



Óglaigh
na hÉireann
IRISH DEFENCE FORCES



ARMY ENGINEER GRADUATE PROGRAMME PROSPECTUS

An Elite Leadership Programme for Engineers

Lead Our Team

Make An Impact

Be The Difference



www.military.ie

STRENGTHEN
THE NATION





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WELCOME

The Army Engineer Graduate Programme is an elite leadership programme for engineers. It will transform your potential to: Lead Our Team; Make An Impact; Be The Difference.

Óglaigh na hÉireann is an organisation like no other in the state. We need the most talented people so that we may best serve the nation in an ever-evolving world.

We offer a unique opportunity to motivated, curious, and hardworking engineers with a will to succeed. We're not after superheroes, but if you have a sense of adventure, the confidence to collaborate and an instinct to give more than you take you'll fit right in.

You'll start your journey in The Cadet School, *the best leadership school in the country*. It will be challenging but we know that with resolve and the support of your classmates, you will achieve your goals. If successful, you'll be promoted, and we'll continue to invest in you with further training, earning a Level 9 Masters before sending you to get practical leadership experience in your unit. The culmination of both of our efforts will see you leading engineer troops overseas, devising solutions in the most demanding circumstances and ultimately changing lives for the better.

That said, it's not all work. You'll have life changing experiences and make life-long friendships along the way.

In return for your commitment and determination we will support you and develop your talents to bring out your best as a person and as an engineer. This programme is the beginning of a journey that will take you to the highest levels wherever you decide to go.

Welcome.

Join our team.



LEAD OUR TEAM

‘Look after your horses, your men, and yourself, and in that order’

- *Unknown*

No other job will offer you the leadership skills or experience provided in the Defence Forces.

Our engineer troops are trained soldiers and qualified technicians. Leading them in harsh environments and pressurised situations overseas is the biggest challenge we can set you.

After 17 months of world-class leadership training in The Cadet School you’ll be well prepared to be responsible for 30 soldiers: harnessing their skills; developing their potential; inspiring them to overcome obstacles; and motivating them to accomplish the mission.

“

THE ABILITY TO MANAGE PEOPLE, RESOURCES AND TIME IN ORDER TO REACH A SUCCESSFUL CONCLUSION IS PARAMOUNT, particularly when I am in command and bear ultimate responsibility for the success or failure of the mission, or the project's outcome.
- *Captain A, Army Ranger Wing (ARW)*

”



MAKE AN IMPACT

Other may stress about profit margins and share price but we measure success differently. Our work is of consequence.

Engineer Officers ensure our personnel have modern and safe facilities to live, work, and train in. In an era of climate change we protect the homes, livelihoods and lives of our fellow citizens during blizzards, wildfires, and floods.

When foreign leaders visit, our Engineer Specialist Search Teams sweep for IEDs and other threats. The life of a President and the reputation of our nation could literally be in your hands.

Our experience of working in harsh environments and pressurised situations, devising solutions with limited time and resources mean that we have been among the first to deploy in the event of a humanitarian crisis or natural disaster. We have responded in the aftermath of earthquakes in Haiti, volcanoes in the Congo, the tsunami in Banda Ache, super-typhoon Haiyan in the Philippines, refugees at the Turkish-Syrian border, and the Ebola Crisis in Sierra Leone.

Engineer Officers are key members of Ireland's negotiating teams on arms control treaties in the UN. In particular they were instrumental in Ireland's efforts to ban cluster munitions which was agreed in Dublin Diplomatic Conference in 2008.

“

The wide range of experiences and responsibilities given to an Engineer Officer from the earliest stage of training mean that we can **ADAPT TO ANY SITUATION OR WORK THROUGH ANY PROBLEM IN A STRUCTURED AND LOGICAL MANNER**. Our experience of working with different cultures, navigating language barriers, and conflict resolution mean we can address situations, problems and any task holistically.

- *Captain Eoghan Carton*

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BE THE DIFFERENCE

Engineers make a difference every day.
In the Defence Forces however, the Engineer Officer often **IS** the difference.

Success or failure, or even life or death, will be determined by your solutions, your decisions, and your judgement.

You could be assessing log bridges on long range patrols (LRPs) in the African jungle.

Too gung-ho and the bridge could collapse, plunging the armoured personnel carrier (APC) and its occupants into the river below; overly cautious, and the patrol has to return to base and the mission fails.

You could be clearing villages and fields of mines and unexploded ordnance (UXOs) post conflict in the Middle East.

Miss something and there may be civilian casualties; succeed and local people can return to their homes and resume their lives once more.

You could be providing potable water in the Saharan desert to support an Irish base.

Fail and we have to withdraw giving armed militias free reign; succeed and our troops can survive hundreds of kilometers from the nearest town thereby protecting remote villages from attack.

“

IN LEBANON I WAS IN COMMAND OF SOLDIER TECHNICIANS WITH RESPONSIBILITY FOR MAINTAINING THE LIFE SUPPORT SERVICES FOR A BATTALION OF 450 TROOPS; everything from power generation, to water purification, to infrastructural support and firefighting.

- Captain Ronan Kavanagh

”

A group of soldiers in full combat gear, including helmets and tactical vests, are walking away from the camera on a forest path. The path is covered in fallen leaves, and the background is filled with trees. The soldiers are in a line, moving towards the right side of the frame. The text "WHO ARE THE ENGINEER CORPS?" is overlaid in white, bold, sans-serif font on the right side of the image.

WHO ARE THE ENGINEER CORPS?



THE ENGINEER CORPS

The Engineer Corps is responsible for ensuring that the Defence Forces can live, manoeuvre and operate wherever we deploy. Our troops are qualified soldiers, combat engineers, and technicians.

Military Engineering is the oldest form of engineering. In the Engineer Corps it consists of three main branches – Combat Engineering, Infrastructure Engineering, and Engineer Specialisms.

Combat Engineering - This is engineering in a conventional (warfighting) setting, although the skillsets are also applicable in Peacekeeping. It comprises of 3 sub-branches:

- Mobility
- Countermobility
- Survivability

Infrastructure Engineering – The Engineer Corps is also responsible for the maintenance of Defence Forces built infrastructure such as barracks, training areas, airfields and naval installations. It comprises of three main sub-branches:

- Design
- Project Management
- Procurement & Logistics

Engineer Specialisms – The Engineer Corps also has responsibility for cross-cutting specialisms that are rooted in existing but complimentary Engineer Corps skillsets. These are:

- Engineer Specialist Search & Clearance
- Fire Fighting
- Sustainability

“

As an Engineer Officer you have an incredible variety of work. **YOU ARE INVOLVED AT NEARLY EVERY ASPECT OF MILITARY LIFE** and find yourself giving technical advice that has real impacts on operations.

- *Captain Ronan Kavanagh*

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COMBAT ENGINEERING

Military Engineering is the oldest form of engineering.

From Julius Caesar's crossing of the Rhine to the Allies breaching of the Atlantic Wall on D-Day, history has been shaped by the feats of military engineers. The challenges faced by commanders of old haven't changed that much over the millennia, nor have the principles to overcome them.

Mobility - Combat Engineers overcome physical obstacles (natural and man-made) to ensure our troops can reach their targets and fight effectively.

Countermobility - Combat Engineers create obstacles and/or reinforce natural obstacles to disrupt the enemy and divert them to where we want them to be.

Survivability - Combat Engineers create protective structures for our troops to fight from, ensuring they remain mission capable after engagement.

All militaries train for conventional operations. With this foundation it is relatively easy to step down and apply those capabilities and skillsets in less threatening but just as challenging situations.

“
Peacekeeping is not a job for soldiers,
but only soldiers can do it
- *UN Secretary General Dag Hammarskjöld*
”



THE ENGINEER CORPS – MOBILITY

Combat Engineers overcome physical obstacles to ensure our troops can reach their targets and fight effectively.

Modern infrastructure has meant that society can take freedom of manoeuvre for granted; we can go where we want, when we want, without a second thought. All it takes however, is for a tree to fall, a bridge to collapse, or a truck to crash on the M50 to stop us in our tracks, diverting us for miles.

