

NAVAL OFFICER





LEADING OUR MISSION

Excel in a career unlike any other with the Republic of Singapore Navy. As a Naval Officer, you will play a vital role in leading our men and women in protecting Singapore's waters and ensuring continued access to our sea lanes. Your leadership skills will be put to the test as you take command of some of the most advanced warships, while playing an instrumental role in strengthening diplomatic ties with like-minded nations.



TAKE COMMAND

As a Naval Officer, you will be groomed to take command of our Navy's sophisticated submarines, warships and naval aircraft, while leading the men and women of our Navy family to fulfil their duty of defending Singapore.

With your acute strategic senses, you will use your diplomatic skills in extending a hand of friendship with

like-minded navies during times of peace, and during troubled times, lead your people to victory at sea. Choose a career that serves a bigger purpose, and rewards you with an extraordinary and meaningful experience.

Embark on a purposeful career as a Naval Officer.





OUR PURPOSE

For centuries, maritime trade has been a key component of Singapore's economy and vital to its survival and prosperity. Given Singapore's strategic location, seaborne trade is the lifeblood of our economy and we rely on the sea to import valuable cargo and energy, and to export goods we manufacture. Our port is one of the busiest in the world and our offshore islands along the Singapore Strait host some of the world's largest oil refineries. Threats to Singapore's waters – the borders of a small island state measuring no more than 50km by 27km with no geographic depth – are also threats to the nation and Singaporeans' livelihoods. The sea is Singapore's lifeline, our link to the world and our first line of defence.

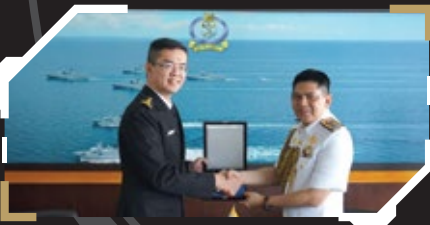


The 4 key roles of our Navy



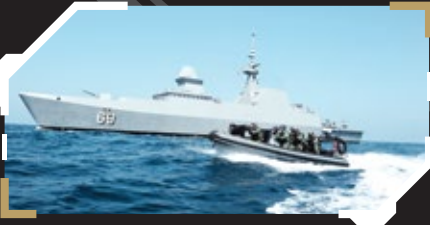
Ensuring maritime security

The Singapore Strait is one of the busiest waterways in the world – every day, close to a thousand ships ply it. Given its proximity to the country's city centre and critical industries, it is crucial that the RSN ensures that maritime security is never compromised. The Navy maintains a 24/7 presence in Singapore waters, supported by surveillance and sense-making hubs ashore, and works closely with national and regional maritime agencies and navies to ensure that our seas are safe and secure for all.



Enhancing diplomacy

The RSN contributes to the expansion of Singapore's policy space by making friends and sustaining strong relationships with fellow navies in the region and beyond. Building relationships with friends and partners improves trust and interoperability and makes it easier to tackle maritime concerns and security challenges together.



Protecting our Sea Lines of Communication

Singapore sits astride the major sea lines of communication in the world. Cut off its access to them and Singapore will immediately be isolated. The RSN plays an important role in maintaining access to these sea lines of communication and deterring and dealing with threats to their closure.



Securing our peace

In peace, the RSN has to hone and finesse its warfighting capabilities. It has to be ready at all times to answer the call of duty, and work with friends and partners to protect the seas, which are global commons. Should deterrence and diplomacy fail, the RSN will secure a swift and decisive victory for Singapore against any aggressor at sea.

OUR ARSENAL OF ASSETS

Submarines, warships and naval aircraft are critical instruments of war, used to accomplish strategic, operational and tactical goals. Your training as a Naval Officer will prime you to command an array of state-of-the-art naval platforms and systems, so you are always ready to respond to any eventualities that may occur in the complex and challenging maritime domain.

