

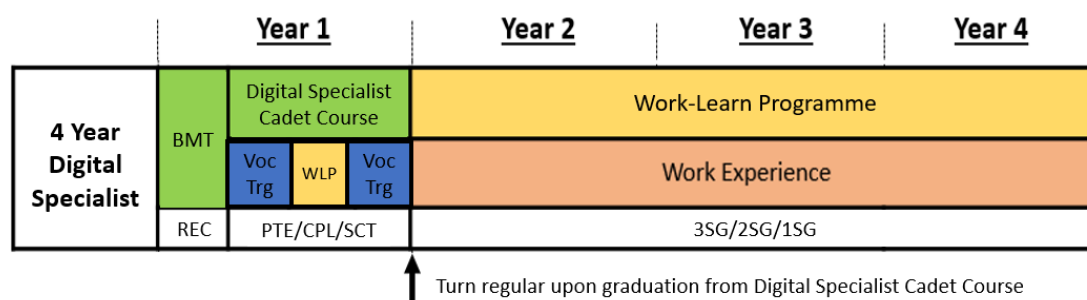
FACTSHEET FOR DIGITAL SPECIALIST AWARD

1. The Digital Specialist Award is offered in recognition of your knowledge, skills, and potential for contributing to the digital defence of MINDEF/SAF. This award provides excellent opportunities for professional and personal development in the digital domain.

TRAINING

2. You will undergo BMT based on your combat fitness like all enlistees. After successfully passing BMT, you will undergo the Digital Specialist Cadet Course (DSCC), which will span approximately 8 months (36 weeks), where you will have opportunities to hone your skillsets through vocational and academic training in areas of data science, software development and artificial intelligence (AI). You will serve in roles including data engineering, AI model experimentation and development, operational deployment of technologies, and User Experience (UX) and User Interface (UI) design to help meet the SAF's increasing digitalisation needs. Please see **Figure 1** for a summary of the training¹ that you will receive as a Digital Specialist Award Recipient.

Figure 1: Summary of Training – Digital Specialist Award



DEPLOYMENT AND WORK-LEARN PROGRAMME (WLP)

3. After DSCC, you will graduate as a 3rd Sergeant (3SG) and be assigned to a unit. At your unit, you will perform operational duties and embark on a WLP. Subject to operational requirements, you will spend:

- a. **SMU-WLP**. Up to two days² a week attending modules in SMU.
- b. **NTU-WLP**. Alternate between studying (for one semester) and working for the remaining period at NTU.

4. In total, the vocational training, WLP modules, and work experience will earn you academic credits that are recognised by universities (subject to prevailing universities' admission policies). You will accumulate academic credits that contribute towards approximately 50% of the stipulated degree programme at the corresponding university.

¹ Sequencing of the phases is dependent on cohort intake, training programme, and academic schedule, and is subject to changes.

² Subjected to SMU's curriculum, students may be required to take 2 half-days a week.

5. WLP Options. Digital Specialists can enrol in one of the following two WLPs available (see **Table 1**).

6. Admission to SMU/NTU. Digital Specialists are required to apply and gain admission into one of the above stipulated degree programmes on their own merit.

Table 1: WLP Options

	SMU-WLP³	NTU-WLP
Modality	Up to 2 days ⁴ a week attending modules	1 semester per year attending modules
Contract duration	4 years only	4 years only
Credit accumulation	Up to 50%	Up to 50%
Degree Programme(s)	1. Computer Science with chosen AI track 2. Computer Science with chosen Software Systems track 3. Information Systems with chosen Business Analytics track 4. Information Systems with chosen Product Development track 5. Information Systems with chosen Smart-City Management & Technology track 6. Software Engineering	1. Computer Science 2. Computer Engineering 3. Data Science and Artificial Intelligence

TERMS & CONDITIONS OF THE AWARD

7. Overview. The Digital Specialist Award is an award for enhanced digital training and enlistment into regular WOSpec contract service. The period of regular service is 2 years in addition to the full-time NS period. In total, you will serve 4 years in MINDEF/SAF.

8. Obligations. You are expected to satisfactorily complete and pass your training (including BMT and DSCC) and 4 years of service. In addition, you have to pass IPPT if you are IPPT-eligible. You will be subject to military discipline and are expected to conduct yourself in a manner becoming of a member of the SAF.