The Defence Forces have to be able to operate off the beaten track. Freedom of manoeuvre for us means overcoming natural obstacles (rivers, gaps, forests, marshes etc) or those created by the enemy to stop and divert us (minefields, obstacles, fortifications etc). As Combat Engineers, we enable friendly forces to manoeuvre around the battlespace through the use of our mobility skillsets

- Assault Demolitions
- Bridging
- Route Clearance & Maintenance
- Route Clearance/Construction
- Minefield Breaching
- Engineer Reconnaissance
- Landing Site Construction (Helicopters/Aircraft)

On your YOs Course you'll learn to conduct covert engineer reconnaissance, assessing obstacles, and devising and executing solutions to overcome them. This could be bridge design, route construction, minefield breaching, or using explosives to breach obstacles.

At home these same skills are employed in the event of severe weather events or in support of national occasions such as Presidential/Papal visits, ocean races, Special Olympics etc. Overseas these skills are used to help communities rebuild by replacing damaged infrastructure or clearing minefields.

“

I utilised my engineering experience when I worked with the World Food Programme. Both my civilian and military skillsets were used to help with the humanitarian effort along the Turkish-Syrian border.
-Captain Jane O'Neill

”



THE ENGINEER CORPS — COUNTERMOBILITY

Combat Engineers create obstacles and reinforce natural obstacles to disrupt and divert the enemy.

If mobility is enabling our forces to have freedom of manoeuvre then countermobility is about denying that freedom to an adversary.

As Combat Engineers we use the same logic and principles in reverse to stop, slow, and/or divert adversaries to where they can be engaged to maximum by effect by employing our countermobility skillsets of:

- Explosive Demolitions
- Minewarfare
- Construction of Obstacles

This isn't as simple as blowing everything up. It takes technical expertise, an understanding of the enemy, and no small amount of imagination to develop a plan that uses the terrain to our maximum advantage and is coordinated with other units (artillery, cavalry, infantry etc). It also requires leadership and project management skills to implement this plan under pressure with limited time and resources.

On your Young Officers' (YO's) Course you'll study explosive theory and practice different methods to block routes by demolishing bridges, cratering roads, felling trees and bringing down buildings. You'll also study minewarfare – how different mines function and how they are employed - and the construction of various obstacles types.



THE ENGINEERING CORPS — SURVIVABILITY

Combat Engineers create protective structures for our troops to live in and to fight from.

In conventional operations the ability to protect troops, equipment, and weapons is critical. Combat Engineers construct fortifications, fighting positions, weapon emplacements, shelters, command bunkers, field hospitals and camouflage them from view.

We use the same skills overseas to construct and maintain Irish bases in remote locations. Our camps require all the infrastructure of a small town (buildings, power supply, water purification, waste water treatment, roads, drainage and lighting),but we additionally provide force protection by employing our survivability skillsets to construct:

- Bunkers/Bomb Shelters
- Fighting Positions
- Perimeters (Berms/Ditches/Fences)
- Airstrips/Helipads
- Hospital Facilities
- Explosive Storage Bunkers
- Entry/Exit Control Points

On your Young Officers' (YO's) you'll learn how to design camps and bases to protect and sustain our troops in the field. This will require you to develop skills and knowledge across a range of engineering disciplines e.g civil, structural, environmental, and electrical engineering, as well as project management and further developing your leadership skills.

Where we go it is unlikely there's a hardware shop nearby. If something goes wrong, we have to find a solution or we must go without (and that often isn't an option). We must be self-reliant and resourceful to ensure our troops have what they need to live, operate, and achieve their mission safely in diverse and harsh environments.

THE ENGINEER CORPS – INFRASTRUCTURE

Engineer Officers are responsible for the maintenance of Defence Forces built infrastructure.

The Defence Forces has a large and diverse portfolio of properties, including an air base, a naval base, 17 barracks, training institutions, workshops, ranges, and thousands of hectares of training lands across the country worth hundreds of millions of euro.

The Engineer Corps is responsible for managing and maintaining these facilities, ensuring they are safe, functional, efficient, and comfortable for the personnel who live and work in them. This is no small challenge given that we have over 1200 individual buildings that date from the late 1600s up to the present day.

Engineer Officers rotate approximately every three years between Combat Engineering and Infrastructural Engineering appointments. They lead multi-disciplinary teams consisting of both civilian and military members, that operate across three sub-branches.

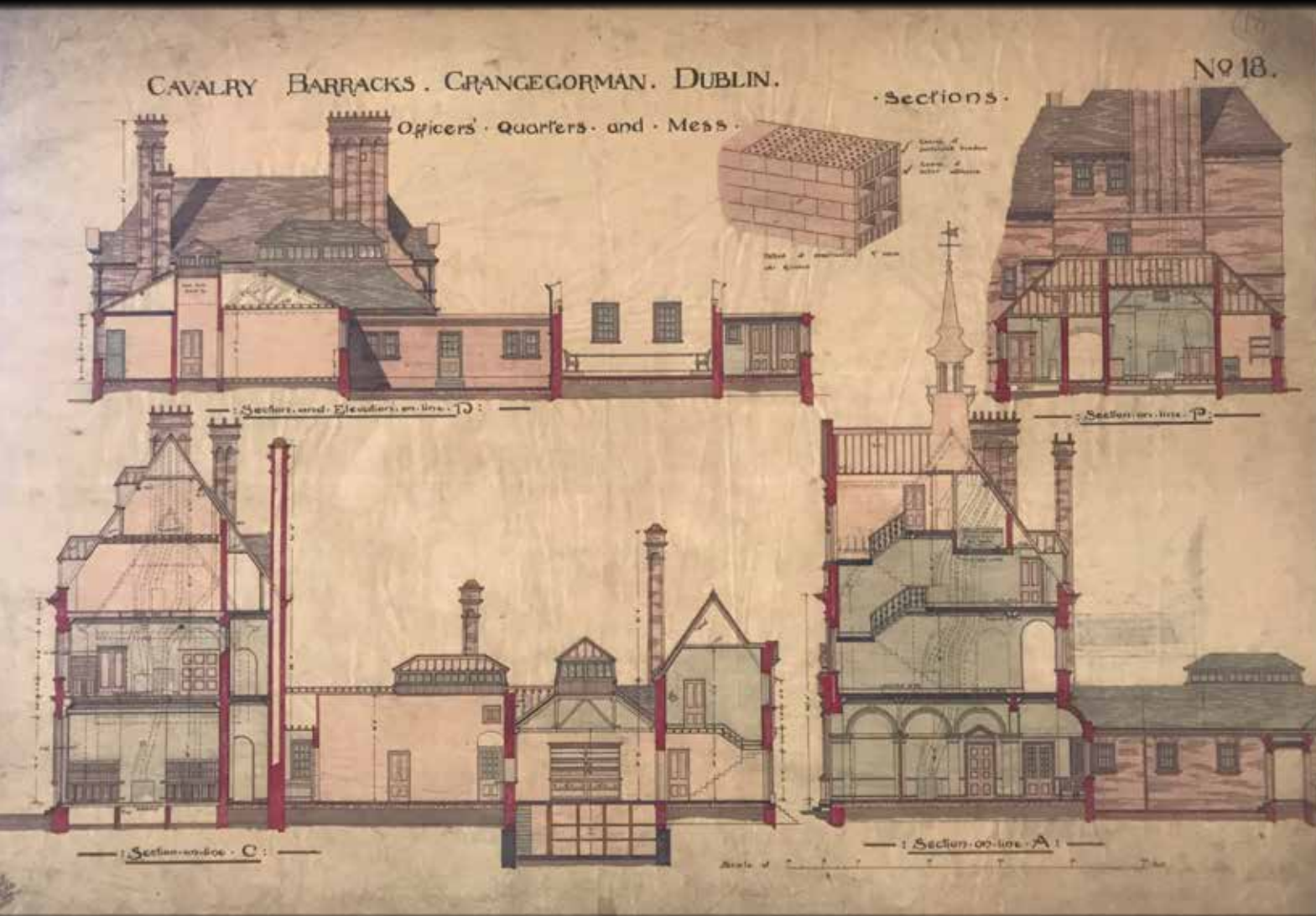
- Design
- Project Management
- Procurement & Logistics (Management)

