, but it also has a part to play in your development as an officer. Taking part in sports like rock climbing, sailing and trekking gives you a physical

challenge as well as testing your capacity to make decisions and take controlled risks in potentially arduous and stressful environments.



"Sailing was enormous fun. Definitely the highlight of the course so far"

ONAI GWACHIWA

TERM 3 LOOKING FORWARD

The process of deciding which regiment or corps you will join after Sandhurst is completed. The focus of the exercises moves from classic infantry tactics towards complex tasks, such as peacekeeping and counter-insurgency. There is a final, long exercise to draw together the experience of the preceding weeks. The course ends with

the Sovereign's Parade and a formal ball to celebrate the award of your commission.



"This could well have been one of the best years of my life"

ONAI GWACHIWA



RECOGNISED THE WORLD OVER

The Commissioning Course at Sandhurst develops your leadership potential and gives you the skills that will help you become an effective officer. It's the best possible start to an Army career, and the training that Sandhurst provides is also recognised by several civilian institutions and professional bodies.

Whether or not you want a long-term career in the Army, you'll have qualifications to

demonstrate your abilities and give you a basis for further study.

The course is accredited by the following organisations:

City & Guilds Awards officers the Licentiate in Leadership

The Open University Grants the course 120 undergraduate points

Bournemouth University Officer training counts 60 per cent towards a Postgraduate

Certificate in Human Resource Management

Chartered Management Institute Awards officers its Associate Membership

Institute of Leadership and Management Officers can apply to become members of the Institute

Chartered Institute of Personnel and Development Awards officers its Licentiate Membership

» of past conflicts. Like everything you learn here, even the classroom-based activities have a clear practical application. Learning about previous wars means that you're less likely to repeat the mistakes that were made, but we also learn about the factors which shape the world in which we'll be operating and the nature of security threats to the UK. There are even exercises in how to handle the media and how to conduct negotiations. Later in the course you do an exercise that involves hostage negotiation so everything you've learnt become very relevant.

it involves working in a built-up area where there can be threats from different directions. It also includes full-scale riot training and brings a lot of the key elements of the course together. You need to be fit and robust, to think about how you're going to handle the situation in the most effective way and to work as a team. And despite appearances, it's also very, very good fun.

"Right now we're reaching the end of the third term. Towards the end of the course, the emphasis shifts subtly to the idea of 'officership' and what it means, such as being professional,

"I COULDN'T SEE MYSELF SITTING BEHIND A DESK FOR TEN HOURS, EVERY DAY OF MY WORKING LIFE"

"At the end of the second term you take part in an adventurous training exercise overseas. It's a welcome change from being in a military environment. It's also a good test of organisational abilities because we're expected to plan the expeditions ourselves, as later on we'll be doing similar things with our soldiers.

"The best exercise is 'Broad Sword', which opens the third and final term. It's probably the most realistic in terms of the types of operations we can expect to deploy on in the future because

acting with integrity and leading by example at all times. We'll soon be standing up in front of our soldiers for the first time, asking them to trust us, so we need to be absolutely confident in ourselves, our ability and what we've been taught over the preceding weeks.

"I've learned a lot about being an officer and about myself. I now know that no matter how tired I am, I've got a reservoir of strength to draw on. Lessons like that are invaluable. This has been a phenomenal experience." ■

THE TERRITORIAL COMMISSIONING COURSE - 5 TRAINING MODULES

MODULES 1-3 KEY MILITARY SKILLS »

Territorial officer training is delivered in five different modules completed over several months. This makes it easier to fit training in around your existing career. The first three modules take place at a Regional Training Centre (RTC) and start by equipping you with the same core skills as the



soldiers that you will command. You then move on to learn about the tactics used by the Army and begin to develop your leadership and management skills.

MODULE 4 LEADERSHIP TRAINING »

Module four is taught at the Royal Military Academy Sandhurst and marks the most challenging stage of your route to a commission. It is made up of a week-long preparatory course to bring together the skills you have learned in the preceding modules and assess how well you're getting on. This is



followed by two weeks during which you will put your leadership skills into practice. After Module four you receive your commission.

MODULE 5 SPECIALIST TRAINING »

You're commissioned as a Second Lieutenant, but your training will continue at your new unit or at a Regional Training Centre as you get to grips with the skills appropriate to your role. The length of this training varies depending on your unit and also includes some additional skills that were not covered in previous modules.

There'll be opportunities to go on more courses as your time in the Territorials continues and as you prepare for your next promotion.



PROFESSIONAL QUALIFICATIONS



If you have certain qualifications you could be on the fast track to becoming an officer. The Professionally Qualified Officers' Course lasts for four weeks and is open to the following professionals with relevant degrees and the appropriate experience:

- Doctors ■ Dentists ■ Nurses ■ Lawyers
- Pharmacists ■ Physiotherapists
- Veterinary surgeons ■ Chaplains

If you plan to study for a medical degree, you may be eligible for a Medical Cadetship during your training. For more on Cadetships and Professionally Qualified Officers, turn to page 60.



REWARD

With amazing rewards and a wealth of opportunities waiting for you in your spare time, a career as an Army officer means that you get out more

20 A day in the life of an officer

24 Rewards of front-line service

26 Adventurous training and financial benefits

CHARLIE CATLING
LIEUTENANT INFANTRY

“BEING IN CHARGE OF 30 SOLDIERS IS A REWARD IN ITSELF”

Charlie Catling is an officer in The Royal Welsh, an Infantry regiment. He joined the Army after graduating from university because he wanted a job that brought different rewards from civilian careers. He talks about some of those rewards, from commanding soldiers to life with the other officers in the Mess.

“My dad had been an officer, so I was very careful to make sure that joining the Army was an active decision and not something I just drifted into. After I’d finished studying at university I went through a few random jobs

that were very unsatisfying and realised the Army was still something that I really wanted to do.

“I chose the Infantry as they’ve got a front-line role. As a platoon commander you work very closely with the soldiers that you command. You’re in charge of 30 soldiers and you’re with them every day – often under very trying circumstances. That gives you a bond that I don’t imagine you get anywhere else.

“After you’ve completed your officer training at Sandhurst you do some other courses to get »

A DAY
IN THE
LIFE





A DAY IN THE LIFE OF CHARLIE CATLING

MORNING SPORT
You start the day by doing sport with the soldiers in your platoon. It can be football, rugby or going for a run.

KEEPING UP WITH THE ADMIN
I head into the office to check my emails and catch up with my boss.

LUNCH IN THE OFFICERS' MESS
Living in the Mess gives you a chance to get help with any problems you have with the platoon, and swap stories.

SUPERVISING TRAINING
You will probably have written most of the training programme. You will want to see that it all goes well – even the sessions that you are not conducting yourself.

ROOM INSPECTION
Checking the soldiers' rooms is a great opportunity to catch up with what's happening in the platoon.

WINDING DOWN, KEEPING FIT
Going for a run can help to clear your head when work is over.

"THERE'S A BOND IN THE ARMY THAT YOU JUST DON'T GET WITH ANY OTHER CAREER"

» you up to speed with the skills that are appropriate to the role of your unit. The Royal Welsh are an Armoured Infantry regiment, so I had to learn all about our Warrior Infantry Fighting Vehicles and what's involved with commanding an armoured unit."

MEETING YOUR SOLDIERS

"By the time you finally get to meet your platoon, you're raring to go. I met them all, said a short piece about who I am and where I'd come from. I also spoke to each of them individually to find out more about their everyday lives, their interests and if they had any issues they needed help with.

"There's some scepticism at first towards the new platoon commander, but that's inevitable. Your job is to make sure they understand that you're genuinely interested in looking after their needs as well as in getting the job done.

"It's massively rewarding to be asked for

advice or help when they've got problems because it gives you a chance to make a real difference. Some of them are older than you but regardless of the age difference, if you can help or stand up on their behalf, your efforts are appreciated. And once you've built up that rapport the job just gets better and better.

"We did an exercise out on Salisbury Plain which was the first time I got to lead the platoon in a realistic context. Everyone knows their roles and their responsibilities, and everyone is switched on. You ask for something to be done and it gets done. Being part of that is an amazing feeling.

"One of the keys to your success and another big reward of the job is your relationship with your platoon sergeant. They're soldiers with ten years' more experience than you and they have loads of good ideas to share about how to get things done. Ultimately, you're their boss, but you'd be foolish not to make use of their advice. So if they see the boss doing something wrong, they'll take you to one side and tell you. Equally, you can do the same. There's a good mutual understanding there."

LIFE IN THE MESS

"If you're a young, single officer, you live in the Officers' Mess with the other young officers. It's the place where you eat, sleep and relax together, and it quickly becomes like a home away from home. You've got like-minded people around you, so if you want someone to talk to or socialise with, all you have to do is wander down the corridor and knock on someone's door.

"Mess life is a great way of dealing with the stresses of the working day, but you also get plenty of time to yourself. That's when you get the opportunity to meet up with friends from civilian life or maybe to head back home and see your family.

"I've been with the Regiment for nine months. That means I'm almost exactly halfway through my time as a platoon commander. One thing I really want to do before I move on to my next posting is to deploy on operations with my platoon. Doing the job you signed up to do and trained hard for, with the soldiers that you've been leading over the previous months, has to be about as great a reward as you can get." ■



ON THE FRONT LINE



SAM PERRIN
LIEUTENANT INFANTRY

Why did you decide to join the Army?
I've never wanted to do anything else. The lifestyle always appealed to me and I liked the idea of becoming an officer, of stepping up and taking responsibility.
What is your favourite part of the job?
It's very satisfying to be part of a team whose members all trust, respect and look out for each other.

"LIFE ON OPERATIONS PUTS YOU AT THE HEART OF THE TEAM"

Sam Perrin joined the Army because he wanted to serve on operations and he chose The Royal Anglian Regiment, an Infantry unit, because he felt that leading combat soldiers would provide the ultimate test of his skills as an officer. As Sam found out, deploying on operations can pare life right down to the basics. For a young officer, it's just you and the soldiers you lead in a single, incredibly close-knit team.

