



THE OFFICERS' ASSOCIATION

RECRUITING OFFICER TALENT: OUR IMPACT



The background of the page is a faded, grayscale image of a military uniform, specifically a jacket with a prominent crest on the left chest. The crest features a shield with a cross and a banner above it. The image is slightly out of focus, creating a professional and military-themed backdrop.

“You have coached, guided and curated the beginning to end journey for us. From our initial conversation, answering all my questions around the merits of hiring ex-military, through to making the candidate offers, your professionalism helped us to secure the best hires.”

Sarah-Louise Penhall
Director of Operations, TeraCode

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> Katie Lavin, a former Royal Artillery officer, now working for UBS. Recruited through an Insight Day supported as part of an OA recruitment partnership with UBS.



WHY IS THE OFFICERS' ASSOCIATION DIFFERENT?

We know and understand officer talent. This talent delivers natural leadership ability, strategic thinking and a flexible yet disciplined mindset trained to work under pressure.

We take a quality, not quantity approach. We work with officer candidates who want access to the best job opportunities in the marketplace. We partner with organisations that recognise how these skills map to different sectors, for example, consultancy, IT, technology, cyber, logistics, engineering, telecommunications, human resources, to name but a few.



“The OA has proved to be a great source of talent, with three of our team (including one internship) coming through the OA.”

Stuart Tootal
Partner, Matero Consulting

WHAT WE CAN DO FOR YOU

How we work

We will provide you with access to **6,300+** outstanding individuals who are keen to apply covetable skills to your organisation in an exceptionally challenging time for any business. We will work to help you understand how best to recruit officers and the benefits of doing so. We match proven officer candidates to the critical skills gaps in your business.

Who are our employer clients?

Our dedicated Key Accounts Team engage with employers to identify, recruit and retain officers in business and industry. Employers we have worked with include **Deloitte, Jacobs, Amazon, Citi, PA Consulting, London Business School, KPMG, Network Rail, The NHS, TeraCode** and **Highways England**.

OUR WORK AT A GLANCE

Figures refer to the
year 2019/2020



1508

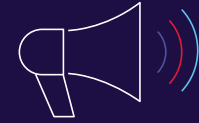
Job vacancies posted on
the OA jobs board



Twice weekly jobs newsletter
delivered to our community of

6300+

officer job seekers



A social reach across
LinkedIn of

17,500+

followers and growing



600+

Employer contacts
listed on our exclusive
Network Contact List



1427

Job seekers registered
for our webinar
programme



519

Career consultations
delivered to ensure officers
are interview ready



95%

Officers satisfied
with their career
consultation



We worked with over

100

employers to meet their
recruitment needs



100%

Headhunting
success rate
across industry

HEADHUNTING CASE STUDY



TeraCode is an end-to-end, Internet of Things (IoT) solutions business. They provide customised technology to link devices, analyse data (using machine learning and AI) and create web and mobile applications, to deliver paradigm-shifting outcomes for their clients. Their business supports a growing customer base in the Americas and the UK and Europe.

TeraCode needed to hire a candidate able to adapt to the fast-paced environment of a tech company whilst negotiating the uncertainty generated by a Covid-19 economy.

Sarah-Louise Penhall, TeraCode's Director of Operations, turned to the Officers' Association to fulfil her hiring criteria. The OA selected several individuals from their candidate pool for Sarah-Louise to interview. So impressed was she by the quality of candidates put forward that a single vacancy turned swiftly into two hires.

Sarah-Louise explained, "I've interviewed hundreds of people in the past, and I have never been so consistently impressed with the standard and the quality of officer candidates from the OA."

It was clear to TeraCode from the outset that the officer candidates presented had sufficient skills and attributes from their military training to adapt to the business capability and working environment at TeraCode.



"The OA knows where you are coming from, understands your philosophy and can convey this to the candidate, acting as an extension to your own human resources dept."

Sarah-Louise Penhall
Director of Operations, TeraCode

OA RECRUITMENT SERVICES

We are experts in mapping military skills to in-demand roles and work to ensure our clients employ the best available candidates in the marketplace.

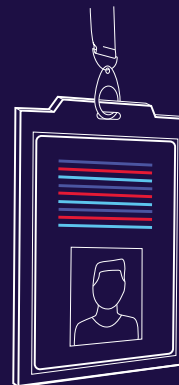
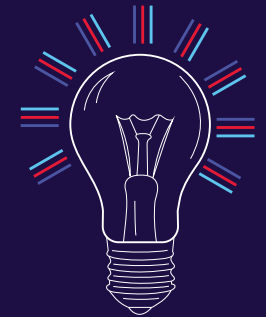


“Engaging with the Officers’ Association has given us access to Service leavers and has given us the opportunity to share our experiences with those individuals about to transition to civilian life.”

Tony Harris Commercial
Director, tlmNexus

ESSENTIAL OFFICER SKILLS

PROBLEM SOLVER	STRATEGIC PLANNER	MORALE BUILDER	INSPIRING LEADER
CREATIVE THINKER	AGILE MIND	DECISION MAKER	DIGITALLY ASTUTE



TO FILL YOUR HIRING GAPS

PROCUREMENT	CYBER & IT	LOGISTICS	OPERATIONS MANAGEMENT
PROJECT MANAGEMENT	STAKEHOLDER MANAGEMENT	DIGITAL & TECHNOLOGY	CONSULTANCY

WHAT WE CAN OFFER YOU

Increase your profile within the Armed Forces community



Promote the benefits of a career in your organisation and sector



Give you access to the highly sought-after officer talent pool



Facilitate the introduction of quality candidates



Support your ex-military recruitment and retention

We do this by providing you with access to:

OA JOBS BOARD

A dedicated online job board exclusive to the OA. Employers can manage all job applications independently, and candidates can apply directly to your recruitment team. Organisations have the option of posting vacancies themselves via an employer account we create for you or by requesting an OA Jobs Posting Package, where we manage the promotion and posting of roles on your behalf.

