



# ROYAL NAVY

Your graduate career guide



**YOUR ROLE | THE PEOPLE YOU'LL MEET | THE PLACES YOU'LL GO**





# WELCOME

## MEET THE GRADUATE EMPLOYER WITH A DIFFERENCE

Becoming a Royal Navy Officer is the start of a graduate career like no other. You'll protect the nation's interests. You'll travel the world. Do things that matter. And live a life without limits.

Joining as an officer makes you a future leader of the Royal Navy, so there will be real responsibility from the moment you join. In return, you'll enjoy a competitive pay, pension and benefits package, generous leave, and the type of unrivalled career progression that civilian employers could only dream of.

Experience a life without limits. Explore your future, today.

Visit [royalnavy.mod.uk/careers/graduates](http://royalnavy.mod.uk/careers/graduates) or call 0345 607 5555

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# NO ORDINARY GRADUATE EMPLOYER

Say goodbye to 9-5.

The Royal Navy offers graduate opportunities that civilian employers struggle to match. Officers are the future of the Royal Navy, essential to its command team, whatever the branch. We take enormous pride in saying that what we do genuinely helps people all over the world, every single day. And what we do every single day is always different, from policing the world's oceans, to delivering humanitarian aid.

Make no mistake – it's not for everyone. Tough training. Late nights. Dangerous missions. Hard work and discipline. It's a challenging life, but one that will bring out things in you you never thought possible, one that will take you to places you've never seen, and one that will give you friends for life.

Our most important asset isn't a Type 45 Destroyer or a Lynx Wildcat, or any of the other state-of-the-art equipment we use every day to protect our nation's interests. It's our people. People like you.

We strongly believe in investing in the men and women that are so crucial to what we do, which is why we champion lifelong training, no matter what your discipline. It means we can offer sky's-the-limit career progression for bright, ambitious leaders who want to climb through the ranks.

How far you go is up to you.





“I’ve already been deployed to the Falklands, USA, Caribbean and around the UK. It’s a fantastic feeling turning everything you’ve learnt into a reality. And this is only my first 18 months in the job!”

**Sub-Lieutenant Simon Ricketts,  
Hydrography & Meteorology Officer**

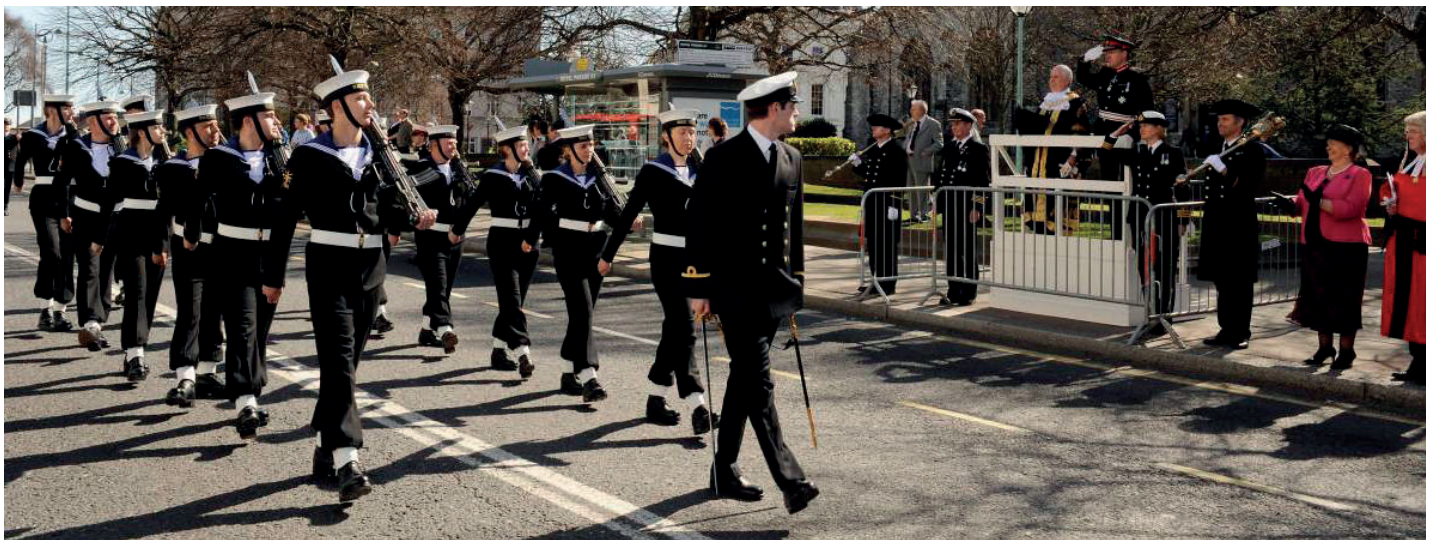
## WHO WE ARE AND WHAT WE DO

**Britain’s Naval Service is a global organisation of 30,000 men and women, from all walks of life. Our collective mission is simple: Protecting our nation’s interests.**

Ours is an island nation, so we’ve always understood the importance of controlling and defending our seas. This is still a huge part of what we do, day in, day out. But just as we’re active on the sea, what we do beneath it, flying above it, and on the land it surrounds are all vital to our mission.

First and foremost, we are a fighting force, serving alongside our allies in conflicts around the world. We also protect Britain’s ports, fishing grounds and merchant ships, and help tackle international smuggling, terrorism and piracy. We’re also involved in humanitarian and relief missions, where our skills, discipline and resourcefulness make a real difference to people’s lives.

The Royal Navy is made up of six main branches: Warfare, Engineering, Logistics, Medical, Chaplaincy and Aviation. To find out more about what each of them does, and the vital contribution it makes to the Royal Navy, visit [royalnavy.mod.uk](http://royalnavy.mod.uk)







# LIFE AS AN OFFICER

The go-to. The decision-maker. The order-giver. The counsellor and confidant. The one your team looks to and looks up to, whatever the weather. You are an officer in the Royal Navy.

#### In this section:

- **What we can offer you** – Page 8
- **Who we're looking for** – Page 9
- **Career progression** – Page 10 -11
- **Travel, adventure and sport** – Page 12 -13

**Find out more at**  
[royalnavy.mod.uk/careers/graduates](http://royalnavy.mod.uk/careers/graduates)

**or speak to us on 0345 607 5555**



# WHAT WE CAN OFFER YOU

**We're looking for smart, ambitious, hard-working graduates to shape the future of the Royal Navy. Our officers have a lot of responsibility, but with the competitive pay and benefits to match.**

“Since day one I've felt challenged, rewarded and valued as a team member. Whilst my friends are working desk jobs, I am exceeding limits I didn't believe were possible.”

**Lieutenant Rob Lisle,  
Warfare Submarine Officer**

## **SALARY**

We offer competitive salaries that blow many other graduate jobs out of the water. As an officer, you'll be paid from the moment you start training, with a salary of over £25,000 as soon as you arrive at Britannia Royal Naval College, rising to over £30,000 after 30 weeks of basic training. Your pay will increase as you work up through the ranks, with some senior roles paying over £90,000.

