



“BE THE SHIELD OF THE NATION”

**INVITATION TO JOIN THE BOTSWANA DEFENCE FORCE
ADVERTISEMENT**

Botswana Defence Force is pleased to announce to the general public that limited vacancies exist for **OFFICER CADETS** Post.

ENTRY REQUIREMENTS

- a. Botswana citizens both male and female.
- b. Should be in possession of a valid National ID card (Omang).
- c. Aged between 18-28 years.
- d. Be physically and mentally fit.
- e. No adverse criminal records.
- f. Minimum height of 160 cm for males and 155 cm for females.
- g. Minimum body weight of 55 Kg for males and 45 Kg for females.
- h. Female candidates must not be pregnant at recruitment and/or during training.

MINIMUM QUALIFICATION

Aspiring candidates should have a **Bachelor's degree** or **equivalent**, and should indicate their preferred **Career field and Code of interest** in line with their qualifications. Candidates are **ONLY** allowed to apply for one (1) career field, however, the Commander has the prerogative to deploy candidates where he deems fit.

CODE	CAREER FIELD	QUALIFICATION(S)
001	Combat Operations	Management, Information Systems, Social Sciences, Humanities, Education, and any related Bachelors courses.
002	Engineering	Aviation, Computer and Telecommunications ,Construction and Building, Mechanical, Auto Electrical, Industrial, and any related Engineering courses.
003	Logistics	Supply Chain, Hospitality, Quality Control, Clothing Design and Textile, and any related Logistics courses.
004	Administration and Management	Finance and Accounting, Law, Criminology, and any related Administration and Management courses.
005	Medicine and Health	Medicine, Veterinary and any relevant Health related courses.

Applicants from the following professions with less than three (3) years' work experience and registered and licensed to practice with relevant statutory bodies may apply: **Medical Officers, Dentists, Physiotherapists, Pharmacists, Specialist Nurses, Lawyers, Veterinary Officers, Bio-Medical Engineers, Clinical/Industrial Psychologists, and Chaplains (Ordained Ministers).**

NB: Botswana Defence Force has established Mobile Recruitment Centres in the following areas; Gantsi, Kasane, Tsabong, Maun, Francistown, Palapye and Gaborone (SSKB, Village Garrison and Glen Valley Barracks) as the Main Centre. It is **Compulsory** that candidates should indicate their **recruitment place of preference** in their applications.

KEY SKILLS AND PERSONAL ATTRIBUTES

- a. Disciplined.
- b. Team player.
- c. Loyal.
- d. Trustworthy.
- e. Selfless.
- f. Courageous.

REMUNERATION, BENEFITS AND OPPORTUNITIES

BDF offers competitive remuneration and benefit packages commensurate with qualification over and above the following;

- a. Free accommodation and subsidised utilities.
- b. Professional and academic growth.
- c. Local and international exposure.
- d. 20% BDF allowance (X-factor).
- e. Free medical care.

SELECTION PROCESS

All candidates will have to undergo a selection process which includes the following:

- a. Physical Fitness Assessment (2.4 km Run, Push-Ups and Sit Ups).
- b. Comprehensive Medical Examination in accordance with BDF Recruitment Medical Standards.
- c. Aptitude Tests, Interviews and Group Tests.

MANDATORY TRAINING AND DEPLOYMENT:

Successful candidates shall undergo a 12 months Basic Military Training. Upon completion of training, officers must be ready to serve in various geographic locations and environmental conditions.

Certified copies of National Identity Card (Oman), relevant educational certificates/documents, transcripts, CV and references must be attached.

NB: Qualifying applicants who are registered under Social Services should indicate this in their application letters and attach supporting letter from Social Worker.

ALL APPLICANTS ARE TO APPLY ONLINE USING THE LINK BELOW:

<https://www.online.bdf.org.bw>

ONLY THOSE WITH CONSTRAINTS IN USING THE LINK SHALL BE ALLOWED TO SEND THEIR APPLICATIONS TO THE ADDRESS BELOW:

The Commander
Botswana Defence Force
Private Bag X06
Gaborone

Reference: O/CDT: VAC 1/25

Closing date: 25 August 2025

MULTIPLE SUBMISSION OF APPLICATIONS (i.e. ONLINE AND POSTAL MAIL SUBMISSION) AND HAND DELIVERIES WILL NOT BE ALLOWED.

Only successful candidates will be shortlisted for recruitment and selection.

For Enquiries call 366 2135 / 71 373 483 / 74 735 532.