

BAE Systems Australia

Recruitment Process



BAE SYSTEMS

What can you expect in our recruitment process?



Application

- Applications to be made online and CV uploaded.
- Register your details and create job alerts for future vacancies.



Screening & Short-listing

- Applications will be reviewed against key criteria.
- If you progress, a brief screening interview will be conducted.
- Short-lists created and will be viewed by the hiring manager.



Interview

- Short-listed candidates who progress to interview will attend a face to face or online video interview.
- A 2nd interview may be required.



Assessment & Background checks

- The next step is pre-employment. Checks such as police checks, security checks and health checks will be undertaken.
- For some roles, you may also be invited to complete a psychometric assessment and/or skills assessment



Offer & On-boarding

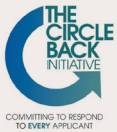
- The final step will be to provide an offer of employment.
- A formal Letter Of Offer will be issued.
- Access to our on-boarding portal will be provided to prepare you for Day 1 of your career with us.

Candidate experience charter

At BAE Systems Australia we aspire to deliver a best in class candidate experience.

Our commitment is to:

- Ensure a fair and equitable application and selection process
- Provide clear and accurate information on job opportunities
- Provide timely application status updates and feedback to our candidates
- Value diversity and make hiring decisions that support our inclusive culture
- Treat all candidates with dignity and respect
- Welcome candidates into talent pools for future considerations
- Consider candidates for a wider variety of opportunities – not just the first role they apply for
- Encourage and value feedback from candidates
- Use all feedback collected to continuously improve our service



We are also a member of the Circle Back Initiative where we commit to respond to every applicant.