ARMY ENGINEER GRADUATE PROGRAMME

An Elite Leadership Programme for Engineers

Lead Our Team  Make An Impact  Be The Difference

www.military.ie
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 and 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 who have 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; 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, and you’ll always have the most interesting stories.

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.
THE CORPS OF ENGINEERS

The Corps of Engineers is responsible for ensuring that the Defence Forces can live, manoeuver and operate wherever we may be deployed.

As a combat support corps, our troops are qualified soldiers, combat engineers, and technicians. In addition to all-arms capabilities we provide the essential specialist skills to:

- Build bridges
- Construct routes
- Clear obstacles
- Employ explosive demolitions
- Conduct high risk Engineer Specialist Search and Clearance

Both at home and overseas we construct fortifications and operational bases where we provide essential life support capabilities such power generation, potable water production and firefighting.

The Corps of Engineers is also responsible for the maintenance of the Defence Forces built infrastructure such as barracks, training areas, airfields, and naval installations. This includes:

- Overseeing maintenance staff
- Design tasks
- Contract and tender preparation
- Project management
- Acting as the client’s representative during ongoing projects

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.

- Capt Ronan Kavanagh
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 15 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.
MAKE AN IMPACT

In Ireland, 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 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, volcanos in the Congo, the tsunami in Banda Ache, supertyphoon Haiyain 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 particularly 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.

" - Capt Eoghan Carton
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.

~ Capt Ronan Kavanagh
WHAT IS THE ARMY ENGINEER GRADUATE PROGRAMME?

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.

It 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 Cadetship. Here you will undergo 15 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 Cadetship you will be commissioned as an officer and will commence your 15 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 months 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.
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(Capt A conducting explosives training for the ARW)
If you’ve read this far you are probably not the type of person who is primarily motivated by money. However it is important to know you’ll be well compensated for your efforts. Service as an Engineer Officer offers a very competitive package with many benefits.¹

**Pay & Pension.** During your 15 months initial training in The Cadet School you’ll earn approximately €19,000 p/a but this will quickly rise to approximately €50,000 p/a by your third year of service. You will also be a member of a public sector pension scheme.

**Level 9 Masters.** You’ll get paid while undergoing a cost-free Level 9 Masters.

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

**Leave.** 31 days Annual Leave with the ability to carry over up to 24 days.

**Fitness Training.** Free access to gyms, personal trainers, sports facilities, and adventure training. Keeping fit is part of your job and part of your working day.

**Medical.** Medical & dental cover provided.

**Professional Fees & Chartership.** Your professional membership subscription to Engineers Ireland will be paid. Continuing Professional Development (CPD) activities are ongoing to support you on your path to earning the professional title of Chartered Engineer.

This is in addition to:
- Unrivaled leadership & management experience
- Personal development
- Travel
- Working in diverse, cross-cultural and multicultural environments
- Working with international organisations and militaries
- Access to a network of veterans across a multitude of industries and sectors
- Strong personal network
- Life-long friendships

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 2019’ for full details.
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".

AFTER THE ARMY ENGINEER GRADUATE PROGRAMME — THE NEXT 5 YEARS

The Corps of Engineers 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 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 Aer Corps, and she also commands the Aviation Crash Rescue Service. She has served twice with the UN in Lebanon and 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.

“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/

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 three times, in Liberia, Kosovo, and Chad. 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, resulting 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.”

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 headquarters 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”.
Capt (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. 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."

Capt (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."

Comdt (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 new €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 APPLY

The first step will be to complete the official electronic application form 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 Questionaire 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**

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