AFP

Sworn Recruitment Process

ELIGIBILITY TOOL

Start your application by taking our self-assessment tool to find out if you're eligible to become a sworn officer.

Requirements
- Answer each question truthfully.

Insights
- The tool may take up to 15 minutes to complete.
- This is a self-help tool only – it will not collect any personally identifiable information and the answers you provide will not be linked to any existing or future applications you submit.

Take our eligibility tool

APPLICATION

Once you've checked your eligibility, complete an application form on our website.

Requirements
- Select your first role and location preference.
- Latest resume.

Insights
- Your application will progress based on your role and location preference. This is what you are likely to be offered after you enter the merit pool.

ONLINE TEST

If eligible, you'll be invited to complete an online test assessing your thinking skills.

Requirements
- Complete test within 14 days.

Insights
- Ensure you have access to a computer with stable internet, pen, notepad, calculator and are in a quiet place free from distraction.
- We'll email you with information on how to prepare, including practice tests.

EMPLOYMENT SUITABLITY QUESTIONNAIRE (ESQ)

During the ESQ stage, you'll be assessed on your character and ability to meet our professional standards.

Required information
- Drug and alcohol use.
- Traffic history.
- Criminal history.
- A copy of your driver's licence.
- Proof of Australian Citizenship.
- Education documentation – a minimum Year 10 certificate or higher.

Insights
- This process can take several weeks to review.

HEALTH ASSESSMENT

An AFP contracted health service provider will complete a health assessment.

Required assessments
- Physical standards.
- Medical conditions.
- Psychological standards.
- Psychological interview.

Insights
- Many medical conditions are considered on a case-by-case basis.
- Documentation from your GP / specialist are required for existing conditions.

ASSESSMENT CENTRE

AFP staff, including police officers and protective service officers, will hold the assessment.

Required assessments
- Group exercise.
- Analysis task.
- Behavioural based interview.

Insights
- Completed online or in-person, depending on your location.

FITNESS ASSESSMENT

Our Entry Physical Competency Assessment (EPCA) is held in various locations around Australia.

Requirements
- Complete pre-exercise screening form provided to you by the AFP.
- Successfully complete 3 different exercises to a set standard.

Insights
- You'll know on the day if you have passed your EPCA with a second attempt available at a later date if you don't pass.
- Medical clearance from your GP may be required prior to participation, based on your pre-exercise screening responses.

SECURITY CLEARANCE

Our Security Vetting team will assess at least 10 years of your history.

Required information
- Employment.
- Financial.
- Residential.
- Personal history.

Insights

Once your security pack is submitted, we'll ask for:
- Evidence of current first aid and CPR certifications.
- Signed swim certificate demonstrating you can swim 100m freestyle, untimed and unaided, completed by a qualified instructor using the AFP provided form.

You may be able to complete a 'Recognition Pack' if you hold a security clearance from AGSVA.

MERIT POOL

After successfully completing the recruitment process, AFP Recruitment will advise that you've been placed in the merit pool.

Insights
- When the time comes, our team will contact you to discuss an offer for a course that aligns to your role and location preference.
- Courses are run year-round, with availability dependent on operational needs.

The Australian Federal Police sworn recruitment process will generally progress in order of the above steps, however, there may be times when you're asked to complete more than one step at a time, or in a different order. The recruitment team will advise if this is required.

For additional information about the recruitment process, visit **afp.gov.au/jobs**