



Selection, interview and training

The First Step

After applying to the RFA you will be directed to your local Armed Forces Careers Office (AFCO) where a psychometric test will be conducted. This will tell us if you are ready for the next stage!

The Interview

The next step is an invitation to attend the RFA Interview Board (RFAIB), which takes place over two and a half days at HMS Sultan in Hampshire and will make assessments on effective intelligence, leadership, communication skills, motivation, courage and values. You will be given a number of aptitude tests, a fitness test, practical leadership test and planning exercises, culminating in an interview on the final day.

Although this may appear daunting, you will be given plenty of information and time to allow you to fully prepare for your RFAIB.

Successful candidates at the RFAIB will be shortlisted for a career with the RFA.

College

Prior to starting at nautical college you will be sent to the Britannia Royal Naval College in Dartmouth (Devon) for a seven week course attended by all new RFA officers, and focusing on leadership, communication and working as a team. This is designed to bring out the best in you as an individual and develop your confidence and leadership skills.

After Dartmouth you will commence your training as a Deck or ETO cadet at a nautical college located at either Southampton, Newcastle or Glasgow where you will mix with cadets from other shipping companies. It takes three years to train a cadet on the HND or Foundation Degree/Scottish Professional Diploma route for both Deck and ETO. You will alternate between classroom-based college study and sea-going appointments which will allow you to practice the skills learnt ashore, working in smaller and smaller groups as you gain more experience.

A cadet development officer will be assigned to support you through training, and your final college phase will see you complete your HND or Foundation Degree/Scottish Professional Diploma and prepare you for the MCA Oral examination to gain your first Certificate of Competency.

Find out more

Go to our website www.rfa.mod.uk

Telephone **08456 04 05 20**

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Officer Cadet Royal Fleet Auxiliary

The first step to taking a full leadership role on board, learning how to make decisions and taking responsibility for vital parts of the ship's operation such as the bridge or engine room.

Your responsibilities

An RFA ship is a sophisticated piece of kit and is divided into various operational areas in which you can choose to specialise. On the bridge, the navigational and cargo-handling decisions are made and as a Deck Officer Cadet this is where you will learn to take charge, delegating tasks regarding the sailing of the ship and how important supplies are delivered.

Or, as an Electro-Technical Officer (ETO) Cadet you will specialise in engineering. This is divided into electrical systems (which includes navigation and radio equipment as well as cranes and lifts) and the engine room where you will learn to manage the ship's propulsion (probably the most vital part of the vessel) pumps, compressors and boilers.

"If you are interested in great career opportunities, worldwide travel and genuine responsibility, I would recommend the RFA officer cadetship. The training is first class and you really feel prepared for a future at sea."

What we are looking for

We are looking for people with excellent leadership potential, who enjoy the challenge of taking responsibility, are self-motivated with the drive to succeed, and who possess good interpersonal skills. Remaining calm under pressure is also very important as is the ability to make decisions with a clear head, whatever the situation.

After passing your initial cadetship you will start to take real responsibility on board with the status of Third Officer. You will hold your first Certificate of Competency which will entitle you to keep watch on the bridge or in the engine room.

You will be encouraged to work towards your Chief Mate/Second Engineer Certificate and eventually Master/Chief Engineer during your RFA career. The amount of time this takes depends upon your level of commitment and how hard you are prepared to work.

Pay and Conditions

The RFA offers a competitive salary plus an additional allowance in recognition of the special role. Benefits include a highly rated Civil Service pension.

Eligibility

Age	16 upwards
Nationality	British
Residency	3 out of last 5 years in the United Kingdom

Qualifications

There are two study programmes – Higher National Diploma (HND) or Foundation Degree (FD). To follow the HND route, you should have achieved GCSE Grade B or above in Maths, English and Physics (or dual science) with at least 2 other GCSE passes at grade C or above. If you have higher educational qualifications (preferably including Maths and/or Physics) giving a minimum of 150 UCAS points, you may be able to enter the FD programme and will start on a higher rate of pay.





Officer Cadet (Deck) FD

Induction: College 3 weeks – assessment for entry to degree programme, basic sea courses; firefighting, first aid, sea survival. General induction to shipping industry.

Phase 1: College 15 weeks – Maritime Analytical methods, Navigation, Ship Operations.

Phase 2: Sea 35 weeks – Work-based Learning (Operations Level), MNTB Deck Record Book.

Phase 3: College 30 weeks – Meteorology, Cargo Operations, Voyage Planning, Shipboard Management, Marine Operations, Command Management.

Phase 4: Sea 47 weeks – Work-based Learning (Management Level), MNTB Deck Record Book.

Phase 5 (part 1): College 3 weeks – Consolidation of Work-based Learning and any outstanding academic assessments prior to the award of **Foundation Degree (FdSc) in Marine Operations**.

Phase 5 (part 2): 12 weeks – STCW short Courses; MCA Orals Preparation.

Successful completion of MCA Oral examination leads to award of the initial MCA Certificate of Competency and end of cadetship.

Phase 6 (Optional): 11 weeks at college.