FLEET



ENDURANCE-CLASS LANDING SHIP TANK

Length: 141 metres

Speed: In excess of 15 knots

Displacement: 6,000 tonnes



FORMIDABLE-CLASS FRIGATE

Length: 114 metres

Speed: In excess of 25 knots

Displacement: 3,200 tonnes



VICTORY-CLASS MISSILE CORVETTE

Length: 62 metres

Speed: In excess of 30 knots

Displacement: 530 tonnes

MARITIME SECURITY TASK FORCE



ARCHER-CLASS SUBMARINE

Length: 60.5 metres
Speed: 8 knots (surfaced),
>15 knots (submerged)
Displacement: 1,400 tonnes (surfaced),
1,500 tonnes (submerged)



CHALLENGER-CLASS SUBMARINE

Length: 51 metres
Speed: 10 knots (surfaced),
16 knots (submerged)
Displacement: 1,130 tonnes (surfaced),
1,200 tonnes (submerged)



TYPE 218SG SUBMARINE

As part of our future development,
the first Type 218SG Submarine
will join our Navy in 2020.



FEARLESS-CLASS PATROL VESSEL

Length: 55 metres Speed: In excess of 20 knots
Displacement: 500 tonnes



BEDOK-CLASS MINE COUNTER MEASURE VESSEL

Length: 47.5 metres Speed: In excess of 15 knots
Displacement: 360 tonnes

UNMANNED SYSTEMS



PROTECTOR UNMANNED SURFACE VESSEL

Length: 9 metres
Speed: Up to 30 knots
Displacement: 5 tonnes



SCANEAGLE UNMANNED AERIAL VEHICLE

Length: 1.2 metres
Speed: About 53 – 55 knots
Weight: About 20 kilograms



INDEPENDENCE-CLASS LITTORAL MISSION VESSEL

Length: 80 metres
Speed: In excess of 27 knots
Displacement: 1,250 tonnes
Eight Littoral Mission Vessels will be replacing our
Fearless-class patrol vessels by 2020.



SPECIALISED MARINE CRAFT

Length: 22 metres Speed: In excess of 30 knots
Displacement: 40 tonnes

AIRCRAFT



FOKKER 50 MARITIME PATROL AIRCRAFT

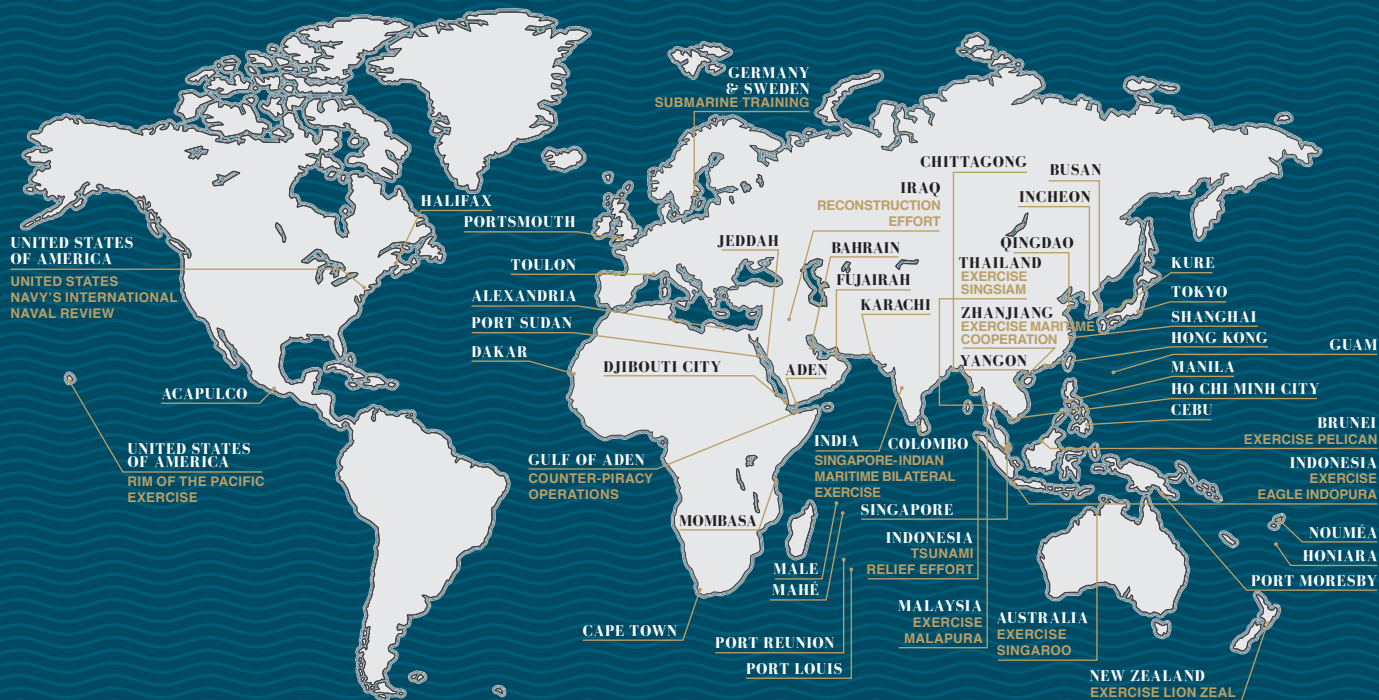
Length: 25 metres
Speed: 220 knots
Wingspan: 29 metres



