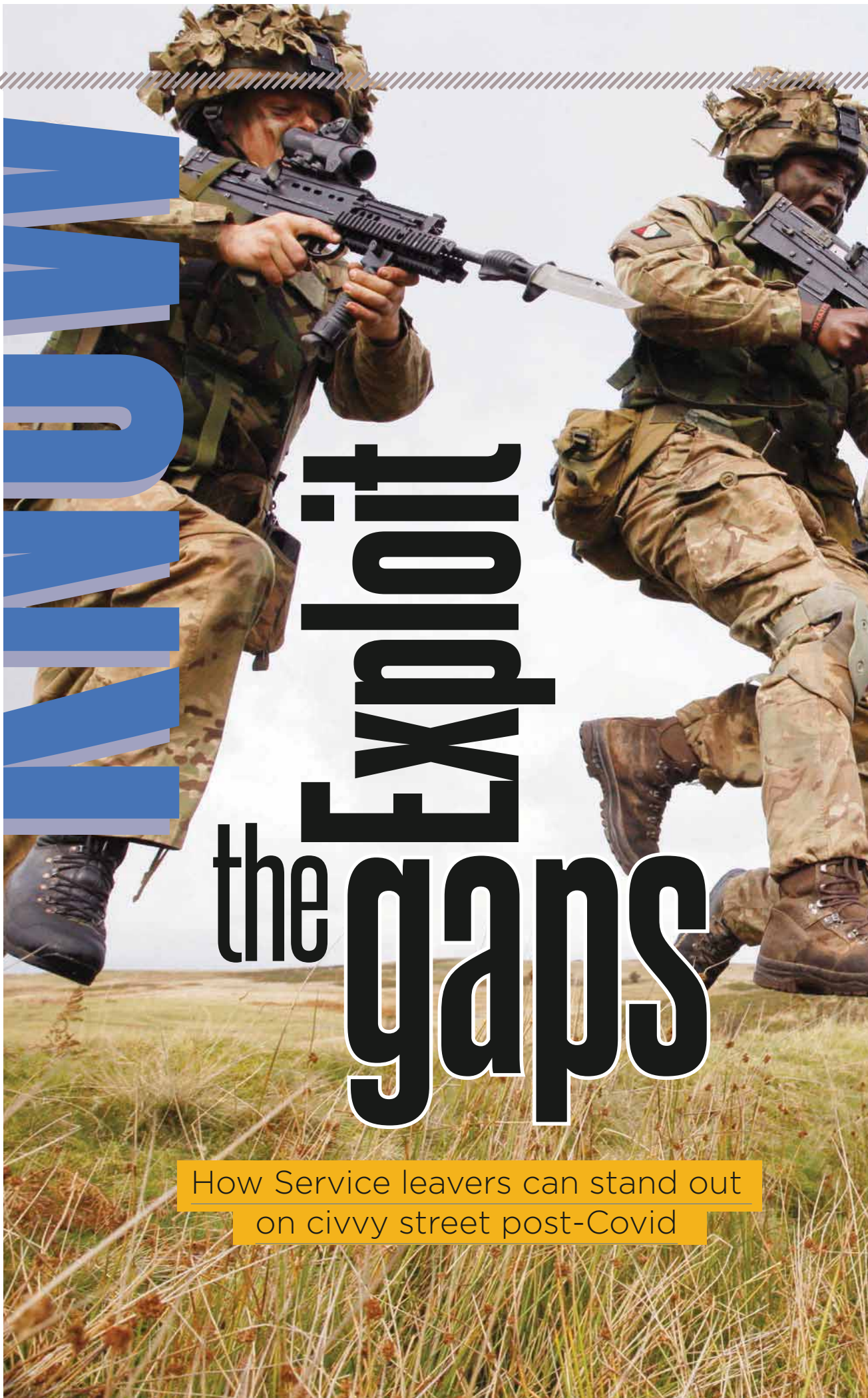


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the Exploit gaps

How Service leavers can stand out
on civvy street post-Covid





▶ **THE pandemic has seen a rise in UK unemployment, but soldiers considering careers after the Army shouldn't be put off by the grim statistics.**

That's according to Garrath Williams from veteran recruitment website JobOppO, who says that there are opportunities for ex-military personnel despite the downturn.

Here, the former major tells *Soldier* why he believes they bring something special to the table for prospective employers.

How has the pandemic affected the jobs market in your view?

While many organisations have frozen recruitment, several sectors have grown over the last 12 months and there is little to say this will cease or reverse. Energy and resources, logistics, construction, transport and health have all shown an increase in opportunities during Covid-19. In addition, Brexit and the subsequent reduction in European worker numbers in agriculture, manufacturing, warehousing and hospitality will also create openings.

Why is this good news for veterans?

Soldiers are taught to exploit gaps. Employers will be looking for adaptable, lateral thinking, hard-working new hires to fill any vacancies perhaps left by restructuring. Service leavers should therefore think about what experience they might be able to draw attention to in job applications or during interviews. Put yourself in the prospective employer's shoes and show how your skills, knowledge and attitude can easily make up for any perceived lack of "real" experience.

How can they do this?

Ask yourself what employers may want and make sure you have really unpicked your own experiences. Be clear on how you can add value. When preparing for interviews – either remotely or in person – have everything in place, know your ground and stay focused. Don't be afraid to talk yourself up and sell yourself – as jack as that may feel. Be humble. Be confident. Be proud.

Do you have any top tips for writing a CV?

Never have just one CV. Have bits that you can cut and paste or tailor as relevant to the application you are making. Break down your military experience and try, where possible, to liken it to a civilian equivalent. Think projects, not patrols, people not platoons. Use plain language, particularly in any personal statements.

What is your role at JobOppO?

It's about helping Service leavers and veterans find meaningful and sustainable work that benefits them and their employers – *the* job, not just *a* job. There are many good people with vast amounts of experience leaving the military every week and a growing number of veteran-friendly organisations keen to employ them. I want to support JobOppO's mission and bring these two groups together.



● A fourth-generation soldier, Garrath Williams served in The Duke of Wellington's Regiment before transferring to the Australian Army. He is the director of veteran engagement and development at JobOppO (joboppo.co.uk). Email him on garrath@joboppo.co.uk or follow [@UKAusVeteran](https://www.linkedin.com/company/ukausveteran) on LinkedIn or Twitter

