# FDM EX-FORCES ADVANCED PROGRAMME

Business and Technical careers for ex-forces personnel with project delivery experience

# CONTENT


3 Who we are

7 Who you are

8 Advanced Programme Career Stories

9 The FDM Advanced Programme

10 FDM Academy Training

11 Application Process

# WHO WE ARE

At FDM, we're all about people, and that's why we make your training and career growth our priority. We're a global professional services provider and a leading ex-forces employer, recruiting the brightest talent to become the innovators of tomorrow.

We recognise the diverse skills and experience that ex-forces personnel offer the business world. That is why our programme is tailored to develop your existing skills, enabling you to launch a successful career beyond the forces.

Our work has led to awards, including the Ministry of Defence Employer Recognition Scheme Gold Award and Employer of The Year at the British Ex-Forces in Business Awards. We are also long-term partners with several Ex-Forces charities including Walking With The Wounded, The White Ensign Association, The Royal British Legion and Poppy Scotland.

Diversity, social mobility, and inclusion are an essential part of who we are. With 95+ nationalities working together as a team, we have centres located across Europe, North America, and Asia-Pacific.

EMPLOYER OF THE YEAR

EMPLOYER RECOGNITION SCHEME
GOLD AWARD

EMPLOYER INDEX 2021
SOCIAL MOBILITY FOUNDATION
TOP 75 EMPLOYER

Go back to Content

# OUR PROGRAMME

The Ex-Forces Programme is run by ex-service personnel who understand your background and are committed to supporting your transition into a civilian career, in either a business or more technically oriented role within the technology sector.

Our award-winning Ex-Forces Programme helps military personnel and members of the blue light community (the police, nurses, ambulance and fire services) with leadership and management experience, as well as their spouses, break into a civilian career.

The FDM Ex-Forces Advanced Programme is designed for those who have achieved any rank, from Senior NCO to Officer, and are looking for a specialist career in Project Delivery. We will help you build upon your existing experience, while developing your knowledge of the Project Life Cycle, Waterfall, and Agile delivery methodologies.

**SC and DV clearances are preferable, but not mandatory for all our roles.**

Go back to Content

**250+**

Consultants have taken the opportunity to go permanent with their client since 2014

**800+**

Ex-Forces individuals have joined the programme since January 2014

Public Sector
Government
Banking
Medical
Energy
Financial
and more

You will be provided with fully funded, industry-recognised training through our FDM Virtual Academy. You will then undergo live project experience with leading companies across a variety of industries. We support you at every step of the programme, from instructor-led training, to interview preparation and ongoing mentorship.

## 1.TRAINING

Tech Industry Gold Accredited training through our FDM project management training

tech industry gold
accredited by TechSkills

- Stakeholder management
- Risk management
- Change management
- Elevator pitches
- CV writing
- Interview techniques
- Budget process
- Introduction to business analysis
- Certification Prince2 and scrum master

## 2.PLACEMENT

Hands-on experience with one or more of our industry-leading and international clients:

- IT
- Finance sector
- Retail

## 3.YOUR FUTURE

**Become an FDM Senior Consultant**
Advance your career working at a high level with FDM clients

**Transfer to the client**
Become a valued member of their permanent team

**Follow your own career path**
With 2 years' experience and a supercharged CV, the world is at your feet!

Go back to Content

# DIVERSITY BEYOND GENDER

## FDM D&I Stats:

**5%**
Identify as LGBTQ+

**5%**
Identify with having a disability

## Social Mobility:

**36%**
Were the first in their family to attend a University

**86%**
Attended a state secondary school

## Ethnicity:

**2%** Identify as Arab

**26%** Identify as Asian

**11%** Identify as Black

**4%** Identify as Mixed Race

**59%** Identify as White



Go back to Content

# WHO YOU ARE

The Advanced Programme is designed for ex-service personnel with demonstrable leadership and management experience. We will provide you with industry-recognised qualifications to certify your existing skill set and prepare you for a senior role in project management.

We know that your background working within the forces has equipped you with a range of transferrable skills and valuable life experiences. Our clients realise this and are looking for talented individuals who possess expertise such as leadership, teamwork, risk and change management skills.

Throughout your journey, you will receive dedicated support from people who have been in your shoes and understand your background and skill set.