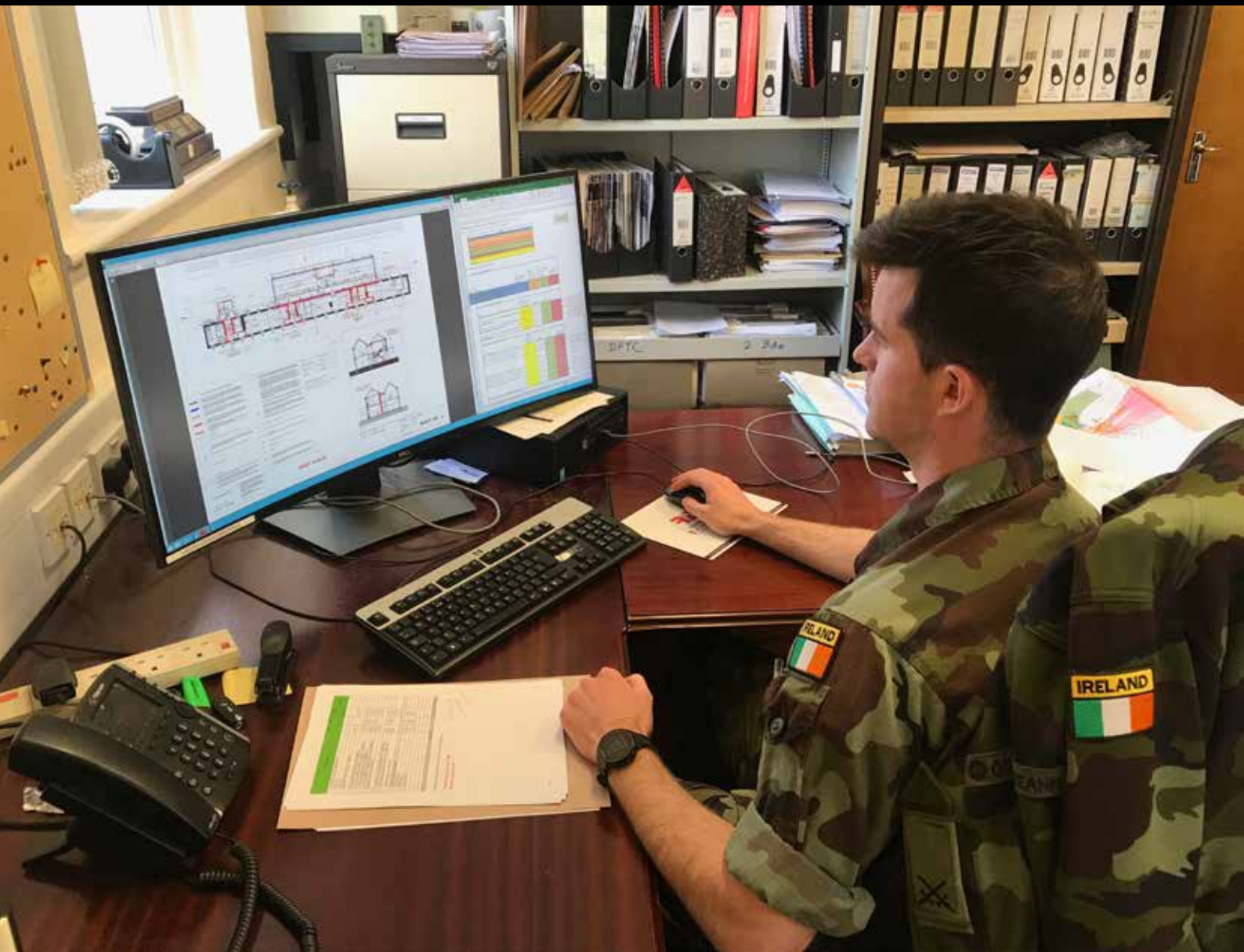
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I enjoy that I get to practice design engineering and project management skills on a daily basis, keeping my skills current with the latest design codes and best practice.

-Captain Jane O'Neill

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INFRASTRUCTURE – DESIGN

Engineer Officers are problem solvers.

The Engineer Corps is responsible for ensuring our troops live and work in safe, functional, and comfortable facilities. You will have responsibility for meeting end-user needs across multiple projects. With a portfolio as large and as diverse as ours you'll have no shortage of challenges to solve.

You will be assigned responsibility for a number of installations designing solutions of different orders of magnitude. At the lowest level you will oversee facilities management teams to address in-house issues. Bigger projects will require you to design solutions yourself, though you will have access to QSs, draughtsmen, technicians, and other engineers. External consultants are often employed for the largest projects and Engineer Officers act as the Client's Representative, advising design teams and ensuring end-user requirements are satisfied.

Engineer Officers are given considerably more responsibility than contemporaries in the civilian world – both in terms of budget and scope. You will also have huge variety of work. By way of example, in any given week you could be working on a specialist new build (Military Archives), conservation of historic buildings (Michael Collin's quarters), certifying that a grenade range conforms to ballistic safety templates, or collaborating with the SEAI and a local authority on the design of a wind turbine on an Atlantic base.

On your Young Officers' (YO's) you'll study surveying, construction technology, fire safety design, project management, health & safety requirements, conservation, energy management and more. Regardless of your discipline you'll get training across civil, structural, electrical, building services, and environmental engineering to augment your own degree and prepare you for this role.

“
All design is compromise;
-Anonymous
”



INFRASTRUCTURE – PROJECT MANAGEMENT

Engineer Officers get things done.

Designing a solution is only the first step. Getting the job done is another. Improper or inaccurate management of our projects can result in inefficient use of taxpayers’ money, late delivery, or a suboptimal result for the end user.

As an Engineer Officer you will be managing multiple multidisciplinary, multimillion euro projects across multiple locations to overcome a variety of issues and challenges.

You will be overseeing facilities management teams, with in-house issues often being deceptively complicated. For bigger projects you will prepare contract documentation and manage the tender process thereafter in accordance with national and EU regulations. Once a contractor has been appointed you will oversee the project, ensuring contractual obligations are met. You will deal with queries, disagreements, or unexpected problems as they arise, and determine how to best proceed in order to keep to budget and on schedule.

The largest projects are designed by external consultants. Engineer Officers are central to this process, advising on the requirements at design meetings and acting as the client’s representative once work commences.

On your YOs, you’ll build on your leadership and management training from your Cadetship, studying Engineer Command, Health & Safety at Work, and Project Management to specifically prepare you to project manage for the Corps

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“The skills required to manage IT development specialists are the same as the skills required to manage a platoon of soldiers”
-Captain (Rtd) Steve Ryan

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INFRASTRUCTURE – PROCUREMENT & LOGISTICS

Engineer Officers keep things moving.

The Defence Forces have a property portfolio of over 1200 buildings and an establishment of 9500 personnel. Not only must we manage and maintain this portfolio, but it requires furnishings, equipment and energy to be of use to our people who live and work within.

The Covid pandemic has brought home to many how vital supply chains are. While procurement and logistical support may not be as glamorous as some other roles, it is a vital function keeping the Defence Forces operational. Engineer Officers manage budgets of millions across three main domains:

- **Utilities** - the provision of electricity, heating and water to ensure the most economical and sustainable options are available.
- **Barrack Services** - Anything that is required to equip our buildings so that they can be used as intended such as furniture, fittings, office supplies, catering equipment, cleaning materials, contract cleaning, laundry services, hand sanitiser, temperature monitors etc.
- **Engineer Equipment** - The identification, testing and purchasing of specialist engineer equipment for the Corps. This could range from hand tools to armoured vehicles.