"I spent no more than two or three days in Camp Bastion, which is the main camp in the Helmand region of Afghanistan. For the rest of the time we were up in an Afghan village living in some abandoned houses. We were living off 24-hour ration packs and anything else we could carry with us. Some of us had battery-powered games consoles and DVD players, but that was the extent of our home comforts.

"You start your patrols at about four in the morning. The temperature rises quickly during

the day, so your physical endurance is limited by the amount of water that you're able to carry. We'd be involved in some very intense firefights that were mentally demanding. As the platoon commander, you're responsible for deciding how to face each threat and are constantly adapting to the changing circumstances.

"When the patrol is over you clean your kit so you're ready to go out again if necessary, and then you start to unwind. If the helicopters are able to get in, you might have mail and other packages from home to open. If it's your turn to go off on R&R, you'll fly out with them and start your journey back to the UK.

"One of the best rewards is when soldiers say that they've enjoyed serving with you at the end of the tour. My civilian friends who are lawyers, doctors or teachers are doing well, but they're already starting to get bored in their jobs. I can't imagine that happening to me." ■



A DAY IN THE LIFE... ON OPERATIONS

READY FOR ACTION
Chinook helicopters provide a lifeline for units that operate in remote areas. They fly in supplies and equipment, and carry patrols into battle.

GUARD DUTY
Helmand Province is an important base for the Taliban, so it's vital for soldiers on duty to stay alert.

TIME OUT
In between patrols, one of the soldiers' laptops becomes an ideal portable DVD player.

LUNCHTIME
It's an opportunity for soldiers and officers from each platoon to catch up on the main events of the day.

BRIEFING
As the next patrol gets ready to go out, the platoon commander talks through his plan.

JOB DONE
With an operation completed, the platoon are flown back to base.



GAZING INTO THE GREEN ZONE
The lush valleys beside the Helmand River produce most of the country's food, but have become a Taliban stronghold in recent years

KEY TO SYMBOLS
T TALIBAN POSITIONS
STORY OF THE RAID

THE FIGHT FOR MAZDURAK

How the Infantry used initiative, bravery and firepower to achieve success in a raid on the village of Mazdurak in Afghanistan

Sam Perrin and his platoon watched Mazdurak for weeks before this attack to make sure no civilians lived there. As this map shows, their mission was to drive out the Taliban. As the platoon moved in, they faced some stiff resistance.

STORY OF THE RAID

1 Sam's company runs across 250 metres of open ground to reach the first compound in Mazdurak

2 Coming under attack from Taliban fighters, Sam's team reach a compound and open fire on the enemy

3 Seven of Sam's platoon position themselves on a rooftop and engage 20 Taliban fighters in a fierce firefight as the rest of the platoon closes in

4 One soldier is injured crossing open ground during the advance, but the platoon have reached the heart of the village, finally dislodging the Taliban

“AS A CIVILIAN I’D NEVER HAVE BEEN ABLE TO AFFORD THIS”

CORNEL OOSTHUIZEN
LIEUTENANT ADJUTANT GENERAL’S CORPS



As an Educational and Training Officer, Cornel Oosthuizen’s job is to give soldiers the skills they need to advance their careers. It’s a rewarding job in itself, but by being in the Army, Cornel has also had the opportunity to experience all the rewards that come with an active lifestyle. She’s just returned from leading an expedition to the Atlas mountains in Morocco.

Was it the adventurous training opportunities that led you to choose the Army?
 Not quite, but the more I learned about the Army, the more I realised how much it offered compared with a desk job. Going on operations, doing loads of sports and living an outdoor life was much more appealing than working in an office. The expeditions are an added bonus.
When did you lead your first expedition?
 When I was doing my officer training at Sandhurst. Going on an expedition is part

of the course, and I got the chance to lead and organise it. We went to Romania and trekked through the Transylvanian mountains.
What do you get out of leading an expedition?
 It gives you a great introduction to managing a big group of people. I had to act as the main point of contact, coordinate all the transport and the logistics, and know when to step in and take charge. It gives you the kind of leadership skills you can apply in the Army or in a civilian career.
How did your most recent trip come about?
 When I joined my unit, the commanding officer asked if I’d organise another expedition, this time to Morocco. I put together an expedition outline which set out our plans and what we wanted to achieve. Our main aim was to reach the summit of Jbel Toubkal – the highest point in North Africa. We were looking to develop our leadership, teamwork and navigational skills, challenging ourselves mentally and physically.

Was it a success?
 Yes. We trekked for six days and succeeded in reaching the summit. It wasn’t a very technically difficult climb but trekking at high altitude is physically demanding. It was definitely worth the effort, though. You’re miles from the hassles of modern life, moving from village to village, experiencing something completely different from what you’re used to.
What was the most rewarding part?
 Reaching the summit, but also being part of a team. On all the expeditions and sporting trips I’ve done, the social side is a real plus. You’re with people who have a lot in common and you can have a good laugh together.
Any plans for the future?
 I’m happy in the Army. I get to play loads of sport and do a lot of travelling. As a civilian, I’d never have been able to afford to go to all these places and do all the things that I’ve done.



As an Army officer you’re on the path to some amazing experiences



THE FINANCIAL BENEFITS

YOUR BASIC SALARY...

As an Army officer you earn a very competitive salary. Your pay increases as you receive regular promotions and you will be awarded financial bonuses each time you deploy on operations overseas.

... AND THE ADDED EXTRAS

You receive a range of additional benefits that ensure that your basic salary goes further. If you choose to live in the Officers’ Mess, your food and accommodation will be heavily subsidised. Medical care is free, and there’s also a final salary pension scheme. There are free sports facilities on all Army bases, so you’ll have no need of expensive civilian gym



memberships and if you share Cornel Oosthuizen’s appetite for adventurous training, you’ll find the costs of everything from parachuting to scuba diving can be met, in part, by one of the Army sports associations.



LEADERSHIP

If you have leadership potential, the Army will give you the training, the experience and the support you need to make the most of it

30 How you develop your leadership skills

32 Your five-year career path



“LEADERSHIP IS CENTRAL TO EVERYTHING YOU DO AS AN ARMY OFFICER”

Charlie Haines was accepted for a commission while doing his A levels. He went to university and started officer training after he graduated. Now on the staff at the Royal Military Academy Sandhurst, he is well-qualified to talk about the demands of leadership during an Army career.

“Leadership is central to everything you do as an Army officer, starting at Sandhurst with theoretical and practical exercises taught by experienced soldiers and officers who have done it for real. They lead by example, because that’s

what your soldiers will want from you when you join your first unit.

“You commission as a Second Lieutenant and hold that rank for a year, or a bit longer if you’re a non-graduate. In your first job you’ll generally command a group of 30 soldiers, known as a troop in the armoured regiment I joined. My troop were already on operations in Kosovo, so I flew straight out to join them.

“Our job was to control the main border crossing because people had been smuggling ”

MY CAREER AS A LEADER

CHARLIE HAINES
CAPTAIN
ROYAL ARMOURD CORPS

Why did you choose the Army?

I wanted a job that has a clear promotion structure within which I’d have the chance to make a positive impact on other people’s lives. A career as an officer gives me both of these things.

What’s the most important leadership lesson you’ve learned?

While you need to be confident in yourself and your decisions, you need to be able to understand the pressures on other people and how they react and respond.

What has been the highlight of your Army officer career so far?

Leading soldiers on an exercise in Canada. It was just me, the troop I was commanding and our tanks. I was responsible for how well we performed – a big responsibility, but very satisfying.

WHERE COULD I BE IN FIVE YEARS?

COMMISSIONING YEAR

YEAR 1

YEARS 2-4

YEAR 5

AS A REGULAR OFFICER

OFFICER CADET SANDHURST

DEVELOPING YOUR LEADERSHIP POTENTIAL

Once you start officer training at the Royal Military Academy Sandhurst, you hold the rank of Officer Cadet. You learn what makes a good leader and are then commissioned as a Second Lieutenant.



YOUNG OFFICERS' COURSE

After you have been awarded your commission, you complete a further course to give you the skills and knowledge that you will need in your new unit.

POSTED AS A SECOND LIEUTENANT

YOUR FIRST JOB AS A COMMISSIONED OFFICER

You take up your first posting in your regiment or corps. The exact nature of your duties varies according to the role of the unit you join, but you will be in charge of a team of soldiers with responsibility for their welfare and effectiveness.



With the first phase of training behind you, it's time to start serving as an officer. You will have the same responsibilities as your Regular counterparts and will deploy on operations.

PROMOTION TO LIEUTENANT

BUILDING YOUR LEADERSHIP SKILLS

As a graduate officer, you can expect to get your first promotion after about a year and you will also be on a higher pay scale than non-graduate officers. Your role will be the same as it was when you were a Second Lieutenant. By this point in your career you will probably have deployed on your first operational tour, giving you the opportunity to put your leadership skills to the test in a challenging environment.



PRE-PROMOTION COURSES

You prepare for your promotion to Captain by taking a series of courses over the preceding months. Subjects include military knowledge, tactics, and leadership.

PROMOTION TO CAPTAIN

TAKING ON EXTRA RESPONSIBILITY

The next promotion will see you taking on extra leadership responsibility. You may lead a small team of specialists or become second in command of a larger unit.



AS A TERRITORIAL OFFICER

Training for Territorial officers is delivered at Regional Training Centres and culminates in a three-week residential course at Sandhurst, where you are commissioned as a Second Lieutenant. Territorial soldiers and Professionally Qualified Officers complete an accelerated version of officer training.

A series of short courses help you put what you have learned in context.

If you have already served in the University Officer Training Corps you will be eligible for promotion to Lieutenant after a year. Officers who joined directly from civilian life need two satisfactory reports from their senior officers and to be recommended for promotion in their assessment.

Territorial officers complete the same pre-promotion courses as the Regular officers.

