### **CONTACTING US**

We hope this publication has given you an insight into what life in the Royal Marines is like and what career opportunities are open to you.

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■ Check you're eligible to apply and book your appointment to visit an Armed Forces Careers Office.

We want you to succeed and will do all we can to help. If you have any questions, or would like any further information or advice, please get in touch today.

This publication is for guidance only. The facts in it may change without notice and it is no form of legal contract. We explain details of length of service in the Armed Forces Careers Office and it will be shown in the contract. You may need to repay any bursary or sponsorship money if you do not enter service, or if you fail or withdraw from training.

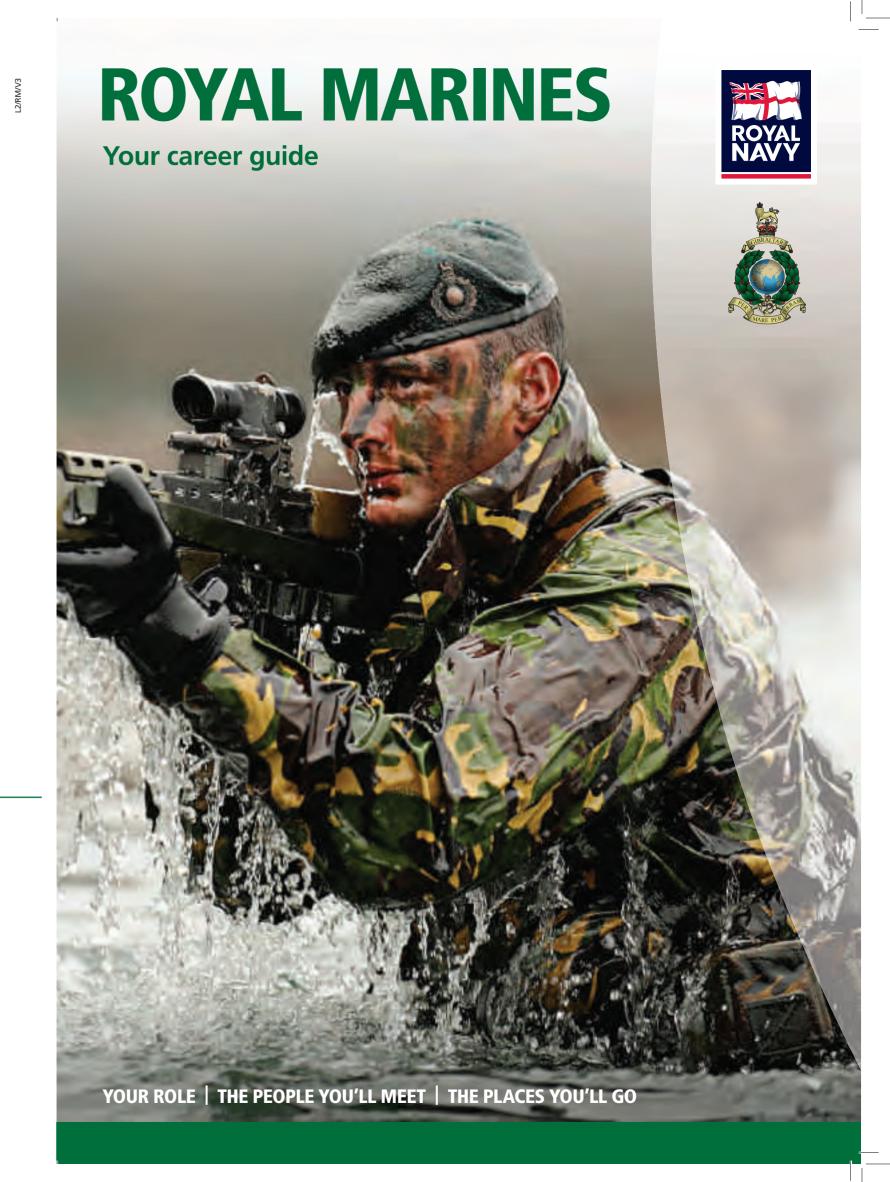
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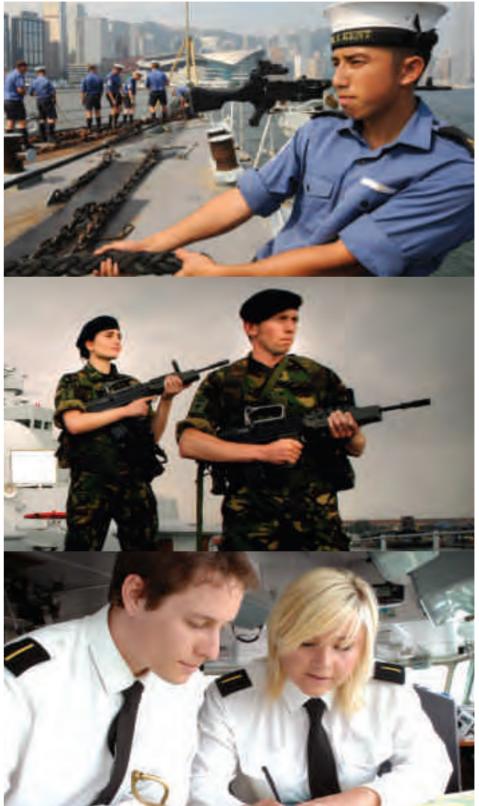












#### **Royal Navy**

The Royal Navy you're probably most familiar with is made up of the Surface Fleet – aircraft carriers, frigates, destroyers and other vessels – and the Submarine Service. All of which, except ballistic submarines, are armed with conventional weapons. The Fleet Air Arm delivers air power and air support, operating fast jets and helicopters from warships and bases on land.

#### royalnavy.mod.uk/careers

#### Royal Naval Reserve (RNR)

The Royal Naval Reserve are an important part of the Naval Service, and are made up of more than 2000 men and women (about a quarter of them are former Royal Navy personnel), who combine military and civilian life. As fully-trained members of the team, they help the Royal Navy meet its operational needs in times of crisis, tension and war. And although they're volunteers, Reservists get paid for any training and work they do.

#### royalnavy.mod.uk/rnr

#### Royal Fleet Auxiliary (RFA)

The Royal Fleet Auxiliary supplies Royal Navy ships with the fuel, food, stores and ammunition they need to stay operational while at sea. It's a civilian service, made up of over 2000 officers and ratings trained to Merchant Navy standards, with military skills that allow them to provide close support in combat operations.

#### rfa.mod.uk

## **WELCOME**

The Royal Marines Commandos are the Royal Navy's elite amphibious (landing from the sea) force. You've probably heard a lot about the training and the life that goes with wearing the coveted green beret. Some of what you've heard is probably exaggerated, and much of it will almost certainly be an understatement. What's beyond doubt is that we're one of the world's most respected military units, with a set of attitudes and abilities you won't find anywhere else. This publication aims to give you an insight into everything we do and help you decide whether you've already got the 'state of mind' to be part of our team.

Ours is the longest, toughest initial training of any North Atlantic Treaty Organization (NATO) force. Although physical fitness is vital, you need more than that to get through. We're looking for people with the right attitude and commitment to become a Commando – "courage, determination, unselfishness and cheerfulness in the face of adversity". Show us these qualities, or the potential to develop them, and you'll be well on your way.

Whether in a commando unit on land or part of an amphibious force, we operate in some of the most extreme environments. This creates "a unity that crosses all ranks, fostering our unique team spirit, professionalism, endurance and sense of humour". It also means we offer a huge range of specialist careers, with opportunities to develop your military and other skills to the very highest level.

We hope this publication helps you in your choice of career with the Royal Marines Commandos.

Visit royalmarines.mod.uk or call 08456 00 14 44

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#### Really?

'Bootneck' – A Royal Marines Commando. The name comes from the piece of leather that they used to have on the collar of their uniform.

"It doesn't matter what the condition, we never lose our mission mindset."

> Jim, Royal Marine, Colour Sergeant

We are the UK's elite amphibious force. We use Royal Navy ships as a base and we launch operations from the sea, land or air.

What makes us unique is our ability to operate in any location or environment. We're specialists in mountain warfare and extreme cold-weather warfare and we train in climbing, skiing and mountaineering.

We've developed expertise in jungle warfare and desert warfare and we are able to live and fight in the most hostile conditions on earth. We're also highly trained in close-quarter combat in built-up areas, where lives literally depend on teamwork, discipline, weapon-handling skills and the ability to think on your feet.



#### A proud tradition

We can trace our roots back to the reign of Charles II when, in 1664, a force of 1200 men known as the 'Admiral's Regiment' was raised to provide 'Land Soldiers' prepared for sea service in His Majesty's Fleet. The 'Gibraltar' on a Regimental Crest is the battle honour we won in 1704, when Royal Marines stormed the island fortress and prevented Spanish reinforcements from reaching it.

During the Second World War, our allies needed troops who could attack land targets from the sea. As a result, the Royal Marines Commandos were created. From then on, we developed the traditions and values that make us the unique force we are today.

#### Equipped for the modern world

The heart of today's Royal Marines is 3 Commando Brigade. This is made up of three operational commando units – 40, 42 and 45 – each of about 650 to 700 men, equipped with a range of vehicles, weapons and communications systems. Other units support them, including raiding and landing craft, helicopters, air defence, electronic warfare, logistics and communications specialists.

We have a range of vehicles and weapons, from armoured vehicles and snowmobiles to heavy machine guns, mortars and anti-tank weapons. Together, these give us the flexibility and versatility we need to respond to any situation, anywhere in the world.





#### **WORDS OF WISDOM**

Like all elite units, we have our own slang that reflects our unique culture and identity. It may sound confusing at first, but by the time you get your "green lid, spinning dits with your bezzy oppo about being in the sticks, working in the ulu on ops or how pusser has given you the latest Gucci kit to try out", it will be second nature. "Then when the Boss calls endex on a yomp, you may be on your chinstrap, but after digging out blind the scran will be hoofing (even if it's only a bag-rat or an oggy) and you'll have earned a few zeds in your gonk bag. Gen dit. BZ."

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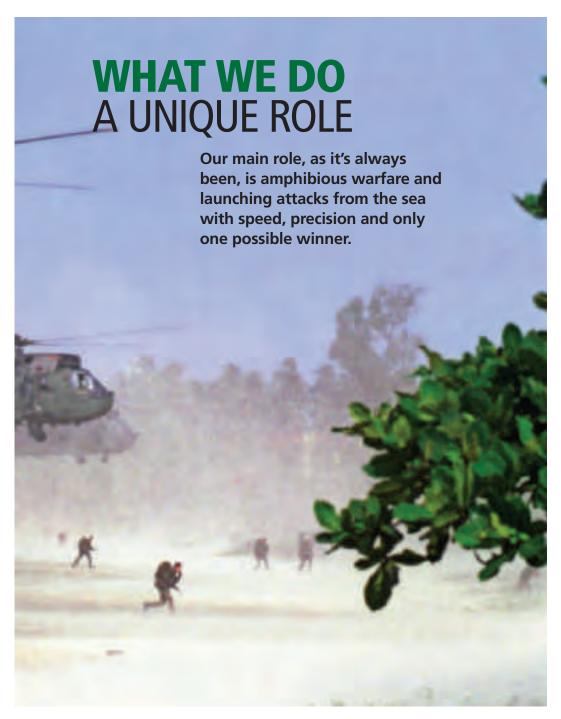




#### **MORE THAN WORDS**

Our motto is 'Per Mare Per Terram' – 'By sea, by land'. It first appeared on our caps at the Battle of Bunker Hill, during the American Revolutionary War in 1775. More than 200 years later, it still very much applies, but you could also add 'by air', as we often use Sea King or Chinook helicopters from Royal Navy ships or land to reach our area of operation.

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During the Second World War, the allied forces couldn't get troops to targets in Europe, which were occupied by the enemy, by land or air. Attacking by sea was the only option. The trouble was, nobody knew how to do it. So, they created commando training which is still the basis for everything we do in today's Royal Marines.