Phase 7 (Optional): 10 months at sea/on leave – blended learning with tutorial support.

Complete Project – up to 18 months, successful completion of all units leads to the award of BSc (Hons) Degree in Marine Operations Management

Officer Cadet (Deck) HND

Phase 1: College 6 weeks – STCW Basic Training, NVQ Level 2 Under-pinning Knowledge (UPK).

Phase 2: Sea 25 weeks – UPK Consolidation; NVQ Level 2 portfolio.

Academic Ramp 5 weeks – Mathematics to HND entry level.

Phase 3: College 8 weeks – HND Part 1, Bridge Watchkeeping, Cargo Work, Ship Construction, NVQ Level 2 Review/Assessment.

Phase 4: Sea 25 weeks – UPK Consolidation; NVQ Level 3 Portfolio.

Phase 5: College 24 weeks – HND Part 1, Celestial Navigation, Chartwork, Tides, Meteorology, Emergency Response & Communications, Ship Stability, Marine Law & Management NVQ Level 3 Portfolio review.

Phase 6: Sea 26 weeks – UPK Consolidation; NVQ Level 3 Portfolio completion.

Phase 7: College 26 weeks – HND Part 2, Passage Planning, Bridge Management, Further Meteorology, Further Ship Stability, Structures & Maintenance, Cargo & Port Operations, Shipboard Management. NVQ Level 3 Assessment; MCA Orals Preparation.

Successful completion of academic assessments leads to the award of HND in Nautical Science.

Successful completion of MCA Oral examination leads to award of initial MCA Certificate of Competency and end of cadetship.

Candidates who successfully achieve a full HND should later be able to top up the academic award to BSc (Hons) Degree in Marine Operations Management.

(This information is based on the current syllabus at Warsash Maritime Academy and phases may vary depending upon the requirements of individual colleges).



Officer Cadet (ETO) FD

Induction: College 3 weeks – assessment for entry to degree programme, basic sea courses: firefighting, first aid, sea survival. General induction to shipping industry.

Phase 1: College 25 weeks – Mathematics, Marine Propulsion, Marine Legislation & Management, Marine Electrics, Auxiliary Systems, Work Based Investigation, Workshop Skills.

Phase 2: Sea 24 weeks – Work Based Learning (Operations Level), MNTB Engine Record Book.

Phase 3: College 30 weeks – Marine Electrics, Auxiliary Systems, Mechanics/Thermodynamics, Ship Construction/Ship Stability, Further Mathematics, Instrumentation & Control, Engineering Management/Design, Work Based Investigation, Workshop Skills.

Phase 4: Sea 23 weeks – Work based Learning (Management Level), MNTB Engine Record Book.

Phase 5 (part 1): College 14 weeks – Advanced Marine Electrics/Thermodynamics, Further Mechanics/Engineering Design. Consolidation of Work Based Learning and any outstanding academic assessments prior to the award of: Foundation Degree (FdEng) in Marine Engineering.

Phase 5 (part 2): 6 weeks – STCW Short Courses, Workshops, Skills Training, MCA Orals Preparation.

Successful completion of MCA Oral Examination leads to award of initial MCA Certificate of Competency and end of cadetship.

Phase 6 (Optional): 15 weeks college.

Phase 7 (Optional): 10 months at sea/on leave – Blended learning with Tutorial Support.

Complete Project – up to 18 months, successful completion of all units leads to the award of B.Eng (Hons) Degree in Marine Engineering and Management.

Officer Cadet (ETO) HND

Phase 1: College 26 weeks – STCW Basic Training, Applied Mathematics, Initial NVQ 3 Under-pinning Knowledge (UPK) including Applied Mechanics & Heat, Electrics, Marine Plant. Workshop Skills.

Phase 2: Sea 24 weeks - UPK consolidation, NVQ 3 Portfolio.

Phase 3: College 41 weeks – HND Level 1 Units: Mathematics, Mechanics, Propulsion Systems, Auxiliary Systems, Thermodynamics, Marine Electrics, Marine Legislation & Management. HND Level 2 Units: Further Mathematics, Further Mechanics, Further Thermodynamics, Ship Stability/Construction. Portfolio Review, WORKSHOP Skills Training.

Phase 4: Sea 24 weeks – UPK consolidation, NVQ 3 Portfolio.

Phase 5: College 24 weeks – HND Level 2 Units: Advanced Marine Electrics, Instrumentation & Control Systems, Engineering Management, Engineering Design & Project. STCW Advanced Training, NVQ 3 Assessment, MCA Orals Preparation.

Successful completion of academic assessments leads to the award of HND in Marine Engineering.

Successful completion of MCA Oral examination leads to award of initial MCA Certificate of Competency and end of cadetship.

Candidates who successfully achieve a full HND should later be eligible to top-up the academic award to B.Eng(Hons) Degree in Marine Engineering and Management.

(This information is based on the current syllabus at Warsash Maritime Academy and phases may vary depending upon the requirements of individual colleges).

“The fact that you are paid through training really appeals to me – add good promotion prospects and worldwide travel, what more could you want?”