After completing further courses to prepare you for the new responsibilities that come with promotion, you become a Captain. Depending on the available vacancies, you might be able to stay within your present regiment or corps and take on a more senior role, or join a specialist unit.

» drugs, weapons and even other people. There were some tricky situations, but we'd done so much training in similar scenarios at Sandhurst that I knew what to do. That's when you realise how much your leadership skills have evolved.

"When we came back from operations the nature of my job changed. A lot of the pressure was off, but I was still responsible for the admin and the welfare of the soldiers. That can feel daunting at first. They all come from different backgrounds and some might have had a tough time growing up. They come to you with their problems, from things that have happened in their families to financial difficulties.

"People skills become very important, but there are always others around who can advise you – either officers or the sergeant who helps

you run the troop. They recognise that you're a young officer and they work with you.

"I was promoted to Lieutenant after a year. Responsibilities change with appointment rather than rank, so I was still a troop leader. It's definitely one of the highlights of your career as an officer. You work closely with your soldiers and learn about their strengths and weaknesses.

LEADING ON ACTIVE DUTY

"We deployed to Canada for our first large-scale exercise with the tanks. We were there for 33 days and spent a lot of time on our own as a troop, so I had ultimate responsibility for how well we performed. I had to assert my authority over the troop without hampering their talents and resolve the personality clashes that happen

when you're on a long exercise. By the time we came back we were a very effective team."

"As I reached the end of my two-and-a-half-year stint as a troop commander, we deployed to Iraq. To start with we were there to keep the peace and stop low-level crime, but as the tour went on the insurgency began for real.

"Stepping up from peacekeeping to fighting is a real test of your leadership skills. You have to help your guys to make the mental transition by spending time with them and listening to them. We'd been together for about two years by then. They trusted me, I trusted them, and that's the bedrock of your relationship with your soldiers.

"After we got back, I was promoted to Captain and got a new appointment – I became second in command of a squadron. A squadron is made

up of four troops, so I was in charge of four times the number of soldiers. I was right-hand man to the squadron leader. I ran training and made sure all of the tanks were maintained.

"I deployed twice with the squadron. Once to Cyprus on peacekeeping duties, and then back to Iraq. This time was a lot more hectic, partly because my role had changed – I was in the ops room controlling the troops on the ground – but it was fantastically rewarding and when I came back I was given the opportunity to return to Sandhurst on the staff. Now I'm responsible for cadets who are at the start of the process I began five years ago. I benefited from the leadership experience of other soldiers and officers – now it's time for me to add my own and help train the next generation of leaders." ■

BEING AN ARMY MUM

KATIE HISLOP MAJOR ROYAL ENGINEERS

How's your career going?

Really well. I've commanded troops on operations in Iraq and Kosovo, helped to teach the next generation of officers and have developed my management skills as an assistant to the commanding officer of a regiment. Right now, I'm just about to go off on my second spell of maternity leave.

Is it hard to combine family life with the Army?

The maternity package is great. You can take a total of a year off, and six months of that are on full pay. Although it is hard work juggling family life and a career, the Army is one of the best places to have a family.

Has it affected your chances of promotion?

No. I've promoted pretty



much according to plan. Hopefully I'll still go on to realise my career ambitions, which include commanding a squadron in the short term.



CAREER

On your route to an officer career you'll have plenty of help to find your ideal role. With training and experience behind you, there's no limit to what you could achieve

36 The selection process **39** Support during your studies

40 Your route to becoming an Army officer

42 Where to use your skills **44** Regiments and corps

50 Joining as a Professionally Qualified Officer **62** What to do next



STARTING YOUR ARMY CAREER

Taking the next steps towards officer training at the Royal Military Academy Sandhurst

2 AOSB BRIEFING

Before attending the Army Officer Selection Board (AOSB) Main Board, you complete the AOSB Briefing. This lasts for one-and-a-half days and has two aims: to help you decide if a career in the Army is right for you, and to tell you more about the tests that will be used in the next stage of the selection process.

There will also be some tests for you to complete during the Briefing. These include a series of mental aptitude tests, an informal discussion and a fitness test followed by an obstacle course. You'll need to have a good,

basic standard of fitness to pass, so you might find it helpful to do some training before you apply. Your Army Careers Adviser will be able to give you more information on the requirements.

During the Briefing, you will learn more about the attributes that the Board looks for. You'll also have the chance to practise the planning exercise that features in the Main Board, along with some other useful techniques.

At the end of the Briefing, you'll be advised on whether you're ready to progress or would benefit from doing more preparation. For more details on the AOSB Briefing, see page 62.



1 STARTING THE SELECTION PROCESS

Joining the Army is a big decision. It opens up opportunities and offers rewards that other careers cannot match, but it also tests your physical and mental limits as well as your leadership ability. The selection process is designed to make sure that you're ready to take on these challenges.

The process begins with an interview with your Army Careers Adviser (ACA). The ACA is an experienced Army officer who will be able to determine your basic suitability for Army life and, if you are able to proceed, will discuss the next steps with you.

If you want to join the Army but would like to complete your education first, your ACA will give you details of support that the Army can provide. You may be able to apply for the Army Sixth Form Scholarship scheme, a place at Welbeck Sixth Form College or for an Undergraduate Bursary. For more details on financial support, see page 39.

"SELECTION IS VERY INTENSE BUT MASSIVELY REWARDING"

HARRIET PELLING
UNIVERSITY OFFICER CADET

When did you decide that you wanted to join the Army?

While I was at school. I applied for the Undergraduate Bursary to help me financially at university. To get accepted you have to complete officer selection and agree to serve for at least three years. I was accepted and went off to do Drama and Theatre Studies, but kept up with military life in the University Officer Training Corps.

Is it difficult to pass selection?

It's challenging, but they're looking for potential as much as anything else. You meet some good people there and when you all get stuck into the challenges together it becomes good fun.

Did you have to prepare?

Yes. I read the newspapers to keep

up to speed with current affairs and hit the gym so I was ready for the physical tests.

What was the toughest part?

During the interviews they quiz you on a huge range of different subjects to see how well you respond under pressure. After that, the hardest part was waiting to see if I'd passed.

What happened next?

After I found out that I'd passed, I went and did my degree, spent some time working and travelling, and now I'm off to Sandhurst.

What do you hope to achieve?

It's going to be challenging, so right now I'd say that my main aim is to pass the course and join my chosen unit. Anything else will be an added bonus.



3 AOSB MAIN BOARD

This lasts for three-and-a-half days and consists of a range of exercises that will challenge your intellectual, physical and leadership abilities. You will complete written tests, give a presentation and take part in a series of outdoor exercises.

The tests are challenging because they are designed to see how well you react under pressure – one of the key demands on any Army officer – and how you perform as a team member as well as the leader of a group. There is no single test by which you pass or fail.

Up to 40 candidates attend the Board at any one time, divided up into mixed-sex groups of eight. It's important to remember that you're not competing with each other. All candidates are assessed against a common standard, so your success is based entirely on your own personal performance.

If you succeed, you'll be offered a place at the Royal Military Academy Sandhurst where you will begin your initial officer training. If you don't pass first time, don't give up. All candidates are given two chances to pass the Main Board.



WHAT HAPPENS AT THE AOSB MAIN BOARD – 4 DAYS OF TESTS

DAY 1 TAKING TESTS »

Physical tests: After your arrival, you complete a series of fitness tests. This includes the timed 'beep test' as well as a given number of press-ups and sit-ups.

Introductory talk: The President of the Board passes on some useful tips relevant to the next four days.

Written tests: You demonstrate your written communication skills by writing an essay. You also complete written tests on general knowledge, current affairs and Service knowledge.

DAY 2 TEAMWORK »

Opening discussion: This lasts for 40 minutes during which you and the other members of your group discuss a range of topics.

Interviews: There are a series of informal one-to-one interviews. You will probably be asked about your interests, ambitions and why you want to be an Army officer.

Outdoor tasks: You complete a team exercise, such as crossing a space using ropes and planks.

Tutorial: Staff give advice on the next day's planning exercise.

DAY 3 LEADERSHIP »

Planning exercise: A theoretical test of your ability to use people, equipment and time effectively.

Command tasks: Outdoor activities in which each member takes turns at leading the group.

Obstacle course: You have to negotiate as many obstacles as possible within a set time limit.

Lecture: Each candidate gives a five-minute talk and then takes questions from the group.

Dinner: You have a formal dinner together in the Candidates' Mess.

DAY 4 DECISION TIME

Final race: On the last day you take part in the final exercise – an outdoor team competition between all the different groups.

WHAT HAPPENS NEXT?

The Board Officers meet to assess each candidate. The results are then sent to each candidate by post.

SUPPORTING YOU THROUGH YOUR STUDIES

Education is important to the Army. Life as an Army officer can be mentally challenging, and your ability to think your way around problems is vital.

If you want to join the Army but also plan to continue your education, there are a number of ways that the Army can support you, from bursaries to places at the Army's residential sixth-form college. All of these routes lead you towards a degree. Graduate officers initially receive a higher rate of pay, so it's an ideal place to start your Army career.

For more information, talk to your Army Careers Adviser or go to armyjobs.mod.uk



ARMY SIXTH FORM SCHOLARSHIPS

These give parents or guardians financial support during your last two years of school in the form of a £1500 grant paid for each year.

Acceptance onto the scheme gives you a place at Sandhurst, which you must take up after you have completed your education. Provided you get the right grades, you will also be able to apply for the Army Undergraduate Bursary to support you at university.

There are two Army Scholarship Competitions each year. You need to be aged between 16 and 16½ on 1 January (for the spring competition) or 1 July (autumn competition) to apply. You must also have, or be predicted to gain, 46 ALIS points (43 in Scotland) from your best seven GCSE grades including C/3 grades or better in English language, maths and a science or additional language.

For more information go to armyjobs.mod.uk/education

WELBECK – THE DEFENCE SIXTH FORM COLLEGE

Welbeck is a residential sixth-form college that provides a two-year A-level education in technical subjects for students intending to become officers in one of the technical corps of the Army. Tuition is free, though parents or guardians may have to contribute towards living expenses. After Welbeck, and provided you achieve the right grades, you go to one of eight approved UK universities where you'll be entitled to £4000 per year until you start officer training.

