

VETERANS EMPLOYMENT PROGRAM



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

The Veterans Employment Program (VEP) recognises that the skills and experience of veterans are valuable, and can transfer easily into many of these roles. The VEP uses tools such as the Rank-Grade Guide to raise awareness with veterans about employment opportunities, and provides support through the NSW Government recruitment process.

The VEP also works with prospective employers to help them understand what a veteran can bring to their team.

For more information contact the VEP team or visit the VEP's website.

HOW DO AUSTRALIAN DEFENCE FORCE (ADF) RANKS COMPARE TO NSW GOVERNMENT JOB GRADES?

The Rank-Grade Guide was developed by the VEP to help veterans understand how NSW Government job grades align with their ADF ranks.

FOR VETERANS

Access the Rank-Grade Guide online at the VEP website and see the job vacancies available that align to your current rank.

FOR EMPLOYERS

Use the Rank-Grade Guide to gain insight into the skills and experience of veterans.

Your service, NSW's future

CONTACT US

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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 Marshal	Air Marshal	Air Vice-Marshal	Air Commodore	Group Captain	Wing Commander	Squadron Leader	Flight Lieutenant	Flying Officer
	GENERAL EXPERIENCE	<ul style="list-style-type: none"> - Principal responsibility for converting government policy into strategic and adequately resourced military campaigns. - Management of high-level strategic relationships and influencing policy and decision-making at the whole of-government level. - Principal responsibility for strategic workforce decision-making for the entire ADF. - Command up to 5,000 officers and soldiers. - Senior leadership roles at headquarters (HQ) in areas like Personnel and Operations, and high-level operational advisory roles at HQ. 								
NSW GOVERNMENT EQUIVALENT GRADE										PUBLIC SERVICE SENIOR EXECUTIVE (PSSSE) BANDS 1-4
CAPABILITY FRAMEWORK										HIGHLY ADVANCED
CORE CAPABILITIES										ADVANCED
RESULTS										DEPT
RESULTS										CLERK GRADE 9/10 - 11/12
RESULTS										CLERK GRADE 7/8

OTHER RANKS

AUSTRALIAN DEFENCE FORCE	ARMY	Warrant Officer Class 1	Warrant Officer Class 2	Sergeant	Corporal	Lance Corporal	Private
NAVY	Warrant Officer	Chief Petty Officer	Petty Officer	Leading Seaman	Able Seaman	Seaman	
AIR FORCE	Warrant Officer 1	Flight Sergeant	Sergeant	Corporal	Leading Aircraftsman/ Aircraftswoman	Aircraftman and aircraftwoman	
GENERAL EXPERIENCE							
	<ul style="list-style-type: none"> - 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. 	<ul style="list-style-type: none"> - 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. 	<ul style="list-style-type: none"> - 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	GRADE 3/4 - 5/6	CLERK GRADE 3/4	CLERK GRADE 3/4
CAPABILITY FRAMEWORK	CORE CAPABILITIES	ADVANCED		ADEPT	INTERMEDIATE	FOUNDATIONAL	RESULTS
	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 (VEP) was established in 2016 within the NSW Office for Veterans Affairs. The first of its kind for government in Australia, the VEP is committed to supporting veterans find suitable, sustainable and meaningful employment within the NSW Government, and is leading the way in employment initiatives for veterans.

The Program aims to:

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

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