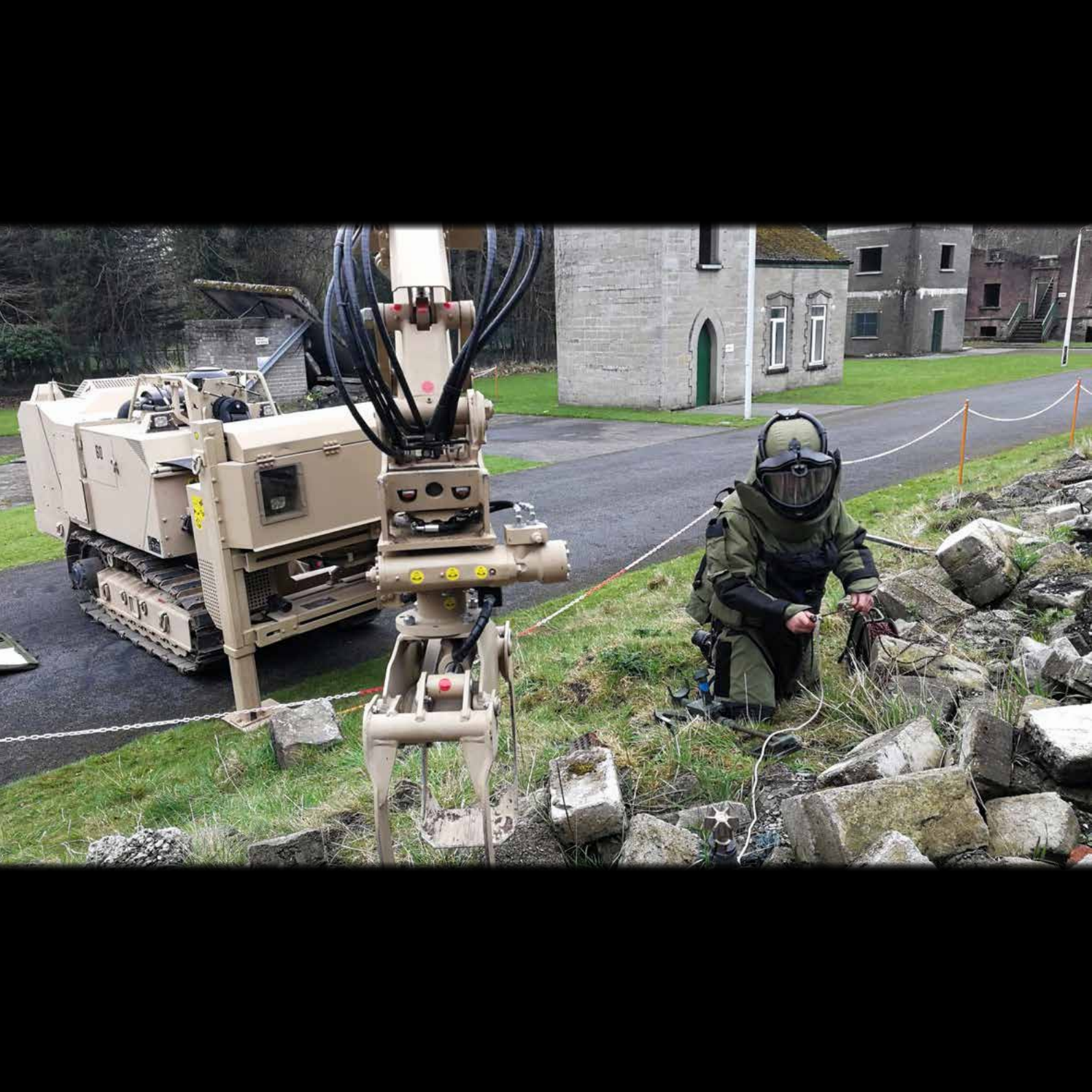
EU and National public procurement regulations are the same whether you are procuring office furniture, a 5 year electricity supply contract or an armoured bridge launcher. You'll apply them as you identify end-users' requirements and engage with the market to identify optimum solutions.

On your Young Officers' (YO's) you'll learn how to manage the procurement and contract placement process, oversee inventory and stock management, and organise for the efficient distribution to the end-user. There are also opportunities to undergo post-grad courses in procurement.

“

Amateurs talk tactics, professionals talk logistics.
– Gen Colin Powell

”



ENGINEER CORPS – SPECIALIST CAPABILITIES

The Engineer Corps has a number of specialist capabilities that combine different skillsets from both the Combat Engineering and Infrastructure Engineering branches.

Engineer Specialist Search & Clearance (ESSC) – ESSC is the specialist capability for locating concealed items in a high-risk environment. The same principles are also applied to assist the Gardai on island. This combines elements from explosive demolitions, minewarfare, building design, electrical design, and a methodological engineering approach to devise safe tactics and procedures for our searchers.

Fire – The Engineer Corps are responsible for fire prevention and fire fighting within the Defence Forces. We upgrade and construct buildings to meet the current fire standards, sign off on fire certs, and procure fire equipment servicing services (extinguishers, smoke detectors, alarm systems). Our understanding of the built environment combined with our ability to work as teams in high risk environments mean we are ideal for the Defence Forces firefighting role. We are also on standby to support local authority Fire Services if requested.

Sustainability – The Engineer Corps are responsible for improving the energy efficiency of the physical building stock and for the installation of energy efficient, or renewable energy technologies throughout the Defence Forces. We also procure and manage the utilities (heating, light, water etc) the Defence Forces uses, as well as the recycling and waste management contracts. This puts us in a position to lead the Sustainability Agenda within the organisation.

“

“The most important and enjoyable aspect of being an Engineer Officer, for me, is to work with like-minded colleagues who all specialise in different areas but share a common sense of purpose and identity.

-Captain A

”



SPECIALIST CAPABILITIES – ESSC

ESSC is the specialist capability for locating concealed items in a high-risk environment.

The Engineer Corps key military specialities (explosive demolitions, de-mining, booby traps etc) combined with our technical engineering knowledge (construction, electrics etc) mean that we were the natural choice to undertake specialist search operations on the outbreak of the Troubles in 1969. We quickly gained a world class reputation for searching for and locating IEDs and weapons caches.

These skills honed at home have served us well overseas where ESSC teams have operated in Africa, the Middle East, and the Balkans, ensuring the safety of our own troops and helping communities safely return to their homes post-conflict. Engineer Officers have also trained operators in developing countries to help build their own capability.

An ESSC team currently serves with the UN on the Golan Heights clearing UN posts evacuated during the Syrian Civil War. These were then appropriated by rebel groups and subject to heavy fighting as they were retaken by Russian and Syrian Government forces. Though not targeting UN forces, the threat from IEDs, booby traps and UXOs must be neutralised before they can be reoccupied.

We work closely with partner nations, instructing on courses and participating in joint exercises. Engineer Officers also advise and audit Irish Aid sponsored de-mining and clearance projects in post conflict environments such as Laos, Cambodia, Angola, and Mozambique.

On island, we also assist the Garda Síochána when requested in searches for weapons, drugs, bodies, etc. We are also tasked to clear buildings and locations prior to the visit of world leaders including US Presidents, the Pope, members of the British Royal Family, and EU heads of state.

On your YOs you'll learn search techniques and procedures, hazardous environment search, and munitions disposal, in order to prepare you to lead an Engineer Specialist Search and Clearance Team for real in an overseas environment.



SPECIALIST CAPABILITIES – FIRE

Engineer Officers are responsible for fire prevention and fire fighting in the Defence Forces.

The Engineer Corps is responsible for fire prevention and fire fighting in the Defence Forces – on island and overseas. We also use this expertise to provide advice and/or assistance to local authorities if requested in the event of wild fires, flooding etc. We also act as a backup service in the event of strikes by local authority Fire Services.

Fire Prevention.

Technical Guidance Document B (Fire Safety) of the Building Regulations 2006 has to be complied with during the design and construction/refurbishment of our built assets. This can be technically challenging given conservation requirements in our older building stock, as well the unique range of infrastructure and risks we manage e.g. large accommodation facilities, industrial kitchens, workshops, fuel storage (transport, maritime, aviation) etc. We also have specialist systems for the likes of ammunition and explosive storage facilities, or the Military Archives, which houses priceless collections of documents from 1916 and the Revolutionary Period.

Fire Fighting

The Engineer Corps operates a fulltime fire station in the Curragh, the Crash Rescue Service for the Air Corps, and manages fire prevention and fire fighting in Irish bases overseas. We currently have a full crew providing fire fighting capability for the Irish-Polish battalion in Lebanon.

As part of your YOs Course you will qualify to lead fire crews in fighting fires, responding to road traffic accidents, and wearing breathing apparatus in hazardous environments (burning buildings, chemical spills, enclosed spaces etc). You will also train with the Naval Service and the Air Corps to become familiar with the challenges of dealing with fire in the maritime and aviation environments.



SPECIALIST CAPABILITIES – SUSTAINABILITY

The Engineer Officers drive the sustainability agenda within the Defence Forces.

The Defence Forces operate in parts of the world where Climate Change fuels conflict. Our presence brings stability to regions often most effected by, but least equipped to deal with its consequences. Working in these environments also means Engineer Officers understand better than most the challenges of managing scarce resources to provide even the most basic standard of living to troops in the field.

In Ireland the Engineer Corps drives the sustainability agenda within the Defence Forces and is a recognised leader on energy issues. We work to achieve the targets set out in the EU Greenddeal (carbon neutrality by 2050), and to implement the overarching aims of the UN Sustainable Development Goals.

