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LEAD SERVE AND DEFEND

DEFENCE MERIT SCHOLARSHIP



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LEAD, SERVE AND DEFEND

The Defence Merit Scholarship is a prestigious scholarship offered by the Ministry of Defence (MINDEF) for non-uniformed appointments in the organisation. Awarded to a select few each year, the scholarship paves the way to a world-class education at some of the world's most eminent universities.

Upon graduation, Defence Merit Scholars enjoy a highly rewarding and challenging career as a Defence Executive Officer (DXO) within MINDEF.

As a DXO, you will play a strategic role in the defence and security of Singapore. You will have opportunities to be involved in defence diplomacy to shape defence policies, or

strengthen cyber resilience within the Defence Cyber Organisation.

In communications, you will oversee MINDEF-wide public communications and public relations efforts to strengthen public trust in MINDEF and the Singapore Armed Forces (SAF).

You can also explore strategic resource management, where you will plan and manage manpower, finance and other resources, or join the Manpower Division to develop and review policies for our servicemen.

You will serve Singapore and Singaporeans, and shape the lives of those you work with

as well as the future of the SAF. Most importantly, you will play a critical role in defending our sovereignty and way of life.



“ KNOWING THE POSITIVE IMPACT YOUR WORK HAS ON SINGAPORE AND PEOPLE’S LIVES BRINGS A PRICELESS SENSE OF FULFILMENT. ”



TREASURING NATIONAL SECURITY

NG YU CHIAN

AWARDED THE DEFENCE MERIT SCHOLARSHIP IN 2007

Armed with a bachelor’s degree in Economics and a master’s degree in Security Studies from University College London, Yu Chian knows for certain how valuable national defence is to Singapore’s interests.

She comes from a family of civil servants. When it was time for Yu Chian to choose her career path, she continued the tradition of serving the larger ‘family’ of Singapore.

“I always thought it is an honour to contribute meaningfully to Singapore,” Yu Chian shares. Since taking up the Defence Merit Scholarship, she has channelled her

commitment to the nation in valuable ways.

She currently heads the Financial Control Policy Branch in the Defence Finance Organisation, where her responsibilities involve strengthening finance policies to uphold proper governance of public funds, as well as providing important financial input to help MINDEF and the SAF navigate the financial facets of their operational mission and objectives. “We are responsible for ensuring that there is proper financial control and for protecting Singapore’s interests in our financial agreements with external partners, while also

keeping in mind other strategic objectives such as defence relations and diplomacy,” says Yu Chian.

“The work is very diverse. All of it contributes to a strong MINDEF and SAF, and ultimately – to a stronger Singapore.”

ANG HAN WEI, ZACHARY

AWARDED THE DEFENCE MERIT SCHOLARSHIP IN 2008

From working on regional defence policy issues, to strategic communications, right up to partnering with the SAF commandos for counter-terrorism exercises, Zachary is no stranger to diverse and dynamic career experiences. And it all began with his decision to serve in Singapore's defence.

"I wanted a career with exposure to different areas of work, and being a DXO in MINDEF meant a wide range of career pathways to explore. Furthermore, MINDEF has a strong people, leadership and mentorship culture, and a value system that I

fully identify with. That's what motivated me to apply for the Defence Merit Scholarship."

With the scholarship, Zachary pursued a bachelor's degree in Economics at University College London and a master's degree in Quantitative Methods in Social Sciences at Columbia University.

Today, Zachary is exploring yet another new frontier. He is part of the team that develops digital analytic tools that help track and translate digital and social media into informative insights. It does get

DIGITAL DATA TO DEFENCE INSIGHTS


technical, so it's a good thing that Zachary received data science training to prepare him for his role.

"I was keen to dive into the world of data science and analytics, and my goal now is to help build digital products that MINDEF can use to better serve Singapore and its people," he explains.

"If you find yourself being passionate about making a real and positive impact to people's lives, the Defence Merit Scholarship might be right for you."

“ AS A DXO, CREATING POSITIVE IMPACT ON THE PUBLIC IS ALWAYS AT THE FOREFRONT OF YOUR DAILY WORK. ”





“ OUR WORK HAS AN IMPACT ON PEOPLE AND NATION. IT CALLS FOR A STRONG SENSE OF INTEGRITY AND THE RIGHT VISION FOR SINGAPORE. ”

FUTURE-FACING, DEFENCE-FOCUSED

LIANG XUANHAO, JOSIAH

AWARDED THE DEFENCE MERIT SCHOLARSHIP IN 2009

Josiah has always had a keen interest in defence matters and foreign relations, and National Service (NS) cemented his belief in the importance of Singapore’s security. Serving as a DXO also empowers him to play a key role in defending the nation. With the Defence Merit Scholarship, Josiah went on to pursue a bachelor’s degree in Government and Economics at the London School of Economics and Political Science, and a master’s degree in East Asian Regional Studies from Harvard University.

