

WINNING THE CYBER AND INFORMATION BATTLESPACE



Singapore Armed Forces
Command, Control, Communications,
Computers and Intelligence (C4I)

ENTER THE INFORMATION BATTLESPACE

Modern militaries can no longer choose to ignore these external threats through the digital front.

-Defence Minister, Dr Ng Eng Hen on cyber defence

Modern militaries need a dynamic, networked, and knowledge-enabled force. The threats facing our nation are fluid and continuously evolving. In the invisible world of military intelligence and cyberspace, there are no clearly defined boundaries, nor physical features to identify the enemy.

The SAF C4I Community is dedicated to deliver game-changing outcomes through cutting-edge technology and innovation to win in the information battlespace.

This is your chance to be your best. Use your skills in ways that no other organisation can offer. Work alongside passionate, talented individuals who share the same drive and unique perspective. Be part of the team that delivers the knowledge advantage to help defend our nation.

If you choose to take up this challenge, you will embark on a meaningful career, filled with immeasurable rewards and satisfaction.

"The SAF relies on networks and technology to operate as an integrated force, my days are meaningfully spent defending the SAF's networks from potential cyber attacks."

- ME4 S Subash, C4X

SAF C4I COMMUNITY

The SAF Command, Control, Communications, Computers and Intelligence (C4I) community brings together Intelligence, C4 units and personnel from across the SAF. We gather the best people under one roof, to transform the SAF into a networked and knowledge-enabled force.

Military Intelligence Organisation

Military Intelligence Organisation (MIO) is a dynamic entity within the SAF that supports MINDEF by providing accurate, relevant and timely intelligence, and actionable information, so as to aid in their decision-making, strategising, planning and execution of the full spectrum of SAF operations through the peace-war continuum.

With first class Intelligence professionals, we will leverage on superior capabilities and technology, to deliver knowledge advantage to MINDEF and SAF.

SAF C4 Command

The SAF C4 Command is responsible for the operation and defence of the SAF's C4 systems for the SAF's mission success across the full spectrum of operations.

As a Cyber Defender in the Command, your responsibilities include cybersecurity monitoring, cyber incident response, vulnerability assessment and penetration testing, as well as malware analysis and cyber forensics.



Teamwork is the only effective way of dealing with the range of complex threats that we face across the globe, and every day I get to collaborate with many other talented individuals on strategic missions.

- ME4 Audrey Yong, Senior MIE

When you join the C4I community, you will be joining a specialised team to chart new paths in a constantly evolving realm, where a myriad of opportunities await you.

Military Domain Experts Scheme (MDES)

SAF Military Domain Experts Scheme (MDES) is a uniformed military scheme, anchored on professional and technical expertise development, to build strategic deep specialisation capabilities in selected military domains to maintain the SAF's operational edge.

Here is how we will nurture you for a meaningful military career.

C4 EXPERT (C4X)

The cyber realm holds limitless potential and promise, but it also brings obvious risks and profound challenges. Our increasing dependence on cyber connectivity, means an increasing vulnerability to cyberattacks.

As a Cyber Defender you are at the forefront of the cyber battlefield. C4Xs will be deployed to defend MINDEF/SAF system and networks. You will develop strong skills and competencies in the areas of cybersecurity monitoring; cyber incident response; vulnerability assessment and penetration testing; malware analysis and cyber forensics.

Besides operational roles, C4X can also be deployed to staff appointments like operational planning, cyber policy formulation and long-term capability development to meet new challenges and opportunities presented by the evolving cyber environment. C4Xs will specialise in military cyber operations and have a deep understanding of military systems and networks.

You will be uniquely positioned to make key contributions to the nation's cybersecurity. In doing so, you fulfil a vital mission to safeguard our economy and our people by keeping our critical infrastructure secure.

REQUIREMENTS

C4Xs are at the forefront of digital combat, they are proficient in the fields of computer science and computer engineering. Our C4X monitor and coordinate responses to cyber threats, securing vulnerabilities in network infrastructure and keep our critical infrastructure secure.

MILITARY INTELLIGENCE EXPERT (MIE) / SENIOR MILITARY INTELLIGENCE EXPERT (SENIOR MIE)

Military Intelligence is about providing accurate, relevant, and timely intelligence to support virtually every aspect of national security and policy from military actions, diplomacy to international law enforcement.