You must be aged between 15 and 17½ on 1 September on the year of entry to the College, and have, or be predicted to get, 40 ALIS points (or 38 in Scotland) from your best seven GCSE grades, including a grade A and a grade B in maths and physics/dual award science as well as a grade C or better in English Language.

Find out more about Welbeck by visiting www.dsfc.ac.uk/general

ARMY UNDERGRADUATE BURSARY

An Army Undergraduate Bursary gives you financial security while you study for your degree. The Army grants bursaries of £6000 for a three-year course and £7000 or £8000 for four- and five-year courses respectively. You join the University Officer Training Corps and will also be paid to take part in military training.

In return, you undertake to complete officer training at the Royal Military Academy Sandhurst and to serve in the Army for a minimum of three years. If you are considering a career as a doctor, nurse or dentist you may be eligible for the Cadetship Scheme (see page 60).

To qualify for an Undergraduate Bursary you must be reading, or have a confirmed place to read, a degree at a recognised UK university or college.

To find out more go to armyjobs.mod.uk/education

“YOU GET FINANCIAL HELP WHILE YOU STUDY AND AN ARMY CAREER WHEN YOU FINISH”



BECOMING AN ARMY OFFICER

There are many different paths to becoming an Army officer. This chart will help you find out which you need to follow, and how the Army may be able to help you along the way

YEAR 11 STUDENT

You're studying for your GCSEs (or SCEs if you live in Scotland) and have or expect the necessary grades to allow you to continue your studies to A level. Your Army Careers Adviser will advise whether you are ready to take the next step.

UNIVERSITY STUDENT

You are studying for a degree or have already graduated. Your Army Careers Adviser will explain the next stages. If you hold or expect to gain certain professional qualifications, your route to a commission may be slightly different.

SIXTH-FORM LEAVER

You have the right GCSE (or SCE) grades as well as the necessary A-level tariff points to apply to the Army Officer Selection Board. Your Army Careers Adviser will help you decide when you are ready to start the selection process.

TERRITORIAL COMMISSION

If you are already serving as a Territorial soldier or a cadet in the UOTC, you can apply for officer selection. There is also a Direct Entry Scheme for those who want to join straight from civilian life.

WELBECK – THE DEFENCE SIXTH FORM COLLEGE (DSFC)

This is a residential college for those planning to join a technical corps.

ARMY SIXTH FORM SCHOLARSHIP

The Army could provide financial support for your parents or guardians while you study for your A levels.

ARMY OFFICER SELECTION BOARD (AOSB)

Students applying to the Defence Sixth Form College or for an Army Sixth Form Scholarship have to pass a day-and-a-half selection process at AOSB which involves a series of mental and physical tests.

ARMY OFFICER SELECTION BOARD (AOSB)

Everyone applying to become an officer has to pass the Army Officer Selection Board.

AOSB BRIEFING

The AOSB Briefing lasts for a day and a half and makes sure that you're ready to appear before the AOSB Main Board, as well as giving you a chance to find out more about the Army.

AOSB MAIN BOARD

After successfully completing the AOSB Briefing, you attend the AOSB Main Board. This lasts for three-and-a-half days, during which you complete fitness tests as well as physical and mental challenges, such as obstacle courses and problem solving exercises. You'll also have a series of interviews with members of the Main Board.



UNIVERSITY STUDIES

The course at Welbeck lasts for two years. Provided you get the right grades in your A levels, you then progress to university. Most graduates of Welbeck will read for a degree at one of eight Ministry of Defence approved universities, including Oxford and Cambridge. You receive a bursary and training pay during your course.

UNIVERSITY STUDIES

Over 80% of officers are graduates. Many join after finishing university but others choose to apply for financial support before they start.

THE ARMY BURSARY

If you plan to study for a recognised first degree at a UK university or college, the Army can provide financial assistance through your studies in the form of a bursary. You receive a large lump sum for each year of your university studies with a further one-off payment when you complete your officer training at Sandhurst. Students on the Army Sixth Form Scholarship Scheme will normally apply for an Army Undergraduate Bursary.

PRE-COMMISSIONING TRAINING

You complete a two-week training course followed by a series of modules to prepare you for the Territorial Commissioning Course at Sandhurst.



ROYAL MILITARY ACADEMY SANDHURST (RMAS)

After completing your studies and provided you have passed AOSB, you will be ready to begin your officer training at the Royal Military Academy Sandhurst.

The Commissioning Course is divided into three 14-week terms, during which you learn the same basic military skills as the soldiers you will command, including foot drill, weapons handling and how to survive in the field. In addition, you develop your leadership potential through a series of practical exercises based on infantry tactics. There is also an academic component in which you study military history, international affairs, communications and management.

There are periods of leave between each term, which are spent completing adventurous training activities including a full-scale expedition organised as part of your training.

Potential officers with certain professional qualifications can complete an abbreviated version of the Commissioning Course known as the Professionally Qualified Officers' (PQO) Course and join one of the PQO corps.

AS A TERRITORIAL

The Territorial Commissioning Course lasts three weeks. You spend a preparatory week at Sandhurst and return at a later date for a further two weeks. You can complete the course in a single block of three weeks if you have sufficient time. The course is intensive, but the reward is a commission.

SHORT SERVICE COMMISSION (SSC)

This is the first commission you receive as an officer and offers a three-year term in the Army. You can extend it to eight years or convert it into an Intermediate Regular Commission.

INTERMEDIATE REGULAR COMMISSION (IRC)

You can apply for an Intermediate Regular Commission after two years' service. The IRC allows you to serve for a maximum of 18 years and you can apply for a full-career Regular Commission.

REGULAR COMMISSION (REG C)

The Regular Commission offers a full career of 35 years or to the age of 60, whichever comes first.



TERRITORIAL COMMISSION

After you have been commissioned, you receive additional training appropriate to your specialism and to qualify you for promotion. You can normally continue as a Territorial officer until age 60.

WHERE WILL YOU USE YOUR LEADERSHIP SKILLS?

The ability to think clearly under pressure and to make decisions when lives could depend on their outcome is the hallmark of an Army officer. This is why you'll find them playing vital roles wherever the Army is operating. Modern warfare means that the idea of a single 'front line' is no longer relevant. Whether you serve as a platoon commander in an Infantry

regiment or as a doctor in a field hospital, you'll still be at the heart of the action, using your skills in a way that can make a real difference. All the units in the Army work together on operations. Apart from roles in the RAC and Infantry, all careers are open to women. Look at the illustration and ask yourself where the best place for you to use your leadership skills would be.

HOW TO FIND THE RIGHT ROLE

Careers in the Army are grouped into seven categories by the skills needed, and their roles on the battlefield.

COMBAT

Combat roles require officers to lead their soldiers from the front, often in close proximity to the enemy. Whatever the task, being able to think quickly and act decisively are vital skills.

ENGINEERING

Officers in engineering units have the job of finding solutions to practical problems on the battlefield. Here their technical skills are as much at a premium as their leadership skills.

LOGISTICS & SUPPORT

The Army relies on its supply chain to keep its soldiers equipped and able to carry out their tasks. Officers manage that process, ensuring that support is available wherever it's needed.

INTELLIGENCE, IT & COMMS

Gathering and distributing information quickly and securely gives an important advantage on the battlefield. You'll lead the skilled, specialist soldiers who keep the information moving.

HR & FINANCE

Providing expert administrative support to every single unit around the world is a demanding role. Army officers also serve as police officers, lawyers, educators and chaplains.

MEDICAL

Officers in the Army Medical Services provide a range of healthcare services to military personnel and to working animals. They keep up to date by training alongside civilian counterparts.

MUSIC & CEREMONIAL

Military music and ceremonial events give the Army an important link with its past and keep traditions alive. Officers serving in ceremonial roles also deploy on operations.



CHOOSING YOUR REGIMENT OR CORPS

Each Army corps plays a vital part on the battlefield and offers diverse roles for its people. The next few pages explain where they all fit into the Army

THE INFANTRY

Infantry soldiers give the Army its strength on the ground. From engaging the enemy in close combat to delivering humanitarian aid, Infantry units use their training and expertise where it matters most – at the heart of the action.

Accounting for a quarter of the Army's total strength, the Infantry is split into regiments, each with a strong identity based on its history and traditions. Some recruit soldiers from specific areas of the country, but officers can choose to join any regiment nationwide.

Regiments rotate through four roles (below), apart from The Parachute Regiment and Royal Gurkha Rifles who act solely in the Air Assault role and Light role respectively. All regiments may have a ceremonial role, or 'public duties'.

■ AIR ASSAULT INFANTRY

Using helicopters, aircraft or parachutes to carry them to key locations on the battlefield, Air Assault Infantry rely on speed and surprise.

■ MECHANISED INFANTRY

Mechanised Infantry use the Bulldog armoured personnel carrier to deliver them into action.

■ ARMoured INFANTRY

The principal role of the Armoured Infantry is to take and hold ground, equipped with fast and heavily armed Warrior vehicles.

■ LIGHT ROLE INFANTRY

Highly mobile and versatile, Light Role Infantry operate in a wide range of environments, from mountains to urban areas.

FIRST JOB

After officer training you complete further training relevant to the role of your unit.

You also do the 13-week Platoon Commander Battle Course which supplements the military skills learned at Sandhurst and culminates in a live firing exercise. You'll then take command of a rifle platoon of 32 soldiers. You are responsible for their effectiveness as well as their welfare and career development.