S-70B SEAHAWK

Length: 19.76 metres
Speed: About 140 knots
Weight: 9.6 tonnes

This map depicts our Navy's various ports of call, exercises and missions.





YOUR MEANINGFUL JOURNEY >

You'll be tasked with the responsibility of defending Singapore against sea-borne threats, and protecting its sea lines of communication. As a Naval Officer, you will take the lead in various overseas missions and exercises, and work alongside navies from around the world to ensure safe and secure seas for all. Here are some of the opportunities for you to play a role in the larger international community.

LEADING THE WAY FORWARD

Your career as a Naval Officer will see you taking on key leadership roles and being exposed to various aspects of the organisation, including operations, planning and training. As you serve to defend our maritime nation, the Navy will ensure that you are well taken care of with a competitive salary and attractive benefits.

ACADEMIC QUALIFICATIONS

Degree, Diploma, 'A'-Levels or International Baccalaureate

Starting salary

Officer Cadet	2nd Lieutenant	Lieutenant
\$3,940 – \$4,890 (Degree)	NA	\$4,900* – \$5,520* (Degree)
\$3,010 (Diploma)	\$3,570* (Diploma)	\$3,630* (Diploma)
\$2,420 ('A'-Levels)	\$3,010* ('A'-Levels)	\$3,240* ('A'-Levels)

**Includes ship board allowance of \$350*

Additional allowances

Ship board: \$350 – \$450
Submarine: \$750 – \$850
Diving allowance: \$700 – \$1,000

Basic requirements

- Singapore citizen or Singapore PR intending to take up citizenship
- Medically fit (PES A and PES B)
- Normal colour perception

Salary range is subject to change. The actual starting salary will vary based on holistic assessment of the candidates' qualities, educational qualifications, completion of full-time National Service, relevant work experience, and military performance against the requirements of the jobs.





THE PATH OF LEADERSHIP

Your career as a Naval Officer is designed to be fast-paced and dynamic, from start to finish. For the first five years, you'll be engaged in operational duties, while being alternated between ship board appointments and upgrading courses. With every course, you'll advance by assuming a higher management position.

1. BECOMING A NAVAL OFFICER

BASIC MILITARY TRAINING (BMT)

2 months (Enhanced)

4 months (Physical Training Phase [PTP])

MIDSHIPMAN

9 months

2. JUNIOR OFFICER (JO)

CERTIFICATE OF COMPETENCY (COC)

3 months

NAVAL JUNIOR OFFICERS' COURSE (NJOC)

6 months

BRIDGE WATCHKEEPING CERTIFICATE (BWC)

6 months

3. ASSISTANT OPERATIONS OFFICER (AOPS)

NAVAL ADVANCED OFFICERS' COURSE (NAOC)

4 months

ASSISTANT OPERATIONS OFFICER (AOPS)

1 to 1 ½ years

4. PRINCIPAL WARFARE OFFICER (PWO)

NAVAL WARFARE OFFICERS' COURSE (NWOC)

4 months

TRI-SERVICE WARFIGHTER COURSE (TSWC)

1 month

OPERATIONS OFFICER (OPSO)

1 to 1 ½ years

EXECUTIVE OFFICER (XO)

