

VETERANS EMPLOYMENT PROGRAM



HOW DO ADF RANKS COMPARE TO NSW GOVERNMENT GRADES?

NSW Government employ around 10% of the state's working population. That's almost 400,000 jobs across a broad range of industries and regions.

The skills and experience of veterans are a valuable asset which transfer easily into many public sector roles. The Government is committed to utilising veterans' talents and providing meaningful work after their military careers.

NSW Veterans Affairs has developed this reference sheet to guide veterans to the sort of jobs which match their level of experience. This reference also helps prospective employers to gain a broad understanding of what a veteran can bring to their team.

CONTACT US

W vep.veterans.nsw.gov.au

f @NSWVeteransEmployment

VETERANS

Find your rank in the Rank-Grade Match tables to see what NSW Government grade is suited to your level of experience.

Visit our website to use the tool online and see the variety of roles currently available.

EMPLOYERS

Use the Rank-Grade Match tables to gain insight into the experience of veteran applicants.

For further information talk to your HR staff or contact the Veterans Employment Program team.

Your service, NSW's future



**Veterans
Employment
Program**

COMMISSIONED OFFICERS

AUSTRALIAN DEFENCE FORCE																		
ARMY		General		Lieutenant General		Major General		Brigadier		Colonel		Lieutenant Colonel		Major		Captain		Lieutenant
NAVY		Admiral		Vice Admiral		Rear Admiral		Commodore		Captain		Commander		Lieutenant Commander		Lieutenant		Sub Lieutenant
AIR FORCE		Air Chief Marshall		Air Marshall		Air Vice-Marshall		Air Commodore		Group Captain		Wing Commander		Squadron Leader		Flight Lieutenant		Flying Officer
GENERAL EXPERIENCE		<																

OTHER RANKS

AUSTRALIAN DEFENCE FORCE	ARMY	Warrant Officer Class 1	Warrant Officer Class 2	Sergeant	Corporal	Lance Corporal	Private
NAVY	NAVY	Warrant Officer	Chief Petty Officer	Petty Officer	Leading Seaman	Able Seaman	Seaman
AIR FORCE	AIR FORCE	Warrant Officer 1	Flight Sergeant	Sergeant	Corporal	Leading Aircraftsman/ Aircraftswoman	Aircraftman and aircraftswoman
GENERAL EXPERIENCE		- Train, build morale and supervise up to 600 soldiers. These ranks mentor and develop subordinate staff, overseeing their administrative needs and provide counselling duties. - As a member of a middle management team, these ranks receive instructions from superiors, then plan priorities, resources and subordinates' work responsibilities accordingly. - Highly-independent, logical thinkers that enforce high standards of general conduct and achievement of work goals. - Exceptional ability to communicate complex instructions with clarity and confidence, and to large audiences.	- Train, lead and supervise up to 30 soldiers. These ranks mentor and develop subordinate staff, as well as overseeing their administrative needs. - As a member of a junior management team, these ranks receive instructions from superiors, then plan priorities, resources and subordinates' work responsibilities accordingly. - Breaking-down and communicating complex instructions clearly to subordinates.	- Train, lead and supervise a team of approximately 10 soldiers. - Receive instructions from superiors, before planning priorities, resources and subordinates' work responsibilities to achieve work goals. - Breaking-down and communicating complex instructions clearly to subordinates. - Make quick and logical decisions, and be accountable for such actions.			- Communicating effectively and taking instruction. - Completing basic operational tasks in small teams. - Make quick and logical decisions, and be accountable for such actions.
NSW GOVERNMENT	EQUIVALENT GRADE	CLERK GRADE 7/8 - 9/10	CLERK GRADE 5/6 - 7/8	CLERK GRADE 5/6	CLERK GRADE 3/4 - 5/6	CLERK GRADE 3/4	CLERK GRADE 3/4
CAPABILITY FRAMEWORK	ADVANCED		ADEPT		INTERMEDIATE		FOUNDATIONAL
CORE CAPABILITIES	Results Think and solve problems Business enablers Project management Relationships Communicate effectively People management Manage and develop people	Results Think and solve problems Business enablers Project management Relationships Communicate effectively People management Manage and develop people	Results Think and solve problems Business enablers Project management Relationships Communicate effectively People management Manage and develop people	Results Think and solve problems Business enablers Project management Relationships Communicate effectively People management Manage and develop people	Results Think and solve problems Business enablers Project management Relationships Communicate effectively People management Manage and develop people	Results Plan and prioritise; deliver results Relationships Communicate effectively; work collaboratively	

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ABOUT THE PROGRAM

The Veterans Employment Program is the first of its kind for government in Australia. The methods, approaches and tools are innovative and unique to the context of veterans and the NSW Government sector. Combined with extensive interagency collaboration, the program is leading the way in employment initiatives to support veterans.

The Program aims to:

- Attract former Australian Defence Force (ADF) personnel to roles within the NSW Government sector.
- Assist employers to better understand the transferability of veteran skills to the civilian workplace.

Find out more via our website or contact NSW Veterans Affairs.

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