We operate from Royal Navy aircraft, submarines and ships, using them as floating bases from which we can launch a whole range of operations, such as humanitarian aid missions to offensive operations (missions to defeat an enemy). The huge commando assault ships can carry up to 700 fully-equipped Royal Marines, allowing us to launch operations onto the beach and on land.

With helicopters, landing craft and fast boats deploying (being sent on military missions) our amphibious force is now a highly efficient and effective process.

When on land, we keep up the pace. The speed-marching we perfect during training lets us cover ground fast, tackling enemy positions, rescuing civilians or prisoners or securing bases for other forces to use behind us as we push further forward. Specialist Royal Marines Commandos trained in assault engineering, anti-tank warfare, air defence, signals and other skills make us a fighting force able to deal with any situation we face, without having to wait for reinforcements.

It's a unique role, demanding unique skills. The levels of fitness, discipline and determination you'll need are second to none. It's not for everyone. But for those who wear the green beret, it's the only job worth doing.

#### Really?

'Rat Pack' – The pack containing nutritious meals with enough calories to keep even a hard-working Royal Marines Commando going for 24 hours. You can eat this as a one-off banquet, or as three square meals. Where you eat it may vary!

## WHAT WE DO SPECIALIST SKILLS

As well as our ability to operate on land, at sea and in the air, we have other specialist skills that make us a vital part of the UK's Joint Rapid Reaction Force.



International relationships have changed. We don't see the great world wars, with their big battles between huge armies and navies any more. Instead, small, local conflicts flare up in different parts of the world, with different nations getting involved. And wherever it happens, we're ready to go in and play our part as soon as we're needed.

We provide the flexible and hard-hitting military response that Britain needs in the modern world. The UK Joint Rapid Reaction Force has been formed to meet its varied and rapidly changing demands. This allows Britain to use resources from all the armed forces to meet a specific need. We play an important part in this organisation.

The Naval Service contributes its ships, submarines, aircraft and people. Whether the mission is military or humanitarian, we are almost always among the first to be sent in, as we were in Iraq and Afghanistan.

But it's not just our 'commando spirit' that makes us vital to the Rapid Reaction Force. It also makes full use of our unique specialist skills.

#### Really?

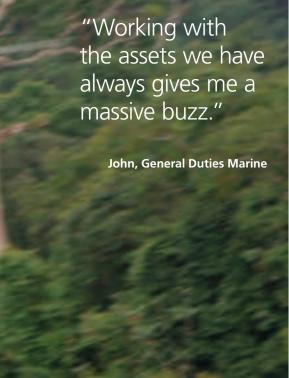
'Bergen' or 'small child' – The name for our largest pack or rucksack. The pack can weigh more than 100 pounds fully loaded, depending on your task or job.

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### Mountain and Cold-weather warfare

Living and fighting in arctic conditions is a huge test of the 'commando spirit'. It's also a physical and mental challenge that few Royal Marines can resist. There are plenty of opportunities to develop your skills in rock climbing, skiing, mountaineering and surviving in cold weather, and then put them all into practice on one of our regular multi-national exercises in the mountains and snowfields of Norway.



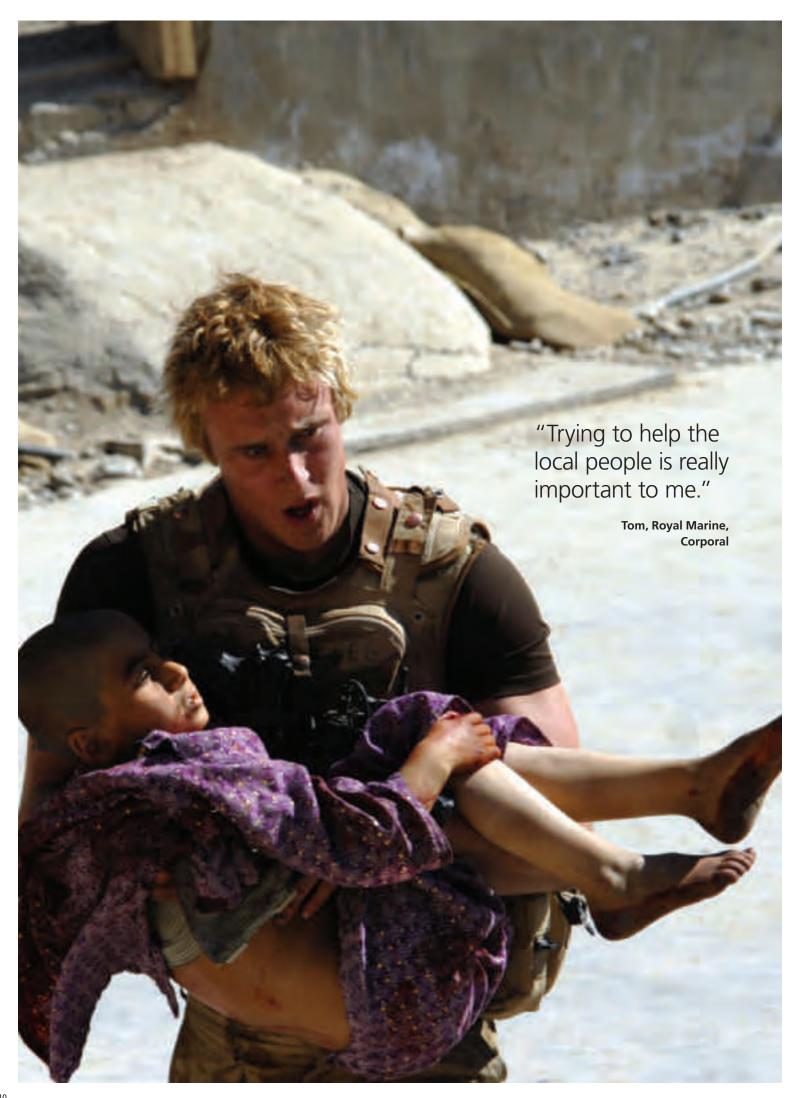
#### **Jungle Warfare**

After the Second World War, we were in action in the Far East for many years, particularly on the islands of Malaysia and Borneo. Working in jungles is still an important commando skill. On exercises in places like Belize and the Far East, you'll perfect the techniques you first learned at the Commando Training Centre Royal Marines (CTCRM) in a challenging and exciting environment. This expert knowledge has been vital in our humanitarian work too, giving us the skills we need to go into places like Honduras and Nicaragua after they were hit by a hurricane in 1998, South East Asia following the devastating tsunami in 2004, and Sierra Leone.



#### **Desert Warfare**

In the last 20 years, Britain has been involved in conflict in Kuwait, Iraq and Afghanistan, which has meant we have had to use our unique skills in desert warfare and survival. We're trained to live and fight in the scorching days and freezing nights, far from regular water and food supplies, while keeping our weapons, vehicles and other equipment working perfectly despite heat, cold, dust and sand. The skills in concealment and camouflage you learn during your training and the physical conditioning that's part of commando life, all come into play in some of the world's harshest conflicts.



#### Really?

'Crash move' – This is the command given to leave a location at short notice. You must grab only essential equipment and go to an emergency meeting point.

## WHAT WE DO A WIDER ROLE

We also provide a vital humanitarian and peace-keeping force around the world.

#### **Humanitarian relief**

Our ability to operate in extreme environments, without access to normal communications, buildings, roads, power supplies, food and water supplies or other facilities, makes us the UK's first choice for providing help in disasters and humanitarian aid.

In regions that are in crisis, our "discipline, teamwork and cheerfulness in the face of adversity" have helped us to make a real difference to people's lives. It's vital work that we, and the nation, can be proud of.



#### Royal Marines Fleet Protection Group

Our only operational unit outside 3 Commando Brigade is the Fleet Protection Group, who work worldwide to support the Royal Navy. They are based at HM Naval Base Clyde on the west coast of Scotland, and their main job is to protect Britain's strategic nuclear weapons, both in their bases and when they're being transported in convoys. The group, which is made up of over 500 Royal Marines split into three squadrons and support groups, is sent out at short notice to carry out boarding and fleet-protection duties with the Royal Navy, in areas including the Middle East, the Far East, Africa and the Caribbean.

#### **Beyond elite**

For a select few, there's another step that can be taken beyond the Royal Marines Commandos. The Special Boat Service (SBS) is the Royal Navy branch of UK Special Forces (UKSF), with special skills in operations on the sea, the coast and in rivers. The SBS also operates on land, and has recently been deployed to Afghanistan and Iraq.

#### How has your career progressed so far?

"I've served in 45 Commando. As well as arctic warfare training in Norway and desert warfare training in Oman and the UAE, I've served in Afghanistan as a Heavy Weapons Specialist."

#### What does 'Field Training Support' involve?

"On training exercises, we act as the 'enemy' or play the part of civilians, depending on the nature of the exercise, to make it more realistic."

### FIELD TRAINING SUPPORT











#### Really?

'Commando' – All Royal Marines, except those in the Royal Marines Band Service, are first and foremost Commandos.

# **GENERAL DUTIES MARINES**AND OFFICERS

#### **General Duties Marine**

You'll be known as a Royal Marines
Recruit throughout your training, and
you will become a General Duties Marine
when you finish your training. You'll then
serve with a commando unit (40, 42 or 45
Commando), as part of the UK's Joint Rapid
Reaction Force, with the Fleet Protection
Group, guarding the UK's strategic nuclear
weapons, or in a Fleet Standby Rifle Troop,
boarding ships at sea. Whichever you're
appointed to, you're likely to be deployed
almost as soon as you've finished your
training.

After one to two years as a General Duties Marine developing a range of commando skills, you'll train for one of the specialist jobs such as Metalsmith, Assault Engineer or Mountain Leader.

#### **GENERAL DUTIES MARINE**

Age:	16 to 32.
Nationality:	British, Irish, Commonwealth or British dual citizenship.
Qualifications:	No specific qualifications are needed for this job.
Sex:	This job is open to men only.
Starting salary	£13,377 a year, rising to £16,681 a year after you have finished your initial training at the Commando Training Centre Royal Marines

#### **Royal Marines Officer**

While you're training, you'll be known as a Young Officer. When you finish your training, you'll become a Royal Marines Officer. On operations, you'll need skills in leadership, planning, tactics and making decisions, and at all times you'll be responsible for the morale, training, effectiveness and the well-being of the men under your command.

#### **ROYAL MARINES OFFICER**

Age: 17 to 25.

Nationality: British or British dual citizenship.
Nationality restrictions may apply for certain specialist jobs.

certain specialist jobs. **Qualifications:** 180 UCAS points and five GCSEs

(A\* to C) or Scottish Standard
grades or the equivalent, which
must include English and maths.
We consider people with other
qualifications individually.

If you start as a direct entry officer, you'll need a degree or equivalent, 180 UCAS points and five GCSEs (A\* to C), or Scottish Standard grades or equivalent, which must include English and maths.

**Sex:** This job is open to men only.

**Starting salary:** £15,268 a year, rising to £24,132 a year after you have finished your initial training at the Commando

initial training at the Commando Training Centre Royal Marines (CTCRM).

Graduate

starting salary: £29,006 to £32,061 a year.

Whatever your job and rank within the Royal Marines, you will be first and foremost a Royal Marines Commando – a member of one of the world's most respected fighting forces. Anyone who wears the green beret can truly say they've earned it.

Visit royalmarines.mod.uk to view the full details and latest rates of pay.

Salary and pay details correct (1 March 2010).

### **UNDERSTANDING THE RANKS**

Finishing your training is just the start. After you've earned your green beret, you have a huge range of opportunities. How far you go is up to you.

### Your career as a Royal Marines Commando

Most Royal Marines Commandos start their career as General Duties Marines, before going on to train for one of the many specialist jobs available. Whatever job you choose, show us your leadership potential, and you'll start moving up through the ranks.

Your first promotion will see you take command of a small group of Commandos.

**LANCE CORPORAL** 



The Junior Command Course (JCC) will prepare you to lead a larger team, such as an eight-man Close Combat Rifle Section.

As a Sergeant, you'll be put in charge of a Close Combat Rifle Troop or a similar unit.