Josiah’s career constantly sees him envisioning for the future. In the Strategic Futures Branch of the

Defence Policy Office, his work saw him analysing potential long-term security challenges to formulate policies that would protect and advance Singapore’s security interests.

Today, he leads the newest domain of defence. As an Assistant Director (Strategy) in the Defence Cyber Organisation, Josiah is at the frontline of cybersecurity efforts to defend Singapore against increasingly serious cyber threats.

“The cybersecurity of our defence networks is critical to Singapore’s security. The threat is largely

unseen, but no less real. Singapore’s defence networks could face sophisticated and malicious attacks at any time. Part of my role is to devise the strategy that guides and prioritises cybersecurity efforts, and to align how we maintain the edge over potential adversaries,” says Josiah.

“This career is about contributing in a tangible way to the future of national security, which is integral to Singapore’s continuing success story.”

DIFFERENT PERSPECTIVES, FOCUSED PURPOSE

TIFFANY TAY ZHIXIN

AWARDED THE DEFENCE MERIT SCHOLARSHIP IN 2010

National defence is multifaceted, and a DXO journey can be just as dynamic. In Tiffany's case, her career experience has seen her working on global defence-related developments in the Defence Policy Office, to formulating policies in the Manpower Policy Department.

"I appreciate how my experience as a DXO has spanned many sectors. From working with the Ministry of Foreign Affairs and Attorney-General's Chambers, to the Defence Technology Community, and our fellow SAF and MINDEF colleagues. There is no typical day at work. That's what's great about being here."

With the insights gleaned from such a wide array of perspectives – as well as a bachelor's degree in Politics with International Studies from the University of Warwick and a master's degree in International Relations from the University of Chicago – Tiffany now focuses on formulating manpower policies that will attract, develop and retain the right people committed to SAF's mission.

"There's a great sense of fulfilment knowing the work we do has a direct impact on national security, and by extension – the safety and security of our loved ones. Defence is a 24/7 commitment, and having a hand in

Singapore's policies is a big responsibility. That's exactly why this career means so much to me."



“ THERE’S A GREAT SENSE OF FULFILMENT KNOWING THE WORK WE DO HAS A DIRECT IMPACT ON NATIONAL SECURITY. ”



JOB FUNCTIONS THAT YOU CAN EXPLORE AS A DXO

COMMUNICATIONS

Oversee MINDEF-wide public communications and public relations efforts

COUNSELLING

Enhance the psycho-social well-being and resilience of our MINDEF/SAF personnel

CYBER SECURITY

Lead efforts to secure networks and systems across the Defence Sector, and overcome any cyber-attacks decisively to maintain continuity of MINDEF/SAF's operations

DATA ANALYTICS AND VISUALISATION

Support research through the conduct of statistical analysis, modelling and design of statistical methodologies

DEFENCE POLICY

Formulate defence relations policies to advance Singapore's strategic interests

DEFENCE PSYCHOLOGY

Apply psychological expertise to enhance organisational effectiveness and military personnel selection and assessment

FINANCE

Oversee financial governance as well as ensure long-term sustainability and optimisation of the defence budget

HUMAN RESOURCES

Formulate human resource policies and manage manpower operations to attract talents and enhance the welfare and development of our MINDEF/SAF personnel

INTERNAL AUDIT

Audit defence business processes and systems to enhance control and risk management

LOGISTICS

Ensure material optimisation and support to meet the organisation's operational needs

NATIONAL EDUCATION

Develop programmes and outreach efforts to engage Singaporeans, build bonds and develop a sense of belonging to the country

PARAMEDICAL

Provide excellent and comprehensive healthcare for our MINDEF/SAF personnel

RESEARCH

Provide intelligence on security developments to support operational planning and policy-making

TRAINING

Develop training methodologies, curriculum and learning systems to support the organisation's efforts in training

TALENT MANAGEMENT PROGRAMME

Defence Merit Scholars can look forward to many exciting opportunities for exposure and development in MINDEF/SAF under the Talent Management Programme for DXOs, also known as the LEAD programme.