## Requirements:

- Leadership and Management
- Strong organisational skills
- Excellent communication skills
- Ability to work under pressure
- Problem solving skills
- Competence in Microsoft Word and PowerPoint



Go back to Content

# ADVANCED PROGRAMME CAREER STORIES

## ROGER HAYWOOD

*I served for 23 years in the Royal Logistics Corps as a Communications Specialist, reached Warrant Officer rank, and became a Regimental Signals Warrant Officer. I served in numerous operational theatres during my time in the forces, which taught me some great life skills.*

*I was still serving when I joined the FDM Ex-Forces Programme and was interviewed and offered a position within a UK Government department in week 4 of my training. I became part of the team conducting a large Digital rollout of W10 and SP4 devices across the country.*

*My role was initially as Data Manager, but this progressed into a more PM specific role and Team Leader. I was also on the FDM Mentoring Programme and had the opportunity to not only support the FDM colleagues I worked with, but those on the early part of their journey with FDM.*

*I never intended on becoming a Project Manager until coming across FDM. Skills such as time-management and working well under pressure have ensured a smooth transition into Civvy Street.*

## MORGAN PINDURA

*After working as an Arming and Loading Point Commander within an Aviation Squadron, I joined FDM's Advanced Programme to train to become a Project Manager. I think the big selling point of the FDM model to candidates, is the opportunities it exposes you to and the experience you can build through those opportunities. That was the key driver of my decision.*

*I am looking after projects and programmes. These could be anything from managing the delivery of a piece of software to optimising business processes or solving problems. There is a lot of variety in the work that we do and in the client base, so as you cycle through placements you do very different things with very different teams.*

*I think there are many qualities that a veteran can bring to any workplace, but the most important is adaptability. There aren't many occupations in the world that demand the level of adaptability expected of soldiers. That chamele-on-esque ability to blend into environments and overcome change is of real value, particularly in the consulting industry where the work environment is constantly changing, and challenges are the order of the day.*

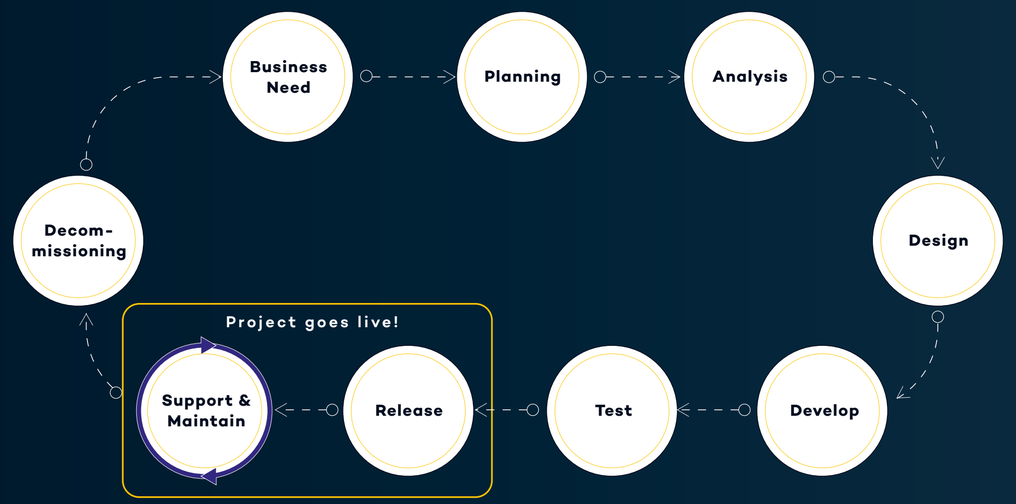


Go back to Content

# EX-FORCES ADVANCED PROGRAMME

The programme is designed to help you build your career in Project Management and Delivery within the tech sector. As an FDM Consultant, you will have the opportunity to work with our clients in a variety of roles across the Software Development Lifecycle. You could find yourself orchestrating a design team's development schedule to create a new application, leading a team of software testers assessing the strength of an online banking tool, or managing stakeholders during the planning stages of a new digital transformation project for the business. The Software Development Lifecycle is varied and prevalent in all major global businesses, meaning you can gain experience in a highly recognised and fast-growing field.

## SOFTWARE DEVELOPMENT LIFECYCLE




Go back to Content

# FDM ACADEMY TRAINING

The 5-week online training programme will aim to provide you with professional and technical skills to advance your existing skill set and tailor them for the demands of managing projects within the Software Development Lifecycle.

## Modules

### Module 1 - Professional Skills

Learn the key components of effective communication – from documentation writing to stakeholder management and elevator pitches.

### Module 2 - Project Management Tools

Get to grips with key Microsoft platforms such as MS Project, Visio and Excel.

### Module 3 - Waterfall Projects

Learn all the phases of waterfall project management and acquire your PRINCE2 certification.

### Module 4 - Agile Methodologies and Frameworks

Expand your knowledge of agile methodologies and acquire your Scrum master certification.

### Module 5 - Final Project Assignment

Simulate a live project environment by applying the skills and methods learnt throughout training.

**On completion of your training, you will be ready for placement**

Additional training available if required

Go back to Content

# APPLICATION PROCESS

1
Submit Application

2
Insight Event

REGISTER HERE

3
Telephone Screening

4
Assessment

Project Management Case Study/Interview

5
Join the Advanced Programme

**Complete a simple online application form on our website, and our team will be in touch!**

APPLY NOW

Speak to us

Go back to Content

FDM

exforces@fdmgroup.com