

## VETERAN CANDIDATE GUIDE

### *Supporting your transition from service to a career at Precise Air Group*

#### Welcome

Thank you for considering a career with Precise Air Group. We recognise the significant contribution of Australia's veterans and reservists, and we value the skills, experience and character you bring.

Our recruitment process is designed to be **veteran-inclusive**, focusing on your **ability, potential and transferable skills**, not just your civilian qualifications – reflecting best practice from the Department of Veterans' Affairs (DVA) and the Veteran Employment Program (VEP).

This guide provides practical information to help you translate your military experience, prepare your application, and confidently navigate your transition into civilian employment.

### 1. Understanding Your Transferable Skills

Veterans bring highly sought-after capabilities to civilian workplaces, including leadership, teamwork, problem-solving, adaptability, safety focus, operational planning and working under pressure – all identified as core strengths in DVA's Veteran Employment Toolkit.

#### Translate your ADF experience into civilian language

Many veterans underestimate the breadth of their experience because civilian employers may not understand military titles or jargon. Tools like the **Core Skills Identifier**, which translates ranks into civilian-readable capabilities, can help you articulate your skills effectively.

Examples of translating skills:

- Platoon Commander / Section Leader → Team Leader, Supervisor, Operations Coordinator
- Maintenance Technician (RAAF/Army/Navy) → HVAC Technician, Fire Systems Technician, Technical Specialist
- Logistics / Supply roles → Scheduler, Procurement Officer, Operations Support
- Engineering roles → Project Engineer, Mechanical Engineer, Project Manager

To strengthen your application:

1. Focus on the *underlying capability* (e.g., led 12 personnel through operational tasking).
2. Avoid jargon or acronyms unless you explain them.
3. Link examples to the responsibilities in the job ad.

### 2. Preparing Your Application

#### Your Résumé

DVA guidance recommends translating military experience into plain-language skills and achievements to ensure civilian employers can understand your value.

Include:

- Clear, civilian-friendly job titles

- Summary of your key skills (leadership, safety, risk management, maintenance, planning, etc.)
- Achievements with measurable outcomes (e.g., improved readiness, reduced downtime, increased compliance)
- Technical qualifications and Defence training
- Any Recognition of Prior Learning (RPL) or credits you're pursuing
  - Defence and ADF Transition support provide pathways to recognise military skills through qualifications and RPL.

### Your Cover Letter

Use this to:

- Connect your military background to the role
- Highlight key capabilities relevant to the position
- Share what motivates you post-transition
- Discuss why Precise Air Group appeals to you (purpose, service, teamwork, meaningful impact)

## 3. Our Veteran-Inclusive Recruitment Process

Precise follows the DVA's recommended approach for veteran-friendly interviews and selection processes.

### What you can expect

We focus on:

- **Capability and potential**, not just qualifications
- **Structured behavioural questions** that allow you to speak to military experience
- **Targeted prompts** to help surface transferable skills
- **A supportive and respectful interview environment** that understands military culture
- **The option to speak to another veteran at Precise** (where possible)

### Interview Tips for Veterans

Based on DVA's guidance for veteran-inclusive processes:

- Use real examples from training, operations, exercises or postings
- Translate military roles into plain English (e.g. "I supervised a team of 10" rather than "I commanded a section")
- When asked about teamwork, conflict, or decision-making, lean into operational examples—they are highly relevant
- If you're unsure of the question, ask the interviewer to clarify or rephrase
- Remember: we value your service, and we design our process to help you show the impact of your experience

## 4. Learning & Career Development at Precise

Veterans often seek environments that offer structure, support and clear pathways – all of which are part of our EVP.

We offer:

- On-the-job technical development
- Support for licences, tickets and certifications
- Leadership pathways aligned with your aspirations
- Mentoring and peer support, including access to veteran employees
- Room to grow into roles in service delivery, technical trades, engineering, projects, people leadership, and operations

These practices align with the VEP focus on development, support and retention.

## 5. Recognition of Your Military Skills (RPL & Training Pathways)

Your military training may be recognised through:

- **RPL (Recognition of Prior Learning)** pathways supported by Defence and ADF Transition, giving credit for leadership, WHS, logistics, technical skills and more.
- **State programs like TAFE NSW “Ranks to Recognition”** to help translate military skills into civilian qualifications.
- **DVA resources**, including the Veteran Employment Toolkit, which helps you communicate your skills clearly.

We actively encourage candidates to explore these options and can advise on which civilian qualifications align to Precise roles.

## 6. Support for Reservists

Precise complies fully with the **Defence Reserve Service (Protection) Act 2001**, which protects your right to serve, ensures you cannot be disadvantaged, and requires employers to release you for Defence service.

We also follow DVA and ADF Reserve guidance around:

- Not requiring you to use annual leave for Defence service
- Supporting you with planned Reserve commitments
- Reinstating your employment when you return
- Providing policy clarity for managers

We inform employees and leaders about the **Employer Support Payment Scheme (ESPS)** – which provides financial support to businesses when reservists are on eligible service.

## 7. Additional Transition Resources

You may find these helpful as you plan your career:

- **Veteran Employment Toolkit** - resume, interview and transition guidance [\[veteransem...ent.gov.au\]](http://veteransem...ent.gov.au)
- **Core Skills Identifier** - converts your rank into civilian skills language [\[veteransem...ent.gov.au\]](http://veteransem...ent.gov.au)
- **ADF Transition - Employment Assistance** - coaching, workshops, training subsidies [\[defence.gov.au\]](http://defence.gov.au)
- **RSL Employment Program & Soldier On Pathways** - job readiness and mentoring [\[ironsidere...ces.com.au\]](http://ironsidere...ces.com.au)

## 8. Want to Talk to Someone Before You Apply?

We know that some people who served don't identify as veterans – and some prefer not to disclose their service. That's completely respected.

If you'd like confidential support or help understanding roles, our **People & Culture team** is available at [hr@preciseair.com.au](mailto:hr@preciseair.com.au). Whether you're transitioning from the ADF, looking for your next step, or balancing Reserve commitments, we're here to help.

Your service has equipped you with abilities that make a meaningful difference in our business. We look forward to supporting your next chapter and helping you build a career with purpose, growth and belonging.