Engineer Officers led the programme for the Defence Forces to achieve the Certified International Energy Management Standard ISO 50001 – the first military worldwide to do so. We also actively participate in the European Defence Agency’s (EDA) Working Group on Energy and the Environment. With a building stock of over 1200 buildings we also work closely with the Sustainability Energy Authority of Ireland (SEAI) with a view to achieving 2030 and 2050 decarbonisation targets.

As an Engineer Officer, sustainability will be central to what you do - from energy efficient refurbishments; to leading the switch to renewable energies; to project managing programmes on utilities usage, waste management, or environmental standards; to negotiating with contractors to ensure sustainable procurement.

Subjects related to sustainability will be covered on your Young Officers’ (YO’s) Course and the there will be opportunities to undergo further post-graduate studies for those wishing to specialise.

“

“... development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

-Brundtland Report 1987

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Army Engineer Graduate Programme



An Elite Leadership Programme for Engineers

Lead Our Team

Make An Impact

Be The Difference



A soldier in full combat gear, including a helmet and camouflage uniform, is running away from the camera towards a military vehicle in a grassy field. The vehicle is a dark-colored, multi-wheeled armored transport vehicle. In the background, several other soldiers are standing around another similar vehicle. The scene is set in a field with some trees in the distance.

WHAT IS THE ARMY ENGINEER GRADUATE PROGRAMME?



17 Months

Cadetship
Initial Training

2 Years

Level 9 Masters



1 Year

Unit level experience



1 Year

Overseas Mission
Including
Pre-deployment training



WHAT IS THE ARMY ENGINEER GRADUATE PROGRAMME?

The Army Engineer Graduate Programme (AEGP) is an elite leadership programme for engineers. It will transform your potential to Lead Our Team; Make An Impact and Be The Difference.

The AEGP is designed to last approximately five years (though you can leave at any time you choose) culminating with you leading engineer troops on an overseas deployment. Thereafter, you may continue serving in the Defence Forces or you can leave and capitalise on your superior leadership and technical skills in a civilian career.

The first phase of the programme is the Engineer Cadetship. Here you will undergo 17 months of world-class training in The Cadet School, the best leadership school in the country. This is your formative military training and will qualify you to command a platoon of 30 soldiers.

On successful completion of the Engineer Cadetship you will be commissioned as an officer and will commence your 17 month 'Young Officer's Course' in the School of Military Engineering (SME) where you will earn a Level 9 Masters. This will qualify you in a wide range of military combat engineering skills such as field fortifications, obstacles, explosive demolitions, bridging, mine warfare, firefighting, specialist search and clearance, boating, water purification, power provision and more. You will also undergo a 3 month Maintenance Engineering Course where you will study contract and tender preparation, project management, health & safety, range design, energy management, fire engineering and procurement.

Thereafter you will go to your assigned units for a year, further developing the skills you've learnt in the SME and getting practical experience of leading engineer troops.

Finally, all this training and experience will culminate in you deploying overseas in command of engineer troops as part of an Irish unit serving under a UN mandate. This starts with a 3-4 month intensive period of pre-deployment preparation and training known as 'form-up', followed by a six month deployment, and finishes with one month's UN leave on your return. Overseas service promises to be the highlight of your time in the Defence Forces and the ultimate test for a young Engineer Officer.

“

“Having served as an Engineering Officer has given me a springboard to everything I have undertaken since I left the Defence Forces”

-Captain (Rtd) Ken Barry

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WHAT IS THE AEGP? — ENGINEER CADETSHIP

The Cadet School is the best leadership school in the country.

The Cadet School has been training leaders of character and competence for nearly a century. The Cadetship is your formative officer training and your introduction to the Defence Forces. Its purpose is to develop your character, competence, and leadership skills while instilling a sense of duty and responsibility. It is of 17 months duration, divided into 4 Stages:

Induction Stage (3 Months) – This is your introduction to military life. It starts at a very basic level but progresses on a steep curve. You'll learn how to look after yourself and your equipment, as well as being introduced to footdrill, fieldcraft, and basic weapons skills. Training is mainly instructional.

Foundation Stage (6 Months) – Once you can admin (look after) yourself the focus will shift to taking responsibility for other people. Starting at section level (9 troops) you'll progress to Platoon Level (30 troops) by the end. You'll undergo subcourses with other Army Corps to learn specialist skills e.g. radio communications etc. You'll also take part in State Ceremonial events such as the 1916 Guard of Honour at the GPO on Easter Sunday. Towards the end of this stage there is also a period of adventure training (sailing, kayaking, rock climbing, abseiling, scuba diving etc.). It is a chance to let your hair down, but also an opportunity to develop your confidence, learning to keep your brain engaged when adrenaline is flowing. Training becomes less instructional and more directional as the stage progresses.

Empowerment Stage (5 Months) – You'll now have proven your ability to lead at Platoon Level, you'll progress to Company Level (130 troops). This stage expands into more complex topics in preparation for the operations you could find yourself on when commissioned, including overseas service. Training is directional in nature, and you'll be increasingly empowered to implement your own solutions.

Synthesis Stage (2 Months) - This stage marks the transition from cadet to officer in preparation for commissioning. The cadet-instructor relationship is cooperative in nature. Synthesis Stage culminates with the commissioning ceremony in Dublin Castle. This will be one of your proudest days and rightly so.

The Cadetship is the first milestone on the Army Engineer Graduate Programme and on your journey to leading engineer troops overseas. It is meant to be challenging but if you're a team player and committed to passing you will succeed. The skills acquired on your Cadetship and the friendships made there will stay with you for rest of your life.



WHAT IS THE AEGP? — YOUNG OFFICERS' (YO's) COURSE

The Young Officers' Course is where we make you an Engineer Officer.

Building on the dual foundations of your cadetship and your engineering degree, the YOs will provide you with the knowledge, skills and professional standards required to be an effective military engineer at home and overseas.

It consists of 10 modules in 2 distinct phases, covering 35 subjects with ongoing elements of leadership development, fitness, and your Master's dissertation throughout. There will be 80 individual assessments in the form of written exams, practical skills tests, and command appointments on exercises. It is conducted over 2 years, with 18 months contact time and with 2 periods of work experience in units.

In addition to studying subjects in Combat Engineering and Engineer Special Roles, you will also study subjects such as Construction Technology, Building Services, Project Management, Health & Safety, Weapons Range Construction, Fire Science, and Energy Management.

On passing the course you earn a Level 9 Masters. You will also have met a criterion for promotion to the next rank of Captain and will be qualified to lead engineer troops on an overseas mission. You will also have attained 25 military skills qualifications including:

- Combat Engineer Officer
- Engineer Special Search and Clearance (ESSC) Officer
- Intermediate Conventional Munitions Disposal
- Instructor level in:
 - Military Engineering,
 - Bridging, Firefighting,
 - CBRN (footnote)
 - Minewarfare
 - Explosive Demolitions
- Powerboat Coxain
- Assault Demolition Specialist

“

While there was a strong focus on technical aspects, there was a consistent requirement for teamwork and leadership to ensure that objectives were achieved”

-Captain (Rtd) Steve Ryan

”



WHAT IS THE AEGP? — UNIT EXPERIENCE

The stabilisers may be off but the learning continues.

On finishing the YOs Course you'll be assigned to a unit, based in either Dublin, the Curragh, Athlone or Cork. The Curragh also includes special establishments such as the Fire Training Centre, the Engineer Logistical Base, and the School of Military Engineering.

Unit life is varied but you'll start out learning how units and their various cells (HR, operations, logistics, transport etc) operate, and how your unit integrates into the wider organisation. You'll initially understudy more experienced officers performing security duties, leading range practices, organising unit training activities, and maintaining and accounting for the equipment in our charge. You will also have the opportunity to undertake military skills courses.

Here you will have responsibility for troops for the first time outside of a training environment. Those in Combat Engineer units will get to participate in conventional tactical and ESSC exercises. You may also be tasked with live search operations in support of the Gardaí or in the event of a State visit. Those in Infrastructure Engineer units will understudy on a range of projects and contracts, overseeing tenders and supervising contractors.

Having rank doesn't mean that you'll automatically have the best solutions. Listening to your NCOs and troops and absorbing their collective wisdom is part of your formation as an Engineer Officer. Everyone will want you to succeed and if you're competent, humble, and hardworking you will earn their trust. As your experience and confidence grows you'll be given even greater levels of responsibility. It won't be long before you are ready to lead engineer troops overseas.