FIND YOUR REGIMENT

There are 17 regiments to choose from in the Infantry. As an officer you can apply to join any regiment, regardless of where they recruit their soldiers from



GRENADIER GUARDS

Nationwide



THE MERCIAN REGIMENT

Worcestershire, Cheshire, Derbyshire, Merseyside, Nottinghamshire, West Midlands and Staffordshire



COLDSTREAM GUARDS

Nationwide



THE ROYAL WELSH

Wales



SCOTS GUARDS

Nationwide



THE ROYAL IRISH REGIMENT

Northern Ireland and London



IRISH GUARDS

Nationwide



THE PARACHUTE REGIMENT

Nationwide



WELSH GUARDS

Nationwide



THE ROYAL GURKHA RIFLES

Soldiers from Nepal, officers from the UK



THE ROYAL REGIMENT OF SCOTLAND

Scotland and London



THE PRINCESS OF WALES'S ROYAL REGIMENT

Channel Islands, IOW, Hampshire, Kent, Sussex, Middlesex and Surrey



THE DUKE OF LANCASTER'S REGIMENT

Merseyside, Cumbria and Lancashire



THE ROYAL REGIMENT OF FUSILIERS

London, Northumberland, Warwickshire and Lancashire



THE ROYAL ANGLIAN REGIMENT

East Anglia and East Midlands



THE YORKSHIRE REGIMENT

Yorkshire and Teesside

More information on the Infantry regiments and the roles that they specialise in can be found at army.mod.uk/infantry



HOUSEHOLD CAVALRY (HCAV) & ROYAL ARMoured CORPS (RAC)



The regiments of the Household Cavalry and the Royal Armoured Corps present a potent combination of mobility, protection and firepower. Equipped with the latest generation of powerful tanks and other armoured vehicles, their role is to find enemy positions and destroy their armour by shock action.

Officers and soldiers in the Household Cavalry belong to either The Life Guards or The Blues and Royals. They can also opt to serve in the Household Cavalry Mounted Regiment, which performs ceremonial duties on state occasions. Either way, they are trained fighters and also deploy on operations.



The Royal Armoured Corps, which was formed from the historic cavalry regiments and the Royal Tank Regiment, uses powerful and sophisticated armoured vehicles. It offers soldiers and officers a choice of combat, reconnaissance and CBRN roles (see below) in the thick of the action.

■ ARMoured

Armoured regiments use the Challenger 2 main battle tank's speed and hard-hitting main gun to overwhelm enemy units.

■ FORMATION RECONNAISSANCE

This involves gathering first-hand information on enemy units and movements, using stealth and specialist observation equipment.

■ CBRN

Short for chemical, biological, radiological and nuclear, this role involves the detection of, and decontamination from, hazardous materials.

■ CEREMONIAL

The Household Cavalry Mounted Regiment parade during state occasions.

FIRST JOB

After completing officer training, you'll take command of a troop. This is made up of three tanks or tracked reconnaissance vehicles, each with three or four crew members. You will be responsible for your soldiers' welfare and the troop's efficiency as a fighting unit. In the Household Cavalry Mounted Regiment, you will also train for ceremonial duties, in which you will be in charge of 30 soldiers and their horses.

"AS A LEADER YOU'RE TRUSTED TO MAKE VITAL DECISIONS. IT'S A GREAT MIX OF EXCITEMENT AND RESPONSIBILITY"



FIND YOUR REGIMENT

The regiments of the Royal Armoured Corps have different areas of specialism. All of these roles offer the chance to play a vital role in front-line action



HOUSEHOLD CAVALRY
Formation reconnaissance, ceremonial



9TH/12TH ROYAL LANCERS
Formation reconnaissance



1ST THE QUEEN'S DRAGOON GUARDS
Formation reconnaissance



THE KING'S ROYAL HUSSARS
Armoured



THE ROYAL SCOTS DRAGOON GUARDS
Armoured



THE LIGHT DRAGOONS
Formation reconnaissance



THE ROYAL DRAGOON GUARDS
Armoured



THE QUEEN'S ROYAL LANCERS
Formation reconnaissance



THE QUEEN'S ROYAL HUSSARS
Armoured



ROYAL TANK REGIMENT
Armoured, CBRN

Full details of Royal Armoured Corps regiments, where they recruit and more about the roles that they specialise in can be found online at army.mod.uk/armoured

"THE ARTILLERY HAVE A HUGE RANGE OF ROLES. AND EVERY ONE GETS YOU CLOSE TO THE ACTION"



THE ROYAL ARTILLERY (RA)



The soldiers and officers of the Royal Artillery operate the Army's big guns. From surveillance experts operating on the front line with the latest combat equipment through to soldiers with rocket systems that can clear kilometres of ground in an instant, the Gunners find targets and destroy them.

There are six main roles covered by the Royal Artillery's regiments. Each has a different part to play on the battlefield. Officers in the RA will serve in different roles with different regiments during their careers.

■ CLOSE SUPPORT

Equipped with the hard-hitting AS90 self-propelled gun or the highly mobile 105mm light gun, the close support regiments work alongside other combat units, using the force of their firepower to knock enemy units out of action.

■ GENERAL SUPPORT

With a range of over 70km, the Guided Multiple

Launch Rocket System uses powerful long-range rockets and GPS technology to attack targets, such as headquarters and fuel dumps, that are outside the reach of conventional weaponry.

■ SPECIALIST FORCES

The Royal Artillery has specialist units that provide artillery support to The Royal Marine Commandos and The Parachute Regiment. Both use the air-portable 105mm Light Gun.

■ AIR DEFENCE

Tasked with protecting ground units and important locations such as bridges and headquarters, the air defence regiments are equipped with surface-to-air missile systems that can bring down enemy aircraft.

■ SURVEILLANCE AND TARGET ACQUISITION

Royal Artillery surveillance units operate sophisticated technology, including radar and remotely controlled unmanned air vehicles

to track enemy artillery fire and locate targets. One of the units works closely with Special Forces on an operational basis.

■ CEREMONIAL

The Royal Artillery has its own mounted unit, the King's Troop, which is based in London. Its guns are used to fire salutes and, along with its distinctive black horses, the Troop plays a key part on many state occasions.

FIRST JOB

After completing officer training at Sandhurst you become a Troop Commander in charge of 30 soldiers and the equipment relevant to their job. Your troop will be part of a larger unit known as a battery, and it is as a battery that you will deploy on operations. In addition to managing your troop, you will also have a specific role within the battery.





ARMY AIR CORPS (AAC)



The Army Air Corps is one of the smallest combat arms in the Army, but its fleet of helicopters makes it one of the most potent. Providing firepower from the skies, it has a unique role to play on the modern battlefield.

With its Apache attack helicopters, the Corps delivers hard-hitting support to ground forces during the key stages of a battle. Equipped with anti-tank missiles, rockets and a fearsome

main gun, the Apache is able to take on everything from armoured vehicles to enemy tanks with speed and precision.

As well as striking targets, the Army Air Corps plays a crucial part in identifying potential hazards for other units. The fast and agile Lynx helicopter moves ahead of the main force, locating enemy positions and relaying the information back to the artillery.

The Corps airlifts soldiers and supplies into locations unobtainable by ground vehicles. It is also instrumental in evacuating casualties, which makes it vital in humanitarian operations as well as on the battlefield.

Every helicopter is backed by groundcrew who are skilled in all aspects of preparing these machines for operations, from loading the

armament to maintaining the airframe and managing the on-board electronics systems.

Both in the air and on the ground, the opportunities offered by the Army Air Corps are as varied as its role.

FIRST JOB

After completing officer training at Sandhurst, you attend a 16-month course to qualify as an Army helicopter pilot. If you pass the course, you undertake a three-year posting as a pilot with an Army Air Corps Squadron. Officers will then look to become Aircraft Commanders before taking charge of a small unit of Army aircraft, known as a 'flight'.

For more information go to army.mod.uk/air

ROYAL ENGINEERS (RE)



In conflict or in peacetime, the Corps of Royal Engineers rises to some of the toughest challenges that military life can present. Their role is to provide engineering support, enabling other units to get on with their jobs.

From clearing a path through a minefield to providing clean water for an African village, the Corps carries out a huge range of tasks. With specialist skills specific to their roles as well as the combat engineering expertise needed on the battlefield, its soldiers are

resourceful and versatile. Leading them and making the best use of their abilities is one of the most rewarding engineering jobs anywhere.

In the course of a career, an officer in the Royal Engineers will have the opportunity to achieve chartered engineer status or to become a chartered surveyor. You can expect to lead troops of soldiers in the following specialist roles.

■ ARMoured ENGINEERS

Provide support to armoured regiments.

■ FIELD ENGINEERS

Help clear obstacles and provide fresh water.

■ AIRBORNE AND COMMANDO ENGINEERS

Work closely with Paras and Commandos.

■ THE QUEEN'S GURKHA ENGINEERS

Officers command Gurkha soldiers from Nepal.

■ AMPHIBIOUS ENGINEERS

Help units to cross rivers using amphibious rigs.

■ AIR ASSAULT ENGINEERS

Parachute-trained to work with and support the Air Assault Brigade.

■ AIR SUPPORT ENGINEERS

Provide support to the RAF and Army aviation.

■ BOMB DISPOSAL ENGINEERS

Safely dispose of unexploded enemy munitions.

■ GEOGRAPHIC ENGINEERS

Give geographic support and terrain analysis.

■ ROYAL ENGINEER DIVERS

Perform underwater construction and demolition.

■ SPECIAL FORCES

Provide engineering support for Special Forces.

FIRST JOB

You do not need a degree in engineering to become an officer in the Royal Engineers, although if you have one you will get plenty of chance to use your expertise. You will complete officer training at Sandhurst as well as a course to prepare you for life as a Troop Commander. Your troop will consist of 30-40 soldiers able to undertake any battlefield engineering or construction task. You will be responsible for their effectiveness and for the management of their careers and welfare.



For more information go to army.mod.uk/royalengineers

ROYAL SIGNALS



In the operational arena, Intelligence is passed from the front line to decision-makers, orders are issued to combat units, targets are identified and soldiers communicate with each other. All of these processes rely on the Royal Corps of Signals. It's their job to ensure that vital information can be relayed and exchanged quickly and securely.