As Colour Sergeant, you'll provide a crucial leadership link between your Commanding Officers and the men serving under you.

A wide range of roles will now be open to you, probably starting with Company Sergeant Major (CSM) in a Close Combat Company.

As Warrant Officer 1, you could be appointed as a Regimental Sergeant Major (RSM) of a commando unit, or a manager within your chosen specialist area.

**CORPORAL** 



**COLOUR** 

**SERGEANT** 

**SERGEANT** 



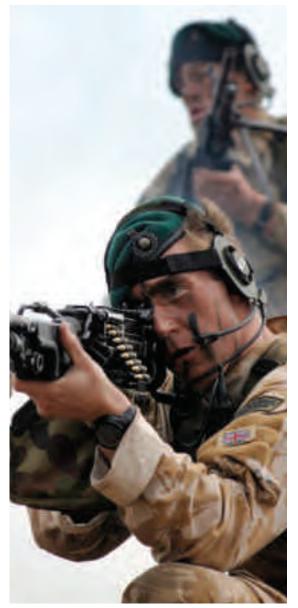
WARRANT OFFICER 2



WARRANT OFFICER 1



If you show the right commitment, skills and academic ability, you may also have the chance to become a Commissioned Officer at any time during your career. To qualify for commission, you have to be chosen at a promotion board. You'll be chosen on merit, so if you work hard and show potential, you can quickly move up through the ranks.



#### Your career as a Royal Marines Officer

As a Royal Marines Officer, you will have an extremely varied career. Normally, you will move jobs every two years, gaining experience in many different areas of work. How your career moves forward is very much in your hands, and depends on your choices and achievements.

You'll be in this rank until you've finished training, which includes a year as Troop Commander in an operational unit.

You'll be commissioned as a Lieutenant if you start training as a direct entry officer before you are 21.

As a Captain, you could be a senior Troop Commander or Adjutant in a commando unit.

As a Major, you could progress to the Joint Services Command and Staff College (JSCSC) and your first staff appointment possibly commanding a Close Combat Company.

A senior member of the Royal Marines, whether on the staff or in command of 40 Commando, 42 or 45 Commando.

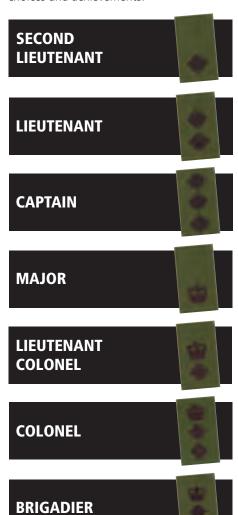
As a Colonel, you could serve as a Deputy Assistant Chief of Staff or Deputy Commander of 3 Commando Brigade or command a commando unit.

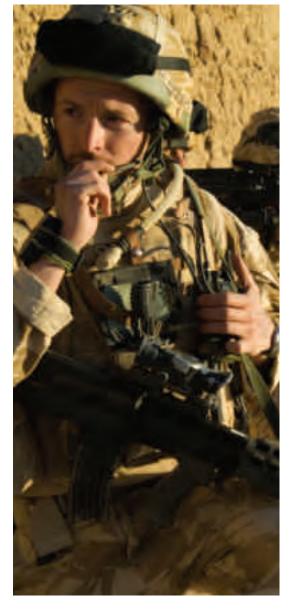
You'll now be in a very senior position on the staff or at the Ministry of Defence. You could also be given overall command of 3 Commando Brigade.

The professional head of the Royal Marines – our highest rank.

**MAJOR** 

**GENERAL** 





# **COMMANDO** SPECIALISATIONS

There are different specialist jobs available to you as a Royal Marines Commando. As you reach a particular rank or you get certain qualifications or experience, you'll find even more jobs open to you

#### **AIRCREWMAN**

As an Aircrewman, you'll work with helicopters of the Commando Helicopter Force. You'll be trained to work day or night in all conditions, and you'll carry out important missions such as reconnaissance (missions to get information) or getting troops and supplies to the front line.

Typical training: After passing selection, you'll spend 40 weeks training at HMS Excellent and various RAF bases. covering everything from aviation medicine and combat survival to navigation and winch work. You'll spend your final 20 weeks at RNAS Yeovilton preparing for operational flying.

#### Typical qualifications you will gain:

At the end of your initial training, you'll earn a City & Guilds 5427 Part 1 Certificate, then get Part 2 as you move on further.

#### CHEF

Commandos need to be well fed, whether we're in the Arctic, the desert or the jungle. But you won't just be providing food and making sure there are high standards of hygiene whatever the conditions, you'll be doing a lot for your teammates' well-being

Typical training: You'll begin with the 21-week

Basic Defence Chef's Course at HMS Raleigh in Cornwall, then return to CTCRM for two weeks' Field Cookery. You'll do Advanced Craft and Food Hygiene courses later in your career

#### Typical qualifications you will gain:

At first you'll work towards an NVQ Level 2 and get your Basic Food Hygiene certificate. As you get promoted you will earn your Intermediate Food Hygiene Certificate and a Diploma in Advanced Food Hygiene.

#### DRIVER

As a Driver, you'll be trained on a range of vehicles, from Land Rovers to pick-up system (DROPS) supply trucks. All vehicles are vital to the support of the Commando Brigade.

Typical training: An initial two-week training period will qualify you as a Driver. Extra five-week and nine-week courses will train you to drive everything from staff cars to heavy demountable rack off-loading and pick-up system (DROPS) supply trucks.

#### Typical qualifications you will gain:

To start with, you'll work towards an NVO Level 2 in Driving Goods Vehicles. As you get promoted you will get Institute of Logistics & Transport (ILT) Certificates in Logistics and Transport, up to Level 3 and a C&E qualification.

We use a huge range of personal weapons, support weapons and equipment. As an Armourer, you'll be responsible for keeping everything from night sights to machine guns and sniper rifles working perfectly, whatever the conditions.

Typical training: You'll spend 31 weeks at

the School of Electrical and Mechanical Engineering (SEME) at Bordon in Hampshire, learning welding, sheet-metal work, general engineering and benchfitting skills, plus in-depth training on all our weapons.

#### Typical qualifications you will gain:

You'll get a City & Guilds 2149 in Engineering Systems Maintenance and an NVQ Level 2 in Engineering Maintenance. Later in your career, you could achieve a Level 3 in Engineering and an NVQ in Mechanical Manufacturing.

#### CLERK

You'll provide expertise in human resources and information management, administrative support and cash accounting within the Royal Marines, Special Forces and wider defence.

Typical training: On your initial nine-week

training course you'll operate the Tri-Service Human Resource management system and manage information on various systems. As you take up management and supervisory roles, you'll receive advanced training, including in accounting

#### Typical qualifications you will gain:

Your training is accredited to the Institute of Administrative Management (IAM), giving you the opportunity to progress towards the Diploma and Advanced Diploma, You'll have the option to continue studies in the degree programme

#### **GENERAL DUTIES**

After your passing-out parade, you'll normally start your career as a General Duties Marine (GD), serving as a Rifleman in a commando unit, joining the Fleet Protection Group guarding the UK's nuclear weapons or training to board ships at sea as part of a Fleet Standby Rifle Troop.

Typical training: Your 32-week commando training

at CTCRM will give you all the skills you need to serve as a General Duties Marine. You can volunteer for specialist training depending on your own career ambitions and our needs.

#### Typical qualifications you will gain:

See page 41 for details on the typical qualifications you can gain in this specialist job.

#### Visit royalmarines.mod.uk to see full details of each specialist job.

#### ARMOURED SUPPORT

Armoured vehicles provide Royal Marines Commandos with support and protection. You'll be trained to drive them through all types of environments (including swimming in deep water) and make sure they're in perfect working order, whatever the conditions.

Typical training: You'll spend an initial eight weeks training with the Royal Marines Armoured Support Company (ASC) at the Royal Armoured Corps Centre at Bovington in Dorset. You'll return for an extra 12-week course and then a 12week course later in your career.

#### Typical qualifications you will gain:

After you have finished your initial training as an Armoured Support specialist, vou'll receive your Larger Goods Vehicle (LGV) Category C&E licence, which allows you to drive articulated trucks over 3.5 tonnes.

#### **ASSAULT ENGINEER**

Assault Engineers are trained to build bridges, field defences, obstacles and other structures used in commando operations. You'll also be trained in mine warfare, demolition and using explosives.

Typical training: To qualify, you'll do eight weeks' basic engineering training. After a nine-week course you will be promoted to Section Commander, Engineer Reconnaissance or Company Engineer Adviser, and after another 10 weeks' training, you will be able to command your own troop.

#### Typical qualifications you will gain:

At first you'll work towards City & Guilds qualifications in general construction work and basic carpentry and joinery. You will then gain Intermediate and Advanced Awards as your career progresses.



#### COMBAT INTELLIGENCE

You'll gather information on the enemy. You'll analyse information and turn it into intelligence, then pass it on through written assessments, graphics and in spoken briefs. This intelligence will then be used to plan operations.

Typical training: Your training takes place at CTCRM, the Defence School of Intelligence (DSI), the Royal School of Military Survey (RSMS) and the Maritime Warfare School (MWS). Combat Intelligence Specialist training lasts 17 weeks.

#### Typical qualifications you will gain:

At first you will receive a City & Guilds 5497-02 Combat Intelligence Specialist qualification. As you move up through the Non-Commissioned Officer ranks, you'll gain City & Guilds Intelligence Management Senior Awards.

#### **COMMUNICATION TECHNICIAN**

You'll be responsible for using our state-of-the-art electronic warfare equipment and intercepting and analysing enemy radio activity to get information on their actions. This information will help Commanders to plan for, and carry out, operations on the ground.

**Typical training:** The basic training for this specialist job lasts 31 weeks. Progressive training is also available throughout your career so you can keep up with changes in communications technology as they emerge. Language training will also be available for suitable candidates, which provides a significant financial reward.

#### Typical qualifications you will gain:

During your basic course you'll work towards an IT-based foundation-level degree.

#### **DRILL INSTRUCTOR**

You'll be a central figure in the lives of new recruits, with a vital role in training them to become Commandos. You'll also keep up our worldwide reputation for precision on parades, taking overall responsibility for ceremonial drills, drills on state occasions, such as remembrance parades, and other occasions.

Typical training: All your training takes place at CTCRM. Your first eight-week course covers husbandry, corps history, basic and minor ceremonial drill. When you are promoted you will spend a further five weeks on sword drill, funeral arms and other aspects of ceremonial drill.

#### Typical qualifications you will gain:

To help you develop the specialist skills and knowledge you'll need as a professional instructor, you'll study for a City & Guilds 7307 Further and Adult Education Teacher's Certificate, Stage 1.

#### **HEAVY WEAPONS AIR DEFENCE**

Protecting commando units and Royal Navy ships from air attack is a vital part of modern warfare. You'll work as part of a small, tight-knit team and be trained in all aspects of air defence.

Typical training: All your training will take place at the Royal School of Artillery at Larkhill on Salisbury Plain. You'll do an initial six-week course, and go back for another three-week and four-week course as your career progesses.

#### Typical qualifications you will gain:

There are no specific qualifications linked to this specialist job.

#### **HEAVY WEAPONS ANTI-TANK**

As an Anti-Tank Specialist, you'll be trained to identify enemy tanks and other armoured vehicles, then use the Javelin anti-tank missile system and the heavy machine gun to hold back the enemy threat.

Typical training: At first you'll spend six weeks at CTCRM, dividing your time equally between the heavy machine gun (HMG) and the Javelin. Any other training you carry out to be promoted will be at the Land Warfare Training Centre, Warminster.

#### Typical qualifications you will gain:

You'll get a BTEC qualification when you finish your initial training, with the opportunity to achieve an NVQ Level 3 later in vour career.

#### **HEAVY WEAPONS MORTAR**

Mortars are an important part of our resources, helping us attack enemy forces from nearly six kilometres away. You'll learn how to operate mortars and accurately direct fire onto targets.