9. Salary. For the NSF period, you can expect to receive NSF allowances commensurate with your rank. For the regular service period, you can expect to receive between **\$2,200 - \$2,970⁵** per month as a 3SG. Regular service will commence upon graduation from DSCC. You will also be eligible for annual bonuses⁶ and contract gratuity⁷.

³ SMU-WLP students shall inform SMU of their chosen track – AI or Software Systems (for Computer Science) and Business Analytics, Product Development or Smart-City Management & Technology (for Information Systems) by end of Year 2.

⁴ Students on the SMU-WLP may be required to take classes on 2 half-days for certain semesters, depending on the school's curriculum.

⁵ The salary range applies across the educational levels. A diploma holder should expect to start with a salary at the higher end of the range.

⁶ Mid-year/End-year bonuses and performance bonuses. These are subject to good performance.

⁷ Contract Gratuity will be awarded upon completion of your contract period. You will receive one month of your last drawn gross salary for every completed year of regular service, on a prorated basis.

10. Leave Entitlement and Medical Benefits. You will be entitled to 18 days of annual leave. You will be placed on the Medisave-cum-Subsidised Outpatient (MSO) scheme, where you will receive an additional 2% of your salary (subject to a cap of \$140/month) into your Medisave account. You will also receive outpatient medical expenses subsidies, subject to a cap of \$500 per year.

11. Flexible Benefits Scheme (FLEX). You will be entitled to FLEX credits worth \$800 in addition to medical and annual leave entitlements. This is to support your well-being, learning, developmental and family needs. The benefit will be disbursed to you as an allowance as part of your overall remuneration package. It will be credited to your bank account in May annually based on your reckonable service period for the preceding financial year.

12. Liabilities in the Event of Award Termination. The Digital Specialist Award will be terminated in the event of disciplinary action or unsatisfactory performance. The termination conditions range from being discharged from service (e.g. due to poor performance or committing a military offence), failure to graduate from the DSCC, or not meeting the academic requirements for their Work-Learn Programme. If terminated, Liquidation Damages (LD) will be computed based on remuneration received during the period of study and training fees incurred. In addition, the individual will have to complete his remaining full-time NS liabilities, serving in another suitable vocation based on SAF requirements. The LD for the 4-year Digital Specialist Award is estimated to be up to **\$140,000**.

ACCEPTANCE OF OFFER

13. Candidates who are interested to take up the offer are kindly requested to submit the completed **Form A** via FormSG [link](#) and email the necessary documents to disworklearn@defence.gov.sg by **30 Jun 2025 at 3:00pm**. Note that this offer will lapse after the stated deadline and other candidates on the wait-list will be considered instead.

CONTRACT SIGNING

14. Upon receiving your email reply, we will schedule an appointment for you at the Recruitment Centre for you to sign the sponsorship agreement. You may be required to bring along sureties⁸ – please refer to **Table 2** for Surety Requirements and Criteria.

Table 2: Surety Requirements and Criteria

Number of Sureties	2 sureties are required; or 1 surety can be sufficient if surety can show proof of financial ability to settle at least 60% of your liability, estimated to be an amount of \$84,000.
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⁸ Although you are personally liable for the terms and conditions of the award, sureties are required to be jointly liable to ensure that the Government shall be indemnified in the event that you, as the Digital Specialist Award recipient, fail to fulfil the terms without good reason.

**Criteria for
Sureties**

Sureties **should** be:

A Singapore Citizen residing permanently in Singapore between 21 and 60 years of age. Persons aged above 60 will be allowed to stand as sureties if they can show proof of financial ability to settle at least 30% of the liability, estimated to be an amount of \$42,000.

Gainfully employed with a minimum monthly salary of \$1,000 or proof of financial ability [Bank Statement with a sufficient balance to settle at least 30% of the liability, estimated to be an amount of \$42,000]

They **should NOT** be:

Bonded for any existing scholarship/bursary/study loan agreement.

An existing party to another scholarship/bursary/study loan agreement that is not with MINDEF/SAF. Persons who are existing sureties for MINDEF/SAF Agreements will be allowed to stand for surety for another MINDEF/SAF Agreement if they can show proof of financial ability to settle at least 30% of all liabilities with MINDEF/SAF.

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