## **£27,000 JOINING BONUS**

Engineer Officers, Training Management Officers and Environmental Health Officers all receive a £27,000 bonus just for joining. This is paid in three instalments when you complete certain phases of your professional training. There are 'golden hellos' of up to £5,000 available to other roles too, so get in touch with one of our careers advisers to find out more.

## **FUNDING WHILST AT UNIVERSITY**

Bursaries of up to £4,000 a year are also available to students who are still at university. Learn more and find out if you're eligible for funding by visiting our website.

## **PENSION & BENEFITS**

You're probably more used to thinking about student loans than pensions, but it's important you have one in place for when you need it. Our pension package is one of the most generous going, and unlike most schemes you don't pay a penny of your salary into it.

Buying a house might seem a long way off for most graduates, but you could have a place to call home sooner than you think. In addition to our help to buy scheme, you'll find yourself with plenty of cash to spare, as your board, food and travel are all heavily subsidised. Your medical and dental care will also be free.

## **GENEROUS HOLIDAY ALLOWANCE**

Although you'll have stretches away from home, you'll have plenty of leave to compensate. You'll get six weeks paid holiday a year plus Bank Holidays, and additional time off based on how long you spend at sea or on operations.

## **CAREER PROGRESSION**

We're looking for bright, ambitious leaders who want to work hard and progress. The Royal Navy is a structured organisation, so there's always a clear next step. If you're dedicated and hard-working, you will have the opportunity to move up the ranks every few years. Promotion is based entirely on merit, so how far up the ranks you go is entirely in your hands. There's nothing stopping you from becoming a Captain, a Commodore, or even reaching the highest rank in the Royal Navy and becoming an Admiral.







## WHO WE'RE LOOKING FOR

**As the future leaders of the Royal Navy, officer recruits from all disciplines need to be natural leaders, who are dedicated, driven and ambitious. Are you?**

Protecting our nation's interests on a global scale requires a huge range of skills. It means we're looking for people with degrees in all subjects and disciplines. During training we teach you all the skills you need to become a successful officer, so at this stage we look for potential, enthusiasm and the passion to succeed.

You'll need a solid academic record to join as an officer, but we're looking for something that even a good degree can't teach. You'll be focused, dedicated and ambitious – not just for yourself, but also for the people who are your responsibility.

As an officer in training, you'll be a future leader of the Royal Navy. Once your training is complete, you will be in charge of a team of men and women in potentially difficult and dangerous situations, in times of conflict and peace. You're also responsible for their training, development,

welfare, morale and ultimately their lives, every single day. As a member of the Royal Navy's senior management team, we rely on you to make the right decision at the right time, to fulfil the mission.

It's no mean feat, but with the comprehensive training you receive at Britannia Royal Naval College (BRNC) in Dartmouth, along with hard work and dedication, you'll have all the leadership skills you need for a life without limits. Combined with the lifelong professional training and job security you'll receive, Royal Navy officers enjoy a unique, enviable skillset.

When you join, you join a team of 30,000 people. This means support and camaraderie like no other job, but it also means that you'll need to be able to work – and live – well with others, sometimes in very close quarters.

### QUALIFICATIONS AND ELIGIBILITY

Different qualifications are required for each role, so take a look at the roles on pages 18-27 to find which is right for you, your skills and your ambitions.

# CAREER PROGRESSION



## 01

### MIDSHIPMAN

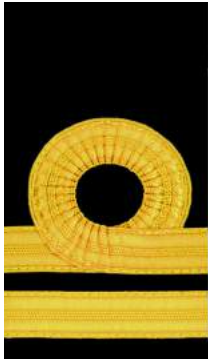
While you're completing training for your specialist role at Britannia Royal Naval College you'll hold the rank of Midshipman. Typically it takes about 7 months to complete basic training at which point you'll receive a salary increase to just over £30k.



## 02

### SUB-LIEUTENANT

After 12 months of service and while you're still training, you'll automatically be promoted to Sub-Lieutenant. This means a salary increase to just under £31k and your salary will rise annually in line with your experience.



## 03

### LIEUTENANT

After 30 months as a Sub-Lieutenant you will have moved into an operational environment, and be deployed with a ship or unit around the world. As long as you perform to the required standard, you'll automatically be promoted to Lieutenant, and see a pay rise to just over £39k. After this promotion is based on merit but Lieutenants have an annual pay increase up to a maximum of £46k over 8 years.



## 04

### LIEUTENANT COMMANDER

Promotion to Lieutenant Commander depends on you and your performance. Once promoted you'll be in charge of a department on a large ship or shore base, or you could be Executive Officer (XO) or even Commanding Officer (CO) in a smaller unit. Salary for Lieutenant Commanders ranges between £48-£58k.



## 05

### COMMANDER

You may command a warship or submarine, Fleet Air Arm squadron or shore establishment. You could also serve as a Staff Officer in the Ministry of Defence or the Permanent Joint Headquarters. Salary for Commanders ranges between £68-£79k.

#### Further ranks

Promotion to more senior ranks is entirely based on merit. Excel at what you do and you could one day be commanding a large ship – or become a fully-fledged Admiral, the highest active rank in the Royal Navy.

#### BENEFITS

When you work for the Royal Navy you will get many great benefits which include:

- Six weeks paid holiday every year on top of public holidays
- Free medical and dental care, no matter what your job, rank or location
- Up to 52 weeks maternity leave with 26 weeks on full pay and 13 weeks on reduced pay
- Two weeks paternity leave on full pay
- Free accommodation while at sea and financial help with your on shore accommodation

#### BONUSES

There are generous bonuses and additional pay available for certain roles and specialisations on top of your annual basic salary.

Graduate Engineer Officer bonus: A recruitment incentive of up to £27,000 will be paid to all Engineer Officers and some other specialist officer roles where the minimum entry educational requirement is a relevant Bachelors degree.

Submariner pay:

Submariners receive a £5000 'golden hello' on completion of training, and a daily supplement to their basic pay.

Other specialisms:

Additional forms of pay are awarded for various specialist activities including Mine Clearance, Hydrography and Flight. For more details please speak to a Careers Adviser.





# TRAVEL, ADVENTURE AND SPORT

Becoming a Royal Navy Officer means being ready for action and adventure. We offer a totally unique way of life, which couldn't be more different to the 9-5 roles you might find with other graduate employers.



## Really?

'Make and mend'— In the Royal Navy, a 'make and mend' is a half-day holiday. It harks back to the age of sailing ships, when crews were given time off to 'make and mend clothes'. Today, we use the term 'sports make and mend' for a half-day with sports in the afternoon.

Who says you have to choose between seeing the world and starting your career? Or that getting a responsible job means no more adventures? Training to be a Royal Navy officer means the most exhilarating moments of your life are still to come.

