

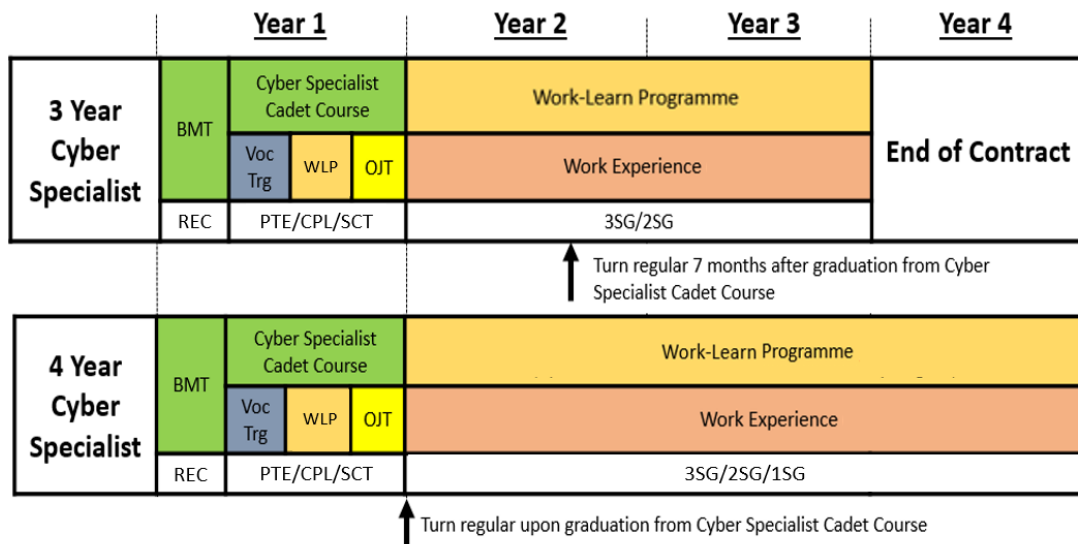
FACTSHEET FOR CYBER SPECIALIST AWARD

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

TRAINING

2. You will undergo BMT based on your combat fitness like all enlistees. After successfully passing BMT, you will undergo the Cyber Specialist Cadet Course (CSCC), which will span approximately 8 months (35 weeks), where you will acquire the knowledge and skills for cyber defence over two phases¹. Please see **Figure 1** for a summary of the training that you will receive as a Cyber Specialist Award Recipient.

Figure 1: Summary of Training – Cyber Specialist Award



a. Vocational and On-the-Job Training Phase. You will acquire vocational knowledge and skills and apply cybersecurity fundamentals to the military context. After vocational training, you will commence On-the-Job Training (OJT) where you will be trained on specific systems, tasks, and Standard Operating Procedures (SOPs) in operational units. This phase of training will be administered over 22 - 24 weeks by the SAF Cyber Defence School in Signals Institute.

b. Professional Foundation Phase. You will further expand your professional knowledge and skills during this phase, which includes topics such as programming, security for web systems & technologies, computer & network architecture, as well as mathematics and statistics. This phase of training will be conducted over 14 - 16 weeks either at the Singapore Institute of Technology (SIT), National University of Singapore (NUS), Singapore Management University (SMU) or Nanyang Technological University (NTU).

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

DEPLOYMENT AND WORK-LEARN PROGRAMME (WLP)

3. After CSCC, 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. SIT/NUS/SMU-WLP. Up to two days a week attending modules in the respective university.
- b. NTU-WLP. Alternate between studying (for one semester) and working for the remaining period at NTU.

4. You may also have opportunities to attend industry-recognised professional development courses in the third and fourth year of service.

5. In total, the CSCC training, WLP modules, and work experience will earn you academic credits that are recognised by universities (subject to prevailing universities' admission policies). Depending on the tenure of your award, you will accumulate academic credits that contribute towards approximately 25% – 50% of the stipulated degree programme at the corresponding university.

6. WLP Options. Cyber Specialists can enrol in one of the four WLPs available (see **Table 1**).

Table 1: WLP Options

	SIT-WLP²	NUS-WLP*	SMU-WLP*³	NTU-WLP*
Modality	Up to 2 days ⁴ a week attending modules			1 semester per year attending modules
Contract duration	3 or 4 years	3 years only	4 years only	4 years only
Credit accumulation	Up to 33% (3 years) or 50% (4 years)	Up to 25%	Up to 50%	Up to 50%
Degree Programme(s)	1. NA (Modules will map into Information Security ⁵)	1. Computer Science 2. Information Security	1. Computer Science with chosen Cybersecurity track	1. Computer Science 2. Computer Engineering

² SIT-WLP is the default WLP unless applicants gain admission into the NUS-WLP/SMU-WLP/NTU-WLP. Applicants taking the Singapore-Cambridge GCE A-Levels must have obtained passes in at least two subjects at H2 Level and offered either General Paper (GP) or Knowledge and Inquiry (KI) in the same sitting.

* You are required to first apply for and gain admission to the requisite NUS/SMU/NTU undergraduate programme on your own merit. Only then will you be placed on the NUS-WLP/SMU-WLP/NTU-WLP. Otherwise, you continue with the SIT-WLP upon receiving the Cyber Specialist Award.

³ SMU-WLP students shall inform SMU of their chosen track – Cybersecurity or Software Systems by end of Year 2.

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

⁵ For the SIT-WLP, you will gain admission into the SIT-WLP as part of passing the Cyber Specialist selection tests. If you wish to complete your degree at SIT after the WLP, you are still required to apply to SIT's Information Security Programme and gain admission based on your own merit.

			2. Computer Science with chosen Software Systems track	
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TERMS & CONDITIONS OF THE AWARD

7. Overview. The Cyber Specialist Award is an award for enhanced cyber training and enlistment into regular WOSpec contract service. The period of regular service is 1 or 2 years in addition to the full-time NS period. In total, you will serve 3 or 4 years in MINDEF/SAF.

8. Obligations. You are expected to satisfactorily complete and pass your training (including BMT and CSCC) and 3 or 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 - \$2,970**⁶ per month as a 3SG. For the 3-year Cyber Specialist scheme, regular service will commence seven months after graduation from CSCC. For the 4-year Cyber Specialist scheme, regular service will commence upon graduation from CSCC. You will also be eligible for annual bonuses⁷ and contract gratuity⁸.

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 Cyber Specialist Award will be terminated in the event of disciplinary action or unsatisfactory performance. The termination conditions could range from being discharged from service (e.g. due to poor performance or committing a military offence), failure to graduate from the CSCC, 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

⁶ 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.

⁷ Mid-year/End-year bonuses and performance bonuses. These are subject to good performance.

⁸ 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.

on SAF requirements. The LD for the 3-year and 4-year Cyber Specialist Award is estimated to be up to **\$46,000 and \$140,000** respectively.

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 sureties⁹ – 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 \$28,000 (for 3-year Cyber Specialist Award) or \$84,000 (for 4-year Cyber Specialist Award).
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 \$14,000 (for 3-year Cyber Specialist Award) or \$42,000 (for 4-year Cyber Specialist Award). 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 \$14,000 (for 3-year Cyber Specialist Award) or \$42,000 (for 4-year Cyber Specialist Award)] 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.

⁹ 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 Cyber Specialist Award recipient, fail to fulfil the terms without good reason.

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