**IS HR AN OBSTACLE COVERED BY FIRE? - Part 1**

Human Resources (HR) need to take the time to understand the culture of the Army to recruit Veteran Tigers successfully.

I wonder if there is a need for an organisation to engage HR departments as an initiative to support employers hiring, engaging and retaining Veterans of our Armed Forces?

There seems to be a pressing requirement to educate both employers and Service Leavers in acumen, cultural competency, and the process of transitioning out of the Army and into the Civvy Street and onwards to a job.

HR departments should try to understand the Army better, transitioning Service Leaving Tigers should develop cultural competencies for the commercial world and consider the perspective of an employer so that both Veterans and future employers can effectively communicate, translate job skills and assimilate culturally.

Veteran Tigers need a reality check on their expectations of life after the Army. To better manage their expectations. Veterans must acquire the actuality about relationships, behaviours, business culture, pay and promotion within a firm.

It is important that Veterans adopt core values aligned with the business world. Orientation to commercial values will assist in culturally assimilating and becoming an essential part of a company. Although Veterans may need time to adapt to business values, ultimately this process of value alignment will create a better fit with the employer.

Integrating Veteran Tigers into a company can add significant value to any organisation, such as improved performance, output, a more flexible and strategically focused workforce, with increased diversity.

To begin with, relate your skills from the Armed Forces to a job description. Take advantage of courses offered by the Armed Forces to gain additional experience and qualifications. A few tips to assist with the transition from the Armed Forces to a new job:

* Start Early! If possible engage with target companies early and conduct **informational** interviews to discover how your skills fit, and what gaps exist that need filling to get that job.
* Set objectives, and actions to complete your mission.
* While still in the Armed Forces, take additional training, and home study courses.
* Identify the skills you have gained in the Army and research how they will fit the job you seek. Read job descriptions and adverts to understand what you need to succeed, perform gap analysis.
* Translate your military skills. Transferable skills are recognised and cross over to other job roles.
* If you don’t believe you have a transferable skill, think again! Concentrate on your ability to lead, organise, analyse and plan. Emphasis your management skills, and communication skills. Forward plan to deliver examples of your success, and demonstrate those characteristics.
* Learn to use a language that an HR manager and interviewer will be able to follow in your Cover Letters and CV, and subsequent interview.
* Expect an adjustment period of getting used to a new culture, a less structured working environment, less than clear standards, and more relaxed attitudes.
* Create a CV…

Seek out and connect with recruiting firms that specialise in transitioning Service Leavers and Veteran talent. Typically their staff is a mix of Veterans and civilians with extensive Armed Forces experience, allowing them to serve as subject matter experts for both sides of the hiring equation Such recruiters can do the translation between military skill sets and civilian talent profiles. They are expert at navigating the obstacles of HR and skilled at getting a Veteran’s CV into the hands of a hiring manager.

Finally, HR is often satisfied with just being an "innocent bystander" to Veteran recruiting. There seems to be little desire to influence, and make progress in Veteran recruiting, and understand the positive values on business performance hiring a Veteran can make, as well as how HR can make a difference in getting Veterans into work.

How many times have you submitted a CV for the perfect job? Your skills, experience, expertise and Veteran credentials indicate a match for the position. Excitement builds in anticipation of a phone call and an invitation to interview. You did all the right things, but the CV appears to have fallen into a “Black Hole”. In Part 2 of this blog, a few tips are presented…

Technology is progressing by networking and proving your worth by your own experience, and knowledge that is gained from a hands-on perspective.