Most people don't get to see the world for a living, but as a Royal Navy officer you won't be like most other people. From patrolling the seas in the Caribbean, to crawling through Norwegian snow on cold weather training, you'll see parts of the world that ordinary travellers can't.

Skydiving or scuba diving. Climbing a mountain or skiing down one. You choose. Because as a Royal Navy officer you'll have the opportunity to go on Adventurous Training up to two weeks a year. Thrill seeking is one thing. Getting paid for it is quite another.

From angling and archery, to water polo, winter sports and everything in between, if you're passionate about sport you'll want to join one of our 39 different sports associations.









# JOINING AND TRAINING

Now that you have more of an idea about what it means to be an officer in the Royal Navy and live a life without limits, here's how we go about turning your ambition into a reality.

**In this section:**

- **How to join** – Page 14 - 15
- **Officer training** – Page 16 -17
- **Graduate roles** – Page 18 -27

**Find out more at**  
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**or speak to us on 0345 607 5555**



# HOW TO JOIN

Once you've decided you're interested in joining us as an officer, it's time to begin the recruitment process.

## HELPING YOU SUCCEED

The recruitment process might seem a bit involved, but that's because we want you to be absolutely sure it's the right decision for you. We also have a duty to choose people with the right attitudes and personal qualities to take on the responsibilities of life in the Royal Navy. During the process, you'll have plenty of opportunities to show us what you're made of, and we'll help you make the most of your potential.



## 01

### CHOOSE YOUR ROLE

The first step is to choose which of our 19 officer roles you want to apply for. Once you've decided, you'll need to fill in our online application form. This is simply to gather your personal details, and there's no commitment to join at this stage. One of our careers advisers will then be in touch to talk through your options.

## 02

### RECRUITMENT TEST

We'll arrange for you to take the Royal Navy recruitment test. It covers basic English, maths, problem-solving skills and an understanding of mechanics. It's a good idea to work through some examples first before you sit the real thing. Now's also the time to think about which job you'd like to do.

## DON'T FORGET

We're here to help. If you have any questions or concerns at any stage in the process, just ask your Careers Adviser. You can also call us on **0345 607 5555** or use the live chat service on our website.

Filling in the initial application form online doesn't place you under any obligation to join. It's a big decision, so there are lots of opportunities to ask us questions before you commit.

Remember to keep your fitness levels up after receiving your formal acceptance to make sure you pass your initial training.





## 03

### HAVE AN INTERVIEW

To help you find the best role for you we'll take a look at your recruitment test results alongside any existing qualifications. We'll then invite you to an interview where we'll chat through the jobs most suited to you.

## 04

### MEDICAL AND EYE TESTS

Once you've passed your recruit test and interview, you'll have to have a medical and an eye exam. These are quite comprehensive, because life in the Royal Navy is physically demanding. So we need to make sure you're in great health.

## 05

### TAKE THE FITNESS TEST

Before you can join you'll have to pass the Royal Navy's pre-joining fitness test. So get yourself in the best shape possible to have the greatest chance of passing. It will also help with basic training. Want help getting fit? Download our pre-joining fitness programme from our website.

## 06

### PASS THE ADMIRALTY INTERVIEW BOARD

The Admiralty Interview Board (AIB) takes place over the course of two days at HMS Sultan in Hampshire and shows us that you've got what it takes, both mentally and physically. The tests are designed to assess whether you have the qualities needed to successfully become an officer once you've completed your training. You can find detailed information about what the AIB involves, and how to prepare for it, on our website.

## 07

### WELCOME ABOARD

Once you've passed the Admiralty Interview Board, we'll make you a formal job offer, and as soon as a place becomes available, you can begin training at Britannia Royal Naval College, Dartmouth.



Visit [royalnavy.mod.uk/Careers/Graduates](http://royalnavy.mod.uk/Careers/Graduates) or call 0345 607 5555





“Your time in training flies by,  
and as such you constantly  
find yourself looking back and  
reminiscing on some fantastic  
memories and experiences.”



# OFFICER TRAINING

**Officer training begins at Britannia Royal Naval College Dartmouth, where you'll learn the ropes and make the friendships that will last throughout your career.**

## OVERVIEW

There are two parts to officer training. During phase one you'll learn all the basic skills and knowledge you need to go from civilian to a member of the Armed Forces. You'll learn how to handle boats, and spend time at sea on one of our warships. This phase lasts 30 weeks in total, and is the same for all officers, irrespective of the branch they will be joining.

Phase two is known as Professional Training, which is our graduate training programme. It's during this time that you'll learn the specialist skills required for the officer role you have chosen. You'll work in every department on board and spend up to nine weeks at sea in one of the Royal Navy's major warships.

## PHASE 1.1 – MILITARISATION

During the Militarisation phase, you'll learn essential skills such as map reading and navigation, and field craft and survival. You'll also take part in team-based physical training.

You'll spend two weeks out of the ten at the Royal Navy's other initial training base, HMS Raleigh, where you undergo weapon training. You will also go through Chemical, Biological, Radiological, Nuclear and Damage Control (CBRNDC) training, which is a set of skills vital to overall safety when you're serving in the Royal Navy fleet.

The militarisation phase comes to a close by putting all your new knowledge to the test with a four-day, assessed, practical leadership exercise on Dartmoor. You have to pass this in order to go on to the next stage of training.

## PHASE 1.2 – MARINISATION

During these next ten weeks you'll build and be tested on the skills you learned during militarisation – and applying them to a maritime environment. To start with you will receive tuition on topics such as Strategic Studies and Maritime Operations. You will then go on to spend a lot of time on the River Dart, learning boat handling skills in the college's motor boats.

Like the first ten weeks, you'll be put to the test during an assessed four-day basic maritime skills exercise that includes boat handling in scenarios simulating disaster relief and combat situations. They're your chance to show more highly developed command and leadership skills. Succeed, and you'll get to experience life on board a warship during the third stage of training.

## PHASE 1.3 – INITIAL FLEET TIME

In the third part of your initial officer training, you'll have your first taste of life at sea in one of the Royal Navy's major warships. You will learn everything from the fundamentals like on-board safety, fire fighting, damage control drills and how to use all the sea survival equipment. You'll

be working in every department on board, learning how they operate and how they contribute to the ship as a whole.

This is invaluable first hand experience of life on a warship which will give you the foundation skills you need for your first job as a qualified officer.

There are two oral assessments and one written assessment, which you'll need to pass before you head back to BRNC for your final week. In this final part you'll hone your ceremonial marching and drill for your passing-out parade where you officially become a Royal Navy officer.

## PHASE TWO – PROFESSIONAL TRAINING

Once you've got the essential basic military and maritime command skills, you begin the journey of becoming a specialist in the officer role through our graduate training programmes. This professional training is a combination of classroom based theory and learning on the job at sea. You'll be given early responsibilities and a chance to put your basic training to the test. But this is just the start.

To help you stay at the top of your game, we'll make sure you that you can continually develop throughout your career, gaining qualifications that are recognised and valued by many civilian employers too.