The challenge of providing safe, reliable communications under difficult conditions means the Royal Signals has to keep up with cutting-edge technology. The most recent addition to the arsenal is a tactical system that combines GPS with high-security voice and data transmission in one package, functioning like a giant, integrated military internet.

In addition to working with this system, Signals specialists are able to set up and run communications networks from scratch and have the skills needed to repair the various components, from cabling to generators.



FIRST JOB

After completing officer training and the five-month Troop Commanders' course, you take command of a Signal Troop comprising up to 50 skilled communications specialists and 20 communications vehicles. Officers utilise the individual strengths of their soldiers and offer support, guidance and advice to create a hard-working unit and close-knit team that performs every time.



"YOUR JOB IS TO GET THE BEST FROM THE EXPERTS YOU LEAD"

For more information go to army.mod.uk/signals



"WE HAVE THE JOB OF KEEPING THE ARMY ONE STEP AHEAD OF THE ENEMY"

THE INTELLIGENCE CORPS



The Intelligence Corps gathers information on the enemy using the latest technology, while also preventing hostile groups from gathering their own information about the Army.

Many soldiers and officers in the Corps are graduates, and the nature of the work means plenty of chances to learn foreign languages as well as the necessary specialist skills.

There are two core disciplines. Operational

intelligence (or OPINT) involves analysis and interpretation of information gathered from various sources. Counter intelligence includes identifying and countering threats to domestic and military security, including terrorist threats.

There are four further specialist areas:

■ HUMAN INTELLIGENCE [HUMINT]

Gathering information from refugees, civilians and prisoners of war.

■ SIGNALS INTELLIGENCE [SIGINT]

Intercepting and analysing enemy transmissions sent as faxes, emails or via satellite.

■ ELECTRONIC WARFARE [EW]

Operating close to the front line to disrupt

communications between enemy units.

■ IMAGERY INTELLIGENCE [IMINT]


Interpreting imagery from a variety of sources, including satellites and reconnaissance aircraft.

FIRST JOB

After officer training, the Intelligence Corps Officers' course and initial attachment to a combat unit, you are posted as an Intelligence Section Commander. Sections are small groups of military intelligence experts that often work on their own initiative. Your job will be to get the best out of your team, and to decide what information is significant.

For more information go to army.mod.uk/intelligence

ROYAL LOGISTIC CORPS (RLC)

 The RLC is the driving force of the Army and is responsible for keeping 100,000 soldiers worldwide equipped and fed. It is the most diverse corps in the Army and offers the largest range of jobs. On operations overseas, a single armoured division requires 1000 tonnes of supplies every day. Providing these would be a challenge for any logistics organisation under normal conditions, but the Army has to make sure its supply chain holds together in conflict zones. There are five main roles within the Corps:

■ **TRANSPORT AND DISTRIBUTION**

Transport units deal with the movement of food and equipment to anyone who needs them.

■ **MARITIME OPERATIONS**

With its own fleet of vessels, the RLC also handles cargo in areas without proper port facilities.

■ **SUPPLY OPERATIONS**

The RLC manages and stores critical supplies like fuel, food and ammunition.

■ **CATERING OPERATIONS**

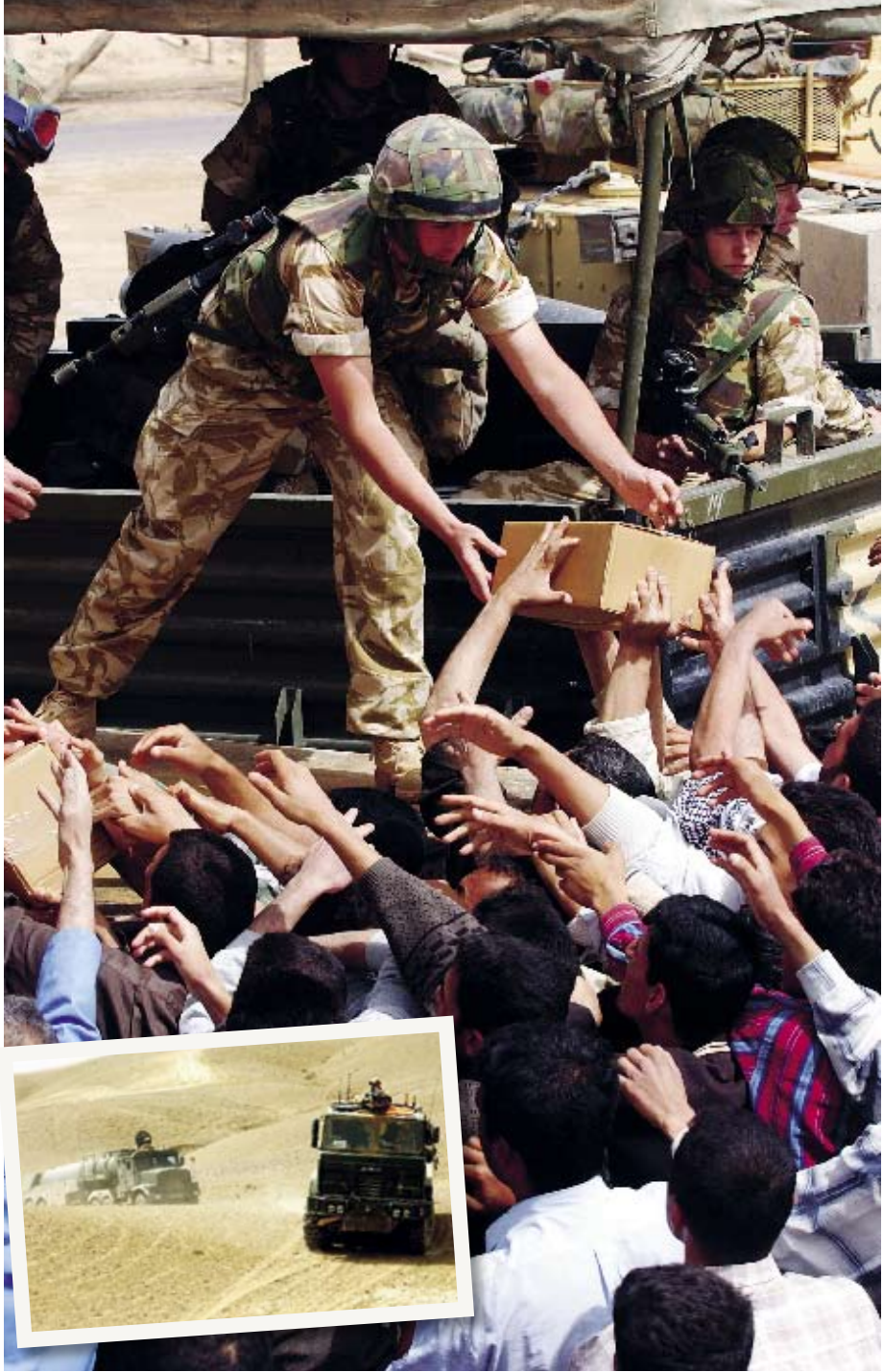
RLC Chefs provide nutritious meals for Army units by managing, preparing and delivering food.

■ **SPECIALIST ROLES**

There are many of these, ranging from bomb disposal to running the Army's postal service.


FIRST JOB

On completion of officer training, which includes the RLC's Young Officer Training Course, you take up your first posting as a Troop Commander. No matter what the specific role of your Troop, your job will be to look after the welfare of your soldiers, help manage their careers, and direct their skills and abilities towards getting the job done.



For more information go to army.mod.uk/rlc

ROYAL ELECTRICAL & MECHANICAL ENGINEERS (REME)

 The Royal Electrical and Mechanical Engineers are responsible for the maintenance and repair of all Army equipment, from 9mm pistols to Challenger 2 tanks. REME's expert technicians have the skills needed to fix equipment and get it back into the hands of the soldiers who need it.

Many REME units operate close to the front line, where the demands on equipment and the need to keep it serviceable are at their most intense. Known as 1st Line Units or Light Aid Detachments, they work alongside other corps carrying out basic repairs to their vehicles and weaponry, as well as offering engineering advice.

These are backed by 2nd Line Units, or REME battalions, who have the means to make more complex repairs and provide in-depth equipment support further from the front line. As every deployable unit in the Army has its own REME support team, REME officers and soldiers can also serve with units such as The Parachute Regiment and The Commandos.

FIRST JOB

After completing officer training and the REME Platoon Commanders' Course, you will be posted to command a technical platoon in a 2nd Line Unit or join a Light Aid Detachment as second in command. No matter which type of unit you join, you will be responsible for the training, welfare and career management of its soldiers.




"YOU LEAD A TEAM WHOSE JOB IS TO FIND PRACTICAL SOLUTIONS TO PROBLEMS"

For more information go to army.mod.uk/rem

ARMY MEDICAL SERVICES (AMS)

THE ROYAL ARMY MEDICAL CORPS (RAMC)

 From first aid on the front line, to physiotherapy for sports injuries, the Royal Army Medical Corps provides first-class healthcare for every soldier and officer in the Army.

In the UK, the Corps works closely with the NHS, ensuring that its personnel keep up with the latest medical practice and train for further postgraduate medical qualifications.

When the Army deploys on operations, the RAMC goes with them to provide high-quality medical care where it's needed most. It also has a humanitarian role to play and often gives life-saving medical aid to civilian populations.

There are three types of medical unit:

■ CLOSE SUPPORT MEDICAL REGIMENT

This provides medical support to front-line units, treating casualties or arranging their evacuation to more specialised facilities.


■ GENERAL SUPPORT MEDICAL REGIMENT

This treats a wide range of injuries in large-scale medical facilities further from the front line.

■ FIELD HOSPITALS

These units provide care for all injuries. Large and complex, they are rarely moved and provide an NHS standard of healthcare.

ROYAL ARMY VETERINARY CORPS (RAVC)


 The RAVC deal with every aspect of animal use within the military. Small and highly specialised, the Corps sees its people travelling all over the world.



Veterinary Officers apply their expertise in the defence context. This may be the clinical care of military working animals (horses and dogs), veterinary public health (such as surveillance for disease and biological attacks) and medical intelligence.