As a MIE, you will develop specialised skills and deep operational knowledge, leveraging sophisticated systems and technology to provide superior intelligence that will shape the outcome of the information battlespace.

With keen instincts, you must sieve through the noise, prioritise and evaluate sources, identify the facts and draw conclusions without bias. You will participate in day-to-day operations providing accurate, relevant and timely intelligence to ensure mission success.

As a Senior MIE, you will get to demonstrate your leadership skills and apply specialised analytical skills to overcome the complexities of intelligence operations.

REQUIREMENTS

For our MIE, academic backgrounds in Science, Technology, Engineering and Mathematics (STEM) or analytical thinking are key. Our MIEs are responsible for collecting and distilling information, hence allowing the SAF to understand threats, gaps and vulnerabilities significant to Singapore.

MILITARY INTELLIGENCE EXPERT (ENGINEERING) (MIE(E))

The SAF employs highly sophisticated weaponry and new operational concepts in its missions. Working on a wide range of C4 Systems, MIE(E)s are always at the forefront of new and emerging technologies.

MIE(E)s play a crucial role in maintaining these communication and information systems so as to enable the SAF to operate the wide range of sophisticated equipment and systems to their fullest potential.

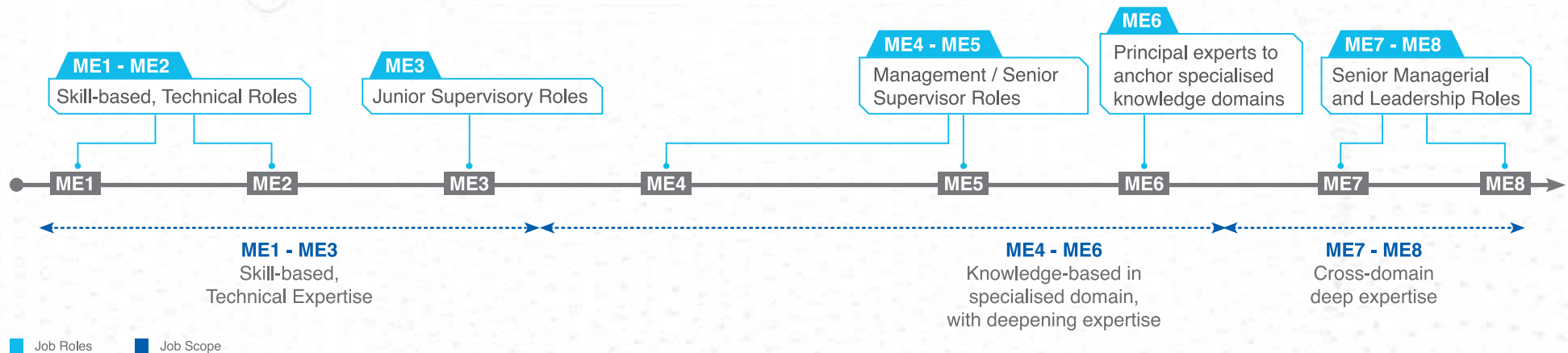
We will train and nurture MIE(E)s with the deep expertise to provide C4 systems services like secured voice telecommunications, broadband data networks, mobile phones, satellite communications, to support the full spectrum of the SAF's 24/7 operations.

You will monitor, manage, maintain and defend these systems, and uphold their 24/7 operability by responding quickly to operational demands while ensuring their availability and sustainability.

REQUIREMENTS

For our MIE(E)s, while specialist training is provided, individuals with backgrounds in electronics and IT are preferred. Our MIE(E)s utilise their technical expertise to operate on C4 systems in a complex environment.

CAREER PROGRESSION



Embark on an enriching and meaningful career, up to the age of 60.

You will develop greater depth of knowledge and gain specific expertise as you serve over a longer period. We provide continuing education to help you build up on the required skills and expertise. This is a career that will help you gain the extensive operational expertise needed to be deeply-specialised experts of your domains.

Our contiguous rank structure means there are opportunities for **continual advancement for outstanding performers**, attainment of unique expertise and assumption of **greater leadership responsibilities**.

Market Adjustable Specialisation Component (MASC)

The Market Adjustable Specialisation Component (MASC) is a key feature of the Military Domain Experts Scheme (MDES) to recognise the expertise level of our Military Experts. It is a pay component that increases as a MDES personnel accumulate skills and knowledge.

Working at C4I is the opportunity to be part of something bigger than yourself—to serve your country in a meaningful and compelling way. It's a unique, privileged experience.

