



OFFICER OR NCO

HIRING MILITARY VETERANS FOR SKILLS,
CULTURE, AND PERSONALITY FIT IN A 21ST
CENTURY ECONOMY

INTRODUCTIONS




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18 years of diversity and military recruiting and consulting experience


10 years of third party staffing and seven years of corporate recruiting experience

- Recruited across various industries, including IT, manufacturing, biotech, finance, tech, and services
- Former U.S. Army officer
- U.S. Air Force Academy Graduate



JUST OVER 200,000 TRANSITIONING MILITARY CANDIDATES SEPARATE EVERY YEAR; 10% OF THESE TRANSITIONING SERVICE MEMBERS ARE OFFICERS.

- The veteran unemployment rate for October 2017 is currently 2.7%, the lowest it has been since 2000.
- By comparison, the non-veteran unemployment rate is 3.8% (not seasonally adjusted).
- All of you who recruit transitioning military and veterans are wondering if the tightness in the market is real – it is.
- All of you who want to start recruiting transitioning military and veterans are wondering what all of the fuss is about.



SHOULD I HIRE FORMER MILITARY OFFICERS OR NCOs WHEN RECRUITING TRANSITIONING MILITARY AND VETERAN CANDIDATES INTO MY ORGANIZATION?

- The answer to this question depends on three things:
- What skills and qualifications are you hiring for?
- How does your company culture play into hiring decisions?
- What personality is required of the person filling this position?
- Just as if you were building a house, you need to account for a multitude of things in order to hire the right person for the role.



WHAT SKILLS AND QUALIFICATIONS ARE YOU LOOKING FOR?

- Direct or indirect military experience vis-à-vis the position
- Degree requirements
- Leadership versus technical ability
- Engineering versus technical ability
- Prior industry experience



HOW DOES YOUR COMPANY CULTURE PLAY INTO HIRING DECISIONS?

- Academic pedigree
- White collar or blue collar
- Leadership and management versus hands-on ability
- Engineering culture? Sales culture?
- Salary versus the industry baseline
- Experience versus potential for the future



WHAT PERSONALITY IS REQUIRED OF THE PERSON IN THE POSITION?

- Referential versus influencer style
- Leader or manager
- Sales? Technical sales? Pre-sales?
- Strategic versus day-to-day



OFFICERS AND WHERE THEY MIGHT FIT INTO YOUR ORGANIZATION

- Focus is on critical decision-making
- Analytical ability and resource planning
- Motivated by incentive-based compensation
- Looking at this role as well as the next
- 99.9% have degrees, including STEM, engineering, Academy graduates, etc. from Top 50 schools
- Operations, Sales, Engineering



NCOS AND WHERE THEY MIGHT FIT INTO YOUR ORGANIZATION

- Blue collar versus white collar
- Operations, Logistics, Maintenance, Training, and hands-on technical roles
- NCOs can lead and advise all levels of management
- Resource management
- NCOs tend to have more experience
- Day to day versus Strategic management
- Emphasis on standards
- Emphasis on maximizing standard compensation
- Many have degrees, but not as technical – STEM, Engineering – as Officers



PROFILING IS BOTH AN ART AND A SCIENCE

- Because we are dealing with people every day, there are a multitude of exceptions to everything I've outlined here
- The answer to our question – Officer or NCO – is that you need both!



Questions?



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