

DXO

DEFENCE EXECUTIVE OFFICER

Discover a Different
Line of Defence



MINDEF
SINGAPORE





where minds stay future bound

DXO - Defence Executive Officer

The mission of MINDEF and the Singapore Armed Forces is to enhance Singapore's peace and security through deterrence and diplomacy, and should these fail, to secure a swift and decisive victory over the aggressor.

You contribute towards Singapore's security as a non-uniformed defence professional. You can look forward to a rewarding and fulfilling career with the diversity of roles and opportunities in MINDEF.



/ A DYNAMIC AND SUPPORTIVE WORK ENVIRONMENT TOGETHER WE DEFEND AND GROW

The DXO scheme offers career progression and comprehensive training for all officers, regardless of aspirations, interests and capabilities.

We believe in your potential and the value you will bring to our defence cause. With each DXO bringing different skills and expertise, we invite you to join us as we work alongside one another and our uniformed counterparts to realise our defence objectives.



“

My work environment is fun and challenges me. I guide NSmen on their NS journey, advising them and facilitating their training and activities. When I see them train without having to worry about administration, I feel a sense of achievement.

”

RAZALE BIN NORDIN

Assistant Director (NS Relations & Engagement)

“

As a young officer, my superiors coached me on essential skills and exposed me to different projects. I've been given opportunities for personal and professional development, like the MINDEF Postgraduate Award to pursue an overseas graduate course.

”



WONG WAN YING

Deputy Director
(People Services Digital Office)

/WORK CULTURE ***THRIVE IN A SUPPORTIVE ENVIRONMENT***

We believe in fostering a work culture that nurtures personnel. The DXO scheme adopts a performance-based rewards approach and harmonises work and life with flexible work arrangements.



SWAPNA D.O. SILVAM

Manager (Sense & Response)

“

My superiors have been very supportive and encouraging throughout my DXO journey. They have given me opportunities to learn new knowledge and skills, and took the time to mentor and provide me with valuable feedback to bring out the best in me.

”

“

My superiors lead by example. I have had the opportunity to work under both military and non-military personnel and each has brought unique perspectives to the table.

”



ANGELINA CHUNG

On secondment



KELLY ANG

Assistant Director (Expenditure Policy)

“

The work environment at MINDEF HQ is similar to the private sector. MINDEF provides a conducive environment for work as well as dedicated areas for staff to come together and relax.

”



DAVID LOO

Date Scientist

“

MINDEF provides ample opportunities and means for self-learning through funds and days off for courses, study awards and sponsorships for post-graduate studies.

”

“

In MINDEF, there is an emphasis on life-long learning. The DXO scheme provides me with time off and resources to acquire skills that are relevant to me and pursue personal development.

”



KENNETH SOO

On secondment



WONG WAN YING

Deputy Director (People Services Digital Office)

“

I joined MINDEF as a fresh graduate. The idea of being able to contribute to the defence of Singapore as well as the competitive pay package attracted me to pursue a career as a DXO.

”

“

The camaraderie spirit, teamwork and the mission-focused attributes of the people I work with is the most enjoyable aspect of my job.

”



MABEL LING

Manager (Finance)

/ LEARNING & DEVELOPMENT ***NURTURING YOUR GROWTH WITH DIFFERENT OPPORTUNITIES***

The development of DXOs is important to MINDEF.

There are different types of training to help develop your competencies and skills further.

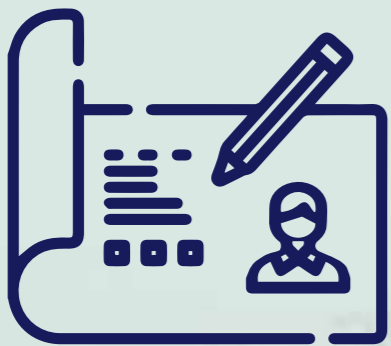
Besides taking part in milestone programmes, courses and seminars which are planned by the organisation, you can initiate your own learning with annual training credits, or apply for training awards and sponsorships to pursue further studies.



ONE CAREER, MANY POSSIBILITIES

ROADMAP OF A FULFILLING CAREER

The DXO scheme offers a unique career empowerment that combines aptitudes and aspirations with purpose. As a DXO, you have the freedom to explore different job families for wider exposure or to stay in one job family for deeper specialisation.



Architect of your own career



Grow with us



Initiate your own job rotation



Get professional guidance from HR



Explore a diversity of job families:

- Corporate Services
- Counselling
- Cybersecurity
- Data Analytics & Visualisation
- Defence Policy
- Defence Psychology
- Digital & Corporate Transformation
- Finance
- Human Resource
- Information Technology
- Internal Audit
- Legal
- Logistics
- Paramedical
- Research
- Strategic Communications
- Training



CORPORATE GOVERNANCE & MANAGEMENT

Maintaining MINDEF and the SAF's everyday operations in defending Singapore require high standards of professionalism and organisational support.

Be part of a team of professionals that enables our strong culture of corporate governance excellence with pivotal work in Corporate Services & Organisation Development, Finance, Human Resources, Internal Audit, Legal and other areas.

[LEARN MORE](#)



STRATEGIC COMMUNICATIONS

Armed with an important story and the ability to tell it well, you rally our fellow Singaporeans to support our national defence cause, inspiring a strong sense of belonging to Singapore, and strengthening the will to fight among our men and women in uniform.

Be part of a team of professionals in National Education and Strategic Communications who set out to convey important pieces on our various defence initiatives and policies. This is how we contribute to our Total Defence – inspiring a strong sense of belonging to Singapore.

[LEARN MORE](#)



POLICY FORMATION & RESEARCH

Lay the groundwork for the defence of Singapore and advance our security interests regionally and globally with a sharp intellect, analytical mind and the ability to see the big picture and consider long-term impact.

Be part of a team of professionals in policy formation or research who can shape National Service (NS) or the way we undertake finance, IT, manpower and other aspects of our defence.

LEARN MORE



CYBERSECURITY & DATA ANALYTICS

It takes technical expertise and an analytical mind to advance our interests in the battlefield of tomorrow – cyberspace.

Working with data and algorithms, you develop and optimise our digital capabilities to take on the challenges and opportunities of a hyper-connected world.

Be part of a cutting-edge force that is at the forefront of leading our nation's defence into the digital age.

LEARN MORE

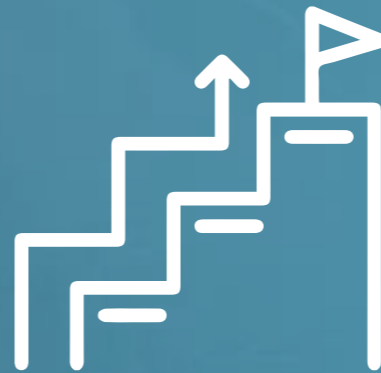
/ BENEFITS AT A GLANCE

ENSURING YOUR WELFARE

Our competitive employment package is regularly revised as you progress in your career as a DXO. Apart from core benefits such as annual leave and medical, you will also receive other flexible benefits that look after your wellbeing, family, and career development.



Academic sponsorships



Performance-based rewards



Flexible work arrangements



Market-competitive salary



Credits for training and lifestyle needs



/ JOIN US

Choose from a wide range of professions. Chart your own career. Acquire new skills and capabilities. When you join us as a DXO, you sign up for a fulfilling career that serves a higher purpose.



Embark on a diverse career path that lets you defend our nation in the way you know best.

APPLY NOW