The RAVC deploys on operations to look after the Army's animals, but also to advise commanders on the best means of employing them. They also have a humanitarian role to play, providing veterinary care to animals owned by civilians in areas of conflict.

ROYAL ARMY DENTAL CORPS (RADC)

 The RADC takes care of the Army's dental health. Along with the other members of the Army Medical Services, its specialists help to ensure that soldiers are fit and able to carry out duties.

Dental Officers operate from within a network of medical centres across the world. Treatment is carried out in large, multi-chair practices. When units deploy overseas on exercises and operations, Dental Officers become part of small, mobile surgeries within larger field medical units.

One of the main differences from civilian



“THE CHALLENGE IS TO DELIVER HIGH-QUALITY MEDICAL CARE WHEREVER THE ARMY OPERATES”

FIRST JOBS

DOCTOR

You can apply as a fully registered doctor, or for sponsorship through your training. After Sandhurst you'll become a Medical Officer responsible for treating soldiers, often in a front-line unit.

PHARMACIST

Pharmacists can apply after a pre-registration training

year or civilian pharmacy experience. Your first posting will be to a pharmacy, managing the supplies and logistics.

PHYSIOTHERAPIST

You complete an Entry Officers' Course before your first posting in a hospital or at primary care level, providing treatment for military personnel.

MEDICAL SUPPORT OFFICER

You don't need a medical degree to apply for this support role. MSOs are responsible for the smooth and efficient management of the RAMC (see page 58).

NURSING OFFICER

You complete a ten-week course and enter the Army as a Lieutenant, depending

on your experience. You'll lead a skilled nursing team, oversee their professional development and assist the ward manager.

DENTAL OFFICER

You begin at the rank of Captain and will follow an accredited development training programme in Germany or the UK. After gaining experience, you

will be posted to a dental practice and deploy on operations if necessary.


VETERINARY OFFICER

To apply you must be a member of the Royal College of Veterinary Surgeons. You will take responsibility for managing the welfare of a small team, and provide treatment and training for Army animals.

practices is that Dental Officers are not restricted by what the patient can afford. As all costs are met by the Army, treatment is based on clinical need.

All Dental Officers are required to undertake continuing professional development. Postgraduate training is funded by the Army and leads to higher professional qualifications.

QUEEN ALEXANDRA'S ROYAL ARMY NURSING CORPS (QARANC)

 Queen Alexandra's Royal Army Nursing Corps provides the Army Medical Services with their nursing expertise. Home to over 800 fully qualified professionals, the Corps helps to deliver a high standard of Army healthcare.



Members of the Corps work in service hospital units, which are attached to NHS hospitals, or in medical centres in the UK and overseas. When the Army deploys on operations, nursing personnel work in field hospitals or in medical regiments. QARANC nurses have been part of medical teams in Iraq and Afghanistan, and have played important humanitarian roles in Rwanda and Angola, caring for victims of famine and conflict.

Professional development is one of QARANC's highest priorities. It funds study days for its nurses so that they can gain second qualifications via specialist courses such as ITU and A&E. Nurses can also boost their academic prospects with a range of postgraduate qualifications. »

MEDICAL SUPPORT OFFICER (RAMC)

The Royal Army Medical Corps relies on teams of medical experts to provide soldiers with the highest standard of clinical care. Those same experts rely on the organisational abilities of Medical Support Officers (MSOs) to provide everything from planning to staff training.

Unlike other officers in the RAMC, Medical Support Officers do not need to have degrees or professional experience in a related subject area. They do the 44-week commissioning course before moving on to specialist training at the Defence Medical Services Training Centre and then take up their first posting, normally as a Troop Commander in charge of a small team of healthcare experts.

After completing this posting, MSOs will be able to serve in a wide variety of appointments as they gain experience and get promoted. This might involve commanding soldiers who have been tasked with providing medical support to combat troops, or the control and coordination of a 200-bed field hospital with over 100 staff.

During the course of their Army careers, Medical Support Officers will move between the five medical regiments. These are mobile, self-contained units that specialise in giving medical support to different areas of the Army, ranging from airborne to armoured regiments.

As with all officer roles in the Royal Army Medical Corps, MSOs will have the chance to gain extra qualifications during their careers.

FAST TRACK YOUR ARMY CAREER

If you already have certain professional qualifications you could be on the fast track to becoming an officer in the Army. The Professionally Qualified Officers' course at the Royal Military Academy Sandhurst lasts for just four weeks, compared to 44 weeks for the full Commissioning Course, and is open to eight different types of professional holding the relevant degrees:

■ Doctors ■ Veterinary Surgeons ■ Dentists ■ Nurses ■ Pharmacists ■ Physiotherapists ■ Lawyers ■ Chaplains

For more information, see page 60.



ROYAL ARMY CHAPLAINS' DEPARTMENT (RACHD)



The Royal Army Chaplains' Department provides spiritual leadership, moral guidance and pastoral support to Army personnel and their families, irrespective of religion or belief, wherever the Army operates.

Members of the RACHD join the Army as ordained ministers with a minimum of three years' experience. They commission as chaplains, not as officers, and are referred to as 'Padres', not by a conventional military rank. Chaplains wear the same uniform as the soldiers and officers they work alongside, but do not carry weapons and are non-combatants.

On operations, a Padre deploys with his unit, providing help and pastoral support for anyone who may need it – even enemy soldiers.

Applicants to the Royal Army Chaplains' Department come from all the different denominations of the Christian church and there are also advisers from each of the other major religions.

FIRST JOB

After the PQO course (see page 60), you attend a course to learn more about the challenges of military ministry. You will then be posted to your first unit. Each posting lasts for two to three years and will involve working with around 700 soldiers and their families. You will have the opportunity to continue your theological studies.

For more information go to army.mod.uk/chaplains

THE ADJUTANT GENERAL'S CORPS (AGC)



The Adjutant General's Corps is made up of four branches. Each has a very different role, from policing to training, but what they have in common is that they all deal with the Army's most important asset – its people. Many officers in the AGC are graduates and some have relevant professional experience. The Corps gives them the chance to develop new skills and apply existing ones in a practical context.

STAFF AND PERSONNEL SUPPORT BRANCH (SPS)

Every unit in the Army has its team of SPS specialists, making this branch the largest in the Corps. Their role is to look after all the documentation, pay and financial records of the unit they are attached to.

ROYAL MILITARY POLICE (RMP)

The RMP provide the Army with policing expertise wherever it operates. This can involve general police duties such as law enforcement and accident investigation, as well as more specific duties when the Army deploys overseas on operations, including liaison with host nations or securing supply routes.

EDUCATIONAL AND TRAINING SERVICES (ETS)

An all-officer and all-graduate branch, the ETS provides education and training across the whole of the Army. This can range from short courses on literacy and languages for soldiers and their families, through to extended programmes of study designed to prepare officers for promotion.

ARMY LEGAL SERVICES (ALS)

All the members of the ALS are officers and all have previous experience as qualified solicitors or barristers. They provide the Army with legal expertise, a role which can range from prosecuting at courts martial to advising senior commanders on different aspects of international law.

For more information go to army.mod.uk/agc



FIRST JOBS

STAFF AND PERSONNEL SUPPORT BRANCH

After officer training, you complete specialist training in HR/management support, administration, IT and finance. In your first posting you'll be responsible for a detachment of 20 military clerks.

ROYAL MILITARY POLICE

On completing officer training, you attend the

Military Police Officers' Course, then take command of a platoon of 25 RMP non-commissioned officers. You will look after their welfare, manage investigations and provide police support.

EDUCATIONAL AND TRAINING SERVICES

After passing out from Sandhurst, you complete ETS officer training. This gives you

a Post Graduate Certificate of Education ready for your first posting to the Army Foundation College or an Army Education Centre.

ARMY LEGAL SERVICES

You can apply as a PQO (see page 60) and commission as Captain with a three-month attachment to a combat unit. You then take up a position in the UK, Germany or Cyprus.

A CAREER AS A
PROFESSIONALLY QUALIFIED OFFICER

“YOU GET A MUCH MORE VARIED CAREER THAN IN CIVILIAN LIFE”

TRISTAN DAVIES
MAJOR PROSECUTOR

Professional expertise is highly valued by the Army. All officers are expert leaders, trained to a high standard at the Royal Military Academy Sandhurst, but some officers also have skills and qualifications from their civilian careers that they are able to apply to an Army role.

There are eight different officer jobs in this category that reflect the diversity of professions found in civilian life: doctors, dentists, nursing officers, lawyers, pharmacists, physiotherapists, veterinary surgeons and chaplains.

Entrance requirements are higher than for other officer jobs. Applicants must have professional qualifications and experience, but there are some significant benefits.

You complete a shorter version of the Commissioning Course known as the PQO Course. This lasts for just four weeks, compared with 44 weeks for other Regular officer roles, but provides an intense introduction to all the same skills, such as drill, living under field conditions and leadership in a military context. Applicants will reach a good standard of fitness.

Where other officers are commissioned from Sandhurst as Second Lieutenants, a PQO can expect to be commissioned in a higher rank and at a correspondingly higher pay grade.



MEDICAL CADETSHIPS

- Students considering careers as doctors, dentists or nurses in the Army may be eligible for medical cadetships
- Cadetships take the form of financial sponsorship during your university studies
- You could receive an annual salary while you study, and have all your tuition fees paid for by the Ministry of Defence
- To qualify, you must be reading a relevant degree at a recognised UK Medical School
- You may attend the University Officer Training Corps but there is no obligation to start military training until you are fully qualified in your profession
- After qualifying, you serve in the Army for a minimum of five years

You can also stay in your existing civilian career while serving as a PQO in your spare time by joining as a Territorial and completing the Territorial PQO course. To find out more about your options, get in touch with your Army Careers Adviser. Turn to page 62 for details of how to contact them.

DOCTOR (RAMC)
The Army's doctors work in general practice as well as in most of the secondary care disciplines.