### Really?

The buildings of Britannia Royal Naval College date back to 1905, but Dartmouth has been the site of Officer training since 1863.

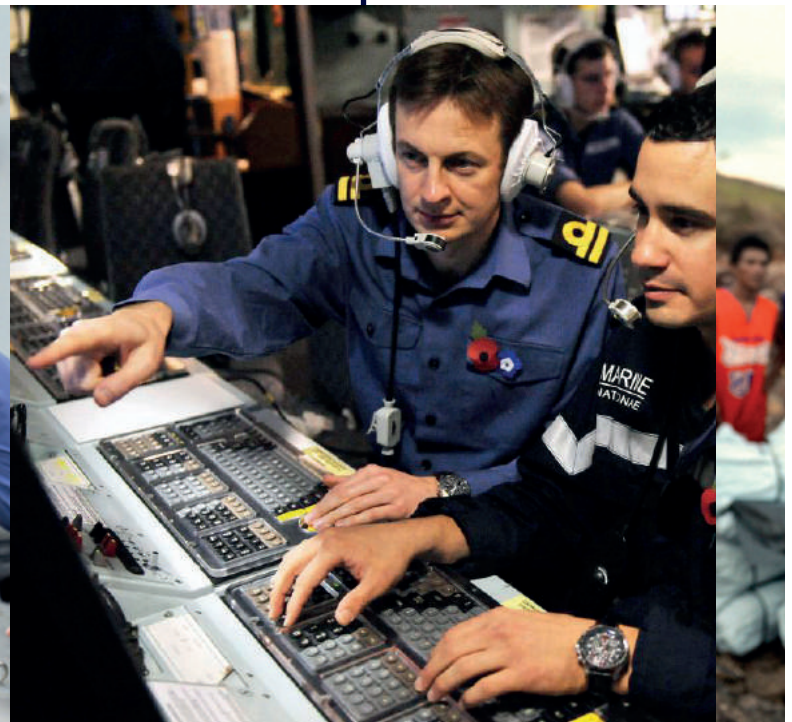
# GRADUATE ROLES

Being a formidable global fighting force and protecting our nation's interests takes hard work, organisation – and a broad range of skills from our officers. There are 19 officer roles to choose from – find yours over the next few pages.



## MANAGERIAL ROLES

These roles are as diverse as the people that do them. An agile, inquisitive mind and an awareness of 'the bigger picture' are a must.



## TACTICAL ROLES

We're looking for quick thinkers who thrive under pressure for our tactical roles. Lives, and the mission – may be at stake.



Visit [royalnavy.mod.uk/Careers/Graduates](http://royalnavy.mod.uk/Careers/Graduates) or call 0345 607 5555



### FIND YOUR PLACE IN THE TEAM

The Royal Navy is made up of 30,000 men and women, from all walks of life. It means we need graduates of your calibre to make sure we fire on all cylinders, at all times. It also means that there is almost certainly a role for your skills, discipline and ambition.

Whether on a ship, submarine, Naval Air Station or shore unit, all the branches work closely together as part of one big team. Everyone respects each other's skills, talents and experience, knowing that, ultimately, we all depend on one another.

To help you find your place in the Royal Navy team, the officer roles are split into four areas:

- Managerial
- Tactical
- Technical
- Medical

Explore the roles over the next few pages to find out which one fits you best, and would best develop your skills and ambitions.

All of our officer roles require dedication, commitment, energy and flexibility. In return, they offer outstanding opportunities for travel, active service, professional development and personal achievement, in the company of like-minded people.



### MEDICAL ROLES

Medical professionals in the Royal Navy share one mission: to keep the 30,000 men and women in the Royal Navy fighting fit, wherever they are in the world.



### TECHNICAL ROLES

If you have the kind of inquisitive mind that can ensure the Royal Navy remains effective on the sea, underneath it, or flying above it, these are the roles for you.



# MANAGERIAL ROLES

**Our managerial roles are made for born communicators; people who can keep all the plates spinning – and always keep a cool head.**

From excellent project management and organisational skills, to infallible teamwork and a keen eye for detail, these roles are as diverse as the people that do them. An agile, inquisitive mind and an awareness of 'the bigger picture' are a must.

## **YOUR KEY SKILLS**

- Management
- Problem solving
- Multi-tasking

You'll be working across all areas of the Royal Navy, supporting our organisation and our people so they operate as effectively as possible, wherever in the world they are deployed. First-class communication and organisational skills are paramount, as well as being able to lead from the front, while having the foresight to delegate where appropriate.

You'll enjoy helping others grow professionally, and you'll also have lots of opportunities to increase your own skillset too, with funding available for postgraduate and professional training courses.

## **YOUR EDUCATIONAL BACKGROUND**

These roles are particularly suited to graduates of Finance, Law, Business Studies, Humanities, Languages, or similar.



All Officer roles have a minimum entry requirement of 180 UCAS points (including 2 non-overlapping subject areas). Each subject must be allocated at least 45 UCAS points. Applicants must have 5 GCSEs A\* to C (or Scottish Standard Grades or equivalent), which must include English Language and Maths. Further qualifications may be required for some roles (details below). All jobs in Royal Navy are open to men and women. Royal Marines jobs are currently open only to men.

### LOGISTICS OFFICER

As a Logistics Officer, you'll be responsible for making sure your ship has everything it needs, when it needs it, to stay effective on operations. Leading a team of highly trained specialists, you'll apply your organisational skills to stock your ship with up to six months' worth of supplies and equipment before leaving port, as well as drawing up plans for re-supplying at sea and on shore during the deployment. You'll also be advising your Commanding Officer on personnel policy and legal and accountancy matters. When the ship goes into action, you'll lead battle damage-control and first-aid teams. It's a challenging but essential role that puts you at the very heart of everything we do, whether it's providing humanitarian aid, enforcing international law or mounting joint combat operations.

<b>Age:</b>	17-31
<b>Nationality:</b>	British or British dual nationality.

### TRAINING MANAGEMENT OFFICER

In this job, you'll ensure that the Royal Navy's most valuable asset, its people, are trained and ready for worldwide operations. You will make sure they have the skills, knowledge and qualifications they need to do their demanding, highly technical jobs. Early in your career, you could serve at sea or with the Royal Marines delivering education, lifelong learning, and coaching. You will provide specialist training advice across Defence, including working with the Army, Royal Air Force and Industry, continually seeking innovation so that new classes of ships, submarines and aircraft are supported by cutting-edge training. Training Management officers are central to ensuring that the Royal Navy's training, and people development, remains world class.

<b>Age:</b>	17-32
<b>Nationality:</b>	You need to have British, Irish, Commonwealth or British dual nationality.