Typical training: At first you will spend four weeks at CTCRM getting to grips with the 81mm mortar. As your career moves forward, you'll do longer courses at the Land Warfare Training Centre, Warminster, to prepare you for promotion.

#### Typical qualifications you will gain:

You'll get a BTEC qualification when you finish your initial training, with the opportunity to achieve an NVQ Level 3 later in your career.

# **COMMANDO** SPECIALISATIONS

Our computer networks allow us to deliver up-to-date battle information to Royal Marines Commandos working in the field. As an Information Systems Specialist, you'll be trained to design and maintain this vital and complex equipment.

Typical training: For this demanding technical job, you'll go through 31 weeks' training at the Defence College

of Communication and Information Systems (DCCIS) at Blandford in Dorset.

#### Typical qualifications you will gain:

By the end of your training you'll have earned a Modern Apprenticeship to at least a Level 2.

We use various types of landing craft to transport Royal Marines Commandos from ship to shore. You'l be trained to drive all types of assault vessels, from small, high-speed raiding craft to vehicle carriers and

Typical training: Your initial training as a Landing Craft Specialist takes 16 weeks, followed by two further courses of 15 weeks and 16 weeks, and each will allow you to move up through the ranks

#### Typical qualifications you will gain:

You'll get your Royal Yachting Association (RYA) Powerboating Level 2 Certificate when you qualify. When you get promoted you'll receive your RYA Day Skipper qualification and VHF Restricted Operator Licence. Your final step is the RYA Coastal Skipper and Yachtmaster Certificate

#### **MOUNTAIN LEADER**

You'll become highly-trained in the art of long-range reconnaissance. This is where you will operate in small groups forward of our own lines and report information back to the Command. You'll be trained as a Military Rock Leader in all aspects of vertical assault and military mountaineering in often dangerous and difficult environments. You'll also provide instruction, when needed, to all other arms of the British forces.

**Typical training:** Your 30-week training will start with climbing and mountaineering, followed by surveillance, reconnaissance and training in survival skills. You'll also work in mountainous and cold-weather environments where you'll learn to ski, climb and operate to a high standard. Finally, you'll progress to a parachute basic course.

#### Typical qualifications you will gain:

During the course you may achieve the Mountain Leader Training England (MLTE) Single Pitch. You'll be able to instruct troops in climbing, abseiling, vertical-assault techniques, in high, snow-covered areas, survival skills and reconnaissance work.

#### **PLATOONS WEAPONS INSTRUCTOR**

In this highly-skilled specialist job, you'll train your fellow Royal Marines Commandos, Non-Commissioned Officers and Officers in all aspects of weapons handling and marksmanship. During your career, you may work as a Modernised Urban Combat (MUC) Instructor, train snipers and work with armed forces from other nations.

Typical training: After the Junior Command

Course and Royal Marines Skill at Arms Course, you'll train as an instructor in machine-gunning, Advanced Urban Combat and the other skills you'll be teaching as your career progresses

#### Typical qualifications you will gain:

As an instructor at CTCRM, you'll get several teaching and coaching qualifications. When you reach the higher ranks, you'll also achieve a BTEC Level 5 Award.

#### STORES ACCOUNTANT

Stores Accountants do a vital job, making sure Royal Marines Commandos have the right kit in the right place, at the right time. Wherever you're based, which could be at sea or on land anywhere in the world, you'll need to be highly organised, as lives will depend on you.

Typical training: After a two-week introductory

course, you'll work as a Stores Accountant for two years. Your next two promotional courses are seven weeks each.

#### Typical qualifications you will gain:

During your career you'll achieve a nationally-recognised NVQ Level 2 in Distribution, Warehousing & Storage Operations and a Chartered Institute of Logistics and Transport (CILT) Level 3 Certificate in Logistics and Transport.

#### **SWIMMER CANOEIST**

Swimmer Canoeists are members of the Special Boat Service (SBS). Once you've passed the UK Special Forces Selection Course (a big achievement in itself), you'll be trained to the highest standards in surveillance, reconnaissance, parachuting and survival skills

#### Typical qualifications you will gain:

The SBS is part of UK Special Forces. Much of the information on training and qualifications is highly sensitive, so we can't give you specific details here. The team at your local Armed Forces Careers Office (AFCO) will be able to tell you about the selection process, entry requirements and training.

#### Visit royalmarines.mod.uk to see full details of each specialist job.

As a Medical Assistant you'll learn advanced first aid and skills to deal with accidents and emergencies, so you can carry out life-saving procedures in the field with limited medical facilities.

Typical training: As a Medical Assistant, your teammates' lives could depend on your skills. That's why you'll spend almost a year in training before you qualify for this vital

specialist job.

Typical qualifications you will gain:

At the end of your 50-week training, you'll have earned a City & Guilds qualification in Emergency and Primary Health Care.

#### **METALSMITH**

Working in extreme environments is hard on our kit. You'll develop a range of skills, including sheet-metal work, repairing glass-reinforced plastic, blacksmithing techniques, welding, panel beating and oxyacetylene cutting, to keep our vehicles, boats and other equipment in working order.

Typical training: To qualify as a Metalsmith, you'll go through specialist training lasting 35 weeks. You'll achieve your first promotion based on work in your personal development record. You can get a third promotion after another 26 weeks' training

Typical qualifications you will gain:

Your initial training will give you a City & Guilds in Welding Engineering Craft and Sheet Metal and Thin Plate Craft Studies. Later on, you could achieve further City & Guilds awards and an NVQ Level 3 in Engineering Production.

#### **MILITARY POLICE**

The Royal Marines' Military Police are in charge of security and convoy control, as well as enforcing the law. You may also be responsible for protecting senior officers on operations, or personnel from the British Embassy and High Commission in countries around the world.

**Typical training:** To qualify as a Military Police Specialist, you'll go through an intensive 21-week course covering investigations, close protection, enforcing the law and other aspects of this responsible and challenging specialist job.

Typical qualifications you will gain:

If you're attached to the Special Investigation Branch (SIB), you'll get an NVQ in Investigations. You can get a specific NVQ Level 3 if you're involved in closeprotection work.

#### PHYSICAL TRAINING INSTRUCTOR

As a Physical Training Instructor (PTI), you'll be responsible for delivering physical training and combat conditioning, sport, adventure and recreational training for both recruits and trained ranks. After qualifying you'll have opportunities to specialise as a close-combat, rehabilitation or adventure-training instructor.

Typical training: The initial course is a physically and mentally demanding 17 weeks, followed by three weeks in Wales to gain basic adventure training qualifications. Plus you will have an optional three weeks if you are a budding adventure-training instructor.

Typical qualifications you will gain:

You'll gain a wide range of qualifications related to coaching, teaching and instructing at NVQ Level 3. Later in your career, you may study for a BSc (Hons) in Physical Activity, Exercise and Health, a Military Services Personnel Degree and get various advanced coaching awards

#### **SIGNALLER**

Signals Specialists provide communications between land, sea and air forces and Royal Marines Commandos in the field, using everything from satellite links to hand-held radios.

Typical training: Your initial training at CTCRM lasts 14 weeks. As your career progresses, you'll go back to Lympstone for 10-week and 14-week courses, which will lead to your next promotion.

Typical qualifications you will gain:

To start with, you'll work towards a BTEC Level 2 in Communications Technology, moving on to Level 3 when you get promoted. At higher ranks, you may gain a City & Guilds Licentiate in Communications, which is equivalent to NVQ Level 4.

#### **SPECIAL FORCES COMMUNICATOR** (SFC)

As an SFC, you'll provide direct, close-support communications to the Special Boat Service (SBS) and all other parts of the UK Special Forces. So, because you'll be working alongside them, you'll need to develop many of the same skills for this incredibly challenging specialist job.

Typical training: The SFC course lasts 23 weeks

and covers a wide range of communications and skills it takes to be in the Special Forces. including Search Evade Resist Extract (SERE) and training in hostile environments, parachutes and medical training. This challenging course will take you as far as Sennybridge (Wales), Hereford, Scotland and Cyprus.

Typical qualifications you will gain:

You'll finish your training as a fully-qualified Combat Survival Instructor, ready to take on your unique job within the Royal Marines.

#### TELECOMMUNICATIONS TECHNICIAN

You will be trained in electronics and telecommunications, and be involved in maintaining and repairing our radio-communications links.

Typical training: You'll start with a 14-month course made up of modules, followed by another seven months' training for your first promotion. Your final step is an 18-month course

Typical qualifications you will gain:

At first you'll gain BTEC modules for Electronic Engineering at Ordinary National Certificate (ONC) Level. When you get promoted you'll gain a BTEC National Certificate (ELEC Eng) and Management NVO Level 3. and eventually a BSc in Electronic System Engineering.

#### **VEHICLE MECHANIC**

Our fleet is made up of over 2800 different types of equipment. Your job will be to keep them running during peacetime and operations

Typical training: After a 52-week training course, you'll qualify as a Vehicle Mechanic. Further training within a commando unit, and a more advanced course lasting a further 52 weeks, can lead to promotion.

Typical qualifications you will gain:

During your career you'll gain nationally-recognised City & Guilds Motor Vehicle Craft Studies Awards and an NVQ Level 3 in Vehicle Electrical & Electronic Systems and Maintenance & Repair (Heavy Vehicles). As an Artificer, you'll achieve an HND in Automotive Engineering

#### **YEOMAN OF SIGNALS**

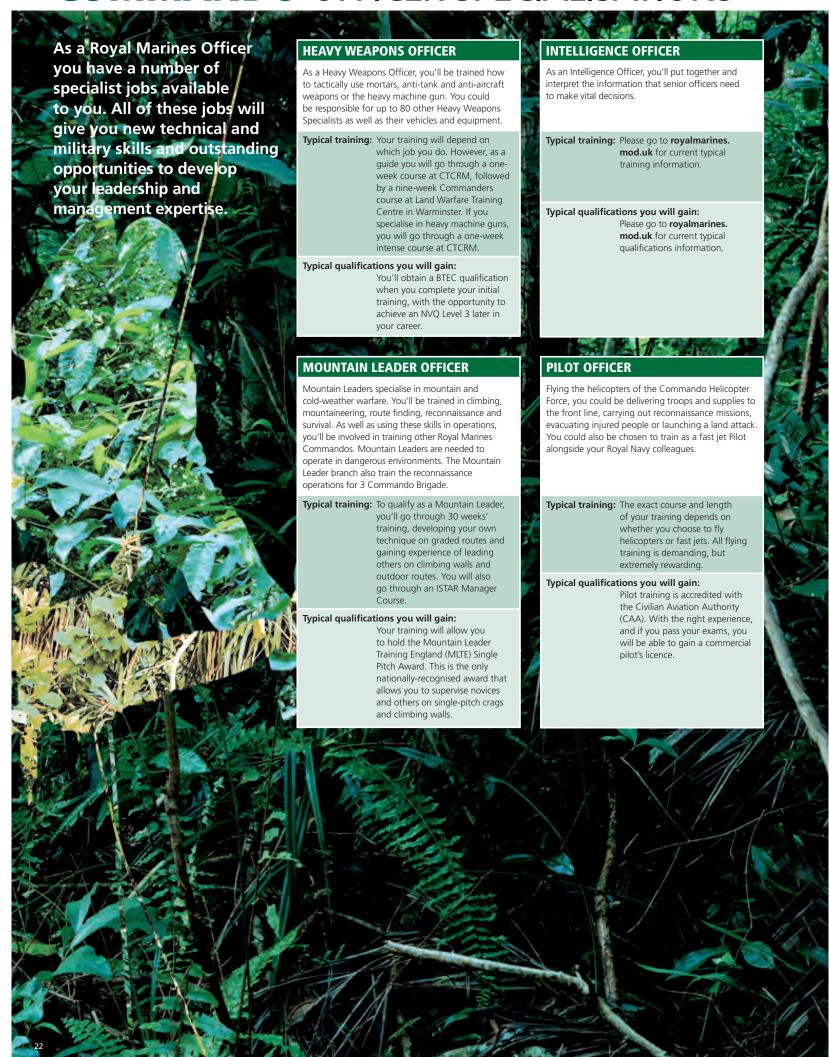
As a Senior Non-Commissioned Officer in the communications field, you can apply for further training as a Yeoman of Signals. In this specialist role you'll manage the complex communications planning for brigade level and commando operations.