PHARMACIST (RAMC)
Deals with a range of pharmaceutical matters, including storage, security and prescription.

PHYSIOTHERAPIST (RAMC)
Treats a wide range of musculo-skeletal disorders and plays an important role in rehabilitation.

VETERINARY SURGEON (RAVC)
Is responsible for the selection, care, treatment and training of military working animals.

DENTIST (RADC)
Works in a range of environments from small, mobile surgeries to large dental practices.

NURSING OFFICER (QARANC)
Leads teams of multi-skilled nurses working in medical facilities all over the world.

LAWYER (ALS)
Officers in the Army Legal Services provide the Army with a wide range of legal expertise.

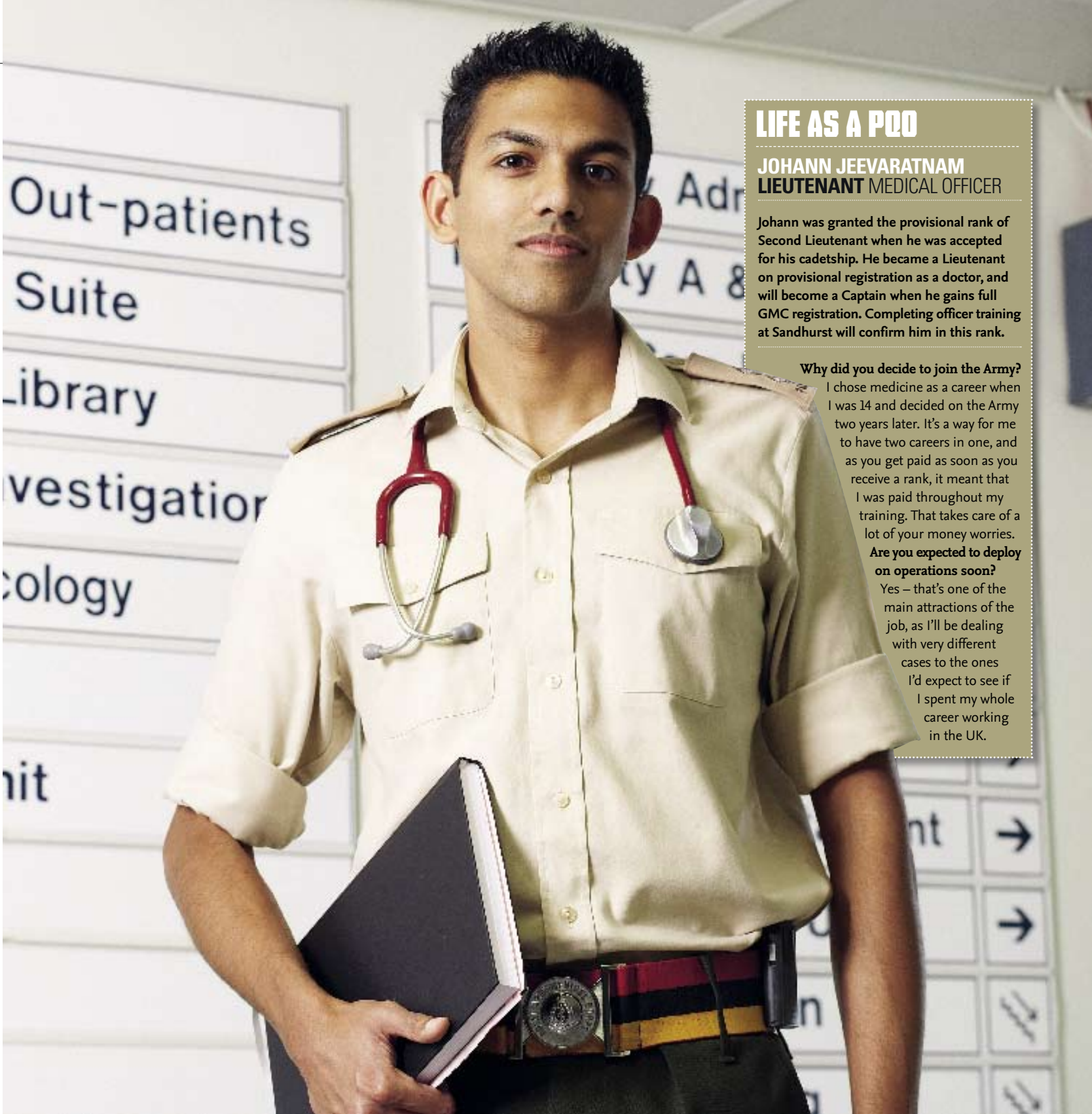
CHAPLAIN (RACHD)
Provides spiritual leadership, moral guidance and pastoral support for soldiers and their families.

LIFE AS A PQO

JOHANN JEEVARATNAM
LIEUTENANT MEDICAL OFFICER

Johann was granted the provisional rank of Second Lieutenant when he was accepted for his cadetship. He became a Lieutenant on provisional registration as a doctor, and will become a Captain when he gains full GMC registration. Completing officer training at Sandhurst will confirm him in this rank.

Why did you decide to join the Army?
I chose medicine as a career when I was 14 and decided on the Army two years later. It's a way for me to have two careers in one, and as you get paid as soon as you receive a rank, it meant that I was paid throughout my training. That takes care of a lot of your money worries.
Are you expected to deploy on operations soon?
Yes – that's one of the main attractions of the job, as I'll be dealing with very different cases to the ones I'd expect to see if I spent my whole career working in the UK.



ARE YOU READY TO TAKE THE NEXT STEP?

Your Army Careers Adviser will answer your questions on how to start the application process. If you're not already in touch with an Adviser, visit armyjobs.mod.uk/graduate or call 08457 300 111

Your Army Careers Adviser will help you decide if life as an officer is right for you. When you're ready to apply, the next step is to attend the Army Officer Selection Board Briefing, which takes place at Westbury in Wiltshire.

At the Briefing, you'll undertake a series of tests to check that you're prepared for the next stages of the application process. Your Army Careers Adviser will give you information and will be able to arrange visits to different units. You can also visit the AOSB's own website at army.mod.uk/aosb to find out more.

WHAT TO EXPECT

- **Introductory talks:** You learn more about the Army, the timetable of the Briefing and about the next stages of the selection process.
- **Opening discussion:** Candidates split up into groups and then test their debating skills by discussing important issues in the news.
- **Mental aptitude profile tests:** These test verbal, numerical and abstract reasoning.
- **Planning exercise tutorial:** Group working through a written scenario which involves analysing and solving practical problems.

- **Practical techniques:** You are advised on some of the skills you will need to demonstrate at the AOSB Main Board.
 - **Physical tests:** You complete a 'beep' test which involves running between two lines set 20 metres apart inside steadily decreasing time intervals marked by a beep. You'll also complete a short obstacle course.
- After the Briefing, if you decide you're ready for Army life, the AOSB Main Board will further assess your officer potential. The whole selection process is summed up below.

YES, I WANT TO SERVE FULL TIME

GET EXPERT ADVICE

1 Speak to an Army Careers Adviser. They will help you decide if an officer career is right for you and explain the different routes you can take towards a commission.

TAKE SOME TESTS

2 You'll be invited to the Army Officer Selection Board Briefing. This will provide more information and tests to help you decide if you're ready to proceed.

PASS THE SELECTION PROCESS

3 If you are ready you attend the AOSB Main Board where you undergo further assessment. If you pass you'll be offered a place at the Royal Military Academy Sandhurst.

START YOUR TRAINING

4 Officer training lasts for 44 weeks. It teaches core military and leadership skills and if you are successful, you are commissioned as a Second Lieutenant.

YES, I WANT TO SERVE IN MY SPARE TIME

GET EXPERT ADVICE

1 Speak to an Army Careers Adviser, call into your local Army Careers Information Office or contact your local Territorial unit to find a role that suits you.

TAKE SOME TESTS

2 You'll be invited to the Army Officer Selection Board Briefing. This will provide more information and tests to help you decide if you're ready to proceed.

PASS THE SELECTION PROCESS

3 You will attend the AOSB and then undergo further training to prepare you for the three-week Territorial officer course at the Royal Military Academy Sandhurst.

START YOUR TRAINING

4 Your training continues at your unit. You'll have plenty of chances to add to your skills, take part in adventurous training activities and go on exercises.

THE OFFER

Whichever role you take up in the Army, we will help you make the best of your skills. When the time comes to leave the Army, you'll have the qualifications and practical experience you need to make a success of your new career in civilian life.

THE CORE OFFER

- Leadership and management training
- Fast promotion
- Study for further qualifications
- Highly competitive salary
- Free medical and dental treatment
- Advice on resettlement in a civilian career
- Final salary pension scheme
- Sports, outdoor activities and adventurous training
- Financial sponsorship
- Six weeks' paid annual leave
- Subsidised food and accommodation

TERRITORIAL BENEFITS

Serving in your spare time as a Territorial means that you combine all the benefits of a civilian career with many benefits of Army life.

- Leadership and management training
- Get paid to train
- Get new skills
- Be part of a team

NON GRADUATE?

It's not essential to have a degree if you want to become an Army officer – you can apply for officer training with a minimum of 180 UCAS tariff points.

"THE ARMY IS A BIG ORGANISATION, AND YOU'RE A KEY PART OF IT"



ARMY BE THE BEST

REGULAR & TERRITORIAL

The Army divides its roles into seven job groups, and officers have a part to play in all of them.

COMBAT

ENGINEERING

LOGISTICS & SUPPORT

INTELLIGENCE, IT & COMMS

HR & FINANCE

MEDICAL

MUSIC & CEREMONIAL

Find out more

armyjobs.mod.uk

08457 300 111

Text GRAD to 61110

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The Army welcomes people from all backgrounds. Whatever your race, ethnic origin, gender, religion or belief, there is a role for you in our team. No account is taken of sexual orientation, social background or marital/civil partnership status; we have a strict code of conduct that ensures zero tolerance of bullying, harassment, discrimination and victimisation on any grounds.