WHAT IS THE AEGP? – OVERSEAS

Leading engineer troops overseas is the culmination of your efforts and your biggest test.

Engineer personnel have been deployed overseas to the Congo, Cyprus, Lebanon, Rwanda, Honduras, Bosnia, Ethiopia, Eritrea, Kosovo, Liberia, Sudan, Cote d'Ivoire, Sierra Leone, Afghanistan, Chad and Mali.

Each deployment starts with a 3 month preparation phase known as 'form-up'. You'll organise the administration and training of engineer troops. As an Engineer Officer you will also have responsibility for refresher training for the entire unit in areas such as fire prevention and mine awareness. You and your troops will also undergo a 2 week Mission Readiness Exercise (MRE) to certify the unit as being ready to deploy. The MRE is tailored to the UN mission, with realistic scenarios encountered based on the experience of recently returned Irish units.

Engineers will always have base maintenance and life support tasks, but your primary role will be shaped by the political, economic, and social dynamics of where you serve. The long-established UN presence in Lebanon means that our primary role is to provide Real Life Support (RLS) and a fire fighting capability. In the Golan Heights, we provide an ESSC capability locating IEDs and UXOs remaining after the Syrian Civil War. On recent missions in West Africa we provided mobility capabilities on LRP (long range patrols) in the jungle. In Mali we are training local forces.

There will be no shortage of challenges. Engineers are a valuable asset and among the busiest on any deployment. You will have to balance your time, people and resources to accomplish your objectives, as well as manage the expectations of others who won't appreciate your constraints. Often you'll be in remote locations where you won't have access to spare parts or supplies. You will also have to look after your troops. They will be overworked and everything gets more difficult when you are away from home. It can be particularly hard when a family issue arises and they can't be there to help.

That said, this will be the most rewarding aspect of your career to date. On a personal level you will see the impact you and your troops have had, and the improvements made. Often, your decision will have been the difference between success and failure. You will also see the impact the Irish contingent makes in stabilising an area, making normal life more of a possibility for the local populations. If the UN hadn't deployed there what would their reality be?

You'll also reflect back on how far you've come since the first day in the Cadet School. You'll have gained many new skills and knowledge and you'll have developed personally and as a leader. You'll have solved problems and made decisions in the most difficult situations and harshest environments, and have met every challenge that came your way. You'll know you've made a difference.

“

“On my overseas deployments I had the opportunity to work along side other military engineers from various countries ... our skillsets were highly thought of in the mission”
-Captain Jane O'Neill

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WHAT WE OFFER YOU



WHAT WE OFFER YOU

The Army Engineer Graduate Programme offers a unique opportunity to successful applicants.

Remuneration – Service as an Engineer Officer offers a highly competitive package that leads the rest of the engineering sector. In addition, you will get medical and dental cover free meals and accommodation in training, and your membership subscription to Engineers Ireland will be paid. Fully paid maternity and paternity leave also available.

Professional Development – The Defence Forces prides itself on being a learning organisation and takes your professional development very seriously. You'll attend the best leadership school in the country and thereafter, get paid to undergo a Level 9 Masters as part of your YO Course. You will have further opportunities for post-grad studies and to undergo a wide variety of military courses.

Lifestyle – Life as an Engineer Officer is more than just work. You'll get a generous leave allotment, get paid to keep fit, and have access to a wide variety of sports and adventure activities. There are ample opportunities to travel with work and you'll make lifelong friends along the way.

Foundation for the Future – The unique value we offer is in the leadership and soft skills development that are not found in other programmes. We will take your further, faster, than any other graduate programme can. At the end you'll have a foundation that will set you apart and enable you to succeed wherever you go.

“

The leadership and management skills that I developed as an Engineering Officer, in many respects, prepared me extremely well to deal with the myriad of challenges that I have faced since leaving. **THE RIGHT TEAM WITH THE RIGHT SKILL-SETS CAN PRETTY MUCH FIND A SOLUTION TO ANYTHING.**

-Commandant (Rtd) Fran O'Grady

”



WHAT WE OFFER YOU – COMPENSATION

If you’ve read this far you probably are not the type of person who is primarily motivated by money.

While money may not be your primary motivator it is important to know you’ll be well compensated for your efforts. Service as an Engineer Officer offers a highly competitive package with many benefits.

Pay. Within the Defence Forces Engineer Officers are paid on a higher rate due to our professional qualifications. During your 17 months initial training in the Cadet School you’ll earn approximately €20000 p/a but this quickly rises to over €50000 p/a after commissioning in your second year of service. This compares very favourably with the rest of the engineering sector.

Year of Service	Rank	Pay Point	Salary (approx)
1st	Cadet	1	€20,000
2nd	Lieutenant	1	€50,000
3rd	Lieutenant	2	€51,000
4th	Lieutenant	3	€53,000
5th	Captain	1	€64,000

Pension - As an Engineer Officer you are automatically a member of a public service pension scheme.

Allowances - Additional allowances are available for performing certain duties. While serving overseas you are entitled to allowances of approximately €105 per day (tax free) in addition to regular salary. With limited opportunities to spend while away many use this opportunity to save e.g. pay off student debt, gather a house deposit etc.

Medical - Medical and dental cover is provided. Fully paid Maternity and Paternity leave available.

Accommodation - You’re entitled to free meals and accommodation while in training during the Engineer Cadetship. Subsidised accommodation is available in barracks after commissioning.

Professional Fees. Your professional membership subscription to Engineers Ireland will be paid.

1. All of these examples are illustrative only. Please see www.military.ie and ‘Terms and conditions and general information regarding officer Cadetships in the defence forces 2021’ for full details.



WHAT WE OFFER YOU — PROFESSIONAL DEVELOPMENT

If you've read this far you're not the type of person who's happy to rest on your laurels.

The Defence Forces prides itself on being a learning organisation. We view professional development as a lifelong pursuit, continuously training and developing our people to ensure we remain fit to meet the challenges of an ever-changing world.

Learn to Lead - Leadership comes in many different forms. You'll attend the best leadership school in the country where we'll build on your talents to develop and hone your personal style.

Level 9 Masters - You'll get paid while undergoing a free Level 9 Masters as part of your YOs Course.

CPD & Chartership - Continuing Professional Development (CPD) activities are ongoing to support you on your path to earning the professional title of Chartered Engineer.

Further Postgraduate Study - There are opportunities to study post-graduate diplomas in specialist areas e.g. Building Conservation, Construction Law, Fire Safety, Health & Safety, Project Management, or Sustainable Energy. Should you choose to undergo after post-graduate study in your own time you may be eligible to have some (or all) of the course fees reimbursed under the Refund of Fees Scheme. Official study leave is also available in the run up to exams.

Promotion - On successful completion of the Cadetship you'll be commissioned as an officer and promoted to the rank of Lieutenant. After three (3) years, provided you meet certain requirements, you'll be promoted to Captain. Each advancement brings new challenges and responsibilities, but also new opportunities and experiences.

Military Courses - Every year the Defence Forces run hundreds of courses in military skills, weapons systems, adventure training etc. that are open to all. The Engineer Corps runs internal courses in specific skillsets for our members.

Army Ranger Wing - Many Engineer Officers have put themselves forward for Special Operations Forces selection and have subsequently served with the ARW.

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“I have been lucky to have been trained to the highest standards”

-Captain Eoghan Carton

”



WHAT WE OFFER YOU – LIFESTYLE

If you’ve read this far you’re probably the type of person who wants more than just a job. But it’s not all work.

Leave - You’ll receive 31 days Annual Leave a year, with the ability to carryover up to 24 days p/a in addition. While overseas you receive 14-21 days leave during the mission and 30 days leave on your return in addition to your annual allotment.

Fitness - You’ll have access to gyms, personal trainers, physiotherapists and the time to use them. Keeping fit is part of your job and part of your working day.

Sport - Not only are sports fun but they help develop fitness, leadership, teamwork and friendships. The DFAA¹ oversee sport at all levels within the Defence Forces, and organise competitions between units, against other organisations and other militaries. Practically every sport is catered for so there is plenty of opportunity to follow a passion or to try something new.