<b>Additional qualifications:</b>	A UK recognised honours degree in any subject.
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### LOGISTICS OFFICER SUBMARINER

As a Logistics Officer (Submariner) you'll have overall responsibility for making sure your submarine has everything it needs to be effective on operations. Your organisational skills will be crucial in keeping your submarine's position secret. That's because, for all its incredibly advanced technology, how long your submarine can stay underwater ultimately depends on the supplies it carries. You'll also be advising your Commanding Officer on personnel policy, legal and accountancy matters. As an important member of the senior team, you'll keep periscope watches and be in charge of system integrity (making sure the submarine is in working order) and damage control when you go into action. It's a vital role in a unique and challenging environment that puts you at the heart of everything we do.

<b>Age:</b>	17-31
<b>Nationality:</b>	British or British dual nationality.





# TACTICAL ROLES

**Whether it's on the sea, above it or beneath it, tactical roles are vital to making us a global fighting force and protecting our nation's interests. Are you?**

We're looking for quick thinkers who thrive under pressure for our tactical roles. The ability to quickly see all aspects of a potentially dangerous situation is essential, as is making the informed decision that follows it. Lives – and the mission – may be at stake.

## **YOUR KEY SKILLS**

- Decision-making
- Leadership
- Responsibility

You'll be at the front line of operations, making command decisions that will have a real impact. If you prize travel and adventure, and a job that takes you beyond the confines of an office, then tactical roles are for you.

Whether it's during peacetime or conflict, you'll need to be flexible, adaptable, adept at thinking on the fly – and relish a challenge. You'll have a team of people looking to you for guidance and leadership, as well as helping them develop to be the best they can be.

## **YOUR EDUCATIONAL BACKGROUND**

These roles are particularly suited to graduates of Humanities, Politics, Arts, or similar.





All Officer roles have a minimum entry requirement of 180 UCAS points (including 2 non-overlapping subject areas). Each subject must be allocated at least 45 UCAS points. Applicants must have 5 GCSEs A\* to C (or Scottish Standard Grades or equivalent), which must include English Language and Maths. Further qualifications may be required for some roles (details below). All jobs in Royal Navy are open to men and women. Royal Marines jobs are currently open only to men.

### AIRCREW OFFICER OBSERVER/ NAVIGATION & WEAPON SYSTEMS

As an Aircrew Officer Navigation/Weapons Systems, you'll have one of the most demanding and complex jobs in aviation. After gaining a thorough grounding in navigation, first aid, emergency handling and survival, you'll complete training for your specialist role on one of the Fleet Air Arm's three types of helicopter. On the Sea King, your skills in air, ground and sea surveillance, aircraft control and command will put you at the heart of our operations. On the Lynx and Merlin, you'll sit alongside the Pilot, operating a range of sophisticated detection equipment and weapons systems, including Sea Skua and Stingray missiles and torpedoes. It's a challenging career choice but one that brings huge professional and personal rewards. Your official title in the Royal Navy will be Observer.

<b>Age:</b>	17-23
<b>Nationality:</b>	British or British dual citizenship.
<b>Additional qualifications:</b>	You'll also have to pass flying aptitude tests at RAF Cranwell.

### AIRCREW OFFICER PILOT

As a Fleet Air Arm helicopter pilot, you'll drop Royal Marines Commandos and their equipment into action, carry out surveillance and anti-submarine operations, and fly reconnaissance or search and rescue missions over land and sea. You must have the commitment and physical and mental stamina to cope with the long and demanding training. You'll need to be calm, confident and decisive under pressure. You'll need to develop more than just flying and tactical skills though as you're also a Royal Navy officer. You'll have to manage your own workload, be flexible, adaptable and completely reliable and give your very best at all times. You'll also need leadership skills and have proven ability to work as part of a small, dedicated and highly-skilled team.

<b>Age:</b>	17-23
<b>Nationality:</b>	British or British dual citizenship.
<b>Additional qualifications:</b>	You'll also have to pass flying aptitude tests at RAF Cranwell.

### HYDROGRAPHY AND METEOROLOGY OFFICER

Weather conditions, coastal features, ocean currents, the characteristics of seabeds, the nature of the water column – many environmental factors affect the successful outcome of naval operations both at sea and on shore. A Hydrography, Meteorology and Oceanography (HM) Warfare Officer is a highly trained specialist and leader who collects, processes and analyses survey, meteorological and oceanographic information to help use the environment to our advantage. You may be gathering scientific information in the Antarctic, forecasting hurricanes in the Caribbean or tracking hostile submarines around the world. Trained in all HM disciplines, an HM Officer serves as either a Hydrography 'H' or a Meteorology and Oceanography 'M' specialist. 'M' Officers also specialise as aviation forecasters for the Fleet Air Arm and coalition aircraft. They track hostile submarines on board Royal Navy warships and advise on the effect of the environment on amphibious operations. 'H' Officers also specialise in gathering and analysing hydrographic information from ships of our Hydrographic Survey Squadron.

<b>Age:</b>	17-25
<b>Nationality:</b>	British or British dual citizenship.

### WARFARE OFFICER

As a Warfare Officer, the outcome of the mission and the safety of your ship and crew will be in your hands. As well as being a decisive leader, you'll be a skilled seaman and navigator, able to handle your ship in all conditions. So that you are ready for any eventuality, you will learn to deal with all manner of emergency situations such as man overboard, machinery breakdowns and loss of steering. Your normal day to day business will usually involve taking the ship safely from A to B, reporting other shipping and anything else of note to the Commanding Officer. You'll also be directly responsible for taking your ship and other units into action, liaising closely with the Operations Room to fight the ship in the most effective way. If your goal is to command your own ship, this is a good place to start as with the necessary determination, ambition and potential, you can move through the ranks quickly gaining valuable responsibility and management experience along the way.

<b>Age:</b>	17-25
<b>Nationality:</b>	British or British dual citizenship.

### WARFARE OFFICER (SUBMARINER)

As a skilled navigator, you'll take your submarine through the deep oceans, close to shore, or through busy shipping lanes, staying hidden but always alert. On board a submarine, you and your team could be given the task of launching torpedoes and cruise missiles against sea and land targets. Initially, you could be put in charge of one of three sections (sonar, tactical systems or communications) with responsibility for keeping all systems operational and passing critical information to your Captain. You'll also be managing a team of highly skilled Warfare ratings, who'll look to you for the expertise, management and leadership skills you'll need to develop on your way to your first command. This is a highly skilled, elite and challenging role right at the front line of naval operations at all times.

<b>Age:</b>	17-25
<b>Nationality:</b>	British or British dual citizenship.

### ROYAL MARINES OFFICER

It takes a special state of mind to be a Royal Marines officer. Because you will lead your men during vital missions – in all weather, all circumstances and across every terrain. You'll need to excel in leadership, planning, tactics and decision-making. Because you'll be responsible for the morale, training, effectiveness and the wellbeing of the men under your command. But with the training you'll get at Commando Training Centre Royal Marines (CTCRM) you will develop all the skills you need to be an effective leader. As a Royal Marines officer you have a number of specialist jobs available to you. All of these will give you a new set of skills to build on what you've already learned. But whatever your job and rank, first and foremost you'll be a Royal Marines Commando. A member of one of the world's most respected fighting forces, who has earned the right to wear the coveted green beret.

