Take the time to explore your career options and seek guidance on aligning your transferable skills to other industries and jobs.

ROAD TO SUCCESS

▪ Know how to explore careers and research what employers see as ‘a good fit’ for their industry or organisation.
▪ Know what you want from work and what you have to offer.
▪ Know the difference between essential and non-essential qualifications and licences.

GET STARTED

1. Open your mind to careers and jobs you have not previously considered.

It’s worth considering your new career direction well before you leave Defence. In today’s job market, the average time spent with any one employer is approximately five years. This reflects the changing labour market and the future of work. The pace of change in the work we do is expected to increase. This means the thought of your next job being your long-term job is less likely. Whatever decision you make today, it won’t necessarily lock you in until retirement. Ensure you draw information from multiple sources to get a balanced perspective before deciding on your new career direction. These can include:

▪ Desktop research (using career and job websites like Job Outlook, LinkedIn, Seek and jobactive).
▪ Networking (via online forums like LinkedIn, within the ex-Defence community and further afield).
▪ Work experience (if you are still in the ADF you may be able to undertake work experience as approved leave. Ask your ADF Transitions Officer for more information).

2. Understand your work preferences and strengths.

When you applied to the ADF you were asked to undertake a range of aptitude tests to ensure you would be a good fit for the organisation. You can apply a similar approach to figuring out what kind of work you prefer and what you are good at. Be honest with yourself about who you are, what you want and what you have to offer. This will help you target the best career leads. Workbooks on Job Jumpstart can help get you started, try ‘Work tasks I prefer’, ‘Interactions I like’ and ‘Places I like to work’.

3. Tap into your networks to get career advice.

The network of friends and colleagues you currently have is a great start to exploring options for your next career move. Networking isn’t as scary as you may think. Begin with your existing network of friends (those you already have a good relationship with). Be open to their advice and any leads or contacts they may offer.

jobsearch.gov.au/jobseeker-info/employment-assistance-for-veterans
Networking is an effective way of securing employment in today's job market. Employers generally prefer to interview someone who has been referred by a contact in their network, rather than deal with the multitude of other applicants responding to advertised job vacancies.

Social media is also a way of networking. Facebook should be used strictly for personal networking. LinkedIn is a very effective professional networking tool. LinkedIn is free to create a profile that employers can search for. The further your network reaches, the greater the number of opportunities which are likely be presented to you. Ensure your reach goes beyond Defence boundaries.

4. Setting realistic salary expectations.

Do your research (online and networking) to find out what kind of salary packages and employment contracts are offered by the industries and employers you are interested in working for. Setting realistic expectations early will set you up well for salary negotiations down the track, as well as ensuring you pursue a career direction that will meet the demands of your budget. Factors to keep in mind might include: how superannuation is included in the package, the inclusion of a work car, salary sacrifice options, mobile phone, laptop or tablet; and other allowances and bonuses.

5. Determining what you need to invest in upskilling, re-training and licences.

Sometimes formal accreditation and licensing are essential prerequisites to being considered suitable for employment. Often a qualification or ticket with no experience is not valued by employers. Formal qualifications are not always essential and some employers may prefer to train you on the job. Make any entitlements you may have to financial assistance count by focussing in on essentials first.

Talk to businesses you would like to work for to find out what you need to do to be more competitive for jobs with them.

Talk to the ADF Transition and Civil Recognition team at ADF.civilrecognition@defence.gov.au.

SUCCESS STORY

Navy Petty Officer: Steward to Butler to Youth Mentor

After serving in the Royal Australian Navy for 17 years, I moved into being the butler for Australia's richest man. It provided opportunities to demonstrate much of what I learned in my Navy career, and I could boast about the position I held, but I knew it wasn't the right job for me. For the last 10 years, I have now worked in community services and outdoor education, providing mentoring and coaching to young people. This job has given me much more job satisfaction than I first expected. I stumbled upon this role by accident (through my network). My experience demonstrates it is important to think about what you offer and what you want beyond your Defence role and open your mind to a broad range of career opportunities you may not have previously considered.

NEXT STEPS

Check out the Career Quiz and pay rates for a wide range of occupations: joboutlook.gov.au

Use the factsheets and workbooks on Job Jumpstart: jobjumpstart.gov.au

SEARCH FOR:

• Get job and career ideas
• Know about jobs and employers
• Investigate careers – Career Road Test
• Know what you want and can offer
• Work tasks I prefer
• Interactions I like
• Places I like to work

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