Adventure Training - Adventure Training develops fitness, leadership, teamwork, and friendships; but it also allows members to push beyond their comfort zones. DFCAT² oversee adventure training at all levels within the Defence Forces and offer a multitude of options to explore e.g.:

- Parachuting
- Mountaineering
- Offshore Sailing
- Rock Climbing
- Diving
- Adventure Racing
- Kayaking
- Mountain Biking

Travel - In addition to deployment overseas you’ll have the opportunity to participate in courses, exercises, conferences, or sporting competitions with other military partners. The Engineer Corps also work on projects with the European Defence Agency, Irish Aid’s Rapid Response Corps, the Dept of Foreign Affairs, and different UN agencies (outside of peacekeeping).

Lifelong Friendships - Shared experience has a way of bringing people together and the deep relationships you forge during your service will be more akin to family than friends. This will be the root of your personal network but you will also be part of something bigger and will have the support of a community of veterans should you leave.

1. DFAA - Defence Forces Athletic Association.
2. DFCAT - Defence Forces Council for Adventure Training.



WHAT WE OFFER YOU — A FOUNDATION FOR SUCCESS

If you've read this far you are probably the type of person who wants to make the most of your potential. That's just what we'd expect - we want that for you too.

We want the best to lead our organisation in the coming decades. We give our Engineer Officers the world class foundation to ensure they can.

The unique value of this programme is the intangible ways you develop as a person and as a leader. We are a talent incubator, taking you further, faster, and in a way that no other graduate programme can. We'll develop your soft skills of leadership, communication, persuasion, motivation, collaboration, and decision making to name but a few. However, some of the deepest, most long lasting lessons are the ones that will come from within, as you reflect and develop into a leader of integrity, judgement, resilience, and humility. When you return from leading troops overseas you'll know that you can handle anything that comes your way.

These soft skills are universal and translate to all work environments. Very few advances today are the result of one genius working on their own. Teams of subject matter experts have to collaborate with other teams from other disciplines for innovation to occur. That process has to be led and coordinated to get the best out of everyone.

These skills won't get old, they won't go obsolete, and they won't become redundant in an AI future. The combination of these skills and a technical background is rare and therefore prized. If you choose to transition back to the civilian workplace you will have a foundation of skillsets that will set you apart, enabling you to succeed wherever you go.

General or CEO – the choice is yours.

“

“Education is not the filling of a pail but
THE LIGHTING OF A FIRE”

-William Butler Yeats

”

A high-angle, first-person perspective shot from inside a helicopter. A soldier in full military camouflage, including a helmet and a black tactical vest, is seen mid-jump, falling away from the open side door of the helicopter. The soldier's arms are outstretched, and their legs are in a dynamic jumping pose. Below the soldier, a vast, patchwork landscape of green fields and small towns stretches out under a bright blue sky with scattered white clouds. The interior of the helicopter, including the door frame and part of another soldier's leg in camouflage, is visible in the foreground on the right side.

AFTER THE ARMY ENGINEER GRADUATE PROGRAMME



AFTER THE AEGP — THE NEXT 5 YEARS

The Engineering Corps offers a wide and varied career after the Army Engineer Graduate Programme. In the following 5 years you can reasonably expect to be promoted and serve in a range of other interesting and exciting appointments. You'll undergo military career development courses, may be selected for further post-graduate study, and will most likely deploy on more overseas missions.



Captain Ronan Kavanagh

Ronan has held numerous appointments including as an Instructor in the School of Military Engineering. He currently serves in Defence Force Headquarters where he is responsible for engineer procurement. In addition to serving overseas twice in the Lebanon and in Syria, he has also spent 7 months as a student with the Royal Engineers in the UK, and has been an attached instructor with the Austrian Armed Forces training military observers to serve with the OSCE Special Monitoring Mission in Ukraine.

“As an Engineer Officer you have an incredible variety of work. You are involved at nearly every aspect of military life and find yourself giving technical advice that has real impacts on operations.

In Lebanon I was in command of soldier technicians with responsibility for maintaining the life support services for a battalion of 450 troops; everything from power generation, to water purification, to infrastructural support and firefighting. Leading a highly trained and motivated team in a difficult operating environment was really rewarding.

I have also spent time with the Royal Engineers in the UK, the Austrian Armed Forces, and completed several international military courses. These have been fantastic experiences, broadening my own skillset and demonstrating to me that our training in Ireland is on par with the best militaries out there”.



Captain Jane O'Neill

Jane has worked in an Infrastructure & Utilities (I&U) Company where she was responsible for the design, tender preparation and project management of engineering works. She is currently second in command of 506 Squadron which maintains infrastructure in the Air Corps, she also commands the Aviation Crash Rescue Service. She has served twice with the UN in Lebanon and in Syria and has also worked with the UN World Food Programme.

"I really enjoy the variety of the job. Day to day I oversee engineering designs, prepare tender documentation and project manage engineering works on site. I also get to use the military engineering skills I've learnt at home and abroad."

In the Golan Heights I commanded an Engineer Specialist Search & Clearance Team (ESSCT). We conducted many live operations including routes clearances, minefield clearances, and body recovery operations. It was a challenging and rewarding experience to lead engineer troops in an operational setting where all our training was tested in a dynamic environment."

I have also utilised my engineering and military skills in a humanitarian environment when I worked as a construction manager for the World Food Programme (WFP) along the Turkish/Syrian border."

The problem solving and critical thinking skills required on operations at home and overseas demonstrate that Engineer Officers can work in demanding situations and still achieve a high level of output."



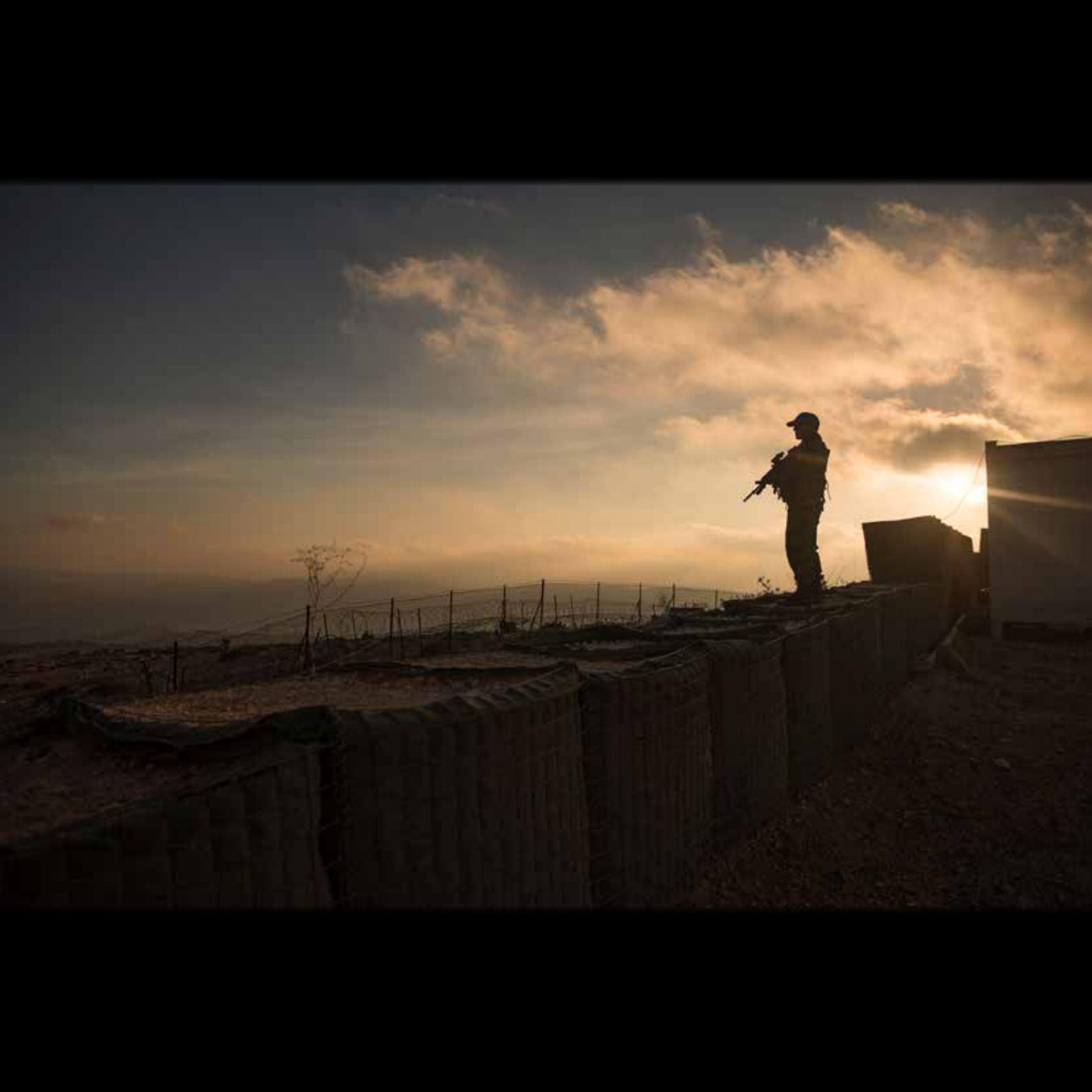
Captain Eoghan Carton

Eoghan has served in both military and maintenance engineer units, commanded the military Fire Service in the Curragh, and has instructed in the School of Military Engineering. He is currently based in Defence Force Headquarters where he is currently Energy Manager for the Defence Forces. He has served overseas twice in Lebanon. In 2017 Eoghan won Engineers Ireland's Chartered Engineer of the Year Award for a project he completed there in 2016.¹