<b>Age:</b>	17-25
<b>Nationality:</b>	British or British dual citizenship.

# TECHNICAL ROLES

**Technical roles keep the Royal Navy firing on all cylinders, so we have the equipment we need to protect our nation's interests, whatever the weather.**

If you have the kind of inquisitive mind that can ensure the Royal Navy remains effective on the sea, underneath it, or flying above it, these are the roles for you. It means understanding, maintaining and managing the state-of-the-art systems and equipment that enable us to protect our nation's interests, day in, day out.

## **YOUR KEY SKILLS**

- Solving complex problems
- Leadership
- Decision-making

Our technical roles involve working with cutting-edge equipment. Unlike many civilian engineering jobs, you won't simply be designing kit from behind a desk; you'll be in the field using it, too.

You'll be many things to many people. From technical lead to project manager,

communicator to delegator, you'll lead a team who look to you for leadership and direction, while you develop their skills – and yours – throughout your careers.

You'll also get the chance to work with industry leading partners, and there are also plenty of opportunities to gain professional accreditation.

## **YOUR EDUCATIONAL BACKGROUND**

These roles are particularly suited to graduates of Engineering, Maths, Physics, or similar.



All Officer roles have a minimum entry requirement of 180 UCAS points (including 2 non-overlapping subject areas). Each subject must be allocated at least 45 UCAS points. Applicants must have 5 GCSEs A\* to C (or Scottish Standard Grades or equivalent), which must include English Language and Maths. Further qualifications may be required for some roles (details below). All jobs in Royal Navy are open to men and women. Royal Marines jobs are currently open only to men.

### MARINE ENGINEER OFFICER (SUBMARINER)

As a Marine Engineer Officer (Submariner), you'll lead a team of highly-skilled technicians, with responsibility for maintaining the hull, engines, power, water, air and water purification and hydraulics systems plus, of course, the nuclear reactor. In an emergency, you'll also lead a damage-control and firefighting team, reporting directly to the Captain. When you're not at sea, you could join an integrated project team, reviewing and improving the performance of the submarine, or get involved in training Marine Engineering Technicians. A Royal Navy submarine combines the engineering challenges of a warship, a nuclear power station and, given the hostile and alien environment it inhabits, a spacecraft. It's a career offering challenges and rewards you literally won't find anywhere else in engineering.

<b>Age:</b>	17-29
<b>Nationality:</b>	British, Irish, Commonwealth or British dual nationality.
<b>Additional qualifications:</b>	A UK recognised honours degree in an engineering, maths or physics-based subject which must be accredited by the Engineering Council at CEng or IEng level.

### WEAPON ENGINEER OFFICER (SUBMARINER)

When a nuclear submarine is on secret operations, it can stay submerged and invisible for months, its position a closely guarded secret. In addition to leading a multi-disciplinary team of skilled technicians and applying your broad understanding of system engineering, you will undertake essential roles within the war-fighting team such as periscope watchkeeping and firing torpedoes and cruise missiles. You will work with some of the world's most advanced defence systems and highly qualified and motivated people in a unique environment. At sea you will work alongside Marine Engineering, Warfare and Logistics specialists and lead and manage experts in communications, IT, explosives and electronic sensor systems: you will prioritise and guide their work to achieve the submarine's mission and be responsible for their development, career progression and welfare. On shore, a diverse range of career development opportunities will be available to you: leading and managing technical projects, working with industry partners to develop new equipment and roles in human resources and home support to frontline operations.

<b>Age:</b>	17-29
<b>Nationality:</b>	British or British dual citizenship.
<b>Additional qualifications:</b>	A UK recognised honours degree in an engineering, maths or physics-based subject which must be accredited by the Engineering Council at CEng or IEng level.

### WEAPON ENGINEER OFFICER

Leading a multi-disciplinary team of skilled technicians and using your broad understanding of system engineering, you will experience the thrill and challenge of being a key player in the team responsible for bringing together the fighting capability of the ship. You will work with some of the world's most advanced defence systems and highly qualified and motivated people in a demanding and dynamic environment. At sea you will work alongside Marine Engineering, Warfare and Logistics specialists and lead and manage experts in communications, IT, explosives and electronic sensor systems: you will prioritise and guide their work to achieve the ship's mission and be responsible for their development, career progression and welfare. On shore, a diverse range of career development opportunities will be available to you: leading and managing technical projects, working with industry partners to develop new equipment and roles in human resources and home support to frontline operations. We are committed to providing continuous professional development opportunities as your career and professional training forms part of the streamlined route to Chartership in the IET.

<b>Age:</b>	17-29
<b>Nationality:</b>	British or British dual citizenship.
<b>Additional qualifications:</b>	A UK recognised honours degree in an engineering, maths or physics-based subject which must be accredited by the Engineering Council at CEng or IEng level.

### MARINE ENGINEER OFFICER

As a Marine Engineer Officer you'll lead a team of skilled technicians, with responsibility for the ships hull, engines, power generation capabilities, water, cooling and hydraulics systems. In an emergency you'll be responsible for overseeing damage control for the whole ship, reporting directly to the Captain. Whilst at sea you will be a critical part of the team, working with the Weapon Engineering, Logistics and Warfare departments to make sure the ship can operate as required by the Captain and Government. On Shore you could join an integrated project team, reviewing and improving the current fleet or designing the fleet of the future.

<b>Age:</b>	17-29
<b>Nationality:</b>	British, Irish, Commonwealth or British dual nationality.
<b>Additional qualifications:</b>	A UK recognised honours degree in an engineering, maths or physics-based subject which must be accredited by the Engineering Council at CEng or IEng level.

### AIR ENGINEER OFFICER

In this technically demanding job, you're ultimately responsible for the people who keep the Royal Navy flying. On an operational squadron, you'll lead a team maintaining, updating, fitting and testing sophisticated propulsion, weapons, navigation, communications and control systems and keeping the aircraft constantly ready to fly. You may also work in a support and acquisition role. This means you will be a project manager, putting safety management schemes in place, or on new systems and solutions with the aerospace industry. Whatever direction you follow, you'll need technical expertise of the highest order and leadership skills to match. We'll help you develop both of these throughout your career.

<b>Age:</b>	17-29
<b>Nationality:</b>	British or British dual citizenship.
<b>Additional qualifications:</b>	A UK recognised honours degree in an engineering, maths or physics-based subject which must be accredited by the Engineering Council at CEng or IEng level.

### AIR TRAFFIC CONTROL OFFICER

As an Air Traffic Control Officer, you'll head up the team responsible for maintaining the safe flow of air traffic. To achieve it in a sky full of commercial airliners, private planes and other aircraft is a complex process even in peacetime. Add in the complications of political tension, natural disaster, conflict or bad weather and it's easy to see why you'll need a cool head and excellent analytical, communication and decision-making skills. They'll be equally vital whether you're in charge of a busy shore base or the fleet of helicopters on board an assault ship. In both cases, you'll rely on highly sophisticated radar and communications systems and your skilled team of Aircraft Controllers to keep the skies safe for everyone.