Typical training: This is a senior, highly-technical job, which you'll spend nine months training for at the Royal School of Signals (RSS) at Blandford in Dorset.

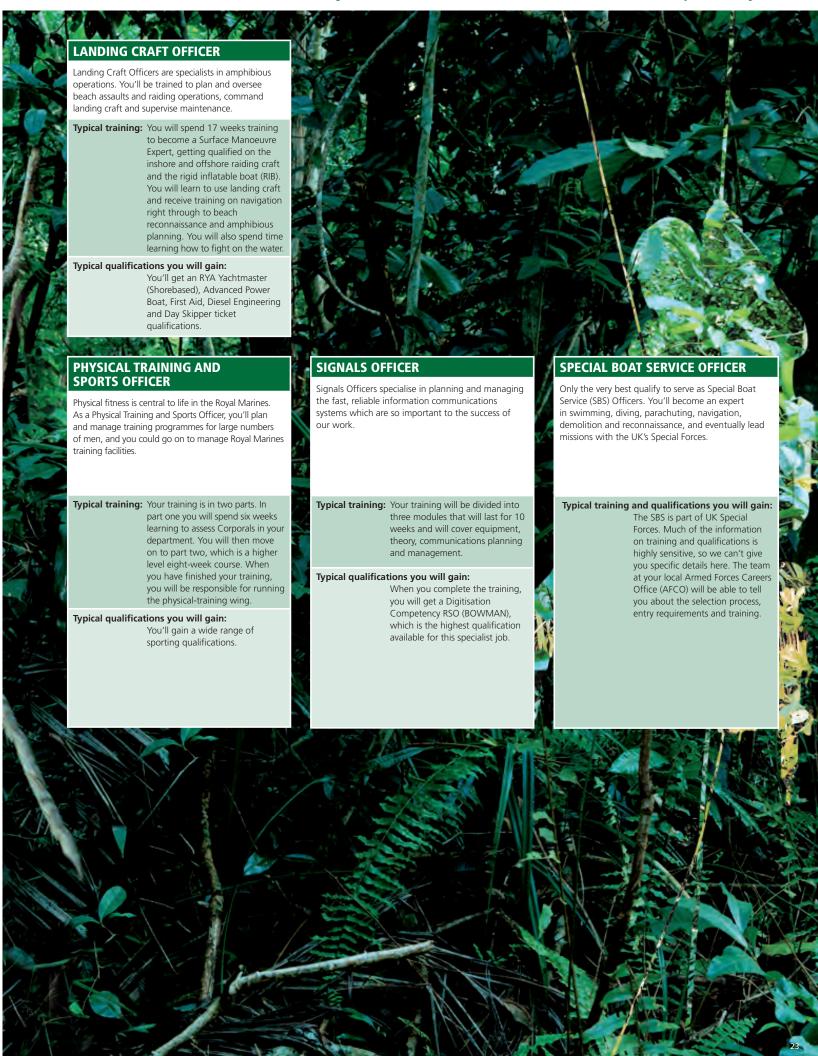
Typical qualifications you will gain:

During your training and service, you'll work towards an HND in Communications Systems Management.

# **COMMANDO** OFFICER SPECIALISATIONS



#### Visit royalmarines.mod.uk to see full details of each specialist job.



### **HOW TO JOIN**

Once you've decided that you're interested in a career in the Royal Marines, it's time to start the formal recruitment process.

#### Helping you succeed

The recruitment process might seem a bit involved, but that's because we want you to be absolutely sure it's the right decision for you. We also have a duty to choose people with the right attitudes

and personal qualities to take on the responsibilities of life in an armed service. During the process, you'll have plenty of opportunities to show us what you're made of and we'll help you make the most of your potential.



#### **Get in touch** Call **08456 00 14 44.**

You'll be asked a few basic questions to check you're eligible to apply. Or you can fill in a short form online at **royalmarines.mod.uk** 

#### Meet us

We'll book you a place for an initial careers presentation (ICP) at a careers office near you, where you'll learn more about us and the job options open to you.

#### Find out more

After the ICP, you'll have a chance to ask the Careers Adviser any questions you may have. You'll then fill in a short application form. You'll also tell us when and how quickly you want to move on with your application. At this point, you're still not committed to joining the Royal Marines.

### Show us what you've got

We'll arrange for you to take the recruit test (RT), which covers basic English and maths, problem-solving and understanding of mechanics. We'd recommend you work through the examples at royalnavy.mod.uk/ careers before you sit the real thing.

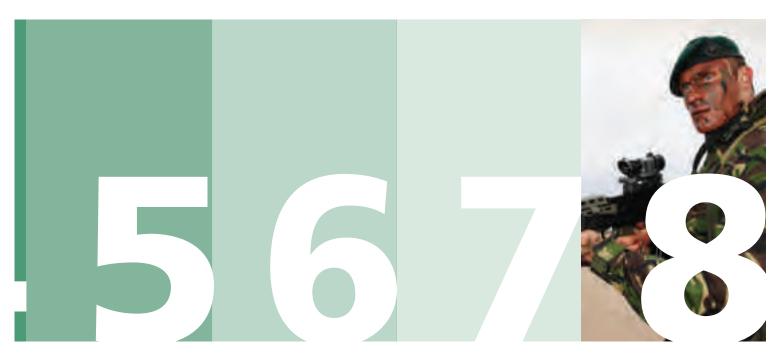
#### Make sure you're ready

The PRMC, POC and AIB all involve fitness tests and plenty of physical activity. You'll have a much better chance of being successful if you're already in good shape. To help you, we've put together an online training programme called 'Get Fit to Apply', which you can see at royalmarines.mod.uk

Visit royalmarines.mod.uk or call 08456 00 14 14

#### Don't forget

We're here to help. If you have questions or concerns at any stage in the process, please don't hesitate to ask your Careers Adviser. It's what they're there for.



#### Your way ahead

Based on your RT results and any existing qualifications you may have, we'll discuss the most suitable route into the Royal Marines for you. If you don't pass the RT first time, don't worry, as you can take it again. Your Careers Adviser can tell you what the timescales are likely to be.

#### Fit to join

You'll need to take a medical, an eye test and the pre-joining fitness test. You'll then have a short interview at the careers office. You can find current test details at royalmarines.mod.uk

#### Put it to the test

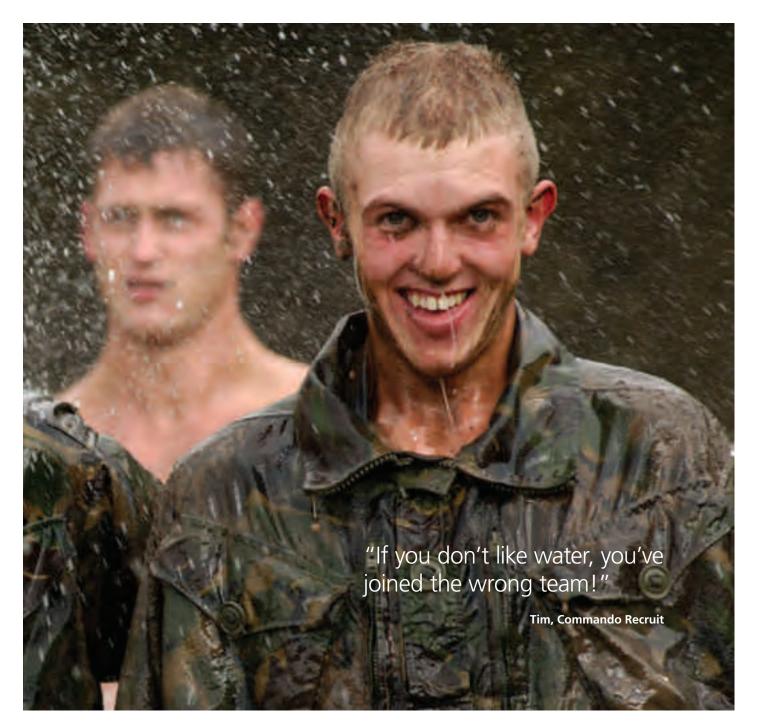
#### **Potential Royal Marines** Course (PRMC) and Potential Officers Course (POC)

Over three days at the Commando Training Centre Royal Marines (CTCRM) at Lympstone, you'll go through a range of physical and mental tests in the gym, the classroom and on the assault course. You'll also get to talk to recruits already in training. If you're a potential Royal Marines Officer, we'll examine both your leadership potential and, most importantly, your ability to work as part of a team. For more information about the PRMC or POC, visit royalmarines.mod.uk

Potential Royal Marines Officers will also have to pass the Admiralty Interview Board (AIB). For more details, please visit royalmarines.mod.uk

#### Welcome aboard

When you've passed the various tests, we'll make you a formal job offer. As soon as a place becomes available, you'll start your training at CTCRM.





#### During your training, did you ever come close to giving up?

"Virtually every day! However, the whole point of training is to find individuals who, no matter how hard it gets, keep going, overcome all the hardships and get the job done. What kept me going was my never-give-up attitude, personal pride, the other recruits in my troop and the thought of returning to my friends and family without my 'Green Lid'."

### **GENERAL DUTIES MARINE**

# COMMANDO TRAINING LIFE AT CTCRM

Every year, around 2000 recruits present themselves at the Commando Training Centre Royal Marines (CTCRM) at Lympstone, Devon. We want to develop the best, and our training makes sure we achieve this.



The CTCRM mission is to "train the required number of Royal Marines, Commanders and Specialists ready for operations, in order to provide support to the front line and wider defence".

To achieve this, we'll put you through one of the longest, toughest basic training programmes anywhere in the world. We're also the only UK force where everyone, regardless of rank, trains together in the same place.

#### From the ground up

Throughout your time at CTCRM, we'll be teaching, coaching and supporting you to become a Royal Marines Commando ready for action.

The course is designed to prepare you physically and mentally for life in the Royal Marines, so we'll push you to the limit. It'll be the hardest thing you've ever done and also the most rewarding. Some of it will probably be a shock to your system, but you'll have about 50 mates, or 'oppos', going through it all with you. It's a unique shared experience, which creates bonds and friendships that last for life.

#### Right from the start

As a Royal Marines Recruit, your training at CTCRM lasts 32 weeks. You'll start with the basics, like marching, drills, looking after your kit and generally learning to live, work and think as a Royal Marines Commando. During the early weeks, you'll also learn to look after and fire weapons, including the assault rifle and machine guns. Later, you'll work on more advanced combat skills, such as patrolling, setting ambushes, cliff assaults and fighting in built-up areas.

#### **Trained to command**

Royal Marines Officer training is longer and more difficult than Royal Marines Recruit training – 15 months, rather than 32 weeks. That's because the men under your command need to know you'll never ask them to do something you can't do yourself.

You'll join with a group of fellow Young Officer Recruits, known as a batch. You'll stay with your batch throughout your time at CTCRM, finishing your training and earning your green beret together. You'll also develop the advanced tactical skills and leadership qualities you'll need to motivate, train and inspire Royal Marines Commandos in camp, on exercise and in the field. Like Royal Marines Recruits, you'll take part in regular exercises, including a three-week deployment to the USA towards the end of the course, to put together everything you've learned so far.

#### With you all the way

The training at CTCRM is tough. It has to be. But it's not impossible and we genuinely want you to succeed. So, if you need support or advice at any point during your training, we're here to help. You'll also be able to call or email friends and family when you finish your training each day. You'll get four weekends off and a two- to three-week break at Christmas, Easter or over the summer, to recharge physically and mentally.

#### Really?

'Speed march' – The Royal Marines term for running in formation, at an average speed of 6mph, while carrying your weapon, webbing and survival equipment, at the end of which you will have to be fit to fight.

