



AFP

AUSTRALIAN FEDERAL POLICE



PROTECTIVE
SERVICE OFFICERS

A CAREER, NOT JUST A JOB

Protective Service Officers (PSOs) are employees of the Australian Federal Police and play a vital role in protecting all Australians as part of the National Security Portfolio.

As a PSO, you will provide a protective security presence and response to sites of national importance, from critical infrastructure to Commonwealth, diplomatic and consular premises in Australia and overseas.

AFP Protective Service plays an important role in Public Order Management throughout Australia and internationally and holds use of force and legal powers.

CAREER DEVELOPMENT

As a new recruit you will undergo an intensive residential training program, which combines theory, practical application of knowledge, officer safety training, simulations and physical fitness training. During the training, recruits will be required to obtain and maintain the essential qualifications, skills and competencies required for the role of a PSO.

At the successful completion of training, you will become an employee of the AFP with the opportunity to deploy to locations around Australia.

Opportunities to expand your career within the AFP, such as gateways into sworn and unsworn roles, may be available.

The AFP College provides a comprehensive range of career development opportunities that support your skill acquisition and professional learning.

THE RECRUITMENT PROCESS

The AFP is a values-driven organisation and the core values represent the organisation's principles and standards. The core values of the AFP are integrity, commitment, excellence, accountability, fairness and trust. These values underpin everything we do.

The AFP is looking for people with:

- high levels of motivation
- good character
- whole-of-life integrity
- cultural and diversity awareness
- a commitment to working with the community.

To be considered, you need to:

- be over 18 years of age
- be an Australian citizen
- hold a full manual driver's licence and have a driving history with minimal offences.

The AFP's selection process is comprehensive and competitive. To be eligible to commence a recruit training course, applicants must meet the required standard at each recruitment gateway:

- online application and supporting documentation, including an employee suitability questionnaire
- online cognitive ability test (OCAT)
- meet the minimum requirements including traffic and legal history
- pre-entry physical competency assessment (PCA) – fitness testing
- assessment centre including an interview conducted by a panel, a group activity, a literacy exercise and an OCAT validation
- medical and psychological assessments
- AFP security clearance (which may involve an interview)
- provide required certificates including Senior First Aid Certificate and swim ability
- drug testing and finger printing.

This rigorous process is designed to ensure applicants meet our entry requirements and have a high potential for successfully meeting the challenges and demands of a role with the AFP.

The AFP is committed to recruiting from the diverse groups that make up Australian society. We believe that all Australians should have the opportunity to compete for careers in the AFP without being disadvantaged by gender, sexual orientation, race, ethnicity, disability or other difference.

Aboriginal and Torres Strait Islander people

The AFP values diversity and is committed to promoting Indigenous affairs internally and externally through community engagement practices.

Every role in the AFP is available to Aboriginal and Torres Strait Islander people and we are committed to providing employment pathways for career enhancement and progression. In addition to our general recruitment programs, we offer a range of targeted entry-level options.

For more information, search for 'Diversity' at **www.afp.gov.au**.

Recruitment intake

The AFP has an annual intake of PSOs. The timing of these intakes is based on operational requirements and advised through local and regional press campaigns and on the AFP website.

People interested in becoming an AFP PSO are encouraged to regularly visit our website and explore the various functions and operations of the AFP.





AFP UNIFORM PROTECTION

PSOs are employees of the AFP who provide protection for various Commonwealth interests nationally and internationally.

PSOs engage in high visibility protective security roles that ensure a safe and secure environment for Australian High Office Holders, internationally protected persons, the diplomatic community and Commonwealth establishments.

Protective security duties are conducted at:

- diplomatic and consular missions
- Commonwealth premises including Parliament House, The Lodge, Kirribilli House, Admiralty House, Government House, High Court and selected defence establishments
- overseas Australian embassies
- other critical infrastructure sites Australia wide.

PSOs also have the opportunity to join AFP national and international operations and international peace keeping missions.





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