<b>Age:</b>	17-29
<b>Nationality:</b>	British or British dual citizenship.
<b>Additional qualifications:</b>	You'll also have to pass air traffic control aptitude tests at RAF Cranwell.

# MEDICAL ROLES

**Day in, day out, Royal Navy medics look after the mental and physical wellbeing of our most important asset: our people.**

Medical professionals in the Royal Navy come from all disciplines, and are ready to work cross-discipline, in all conditions. They share one mission: to keep the 30,000 men and women in the Royal Navy fighting fit, wherever they are in the world.

### **Your key skills**

- Responsibility
- Leadership
- Helping and caring for others

You will play a vital role by keeping our people fighting fit. You'll also be administering medicine on the front line, in conflict zones or in the aftermath of natural disasters. These situations will call for you to be calm under pressure, and resourceful when working in difficult conditions.

You will also learn a lot – many new treatments are pioneered, and revolutionary medical techniques developed on the battlefield. Not only that, your career will be full of opportunities to develop and specialise, sometimes in areas never found in civilian medicine.

### **Your educational background**

Medicine, Dentistry or Nursing.



All Officer roles have a minimum entry requirement of 180 UCAS points (including 2 non-overlapping subject areas). Each subject must be allocated at least 45 UCAS points. Applicants must have 5 GCSEs A\* to C (or Scottish Standard Grades or equivalent), which must include English Language and Maths. Further qualifications may be required for some roles (details below). All jobs in Royal Navy are open to men and women. Other specialist medical roles are available, please talk to a careers adviser or visit the website for more details.

## NURSING

You'll join Queen Alexandra's Royal Naval Nursing Service (QARNNS), part of a team providing medical support to Royal Navy and Royal Marines personnel on shore and at sea, in the UK and around the world. During your career, you'll have the opportunity to specialise in areas such as intensive care, operating theatres, emergency medicine, orthopaedics, primary care and mental health, which we will pay for. Alongside your clinical work, you'll be responsible for managing and mentoring junior nurses and medical assistants. Even on a short commission, you'll gain clinical and management experience which few civilian nurses could imagine. This role offers extraordinary challenges and responsibilities, but with opportunities and rewards to match.

<b>Age:</b>	20-37
<b>Nationality:</b>	British, Irish, Commonwealth or British dual nationality.
<b>Qualifications:</b>	BA or BSc in Adult Nursing. You can apply in the final year of completing your Nursing degree to be selected subject to registration.  Registered with the Nursing and Midwifery Council (NMC).

## DENTAL OFFICER

As a Dental Officer, you'll be in charge of primary dental healthcare for the entire ship's company. By maintaining high standards of dental health among your crewmates, you'll have a major influence on their effectiveness and morale, which can be seriously affected by even minor dental problems. On a large ship, you'll have a fully-fitted dental surgery, plus access to the sick bay's operating theatre and ward facilities. On smaller ships, you'll manage a portable dental unit that travels with you. You'll normally work alongside your own Dental Nurse, with the support of a qualified Dental Hygienist. You'll also have an opportunity for specialist training in areas such as periodontics or endodontics. As well as your clinical expertise, you'll gain other valuable skills you can transfer, including leadership and management. Plus, since you could find yourself serving in a combat or disaster zone, you'll be trained for a vital operational role on board ship, which might include flight-deck control, firefighting or advanced life support.

<b>Age:</b>	19-55
<b>Nationality:</b>	British, Irish, Commonwealth or British dual nationality.
<b>Qualifications:</b>	If you're at a UK university, you can apply for a dental cadetship for your final three years at Dental School. Alternatively, you can apply in your Foundation Training for entry on completion or after a job in civilian life with General Dental Council (GDC) registration.

## MEDICAL OFFICER

As a Medical Officer, you're a member of our senior management team as well as a doctor, making this one of the most wide-ranging, challenging and rewarding environments in which to practise medicine. If you're still studying then cadetships are available for funding through university. You can specialise in a major discipline, like surgery, medicine, anaesthetics, orthopaedic surgery or primary care. There are also, of course, plenty of opportunities to practise occupational medicine among the 30,000 men and women serving with us. There are also specialisations you might never pursue in an entire civilian career, including submarine, diving, aviation and radiation medicine. Your first appointment as a Medical Officer will be in primary care. You can practise on shore, on board ships or submarines, fly in helicopters, or even win yourself the coveted green beret of a Royal Marines Commando.

<b>Age:</b>	25-55
<b>Nationality:</b>	British, Irish, Commonwealth or British dual nationality.
<b>Qualifications:</b>	If you're at university, you can apply for a medical cadetship in your final three years at medical school (not including any intercalation year). You can apply for a qualified doctor position from Foundation Year One to be selected to enter post full GMC registration and Foundation Year Two (needs to include Emergency and General Practice experience).

## RADIOGRAPHER

As a radiographer in the Royal Navy, you'll be a vital member of the team, just as you would be in any well-equipped civilian hospital. The difference is that you'll be seeing your patients both on shore and at sea, providing medical support to Royal Navy and Royal Marines personnel in the UK and around the world. As part of your training, you'll work at sea within the 100-bedded primary casualty receiving facility (PCRF) on board RFA Argus. You will also train as part of a surgical team on ships and on land, developing the skills you'll need to work in hostile environments. In peacetime, you'll work in MOD hospital units such as Plymouth, Portsmouth and Birmingham.

<b>Age:</b>	20-35
<b>Nationality:</b>	British, Irish, Commonwealth or British dual nationality.
<b>Qualifications:</b>	A minimum of 5 GCSEs or Scottish Standard Grades or equivalent at grade C or above including Maths, English Language and Science.  BSc or MSc in Diagnostic Radiography.

## OPERATING DEPARTMENT PRACTITIONER

The Operating Department Practitioner (ODP) is an autonomous multi-skilled peri-operative care practitioner competent in Anaesthetics, Surgery, Recovery and Central Sterilisation Services. Routinely employed in MOD hospital units, the ODP can also be found on Ships at sea as part of a surgical team and with the Commando Forward Surgical Group anywhere in the world and in any climate. As well as practicing in a range of specialisations including Trauma Orthopaedics, Burns & Plastics, Gastro-intestinal & Vascular, Maxillo-facial and Neurosurgery, you will be able to access qualifications as an Advanced Scrub Practitioner and Sterile Services Manager.

