BAE Systems Australia is a leading employer of talented professionals delivering high technology projects and solutions in security, IT, defence and adjacent markets.

We combine key skills in engineering and systems integration and are a leading supplier of communications, electronic warfare systems, military air, land and naval support, air defence, mission support systems, intelligence, surveillance and reconnaissance.

What’s more, BAE Systems is a great place to work. As one of the largest systems, defence, aerospace and security companies in the world and the largest defence engineering company in Australia, we offer unlimited career potential with opportunities to move, grow and evolve as individuals.

We’re passionate about team work and incredibly proud of what we do. We’re respected, trusted and supported to learn and develop. We value inclusion and diversity, enjoy flexibility and we share a passion for environmental zero harm. Above all, the work is inspiring.

Innovation is our competitive edge

We continually invest in new technology, education and skills training, not just within the company, but also in the communities in which we operate.

We offer a wide range of roles for experienced professionals, qualified tradespeople, university graduates and undergraduates, support staff and entry level staff including trainees and apprentices in a range of fields.

Graduate recruitment

We employ, nurture and inspire new graduates every year and in a variety of fields such as engineering, project management, finance, commercial and procurement and IT.

Training is a key component of developing our workforce. Our graduate development program offers formal rotations, mentoring, secondments and training courses.

New graduate opportunities are created every year.
Graduate recruitment usually begins in February/March for the following year’s intake.

**Cadetships**
- paid work experience
- internships

Cadetships are offered annually to students in their final year of degree level studies. Cadets enjoy real-time, practical and paid work experience to complement final year tertiary studies. Cadets offer an excellent ‘foot in the door’ opportunity. Cadetship recruitment also commences in February/March for the following year’s intake.

**Apprenticeships and traineeships**
We offer specialised apprenticeships and traineeships in manufacturing, naval, aircraft and mechanical trades. Traineeships are also often available in other disciplines such as administration, information technology, engineering support and warehousing.

**Engineering and project management professionals**
We employ a number of exceptionally talented engineers and project managers from junior to senior levels of experience. Engineers are regularly recruited in various disciplines.

Opportunities also regularly arise for technical officers, technicians, drafters, quality engineers/technicians/managers and for roles such as technical writers and configuration managers/controllers.

**Support and trades specialists**
Recruitment for key roles within support functions including commercial and procurement, finance, human resources and information technology occur regularly. Administration staff are also recruited from entry level (trainee) to senior personal assistant level.

Qualified tradespeople and skilled support staff are regularly recruited for roles across the Australian business.

**Benefits**
Aside from exceptional career development opportunities, we offer extensive training, competitive salaries and wages, a share scheme incentive program and paid maternity and paternity leave — and that’s only the start.

BAE Systems instils a strong feeling of community and respect. Our valued team members enjoy a supportive, social environment and the opportunity to ‘give back’ to the community through company supported charity work.

As a team, we are proud of the important work we deliver. Our culture is positive and the environment is opportunity rich. No matter your background, gender or age; you’ll be valued at BAE Systems Australia.

Careers at BAE Systems are endless. We believe there is no limit to what we can achieve together. All this makes BAE Systems a great place to work.

**How to apply**
Our employment vacancies are advertised in various newspapers, publications and on internet job-boards. Opportunities are also advertised on our website and online applications are encouraged. Interested applicants may visit the website at any time to register. Individuals who register will be notified via email when suitable roles become available.

We assess applicants fairly without regard to age, gender, marital status, race, religion, ethnic or national origin subject to considerations of national security. As our business units are engaged in government work with classified aspects, Australian citizenship and the ability to successfully attain security clearances are two factors that must frequently be taken into account.

BAE Systems is an equal opportunity employer.