1 to 1 ½ years

5. STAFF OFFICER

SECTION HEAD

2 to 3 years

6. COMMANDING OFFICER (CO)

COMMAND AND STAFF COURSE (CSC)

11 months

COMMANDING OFFICER (CO)

2 to 3 years

7. POST COMMAND APPOINTMENTS

SENIOR LEADERSHIP APPOINTMENT

Rotation every 2 to 3 years

DARE TO GO FURTHER

The Officer Scheme is designed to bring out your potential with opportunities to undertake command, staff and instructional appointments, from junior leadership up to the top echelon. Below are milestones that you may accomplish until the age of 50.

NAVAL OFFICERS

RANK

2nd Lieutenant (2LT) – Captain (CPT)



2LT



LTA



CPT

APPOINTMENTS

- Executive Officer of a Warship / Submarine
- Staff Officer / Section Head (Shore Appointment)
- Operations Officer of a Warship / Submarine / Aircraft
- Assistant Operations Officer of a Warship / Submarine

Major (MAJ) – Senior Lieutenant Colonel (SLTC)



MAJ



LTC



SLTC

- Squadron Commander
- Senior Commanding Officer of a Warship / Submarine
- Senior Staff Officer / Branch Head
(e.g. Manpower, Intelligence, Operations, Naval Plans, Training)
- Commanding Officer of a Warship

Colonel (COL) – Rear Admiral (RADM)



COL

RADM
(1 STAR)RADM
(2 STARS)

- Chief of Navy
- Chief of Staff – Naval Staff
- Senior Squadron Commander / Senior Commander / Department Head
(e.g. Fleet Commander, Commander Maritime Security Task Force, Commander Naval Diving Unit, Commander Maritime Training and Doctrine Command, Head Naval Personnel, Head Naval Intelligence, Head Naval Operations, Head Naval Plans, Head Naval Training)

ENHANCED OFFICER SCHEME

SAVINGS AND EMPLOYEE RETIREMENT (SAVER) PLAN

CPF TOP-UP ACCOUNT

Employee's contribution

Lower contribution rate compared to private sector, allowing more take-home pay

Employer's contribution

Matches that of private sector

Savings Account

- Funds will be deposited monthly for the first 10 years of service
- Withdrawals can be made from the 7th year of service onwards

Retirement Account

Contributions start from the 7th year of service

Service Bonuses

Regular Service Bonuses will be distributed from ages 45 to 50

FLEXIBLE BENEFITS SCHEME

This scheme awards credit points (1 point = \$1) that you can use for:

Personal development | Vacations | Children's daycare services |
Children's education | Medical claims | Personal insurance

First 6 years of service: 600 credits per year

7th to 12th year of service: 800 credits per year

13th year of service onwards: 1,000 credits per year

SCHOLARSHIPS

Our Navy is a learning organisation. When you join us as a Naval Officer, we are prepared to offer both local and overseas scholarships if you perform well during your interviews, military training and academically. With a scholarship, you will also lighten your family's financial burden of providing you with a university education as the tuition fees, accommodation, air tickets, and other approved charges will be paid for by our Navy while you continue to draw a full salary or allowance, depending on the scholarship awarded.

SCHOLARSHIP

The SAF Scholarship

BENEFITS

- Full salary for the duration of overseas studies (including bonuses)
- Full tuition fees and other approved academic charges
- Maintenance and other allowances, e.g. books, clothing, computer
- Return airfare
- One-time sponsorship for summer exchange programmes

ELIGIBILITY CRITERIA

- Singapore citizens or permanent residents intending to take up citizenship
- Good GCE 'A' Level or International Baccalaureate results, Polytechnic Diploma (with Merit) or equivalent
- Good co-curricular activities (CCA) records and strong leadership qualities
- Qualify for and excel in Officer Cadet School
- Possess a strong interest in a military career

SAF Merit Scholarship (SMS)

- Monthly salary for the duration of studies
- Full tuition fees and other approved academic charges
- Maintenance and other allowances, e.g. books, clothing, computer
- Return airfare
- One-time sponsorship for summer exchange programmes

SAF Academic Scholarship (SAS - Overseas / Local)