STRATEGIC PARTNERSHIP PACKAGES

This package includes PR, promotion of your company to our officer community, running a bespoke webinar, use of the jobs board, event participation and access to a dedicated key account manager. It suits organisations that wish to promote their company to our officer community and showcase long term commitment to hiring ex-military talent. They usually require five or more hires and are actively focused on diversifying their long-term talent pipeline throughout the business.

BESPOKE HEADHUNTING SERVICE

A natural extension to our recruitment services, we are increasingly working with employers to fulfil senior roles and have sourced quality candidates for the NHS, Elbit Systems UK, JCB, Joskos, Quanta and TeraCode amongst others. We have a 100% success rate with our headhunting services.

EVENT SPONSORSHIP OPPORTUNITIES

The OA runs a busy schedule of high-profile employment events throughout the year to connect employers with officer job seekers. As a contributor to an OA event, employers can raise awareness of their brand and what they do to support their recruitment drive.

EMPLOYERS WE WORK WITH

Our work with employers and recruiters is extensive. We work across a broad section of sectors, covering: IT, technology, consultancy, defence, cyber, logistics, engineering, telecommunications, construction, banking and finance. For example:

- We assisted **HMRC** with launching of their first senior-level internship programme and supported PCUBED (part of a UK Government framework agreement) by providing candidates for project management and consulting roles focusing on the national response to Covid-19.
- **Abbey Wood DES:** We are working with Abbey Wood DES (Defence Equipment and Support) to post job vacancies with us. Previously, we held an OA introductory insight seminar and following positive feedback; an Interview Skills seminar was held in January last year.
- We supported the **Boston Consulting Group** Insight Day by reviewing and sifting CVs.
- Last year, we supported **McKinsey** with their Virtual Insight Event, promoted solely through the OA. We also managed the event registrations on their behalf.
- Our work with **BT**'s recruitment programme has been widespread and long-standing with over six recruitment events supported by the OA. In return, BT hosted the Officers' Employment Forum at their head office in London and the Chief Executive of Open Reach spoke at one of our flagship employment events.
- We are participating in the **Welsh Government's Employment Action Group**; part of their response to the Veterans Scoping Exercise.



WOMEN INTO EMPLOYMENT EVENT CASE STUDY

The OA WOMEN INTO EMPLOYMENT conference is part of a campaign series addressing why **women have a lower employment rate (69%) compared to men (81%) after leaving the Armed Forces**.

Keynote presentations and panel discussions discussed the key issues and opportunities facing women as they seek to swap military life for civilian employment tackling the:

- struggle to describe skills and experiences in a way that employers understand;
- lack of confidence to apply for roles if they do not 100% fit the criteria;
- reality of balancing work life and family commitments;
- uncertainty of where they best fit in the civilian world.



“

"Quality of speakers was excellent with very human, pertinent, and most important, relatable content. All came across as willing to reach out and help which overall left a feeling of positivity and support."

Bethan Canterbury -
Army, Colonel

“

"This was a huge step forwards in addressing the 'double whammy' female service leavers face and provided valuable advice, guidance, and a huge amount of inspiration too from some fantastic women and employers. Thank you."

Harriet Rogers - RAF, Flt Lt



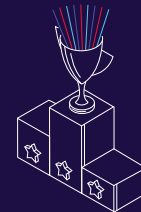
1ST

**FEMALE FOCUSED
EVENT FOR THE OA**



275

ATTENDEES
OFFICERS, OTHER RANKS,
SPOUSES, EMPLOYERS



**SUCCESSFUL EVENT:
A NET PROMOTOR
SCORE OF**

77

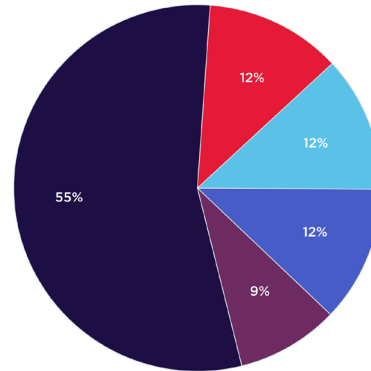
WOMEN INTO EMPLOYMENT EVENT CASE STUDY CONT.

275 attendees came from varying backgrounds including commissioned officers, military personnel of other ranks, spouses, dependants, and women in business or military friendly employers.

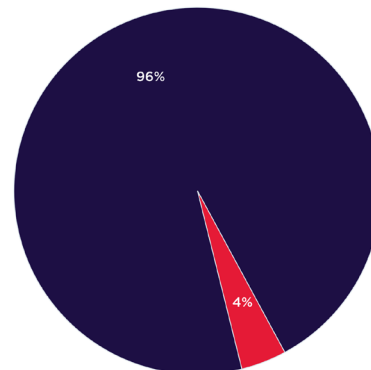


“Sponsoring the event allowed us to directly communicate with the Armed Forces service leavers community. Attaining this level of interaction with 200+ highly motivated and skilled individuals would be an impossible tasking for even the most capable recruitment company.”

Rob Kelly, Project Manager, Jacobs



- Military (commissioned officer)
- Military (other rank)
- Military friendly employer
- Military spouse or dependant
- Woman in business



Was this event helpful in supporting you with your next career steps?

- Yes
- No



110K
SOCIAL
IMPRESSIONS

1530
SOCIAL
ENGAGEMENTS

7K
EVENT PAGE
VIEWS

CONTACT US



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