# **COMMANDO TRAINING**FIT TO FIGHT

Physical training is the part of commando training most people have heard about. It's as tough as they say – or maybe even tougher – but it's all designed to prepare you for our unique role and way of life.



When we talk about 'active service', we really mean it. Ours is a tough, physical life. You'll live outdoors in all weathers, so you'll need to be at the very highest level of fitness.

To get fit and stay that way, you'll be working in the gym, in the pool, on the sports field and over the famous assault course. By the end of your training, you'll be speed marching with 21 pounds (9.5 kilograms) of webbing and your rifle. You'll be able to carry loads ('yomp') over long distances in any environment with the kit and equipment you'd need to keep you going on long-term operations. It still won't be easy, but you'll be able to do it and help your teammates get there too.

#### **Exercises**

Right through your training, you'll take part in field exercises that bring together everything you've learned so far. You'll start off using basic skills like camouflage, concealment or night movement. Later, you'll deploy from helicopters and fast assault boats and you'll also attack and defend buildings at night. This is also where you'll start to develop the essential leadership and tactical skills you'll need if you choose to be a Royal Marines Officer.

#### **Testing times**

You will have regular tests throughout your training which will help us and you to see how you're developing. We'll test specific skills such as marksmanship, reading maps, drill or first aid and give you an overall assessment during some of the exercises.

You'll know when these are happening and be fully prepared. If you don't pass, we'll help you put things right before you take the test again.

#### **Commando tests**

The four commando tests, which come towards the end of your training, are the final proof that you're ready for your green beret and to start your career as a Royal Marines Commando, or continue your Young Officer training. The commando tests are as follows.

#### 1 The endurance course

You will work your way through two miles of tunnels, pools, streams, bogs and woods, then run four miles back to camp, all while you're in combat equipment and carrying a weapon, and all in less than 72 minutes. When you get back, you'll have to get six out of 10 shots on target in a shooting test.

#### 2 The nine-mile speed march

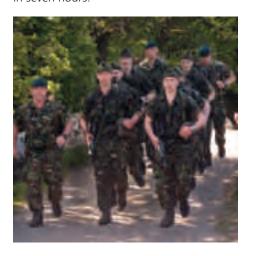
You need to complete this in 90 minutes, while carrying your equipment and a rifle.

#### 3 The tarzan assault course

An aerial slide, ropes course, assault course and 30-foot wall, which you will need to complete in 13 minutes, while carrying your equipment and a rifle.

#### 4 The 30-mile march

A 30-mile march across Dartmoor, which you will need to complete in under eight hours with your equipment and a rifle. Officers must cover the same route in seven hours.



#### Was the training as hard as you thought it was going to be?

"Yes! It was difficult but very rewarding. It is an emotional rollercoaster at times, but definitely well worth it, especially after you earn the right to wear the green beret and serve in a commando unit."

#### Were you already quite fit when you applied?

"Fitness was already a big interest of mine so, yes, I was, but you don't have to have a high fitness level prior to joining – it's more down to determination and mental strength. It will benefit you to spend time in the gym beforehand though, especially on 'body weight' exercises like press-ups, pull-ups





# COMMANDO TRAINING BECOMING THE ELITE

Your training ends with the King's Squad pass-out day. It's one of the biggest days of your life and one that you will never forget.



#### **Passing-out parade**

On the King's Squad pass-out day and to mark your achievement, we'll invite your family and friends to see you receive your green beret, then watch you and your teammates, in full dress uniform, take part in a drill display and be inspected by a VIP.

As a Young Officer, you'll have your own passing-out parade at the end of your 15 months at CTCRM. This marks the end of your phase-one training, and the start of phase-two training, where you'll be appointed as a Troop Commander to one of our units (40, 42 or 45 Commando) or the Fleet Protection Group Royal Marines.

#### Really?

'Green beret' – This is awarded to those who successfully pass the gruelling Royal Marines Commando course. Also, other Royal Navy personnel who work with us, such as Medical Officers, Medical Assistants and Training Management Officers, are awarded the green beret after they have passed the All Arms Commando Course.

### What's the most rewarding aspect of working with new recruits at CTCRM?

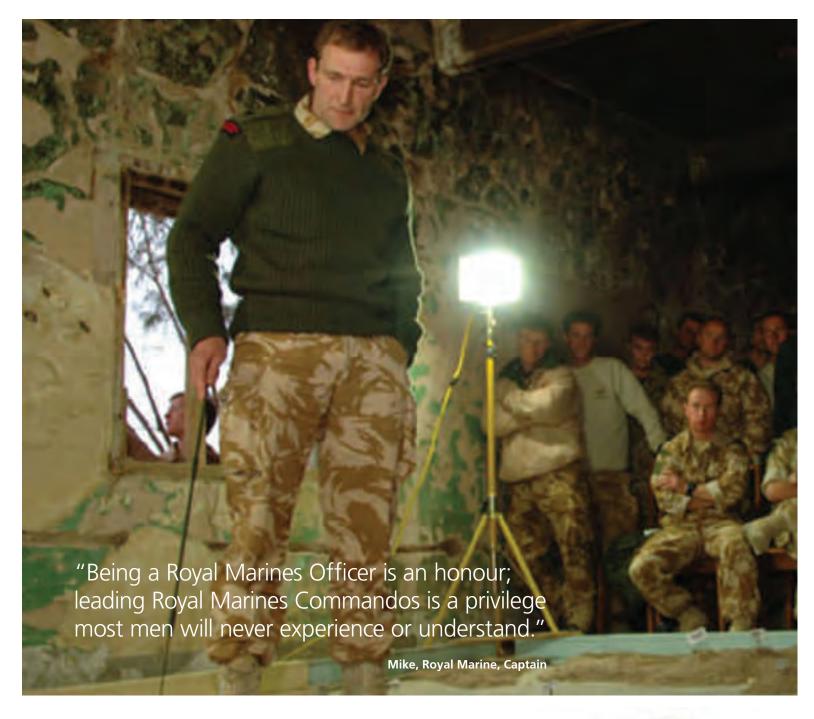
"Watching them develop the state of mind that will one day take them to some of the exciting places that life with the Royal Marines has taken me."

### Any advice for those attending the Potential Royal Marines Course?

"Work through some psychometric test books, have a good general knowledge of the world situation, the Royal Marines and what's current and also get fit! Most importantly, be yourself."

#### **WARRANT OFFICER**





### What does being a Troop Commander mean to you?

"With 60 men under your command, the responsibility should never be taken lightly. There may well come a time when your ability to think quickly and lead unfalteringly determines their safety. Although ultimately you will almost certainly have to deploy overseas and experience the most extreme highs and lows alongside them, you're also managing their day-to-day lives. Getting to know your men is the true privilege of being a Troop Commander."

### What would you say to someone thinking of joining up?

"There's no need to arrive at CTCRM as a ready-made soldier.

Turn up as a robust and fit individual with a good sense of

humour and get stuck in from day one."

### ROYAL MARINES OFFICER TROOP COMMANDER



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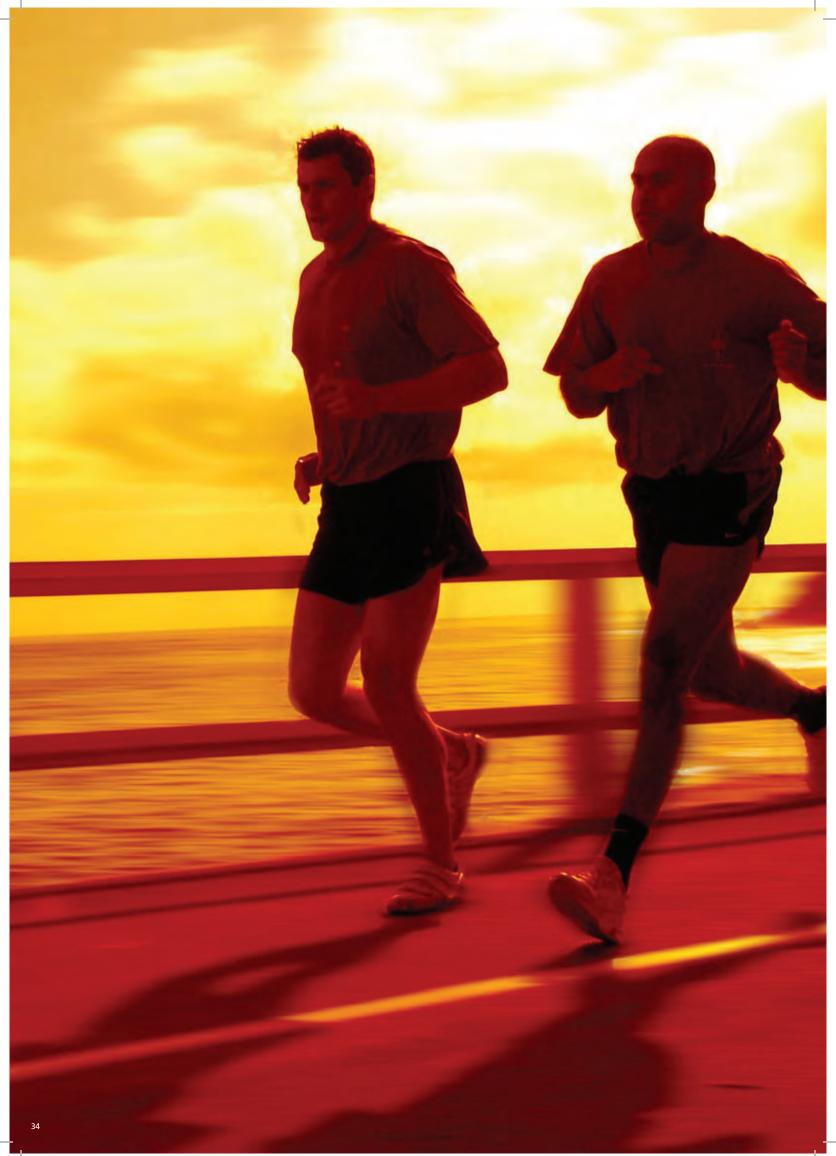


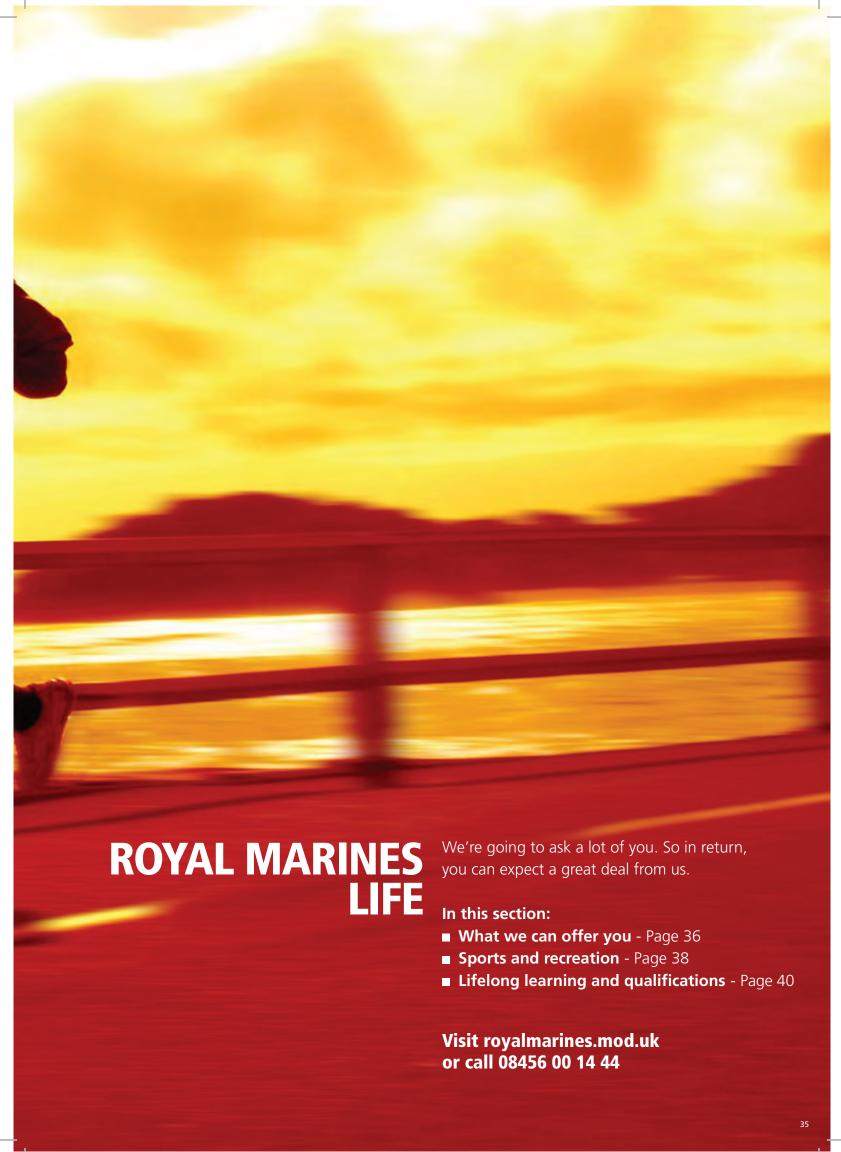
#### Phase-two training

After you have finished phase-one training, you'll be appointed Troop Commander and start your phase-two training. You'll be commanding a troop of around 30 men, most of who will already have several years' service behind them. Don't let this faze you though, as you'll have a very experienced Troop Sergeant as your Second-in-Command, who'll understand exactly the kind of support you'll need. You'll also work closely with your three Corporals, who take on much of the day-to-day running of the troop, and your Company Commander (a Major). We'll also make sure you have a couple of teammates from Lympstone in the same company, to share your experiences and successes.