- ME4 Karthigesan, Senior MIE



At the SAF C4I Community, knowledge is our key business, and you are our best asset. To help you stay on top of the game, we offer multiple opportunities for professional development and continuous education.

To continually hone specialised competencies across the diverse roles within the C4I community, we have mapped out holistic paths for you to develop your

1. leadership and management skills,
2. gain technical military domain knowledge and specialisation,
3. attain sponsorships for academic upgrading from certified diploma, degree to post graduate degree, as well as
4. attend extensive specialisation courses.



*Though my work is challenging,
I can be confident that I have
the necessary training and
support to help me do it well.*

- ME3 Sandy Goh, MIE

DEVELOPING YOU TO BE YOUR BEST



EMPOWERED TO GO FURTHER

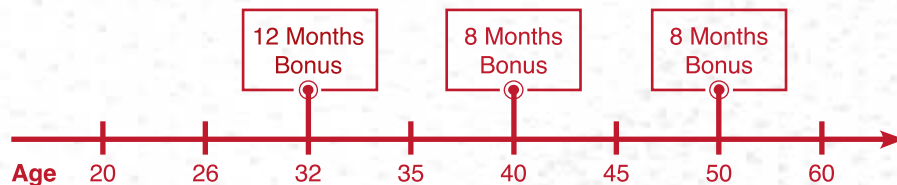
	ME1 (T)	ME1	ME2	ME3	ME4T/A	ME4	ME5	ME6	ME7	ME8
Scholarship/ Study Award	MDES Study Award (Diploma)/ SAF Polytechnic Sponsorship/ MDES Study Award (NITEC/ Higher NITEC)/ SAF-ITE Sponsorship Scheme				SAF Merit Scholarship/ SAF Academic Scholarship/ SAF Academic Award/ Mid-Term Academic Sponsorships/ MDES Study Award (Full/Part-Time)		Continuing Education Master's Programme			
						SAF Postgraduate Award				
Professional Courses	Joint Intelligence Basic Course		Joint Leadership Course	Joint Intelligence Basic Course Joint Advanced Leadership Course	Military Domain Expert Course Phase 1 & 2	Joint Intelligence Staff Course Joint Senior Leadership Course	Command and Staff Course		Senior Commanders Programme	
Domain Courses	Basic Course		Intermediate Course	Advanced Course	Executive Course		Staff Course			

DISCOVER A REWARDING CAREER

A meaningful and exciting career awaits at SAF C4I.

You will be kept on your toes fulfilling missions like no other. In addition, enjoy competitive remuneration and considerable benefits, such as tailored opportunities to enhance your skills, further your studies and learn C4I-specific tradecraft.

Experts Continuous Engagement & Learning (EXCEL) Bonus



Your continued commitment will also be rewarded through our attractive EXCEL Bonuses of up to 28 months in total, depending on your length of service. These bonuses will be paid at age 32, 40 and 50.

Flexible Benefits Scheme (FLEX)

The SAF recognises that every individual has unique needs, and the FLEX scheme will allow personnel to use their FLEX allowances to support them in their life cycle needs.

First 6 years of service : \$600 per year
7th to 12th year of service : \$800 per year
13th year of service onwards : \$1000 per year

Starting Rank

Starting Salary

MIE (E)	ME1-1		\$2,650
	ME1-Trainee		\$2,400 - \$2,450
MIE	ME1-1		\$2,200 - \$2,910
	ME1-Trainee		\$1,920 - \$2,690
	ME4-1		\$4,550 - \$5,170
C4X	ME4-Trainee		\$3,940 - \$4,890
	Graduate	ME4-1	\$4,760 - \$5,350
	Graduate	ME4-Trainee	\$4,190 - \$4,710
	Non-Graduate	ME4-1	\$3,550 - \$3,700
	Non-Graduate	ME4-Trainee	\$2,420 - \$3,420

*caa Nov 19

Pay Components

Your competitive remuneration package comprises (a) Base Salary, (b) Market Adjustable Specialisation Component (MASC), which is pegged to the level of expertise at each rank, and (c) skilled-based allowances (where applicable).

"In a unit full of fellow working parents, having bosses and a team who are understanding of the differing demands really helps to take much of the pressure off."

