



“BE THE SHIELD OF THE NATION”

INVITATION TO JOIN THE BOTSWANA DEFENCE FORCE

LIMITED VACANCIES FOR RECRUIT PRIVATES EXIST

QUALIFICATION

1. Potential Candidates should possess BGCSE or equivalent with a minimum of 24 Points (Best of six subjects).
2. Any other qualification(s) to a maximum of Associate Degree / Higher Diploma or equivalent is an added advantage.

NB: Bachelor's Degree holders should not apply for this post.

ENTRY REQUIREMENTS

1. Botswana Citizens both Males and Females in possession of valid National ID cards (Oman).
2. Aged between 18-24 years.
3. Be physically and mentally fit in accordance with the **BDF Recruitment Medical Standards.**
4. No criminal records.
5. Minimum height of 160 cm for Males and 155 cm for Females.
6. Minimum body weight of 55 Kg for Males and 45 Kg for Females.
7. All candidates shall undergo the selection process which includes both physical fitness assessment, comprehensive medical examination and security clearance.
8. Female candidates **must not** be pregnant at the time of selection and during training.
9. Body Art (Tattoos): Should be concealed by military uniform and not be displaying extremism, indecency, sexism or racism.

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

KEY SKILLS AND PERSONAL ATTRIBUTES

A skilled and adaptable team player who is resilient, composed, trustworthy, loyal, selfless and has integrity.

REMUNERATION, BENEFITS AND OPPORTUNITIES

BDF offers a competitive remuneration and benefits package commensurate with qualification over and above the following;

1. Free accommodation and subsidised utilities.
2. Professional and academic growth.
3. Local and international exposure.
4. Optional contributory pension fund (Government pays 15% and employee pays 5%).
5. 20% BDF allowance.
6. Free advanced medical care.
7. Leave concession after every 2 years.

SELECTION PROCESS

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

1. Comprehensive medical exam.
2. Aptitude test.
3. Physical fitness assessment (2.4km run, push-ups and sit-ups).
4. Security clearance / vetting.

MANDATORY TRAINING: Successful candidates shall undergo a 6 months Basic Military Training. On completion of training, Privates must be ready to serve in various geographical locations and environmental conditions.

*Application letter, Certified copies of National identity card (Omang), and Certified relevant educational certificates/documents, transcripts, CV and references **must** be attached.*

As a **mandatory** requirement, all applicants are required to **download, complete, attach and submit** the **BDF INDIVIDUAL BIO-DATA FORM** accessible through the BDF link provided below:

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

ALL APPLICANTS ARE TO APPLY ONLINE USING THE LINK BELOW:

<https://recruitment.bdf.org.bw>

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

The Commander
Botswana Defence Force
Reference: PVT-Recruit Vacancy 1/2026
Private Bag X06
Gaborone

Closing date: 18 August 2026

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

Only successful candidates will be shortlisted for selection.

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