During this time, you may be sent to Afghanistan or elsewhere. When you're not on operations, you'll be responsible for your troop in camp or on exercises, which could take you to Norway, America, the Caribbean or Europe, and give you a chance to work with other national forces. You will work with your Company Commander to develop a strong and rewarding programme which will keep your men motivated and ready for action at all times.

The challenges will be enormous, but so will the satisfaction and sense of achievement you get. By the time you finish phase two, you will have gained a great amount of invaluable experience and commanded men on operations. That's an opportunity not many people ever get to experience.





#### Really?

'Blueys' – This is armed forces' slang for letters home – from the colour of lightmail airmail envelopes. Emails are 'e-blueys'.

"For me it doesn't feel like I go to work – it's more like getting paid to do a hobby."

Andy, Royal Marine, Sergeant



#### Pay

Pay in the Royal Marines compares well with civilian life. As well as your basic pay, you'll qualify for extra money for certain specialist jobs and gaining new skills and qualifications. You can see our current rates of pay at **royalmarines.mod.uk** 

#### Job security

We offer stability and job security rarely found in civilian life. However, if your circumstances change, or you decide that life in the Royal Marines really isn't for you, you can leave by giving us notice, just like in a civilian job. For more details, please see the 'Your questions answered' section later in this publication, or visit **royalmarines. mod.uk** 

#### Sponsorship

When you finish school, you generally have to choose between staying on in education or going out to earn money. With us, you can do both.

#### Sixth form scholarship scheme

If you're currently in year 11 or 12, you can apply for a sixth form scholarship. This gives you £1050 a year, plus a chance to experience life as a Royal Marine, for example, as the guest of officers in the wardroom.

#### **Bursary schemes**

Whether you're hoping to go to university, or if you're there already, you can apply for a standard bursary, currently worth £1500 a year. You stay a civilian while studying, but you'll spend part of your holiday getting to know us and preparing for your career.



#### Training and lifelong learning

The Naval Service is one of the UK's largest training organisations. We run a wide range of accredited professional courses, lasting anything from a few days to several years and at every level from basic skills to postgraduate degrees.

Most of our courses give you qualifications recognised outside the Royal Marines, so you can easily transfer your skills to civilian life.

#### Holiday

You'll get six weeks' paid holiday each year, plus public holidays.

### Medical and dental benefits

We provide all of your medical and dental care free of charge, whatever your rank, job or where you're serving.

#### **Paternity leave**

You'll get two weeks' paternity leave on full pay.

#### Where you will live

Your accommodation while on operations is free. When you're working and living on shore, we offer a choice of accommodation which we help pay for, including single accommodation. We also offer rented housing for married couples, people in civil partnerships, and families with children.

#### At the end of your career

If you decide to leave, you can take advantage of our generous resettlement package, which currently includes up to 11 weeks' paid holiday (depending on how long you've served), plus financial help while you find a new job and settle back into civilian life.

#### **Pension**

Our pension package is one of the most generous offered by any UK employer. It's non-contributory, which means you don't have to pay anything into it out of your salary. Unlike many civilian pensions, it's also based on your salary at the time you leave and the amount of time you've served.

### **SPORTS AND RECREATION**

Sport and fitness are central to life in the Royal Marines. Because, when we say we work hard and play hard, we really mean it.



#### See the world

For centuries, people have joined us to see the world. The opportunity to travel is still one of the attractions of a career with us.

We operate in every part of the world, offering sights and experiences you won't find in any guidebook or holiday brochure. Once the work is done, you'll have a chance to explore the country, which could be anywhere from Norway to New Zealand.

#### A sense of adventure

We know you love a challenge, you wouldn't be considering a career with us if you didn't. So even after you've got your green beret, you'll have plenty of opportunities to reset your own limits through our adventurous training programme. You don't have to pick activities related to your job. You can try something you've always wanted to do, or maybe done before and want to take further.

These courses offer a real taste of adventure, whether you're diving in the Red Sea, snowboarding in the Alps, caving, hang-gliding, mountaineering, parachuting or sailing. For some people, they're a once-in-a-lifetime experience, and for others, the start of an interest that stays with them long after they leave us.

### Playing for fun

We encourage everyone to take part in sport, for the fitness benefits and the social life that goes with it. We provide free, high-quality sports facilities at all our establishments on shore and on most ships.

You can play a huge range of team and individual sports at every level, from beginner to experienced competitor. Each of the sports and activities listed opposite has its own official association, which organises training and coaching sessions, competitions and social events.

#### Playing to win

As Royal Marines Commandos we're natural team players. But we're also single-minded, constantly pushing ourselves and redefining our limits. As a result, most of us are highly competitive and take full advantage of the many opportunities to represent our unit, the Royal Marines, or even our country.

You can compete in virtually all the sports listed opposite, generally starting at inter-unit level, before moving on to inter-command and inter-service competitions, and even at Olympic level. These could take you to any part of the UK, or even the USA, South Africa or Australia.

However, you're a Royal Marines Commando first and an athlete second, so it won't always be possible to release you for a particular event. Even so, we'll give you every chance to take part in sport at whatever level your talent and determination takes you to.



### Really?

'Mess' – Where Royal Marines live and eat. So, 'where do we mess?' means 'where are we living?' and might be referring to eating or sleeping.

### Time to relax

Even Royal Marines Commandos need to take time out occasionally. Our accommodation areas have TVs, DVD players and stereo systems. You can also use your own laptop or MP3 player to watch films and listen to music. We also provide quiet places to study.

### Some of the sports you can take part in

- Angling
- Archery
- Athletics
- **■** Badminton
- Basketball
- **■** Biathlon
- **■** Bobsleigh
- **■** Boxing
- Canoeing
- Cricket
- Cycling
- Fencing ■ Football
- Golf
- Hockey
- Judo
- Martial arts
- Motor sports
- Polo
- **■** Rowing
- Rugby league
- Rugby union
- **■** Shooting
- Squash
- **■** Tennis
- **■** Triathlon
- Zap Cats (extreme speed-boat racing)

"Whatever sport you're into, you can find it in the Corps."

> Andy, Royal Marine, Sergeant



# LIFELONG LEARNING AND QUALIFICATIONS

We value education and training extremely highly. Lifelong learning is part of our culture and we'll help you get the most you can from it.

It's not only physical training you'll go through in the Royal Marines. Throughout your career, you'll have opportunities to learn new skills and gain qualifications, boosting your career in the Royal Marines and future prospects when you return to civilian life. Some of this learning will be military (for example, a specialist commando job) while some, like NVQs, GCSEs, an apprenticeship, or even a degree will be recognised and valued by a future civilian employer.

Your career path depends on various things. Your previous qualifications and experience, strengths, aims and our needs will all help decide the path you follow. The qualifications, diplomas and awards you earn will be available at minimum or no cost to you, and you can even continue your studies while you're on deployment. We support people with specific educational needs, and you'll also have access to Europe's largest online learning programme through the Defence Learning Portal.

All Royal Marines Commandos benefit from two educational allowances. The Standard Learning Credit gives you £175 a year to put towards GCSEs, language training, computing qualifications or any other courses you might need to go on, for example to get a promotion. Under the Enhanced Learning Credit Scheme, you could receive up to £6000 for higher-level educational and vocational courses, which you can use for training for up to 10 years after you leave the Royal Marines.

Throughout your career, you'll keep track of your targets and progress towards them in your Personal Development Record.

### **Royal Marines Commando**

All Royal Marines Commandos go through a key-skills programme, which will earn you a Public Services Apprenticeship. When you're chosen for a command course, you can find all the reference material you need in our library.

### **Royal Marines Officer**

University short courses in subjects such as management, politics and international relations are available free of charge. During your training, you can use our library to keep up with current affairs and other reading you need to do.







### **Training development**

As well as progressing in your career, each promotion will earn you qualifications. This table shows what you would gain during a typical career as a General Duties Marine.

Train for one of the other commando specialist jobs and you could gain even more. Officers will follow a different career path.

Recruit training	Public Service Apprenticeship IT qualification	£13,377
SQ/TQ Level 3 training as appropriate	Specialist and technical qualifications	
Junior Command Course	ILM Team-Leader Certificate	£16,681 to £28,372
SQ/TQ Level 2 training	Specialist and technical qualifications	
Promotion to Corporal	Moving on in your career	£27,051 to £32,531
Senior Command Course	ILM Management Certificate	
SQ/TQ Level 1 training	Specialist and technical qualifications	
Promotion to Sergeant (10 to 15 years)	Moving on in your career	£32,114 to £36,204
Promotion to Colour Sergeant (16 years)	Moving on in your career City & Guilds Senior Awards	£32,572 to £41,219
Advanced Command Course	ILM Level 5 Introductory Diploma in Management	
Promotion to WO2 (18 to 20 years)	Institute of Administrative Management Diploma	£39,754 to £42,403
Promotion to WO1 (22 years)	CMI Level 7 Executive Diploma in Management	£41,255 to £45,836

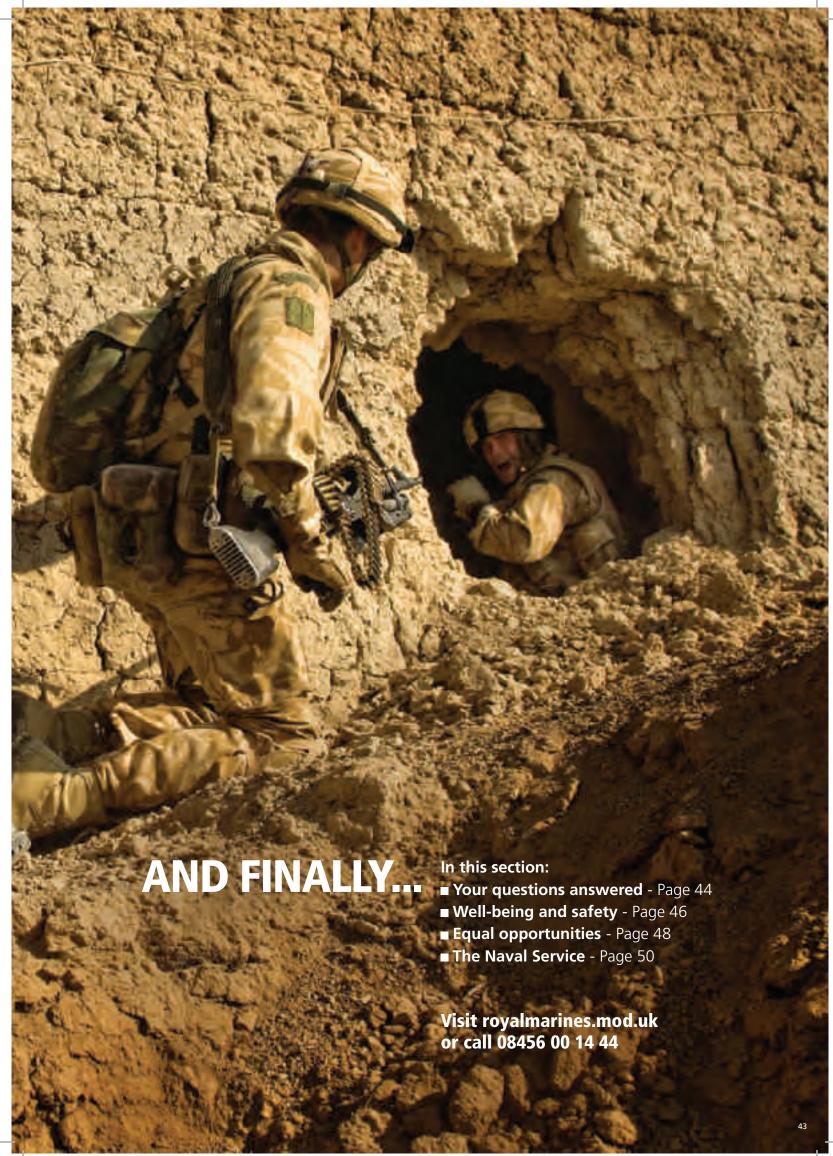




For more information about the typical qualifications you can gain when you move into a specialist job, see page 18 for Royal Marines Commando jobs and page 22 for Royal Marines Officer jobs.