- Monthly salary for the duration of studies
- Full tuition fees and other approved academic charges
- Return airfare (For SAS - Overseas)

- Singapore citizens or permanent residents intending to take up citizenship
- Good GCE 'A' Level or International Baccalaureate results, Polytechnic Diploma or equivalent
- Good co-curricular activities (CCA) records and strong leadership qualities
- Qualify for and excel in Officer Cadet School
- Possess a strong interest in a military career

SAF Academic Award

- Annual allowance of \$12,000 during the course of your studies
- Full tuition fees and other approved academic charges

- Singapore citizens or permanent residents intending to take up citizenship
- Qualify for a place in a local university
- Good co-curricular activities (CCA) records and strong leadership qualities

Mid-term SAF Academic Award

- Annual allowance, as well as sponsorship of tuition fees, hostel fees and other approved charges upon signing on
- Pro-rated lump sum back payment of tuition fees, hostel fees and annual allowance

- Qualify for and excel in Officer Cadet School
- Possess a strong interest in a military career
- For Mid-term SAF Academic Award: good academic results for the first semester of study at current university

OUR OFFICERS IN THEIR WORDS



COLONEL (COL) CHNG KIM CHUAN

Commander Third Flotilla

I was first introduced to the Navy during my Basic Military Training (BMT), and was drawn to the amazing opportunities that the career had to offer. The prospect to see the world through overseas missions and exercises, and the opportunity to advance my education with a fully paid scholarship stirred the interest of the then bright-eyed recruit. More than 20 years on, I am happy to say that I have not regretted my decision to join the Navy.

The Navy has given me the opportunity to grow as a leader. I have commanded a patrol vessel, a landing ship tank, a squadron and now a flotilla comprising the landing ships tank and fast craft utility (FCUs). These are leadership experiences that are unrivalled because taking command entails a wide spectrum of skills that I have to learn, from handling manpower matters, logistics, engineering to what I hold closest to my heart - inspiring the men and women under my charge. It has been a privilege to work alongside them and to make a difference in their lives.

In my career, I have participated in many exciting missions overseas, such as one of the first overseas peace support operations that the Navy had undertaken — the mission to East Timor in 1999. The Singapore Armed Forces (SAF), in support of the United Nations peacekeeping mission in Timor-Leste, contributed over 1000 personnel and our ships played an important role in the international effort to restore peace and security to Timor-Leste. The mission showed me what it meant to serve in the military — to bring peace in times of chaos.

Over the years, I have taken on different appointments which have exposed me to the varied roles that the Navy plays in our larger defence ecosystem. A career in the Navy is meaningful because the role we play has a direct impact on Singapore's survival and prosperity as a small nation. If your heart tells you that this is something you hope to contribute to, we look forward to welcoming you on board.

LIEUTENANT COLONEL (LTC) XAVIER LOW JIUN WEE

Commanding Officer, RSS *Conqueror*
(*Challenger-class submarine*)



As a teenager, I was clear that I wanted a career in the public sector. Choosing between being a teacher, a policeman, a pilot or a Naval Officer, what eventually attracted me to the Navy was the prospect of an exciting career that would bring me beyond horizons. Coming from a humble background, I was grateful to be awarded the SAF Academic Scholarship which provided for my university education, alleviating the financial burden on my family.

My career in the Navy has been nothing short of amazing. I have served on board the patrol vessels and mine-counter measure vessels during my junior days where I saw for myself what it meant to serve at the frontline of our maritime defence. One of my biggest milestones in the Navy came when I had the privilege to

join the submarine community. I spent five years in Sweden to train with our then newly acquired *Archer*-class submarines, pursued an MBA and started my family with the arrival of my eldest daughter. Choosing to become a submariner required me to take a leap of faith, and I am glad that I did.

The common misconception is that the view from the top is always rosy, but being a Commanding Officer is not all that it seems. Each day, I am confronted with decisions that I have to make, many of which impact the lives of those who are under my care. Ironically, this responsibility comes with immense fulfilment because of the positive difference I can make to the people who have placed their trust in my leadership. I absolutely enjoy engaging, encouraging and motivating my crew. After all, you can't be a leader if no one is willing to follow you.