<b>Age:</b>	20-35
<b>Nationality:</b>	British, Irish, Commonwealth or British dual nationality.
<b>Qualifications:</b>	A minimum of 5 GCSEs or Scottish Standard Grades or equivalent at grade C or above including Maths, English Language and Science.  HCPC membership.  Registered Operating Department Practitioner with DipHE or Degree ODP qualification

## BIOMEDICAL SCIENTIST

Biomedical Scientists (BMS) operate in all environments worldwide at sea and on land providing a clinical laboratory service in support of the medical team. You can join as a student or a qualified HCPC registered Biomedical Scientist. After military BMS training you will be part of a MOD hospital unit. Your training will allow you to practice in the major laboratory disciplines of Haematology, Biochemistry, Blood Transfusion and Microbiology, with postgraduate specialisation in a single discipline. Opportunities exist for further career development in areas such as training, quality management and military research.

<b>Age:</b>	20-35
<b>Nationality:</b>	British, Irish, Commonwealth or British dual nationality.
<b>Qualifications:</b>	A minimum of 5 GCSEs or Scottish Standard Grades or equivalent at grade C or above including Maths, English Language and Science.  BSc or MSc in Biomedical Science.  HCPC membership.





# MORE ABOUT US

In this section:

■ Your questions answered – Page 32 - 33

Find out more at  
[royalnavy.mod.uk/careers/graduates](http://royalnavy.mod.uk/careers/graduates)

or speak to us on 0345 607 5555



# YOUR QUESTIONS ANSWERED

Even when you've decided to join us, you're bound to have questions. These are some of the questions we get asked most often by people thinking of becoming Royal Navy officers. You can find other questions on our website. Or, the team at your local Armed Forces Careers Office will be happy to answer the questions we don't cover here.

## JOINING

### Q. What is an officer role?

A. Royal Navy officers are an essential part of the Naval command team. Their focus, quick thinking and decision making help protect our nation's interests every single day. They are also responsible for the training, development, welfare, morale and ultimately the lives of the team that look to and rely on them, often in dangerous and challenging circumstances. Officer recruits are the future leaders of the Royal Navy. It's no ordinary job; it requires bright, ambitious leaders who are dedicated and hard-working, and who want to make a difference every day. It's a challenging role, but with the rewards, benefits and lifelong career progression to match.

### Q. What are the academic entry requirements?

A. We have roles available for graduates of all disciplines. Different qualifications are required for each role, so take a look at the specific role pages (pages 18-27) to see the specific qualification and eligibility requirements.

### Q. How long will it take from applying to joining?

A. The process generally takes around six months, which can be longer or shorter depending on the role that you apply for, and your personal circumstances. You can start the application process for all roles while you're still at university. If you are successful, your pass will remain valid for three intakes to Britannia Royal Naval College after you graduate, so you can start Phase 1 training at a time that suits you.

### Q. When can I apply?

A. Unlike most graduate schemes, applications are open all year round, so there's no 'deadline' for most roles. Britannia Royal Naval College (where successful recruits begin their Phase 1 training) has three intakes each year. If you know which intake you would like to join, and to ensure that you have passed all of your tests and interviews in time, you will need to start your application process at least six months in advance. For Medical Officers and Royal Marine Officers, however, there is only one intake each year. This is in September, so ideally you should begin your application at the start of the year (or earlier) in which you wish to join.

### Q. Can I join the Navy if I have asthma?

A. Each case is assessed on an individual basis, so the best thing to do is to speak to your local Careers Advisers.

## FUNDING

### Q. Can I get funding while I'm still at university?

A. It doesn't matter that you've already started your degree; you could still be eligible to apply for funding for the rest of your time at university. Bursaries of up to £4,000 a year are available to students who are still at university. As well as financial help while you study, you'll also have the security of knowing that you'll have a job with us waiting for you when you graduate. We offer several types of bursary and cadetship – learn more and find out if you're eligible for funding at [royalnavy.mod.uk/careers/graduates/bursaries-and-scholarships](http://royalnavy.mod.uk/careers/graduates/bursaries-and-scholarships).

### Q. IF I HAVE ANY MORE QUESTIONS, WHERE SHOULD I LOOK?

A. Take a look on our website [royalnavy.mod.uk/careers/graduates](http://royalnavy.mod.uk/careers/graduates) or speak to us on **0345 607 5555**







## PAY

### Q. How does Royal Navy pay compare to other careers?

A. We offer competitive salaries that blow many other graduate jobs out of the water. As an officer, you'll be paid from the moment you start training, with a salary of over £25,000 as soon as you arrive at Britannia Royal Naval College, rising to over £30,000 after 30 weeks of basic training. Your pay will increase as you work up through the ranks, with some senior roles paying over £90,000.

On top of a competitive salary, we offer a £27,000 joining bonus for Engineer Officers, Training Management Officers and Environmental Health Officers. This is paid in three instalments when you complete certain phases of your professional training. There are 'golden hellos' of up to £5,000 available to other roles too, so get in touch with one of our Careers Advisers to find out more.

## TRAINING

### Q. How hard is the training?

A. Make no mistake, initial training is tough, and will push you mentally and physically. Preparation and the right attitude are key to success. If you get in shape and follow the training schedule, you'll stand the best chance of making it through.

### Q. How long is the initial training?

A. Initial officer training lasts for 15-30 weeks, followed by the professional training that depends on the specialism you choose.

## HOLIDAY

### Q. How much annual leave will I get?

A. You will get six weeks of paid holiday and time off on all non-working weekends, whether you're at home or abroad. You also benefit from generous maternity and paternity leave.

## BENEFITS

### Q. What benefits are available when I join?

A. The Royal Navy has a package of benefits seldom equalled by civilian employers. This includes a good pension, low cost accommodation, free medical and dental cover, and a range of travel expense entitlements. Sports facilities are also available on most ships and all shore establishments, and are free to use. Extra money and time away from your place of work is sometimes available for sport and adventure training, and education and development courses.

## PENSION

### Q. Do I receive a pension if I have been in the Royal Navy?

A. You will receive a generous pension after 20 years of service – not something available in many civilian roles these days.

## FIND OUT MORE

### COME ON AN ACQUAINT VISIT

You'll be invited to come and stay with us on shore for 2-3 days once you've completed the initial stages of your application. During your visit you'll find out more about life as an Officer, and what the specific role you're interested

in really involves. Your careers office will organise this for you, so just tell them that you're interested in coming on an acquaint visit.

## GET IN TOUCH

If you want speak to us, we're more than happy to talk to you either via live chat on our website, or on **0345 607 5555**.

We'll answer any questions you have, and there's no obligation to apply.

# GET IN TOUCH

We hope these pages have given you an insight into life as an officer in the Royal Navy and your graduate career opportunities with us.

## VISIT

[royalnavy.mod.uk/careers/graduates](http://royalnavy.mod.uk/careers/graduates)

## CALL


**0345 607 5555**

We want you to succeed and will do all we can to help. If you have any questions about officer roles and your eligibility, or would like any further information or advice, please get in touch today.

We're here Monday to Friday 8am-8pm, Saturday 9am-6pm, and Sunday 10am-4pm.

## FOLLOW US

To stay up to date with recruitment news, you can find us here.

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 [twitter.com/RNJobsUK](https://twitter.com/RNJobsUK)

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