STRUCTURED CAREER MANAGEMENT & EXPOSURE OPPORTUNITIES	PLANNED ROTATIONS AND CAREER ADVANCEMENT	PARTICIPATE IN CHALLENGING PROJECTS, ASSIGNMENTS AND ORGANISATION-WIDE INITIATIVES
	BROADEN PERSPECTIVES THROUGH EXPOSURE TO HIGH-LEVEL FORUMS	ENGAGEMENT SESSIONS WITH TOP MANAGEMENT
WORKPLACE LEARNING & TRAINING DEVELOPMENT	ACCESS TRAINING OPPORTUNITIES	<ul style="list-style-type: none">· Milestone and functional courses· Training funds and leave· Academic upgrading and postgraduate sponsorships
	BUILD LEADERSHIP COMPETENCIES	<ul style="list-style-type: none">· Leadership Developmental Courses and Programme· Self-directed learning: courses identified by LEAD· Invitations to public talks and seminars
SOCIAL LEARNING & ENGAGEMENT OPPORTUNITIES	RECEIVE PROFESSIONAL AND PERSONAL ADVICE FROM MENTORS	
	GAIN INSIGHTS ON LEADERSHIP AND MANAGEMENT STYLES THROUGH THE USE OF SELF-AWARENESS TOOLS	
	BUILD SOCIAL CAPITAL THROUGH NETWORKING OPPORTUNITIES TO BOND WITH MANAGEMENT AND PEERS	



ELIGIBILITY CRITERIA

- Singapore citizens or permanent residents intending to take up citizenship
- Good GCE 'A' Level or International Baccalaureate results, Polytechnic Diploma (with Merit) or equivalent
- Good co-curricular activities (CCA) records
- All MINDEF/SAF scholarships are open for application to both genders

VALUE OF AWARD

- Full tuition fees and other approved academic charges
- Maintenance and other allowances, e.g. books, clothing, computer
- Return airfare
- One-time sponsorship for summer exchange programmes
- Sponsorship for up to 4 years of studies, inclusive of Master's if applicable

COURSE OF STUDY

You can choose to pursue your studies in any of the following disciplines*:

- Arts / Social Sciences
- Computer Science
- Economics
- Engineering
- International Relations
- Law**
- Life Sciences
- Mathematics
- Philosophy, Politics and Economics
- Political Science
- Psychology
- Science / Natural Sciences

Note:

*If you are pursuing your Master's degree, you must complete your studies in 4 years. You can choose your course of study with the exception of professional courses such as architecture, medicine, dentistry, etc.

**Applicants intending to pursue a degree in law should note that they will not be called to the Bar while serving in the SAF.



UNIVERSITIES

Our talents typically go to top and renowned universities in the USA or UK.

UNITED STATES OF AMERICA

- Carnegie Mellon University
- Harvard University
- Johns Hopkins University
- Massachusetts Institute of Technology
- Princeton University
- Stanford University
- University of California, Berkeley
- University of Chicago
- University of Illinois, Urbana-Champaign
- Yale University

UNITED KINGDOM

- Imperial College London
- London School of Economics and Political Science
- University College London
- University of Cambridge
- University of Oxford

Note:
The above lists are not exhaustive. You may also apply if the universities you're interested in are not listed, but applications are subject to approval.

SUPPORT DURING YOUR STUDIES

MINDEF Scholarship Centre will be your point of contact and support for all your personal administration and academic needs when you are studying. An in-service talent will also be assigned to you as a mentor to advise and guide you during your studies.

VACATION ATTACHMENT

Stay updated with the latest developments in MINDEF/SAF. Vacation attachments can be arranged for you during the summer holidays.

APPLICATION PROCESS

Application for Defence Merit Scholarship is open between September and mid-March of the following year. We encourage all applicants to apply early.

You can submit your application for the Defence Merit Scholarship at www.mindef.gov.sg/scholarship/apply-now.html.

SELECTION PROCESS

(1) MINDEF INTERVIEW BOARD

You will meet with the MINDEF Interview Board to confirm your suitability for the scholarship. The board looks for candidates who demonstrate leadership potential, good character, a strong desire to realise their potential, a passion to serve the country and a keen interest to pursue a challenging and fulfilling career with MINDEF/SAF. The scholarship is awarded based on merit, you will be awarded the scholarship if you meet the criteria and are found suitable by the interview boards.

There is no quota for the number of scholarships awarded annually.

(2) AWARDING OF SCHOLARSHIP

After accepting the scholarship, you will depart for your studies in August/September, depending on the country of study.