The Navy has become like a second home to me. Serving alongside the men and women who have committed their lives to defending Singapore has been an honor. I know that they will be the people I can count on during tough times, and you can be very sure that they will be there for you if you decide to join our Navy family.

CAPTAIN (CPT) JAIME LIEW

Staff Officer,
Joint Manpower Plans Department



At the end of Junior College, I knew that I wanted a job that would allow me to work with people in a life-changing way, and one that would challenge me intellectually and engage me emotionally. I saw the chance to do all three in the Navy after attending a scholarship reception where a female Naval Officer shared about how she can trust her life with each and every crew on board her ship. I was sold and spent the next four months convincing my family and friends that I was serious about joining the Navy.

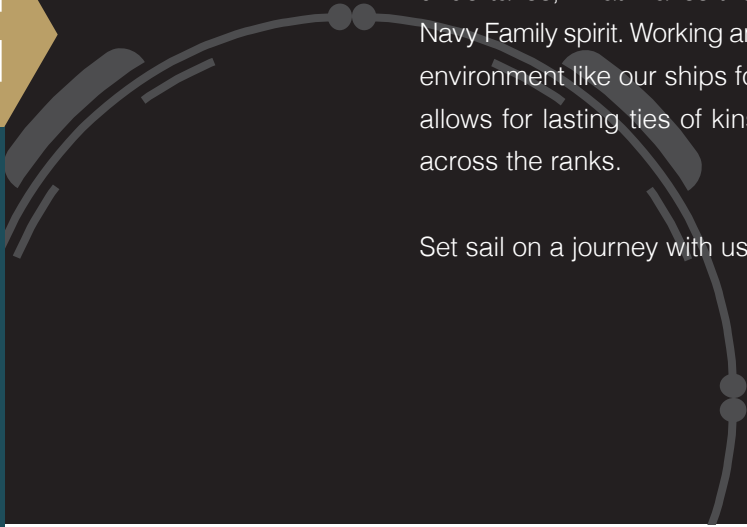
Having received the SAF Merit Scholarship, I went on to pursue a Bachelor of Science in International Relations at the London School of Economics and Political Science (LSE).

Living and studying overseas broadened my mind and exposed me – in a very intimate and immediate fashion – to numerous different cultures, strands of thoughts and identities.

As a Naval Officer, every single day brings fresh challenges, and every one of them requiring a great depth of character to surmount. The reward comes when your crew looks up and smiles at you in a brief demonstration of camaraderie. Your best moment is when they come to you with more problems, because that means you've earned their trust.

My fondest memory is sailing back from an overseas deployment when we had some time for recreation in the middle of an open ocean, where my ship held a "steel beach party". We screened a movie on the flat surface of the hangar doors, barbecued on the flight deck, and blasted music into the evening. It was a rare moment of peace amidst the usually hurtling pace of an operational ship. The horizon was unimpeded by land; the skies were stained red and gold, and some of my closest friends were beside me. I thought that I had never felt so infinite. That experience is something you can only get in the Navy.

WE ARE THE NAVY FAMILY



Beyond the various operations and exercises that the RSN undertakes, what makes the RSN so special is its closely-knit Navy Family spirit. Working and living together on board a unique environment like our ships forges a sense of camaraderie and allows for lasting ties of kinship to be built amongst the crew, across the ranks.

Set sail on a journey with us and be part of our Navy Family.



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NAVY RECRUITMENT CENTRE

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REPLY FORM

Mail this in today and we'll help you rise with the tide as a Naval Officer.

NAME _____ DATE _____

NRIC _____ CITIZENSHIP _____

CONTACT NO. _____ (HP) _____ (HOME) E-MAIL _____

ADDRESS _____

EDUCATIONAL LEVEL

(Highest Academic / Technical Qualification)


INSTITUTION, COURSE, YEAR OF STUDY

NS STATUS (PLEASE TICK ONE)

- ☐ AWAITING ENLISTMENT
- ☐ COMPLETED
- ☐ SERVING
- ☐ NOT APPLICABLE

UNIT, COMPANY, RANK, VOCATION, ORD

(Applicable only if serving / completed NS)



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