Salary and pay details correct (1 March 2010).





### **YOUR QUESTIONS** ANSWERED

Joining the Royal Marines is a big step. We want you to be happy, successful and sure you've made the right choice. These are some of the questions we get asked most often by people thinking of becoming recruits and their families. You can find others on our website, you can email questions to us through our regular online webchats, or call us on 08456 00 14 44.

### Q: How long do I have to sign up for?

A: You will be employed as a General Duties Marine or Non-Commissioned Rank for 18 years or until you are 40, whichever is later. You may be able to extend this, depending on our needs. As a Royal Marines Officer, you'll join on an initial commission of 12 years, and we will expect you to serve at least three to five years.

### Q: What if I change my mind?

A: If you decide the Royal Marines isn't for you, we normally ask you to finish the first four weeks of your training before you leave. Then, you can leave at any time during the first six months, as long as you give us 14 days' notice. After completing your basic training, we expect you to serve for at least 18 months.

### Q: Can I see if I like it before I apply?

A: Yes. We run 'familiarisation' courses and 'look at life' courses throughout the year and there are a number of 'Meet the Marines' events each year in your area. These are very popular and give you a chance to talk to serving Royal Marines Commandos and Royal Marines Officers face-to-face about life in the Royal Marines. These events are free and open to everyone. For more details, visit royalmarines.mod.uk

### Q: Are there age limits to joining?

A: You can apply to join the Royal Marines from when you are 15 years and nine months old, and you must start your training before your 33rd birthday. However, you cannot join until you are 16 years old. Direct officer entrants must be aged between 17 and 26 years old on the first day of the month you enter CTCRM.

### Q: When I join, how much holiday will I get?

**A:** You will get six weeks' paid holiday and time off on all non-working weekends.

### Q: How can I keep in touch while I'm away?

A: All our ships and shore units have satellite phones for emergencies.

We also give everyone serving abroad 20 minutes' worth of free satellite calls a week (this increases to 30 minutes if you are serving in Afghanistan).

All Royal Navy ships have email access and mobile phones are also allowed on board, although there may be some restrictions about when they can be used. Your friends and family can also send letters and parcels when you're at sea.

### Q: Will a criminal record stop me from joining?

A: Not necessarily. Under the Rehabilitation of Offenders Act 1974, convictions are said to be 'spent' after a period of time, which varies according to the offence. As long as you have no 'unspent' convictions, a criminal record should not stop you from joining the Royal Marines.

### Q: What's the policy on drug use?

A: We do not tolerate drugs in the Royal Marines or any area of the Naval Service. If you're found guilty of drug use, you will usually be discharged from the Royal Marines and may be prosecuted.

### Q: I have a partner. Can you help us with accommodation?

**A:** For married couples, civil partnerships and those with children, rented family housing is available after you've completed basic training.

#### Q: I live overseas. Can I join?

A: When you apply, you must be a British citizen or a citizen of either a Commonwealth country or the Republic of Ireland. We do not accept asylum seekers into the Royal Marines.



### Q: I'm disabled. Can I join?

A: If we accept your application, you'll have to pass a full medical examination. If you fail to meet the minimum standard for entry because of an illness, injury or other condition, we won't be able to offer you a career with the Royal Marines.

## Q: What facilities are available at the commando training centre Royal Marines (CTCRM)?

A: Life at CTCRM is pretty full, but when you get time off from your training, you'll have access to a library with free internet, a cinema, laundrette, a café and a bar. The wide range of sports facilities include squash and tennis courts, a gym and AstroTurf pitches.

### Q: Will I get help with my travel expenses?

**A:** When you get time off at Easter, in the summer and at Christmas, you'll get a warrant that lets you travel home for free. CTCRM also has its own railway station, so you can go door to door.

### Q: What's the policy on drinking alcohol at CTCRM?

A: Enjoying a drink while you're not working is fine, but we encourage you to limit what you drink, especially during the week, because of the possible effects on your physical performance. At weekends, you'll be able to go into town. However, you will have to stick to strict time limits.

### Q: If I find it's all getting on top of me, is there someone I can talk to?

**A:** We know that commando training can be very tough on people psychologically and emotionally, as well as physically. If you're struggling, please talk to a member of the training team. You can also speak to one of the welfare advisers or a Chaplain.

When you speak to any of these people, they will keep any information you give them confidential, except if you tell them about something illegal or possibly life-threatening, in which case they have a duty to tell the Commanding Officer.

### Q: How long will I be away in action?

**A:** It depends, but you will usually be away for about six months.

#### Q: What happens if I get injured?

A: If you're unlucky enough to get an injury, we guarantee you'll receive world-class medical care and support so you can rejoin the programme as quickly as possible. We do this using our specialist rehabilitation department, known as Hunter Company. For more details, see page 46 or visit royalmarines.mod.uk

# Q: IF I HAVE ANY MORE QUESTIONS, WHERE SHOULD I LOOK?

**A:** You'll find the answers to any of your questions at royalmarines.mod.uk

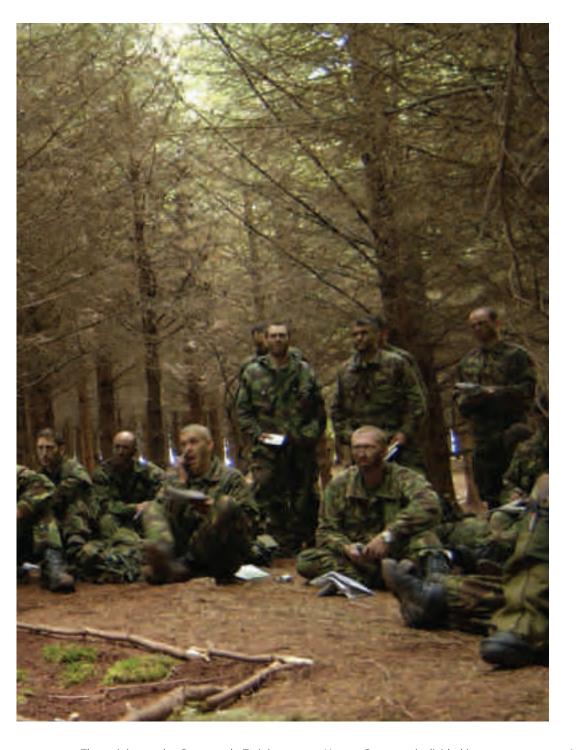




### **HUNTER COMPANY**

Hunter Company is named after Corporal Thomas Peck Hunter, who served with 43rd Royal Marines Commando (as it was known then) in the Second World War.

On operations in Italy in 1945, he charged across open ground to draw fire from machine guns and mortars, allowing his troop to reach cover safely. His courage and self-sacrifice in offering himself as a target earned him a posthumous Victoria Cross. You can read his citation on the wall in the company's specialist rehab gymnasium – Hunter Hall.



Really?

'Run ashore' – The term used by Royal Marines to describe a night out on land.

The training at the Commando Training Centre Royal Marines (CTCRM) has developed over many years, so we know how to build up the intensity to reduce the risk of injuries. However, the course has to be challenging. If you're unlucky enough to get an injury, we guarantee you'll receive world-class medical care and support, so you can rejoin the programme as quickly as possible.

We do this through our specialist rehabilitation department, known as Hunter Company. Here, you'll go through specialist training according to the type of injury you have, in one of the best-equipped rehabilitation gyms within the British armed forces.

Hunter Company is divided into two troops. One Troop is made up of recruits who've been withdrawn from training for medical reasons, and Two Troop is those recruits whose injuries have healed and are now regaining their fitness and recruits who have failed a fitness test at any point in their training.

To move from One Troop to Two Troop and then back into full training, you will need approval from your Remedial Instructor. You will also need to be approved by the Principal Medical Officer at a weekly clinic. Although the pace in Hunter Company is, understandably, a little slower, the standards of discipline and behaviour are as high as everywhere else in the Royal Marines. Being in Hunter Company is a real test of your commando qualities, particularly "cheerfulness in the face of adversity, determination and unselfishness". But with hard work and perseverance, you'll soon be back on the road to your green beret.

# **EQUAL OPPORTUNITIES**

In the Royal Marines, we look for people with the commando 'state of mind'. Show us you've got it and you're in – whatever your background.



We believe in equal opportunities. This means we'll treat all applications equally.

The UK Government has a policy of not allowing women to serve in front-line combat roles. This means that women cannot become Royal Marines Commandos. However, women are able to join the Royal Marines Band Service.

We also accept women serving in other parts of the Naval Service or from other armed forces on the All Arms Commando Course. Those who finish the training may be posted to support roles in 3 Commando Brigade.

We'll make every effort to take specific religious and cultural requirements, such as diet, into account where possible.

Please remember though, that we have to consider factors such as operational needs, health and safety and our duty of care to all our personnel.

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#### Really?

'Company' – All the personnel in a fighting sub-unit within a Royal Marines Commando unit.



"We train together, we fight together, we live together – we really are brothers."

Ben, General Duties Marine

We offer everyone employment and promotion in the Royal Marines on the basis of their ability and merit, nothing else.

We do not accept bullying or harassment of any kind within the Royal Marines. We encourage anyone suffering any form of abuse to report it. We always treat any complaints seriously, sensitively and in absolute confidence. Those found guilty of bullying, harassment or other unacceptable behaviour will be dealt with swiftly and appropriately.

If you have any other questions on our equal opportunities policy, visit royalmarines.mod.uk

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### THE NAVAL SERVICE

We hope this publication has given you an insight into life in the Royal Marines and the career opportunities available to you. But, the Royal Marines is just one part of the Naval Service.

To see what other career opportunities there are, visit the websites shown below.



### **Royal Marines Reserve (RMR)**

The Royal Marines also has a Reserve Force, who all go through the same training as their full-time colleagues. Some have previously served with the Royal Marines or other armed force – many have no previous military experience, but have what it takes to earn the green beret. This could be an ideal first step to a career in the Royal Marines.

royalmarines.mod.uk/rmr

### **Royal Marines Band Service (RMBS)**

Historically, drums and bands have been central to the Naval Service. Today, the Royal Marines Band Service are thought of as some of the world's most talented and versatile military musicians. But as well as making music, they're also Royal Marines, trained for medical support and other operational roles.

royalmarines.mod.uk/rmbs