HOW’S THE VIEW FROM YOUR WINDOW?
Special Missions are defined as an operation that utilises specifically-modified aircraft and advanced technology to achieve an intended outcome.

Electronic Observers are the aircrew employed to operate the equipment used in special mission operations.

Cobham Special Mission in Australia performs a number of functions in providing surveillance, intelligence, and search & rescue services.

Within the Surveillance role, Electronic Observers use radar, electro-optics, radios and more to keep a close eye on Australia’s maritime domain on behalf of the Australian Border Force.

A career with Special Mission is a rewarding one that places everyday people in an extraordinary team of professional aircrew.
What is an Electronic Observer?

Observers come from all walks of life and with all kinds of experience. Whilst they all start from diverse backgrounds, they graduate to become professional operators in a unique and diverse environment.

Electronic Observers operate as part of a four (4) person airborne crew of made up of two (2) pilots and two (2) observers. They are trained in the operation of state-of-the-art equipment that is used to conduct surveillance on behalf of the Australian Border Force.

Missions are diverse and require a high level of communication and teamwork. Applicants who demonstrate professional attitudes and aptitude for learning complex tasks often find themselves in a challenging and rewarding career that gives them a view of our great country that few people get to experience.

If you think you have what it takes, read on to discover more about the role and how to apply.
What does an Observer do?

**Airborne Surveillance**

Cobham Aviation Services

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**Australian Border Force apprehends two foreign fishing vessels**

Two Vietnamese vessels have been apprehended over the weekend in waters off North Queensland for suspected illegal fishing in Australian waters.

The apprehension involved a coordinated air and surface response. ...An Australian Border Force Dash-8 aircraft was able to locate and identify the vessels, before HMAS Childers and ABFC Roebuck Bay boarded and apprehended the vessels shortly after.

*Immigration and Border Protection*

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**Cobham Australia’s coastwatch role**

Two identical consoles sit in front of observers... feeding them information from the sophisticated equipment at the plane’s belly.

Whether it is a floating palm tree or a 10m fishing boat, the high-powered digital surveillance radar is capable of detecting objects in high seas from as far as 50 nautical miles away.

*The Advertiser*

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**Indonesian fishermen rescued by Australian fishing vessel in Timor Sea**

FOUR Indonesian fishermen were rescued from a makeshift life raft adrift... eight days after their boat sank.

Officers on board an Australian Border Force Dash 8 aircraft spotted the men on Tuesday evening.

...a request for help was made to a nearby Australian fishing vessel, AFV Exodus, which recovered the fishermen early yesterday morning.

*NT News*

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**Foreign fishing boat seized off WA**

*The Australian*

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**Australia and Indonesia complete coordinated maritime patrol**

*Australian Defence*

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**Rescue of solo sailor - Yacht Enya II, Pacific Ocean, 3 September 2014**

*AMSA*

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Note - this page contains weblinks to external web pages
The great thing about being an observer is variety in missions, places and people. I see diverse parts of Australia’s spectacular natural environment - and get to help protect it. I enjoy using a range of high-tech equipment and working with different personalities on each mission. I love the satisfaction of doing something of importance to the nation.

Anna Bellamy - Electronic Observer
The recruitment process

For Surveillance Aircrew, the process is all about determining if applicants have the character and aptitude to learn this unique role. The recruitment process includes the following steps:

**Selection criteria**
Candidates must meet the following requirements to be considered for employment under this contract:

- Australian citizen
- At least 18 years of age
- Completed 4 years secondary education
- Hold a valid Senior First Aid Certificate.

**Video screening**
A short video interview that can be conducted at home. Questions asked are intended to confirm key criteria and ascertain your motivation for applying.

**Psychometric testing**
These tests are designed to provide an indication of your abilities and build a picture of your character. Some of the testing may be completed online, however some will be completed at a later date if you are invited to attend an interview.

**Interview**
Interviews are conducted by a panel consisting of senior observer aircrew and a representative from human resources. Successful candidates are recommended to continue with the recruiting process. This is not a guarantee of employment.

**Reference checks**
We will conduct two (2) reference checks in total. One around the time of interviews and another prior to an offer of employment.

**Security clearance**
All Special Mission employees must hold a valid Australian Government security clearance prior to commencing any surveillance aircrew training. The process takes approximately three (3) months to complete.

**Hold listing**
Due to the lengthy timeframes in obtaining an Australian Government security clearance, Cobham Special Mission recruits suitable candidates to a hold list. Candidates that have been recommended from their interviews are placed on the hold list until a position is available on the next observer training course.

**Offer of employment**
Candidates who have been successful through the process and have obtained a security clearance may be offered employment as positions on a training course become available.
To live and work in Broome for the last eight years has been a dream. I have a career working with great people where I get to do a job that is of great importance to Australia. At the end of the day I have the pleasure of enjoying the famous Cable Beach sunset with my family. Living and working in Broome is a lifestyle that cannot be turned down - it’s a special job in a special place. I can’t help but sit back and know that I am one of the lucky ones.

Gavin McNamara - Electronic Observer, Broome
Pay and conditions

Electronic Observers are employed under a collective employment agreement. They begin earning $58,530 from day one and are entitled to 6 weeks annual leave per year, which compensates for working weekends and public holidays.

Location allowances are paid to staff who live in remote locations.
- Broome = $13,889 p/a.
- Darwin = $5,342 p/a.

Rosters are designed to meet the our clients changing needs, and require the company and staff to be flexible. To ensure a positive work life balance staff are guaranteed 8 rostered days off (RDO) in four (4) week. RDOs are locked in for 14 days ahead of current day and are unable to be changed by the company unless by mutual agreement with the employee.

Cobham Special Mission aircrew are strictly governed by a Fatigue Management System (FMS) which prescribes; time available for duty, time free from duty and other associated regulations.

Other benefits
Cobham provides employees with access to services such as:
- Employee Assistance Program (EAP)
- Financial planning and services
- Discounted health insurance
- Discounted travel and accommodation
- Salary packaging solutions
Cobham Special Mission observers are trained in-house by our dedicated training department. The training is delivered in an applied course, meaning that learning begins with class based training (CBT) exercises and then put into practise during flight training on live missions.

Electronic Observer training programs run for fifteen (15) weeks, broken down into three (3) phases. Each phase includes theory instruction, practical simulations, demonstrations and on-the-job experience. There are also regular proficiency exams to ensure trainees are learning at an appropriate level. All class based training is conducted in Darwin and flight training is generally organised at the individual’s home base.

Our training staff are dedicated to supporting all staff through the entire process. The learning curve is often steep and requires trainees to be dedicated and self-motivated in their study. Individuals on course are regularly briefed on their performance, from induction all the way through to final exams and checks. All trainees who complete the training graduate with a sense of accomplishment and pride in what they have achieved.
If this sounds like the role for you

Go to:

http://www.cobhamaviationservices.com/careers

We would be pleased to review your application and look forward to the opportunity to meet you.

If you have any further questions, please contact Human Resources on +61 (0) 8 8154 7000.