- ME3 Cindy Low, MIE(E)

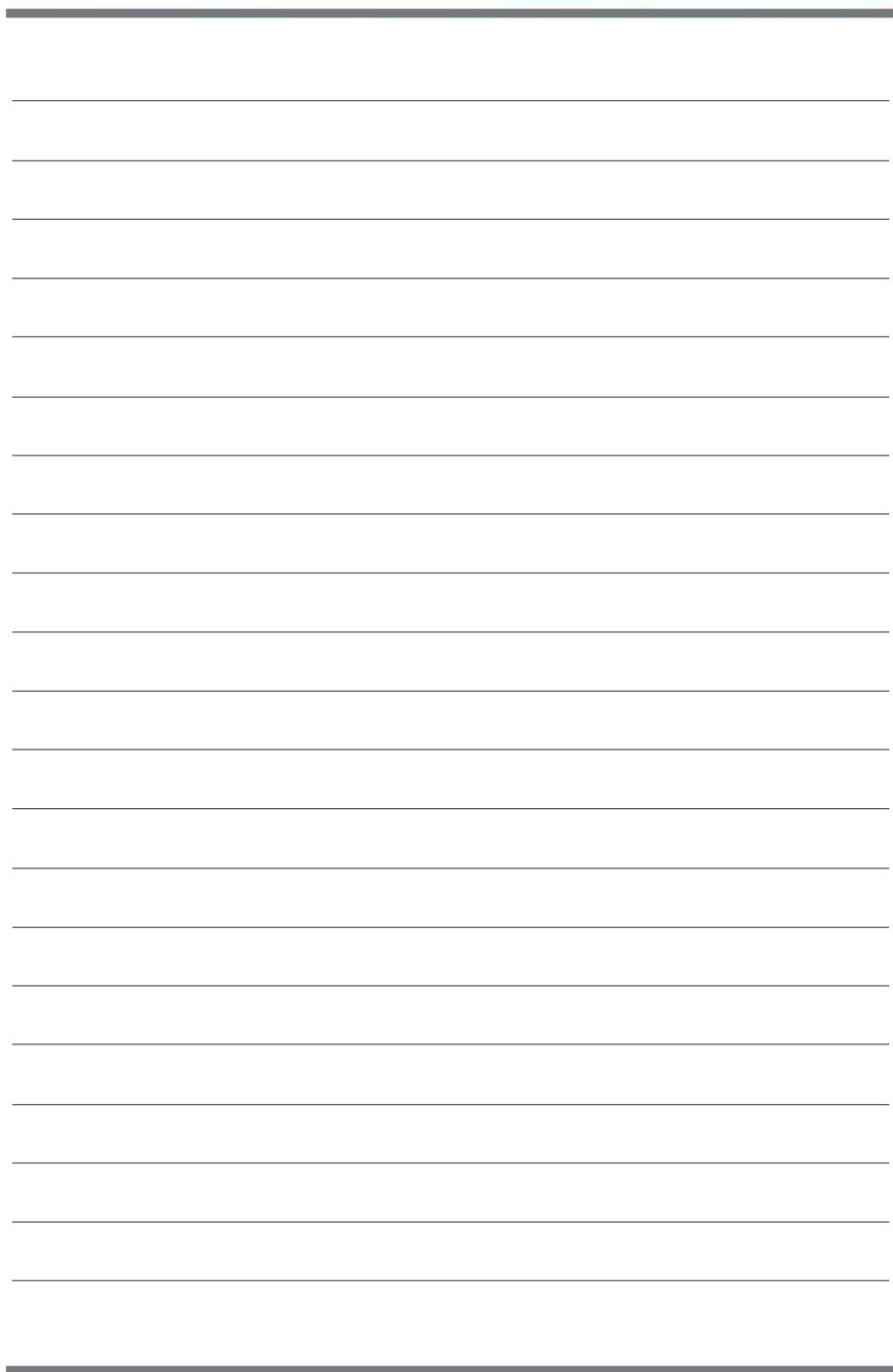
Realise your full potential as you immerse yourself in an exciting career path that truly makes a difference to the defence and security of Singapore. Discover an exciting, dynamic work environment at the forefront of technology, where your professional and personal competencies will be nurtured with the myriad of development opportunities at the SAF.

**COME JOIN THE TEAM AS A
MILITARY INTELLIGENCE EXPERT
OR CYBER DEFENDER.**

Learn more at
www.mindef.gov.sg/c4i

Email us at
c4icareer@defence.gov.sg

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