"The wide range of experiences and responsibilities given to an Engineer Officer from the earliest stage of training mean that we can adapt to any situation or work through any problem in a structured and logical manner. Our experience of working with different cultures, navigating language barriers, and conflict resolution mean we can address situations, problems and any task holistically."

This meant that I was very well prepared when I decided to begin the chartership process. In particular, I found working as an Engineer Officer developed my communications and leadership skills far beyond what I ever would have expected before I joined"

1. You can read about Eoghan's experience here: <http://www.engineersjournal.ie/2018/05/15/engineering-unifil-lebanons-blue-line/>



Captain A

Capt A has held a variety of engineer appointments and is currently serving in the Army Ranger Wing (ARW), the Irish Special Operations Forces (SOF) unit.

He has served overseas in Lebanon twice. Firstly, as the Battalion Engineer Officer and then in a headquarter staff appointment where his engineering knowledge was utilised in threat assessment and risk analysis.

“The key skill I have learnt throughout my training and professional experience has been leadership, followed closely by project management. The ability to manage people, resources and time in order to reach a successful conclusion is paramount, particularly when I am in command and bear ultimate responsibility for the success or failure of the mission, or the projects outcome

The most important and enjoyable aspect of being an Engineer officer for me, is to work with like-minded colleagues who all specialise in different areas but share a common sense of purpose and identity. These people will be friends for life inside and outside a professional military engineering capacity”.



Commandant Sharon McManus

Sharon has worked in combat and maintenance units, in Defence Forces Headquarters, and was a part of the military team working with the Department of Foreign Affairs on disarmament issues that led to the international Cluster Munitions Convention in 2008. She served overseas four times, in Liberia, Kosovo, Chad and Lebanon. Her primary degree is in Civil Engineering but she also has a Masters Degree in Sustainable Energy and was the Defence Forces energy manager from 2007-2012. This resulted in the Defence Forces being awarded the ISO 50001 energy management standard, the first Armed Forces in the world to do so. During a leave of absence she spent two years working with the European Defence Agency in Brussels where she lead R&D projects assisting European Armed

Forces for developing sustainable energy strategies.

“My time with the European Defence Agency in Brussels showed that our varied and widespread experience means that we are able to contribute to many agendas and can add value to organisations with multi-faceted objectives.

The levels of responsibility I experienced as an Engineer Officer as well as the exposure to many different activities and environments, equips us well to work with organisations other than the Defence Forces.”



YOUR FUTURE AFTER THE ARMY

We recognise that in today's world many people will have two or three careers in their working life. If being an Engineer Officer in the Defence Forces is your first, then we believe that you will have a major advantage over your peers when you decide to transition to the civilian workplace.

A combination of the best leadership training in the country, Level 9 Masters, and a range of experience that only we can offer will make you highly attractive to employers in many sectors.



Captain (Rtd) Ken Barry
Business Support Manager - SYNCREON

In his time as an Engineer Officer Ken served as the Chief Instructor in the School of Military Engineering, a staff officer in Defence Force Headquarters, and the Army Ranger Wing. He was also a technical advisor to the Department of Foreign Affairs in Geneva and South East Asia. He deployed overseas to Liberia in an engineering role and as a Liaison Team Leader in the multinational headquarters in Afghanistan. He is currently working as a Business Support Manager with Syncreon, an international 3PL (Third Party Logistics) company, having previously worked as the Engineering Manager for the Netherlands and led global projects for their HR division.

“As an Engineer Officer I most appreciated the variety of the career, and the opportunities to travel and work with other nationalities and cultures. I also developed the key skills of quickly identifying the critical issues to allow you devise solutions, the leadership/management skills to achieve your objectives, and the ability to develop people which is an essential component in the success of any team. I was also fortunate to attend international meetings in the UN in Geneva, to define and agree international treaties in order to protect humanity.

Having served as an Engineer Officer has given me a spring board to everything I have undertaken since I left the Defence Forces. Engineering and military experience is an excellent combination that provides multiple advantages in the civilian workplace”.



Captain (Rtd) Steve Ryan
Management Consultant - EY

Steve served 9 years in the Defence Forces, holding appointments in various units, the School of Military Engineering and Defence Force Headquarters. He also served overseas in Lebanon. Since retirement he works as a management consultant in EY, focusing on supply chain & procurement within the utilities industry.

“Initially, the most memorable aspects of being an Engineer Officer was completing the Young Officer’s Course followed by participating in engineer exercises. While there was a strong focus on technical aspects, there was a consistent requirement for teamwork and leadership to ensure that our objectives were achieved. Serving overseas as an Engineer Platoon Commander in Lebanon is certainly an experience I will remember for a long time.

Understanding the values of teamwork, persistence and resilience have been very valuable traits that have served me well in civilian life. I found the ability to combine leadership skills with technical knowledge a real asset when working on projects after my time as an Engineer Officer. The skills required to manage IT development specialists are the same as the skills required to manage a platoon of engineer troops”.



Commandant (Rtd) Dave McCourt
Technical Services Manager - CenterParcs

Dave held numerous appointments during his time as an Engineer Officer including commanding a maintenance unit, instructing in the School of Military Engineering, a staff officer in Defence Force Headquarters, and as serving with the Army Ranger Wing. He served overseas in Liberia, Afghanistan, Chad, Kosovo and in Sierra Leone during the Ebola Crisis. Since retiring he has worked as the civilian Chief of Infrastructure with NATO forces in Kosovo and is currently Technical Services Manager in the €250m CenterParcs Longford Forest.

“From my time as an Engineer Officer I’ve found my problem solving skills and ability to plan in a constantly changing dynamic environment has been a significant advantage since I left the Defence Forces.

My broad experience including HR, budgeting, and management allows me bridge both the technical and business worlds.”

HOW TO APPLY¹

The first step will be to complete the official electronic application form for Engineer Cadetship available at www.military.ie

Stage 1 – Online Psychometric Testing

Thereafter you will be asked to complete an unsupervised psychometric test online.

Stage 2 – The Assessment Phase

If you meet the required standard you will be invited to attend Stage 2 (overnight duration) in the Defence Forces Training Centre, Curragh, Co Kildare. This consists of

- Physical Fitness Test
- Supervised online Psychometric Test
- A Group Assessment
- Realistic Job Preview

Successful candidates at Stage 2 will be sent an Online Personality Questionnaire to be completed before attending for interview:

Stage 3 – The Interview.

This is a competency based interview where you will be assessed on the following areas:

- Planning & Organising
- Decision Making & Problem Solving
- Working with Others
- Communication
- Leadership & Supervising
- Personal Motivation & Discipline
- Resilience
- Information Handling
- Technical Aptitude

This is a highly competitive programme and places are limited

To increase your chances, you can also apply for an Ordnance or General Cadetship.

Full details of these competitions can be found on www.military.ie

1. All of these examples are illustrative only. Please see www.military.ie and 'Terms and conditions and general information regarding officer Cadetships in the Defence Forces 2021' for full details, including required academic qualifications.

2. Candidates are advised that it is necessary to pass each stage to progress to the next. There are many free online resources that may help familiarise candidates with online psychometric testing formats.



ARMY ENGINEER GRADUATE PROGRAMME

An Elite Leadership Programme for Engineers

Lead Our Team

Make An Impact

Be The Difference



FOR MORE INFORMATION

www.military.ie