



# EX-FORCES CAREER PROGRAMME >>

Business and Technical Careers



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# 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.

Our Ex-Forces Programme is run by veterans who understand your background and are committed to supporting your transition into a civilian career, in either a business or technically oriented role. 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.



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# OUR PROGRAMME

The programme is tailored towards service leavers, veterans and reservists of all backgrounds and ranks. Opportunities are also available to military spouses and members of the blue light community.




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250+

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




42%

Consultants now permanent with clients



800+

Ex-Forces individuals have joined the programme since January 2014




21%

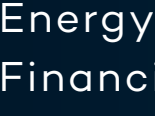
Commissioned

79%

Non-Commissioned



Public Sector  
Government  
Banking  
Medical



Energy  
Financial  
and more








Our programme is designed by veterans and provides you with up to 14 weeks of industry-recognised training through the FDM Virtual Academy. You will then undergo live project experience with leading companies across a variety of sectors. The programme is designed to support you the whole way, from instructor-led training, to interview preparation and ongoing mentorship.


● **1.TRAINING**


Tech Industry Gold Accredited training through our FDM Academy





 **Software Development**


 **Cloud Engineering**


 **Software Testing**


 **Data Engineering**


 **Project Management**


 **Business Analysis**


 **Business Intelligence**

 **Risk, Regulation and Compliance**

 **Salesforce Developer**


 **Salesforce Analyst**


 **TechOps**


 **Robotic Process Automation**


● **2.PLACEMENT**

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


**Banking & Finance**


**Public Sector**


**Retail**


**Insurance**

● **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!

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Who we are

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# DIVERSITY BEYOND GENDER

## FDM D&I Stats:

3%

Identify as LGBTQ+

6%

Identify with having a disability



## Social Mobility:

36%

Were the first in their family to attend a University

86%

Attended a government funded school



## Ethnicity:

85%

White or White British

5%

Black or Black British

3%

Other

3%

Asian or Asian British

2%

Mixed or Mixed British

2%

Prefer Not to Say



# WHO YOU ARE

The Career Programme is for ex-services personnel of all ranks and is suitable for individuals who would like to secure a civilian role in the technology industry. We will provide you with recognised qualifications to certify your existing skill set and prepare you for your new professional path.

We know that your background working within the forces has equipped you with a range of transferrable skills. Our clients are aware of this and are looking for talented individuals who have valuable experience within areas such as teamwork, and risk and change management. We also value any technical skills that you may have acquired whilst working within the forces.

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## Requirements:



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

# EX-FORCES PROGRAMME CAREER STORY

## DAVID KING

*I left the Armed Forces in 2018 after four years as a Warfare Officer in the Royal Navy and joined FDM's Ex-Forces Programme as a Software Developer.*

*After completing training, I secured a role in Cybersecurity DevOps Engineering with a global leader in the financial services sector. I worked in the Security Platforms Team on site for the two years and have now transferred to a permanent role with the client.*

*By using the leadership and management skills I gained in the Armed Forces and demonstrating the value I brought, I was selected to become the operations team leader for a major new system. My ability to rapidly adapt to new situations and overcome challenges greatly impressed the senior members of the team. Since then, I have used my development skills gained at FDM to great effect; increasing operational efficiency with thorough use of automation, writing time-saving scripts and processes that are used throughout the team.*





# EX-FORCES PROGRAMME CAREER STORY

## JAMIE MARSHALL

*I left the Armed Forces in 2021 after 15 years' service with the Royal Artillery, finishing my career as a Project and Operational Manager of a specialist surveillance organisation. I joined FDM's Ex-Forces Programme to gain the essential commercial experience needed and became an Information Technology Project management Consultant.*

*During my placement, I impressed the employer with my ability to integrate into a new team and deliver benefits quickly. I became a Project Manager in a short time and delivered optimal outcomes and performances, met the standard of quality and was given additional responsibilities.*

*With effective planning, hard work and enthusiasm, I successfully transitioned into a new role, instantly delivering results for the business. I am, therefore, proof that, given the right opportunity, Ex-Forces personnel can adapt and make a difference within a commercial work environment.*



# THE EX-FORCES CAREER PROGRAMME

The programme is designed to help you build the foundation for a successful career in the technology 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 designing a new app as a Software Developer, assessing the strength of an online banking tool as a Software Tester, or acting as a Project Manager and managing stakeholders during the planning stages of a new digital transformation project. The Software Development Lifecycle is varied and prevalent within all major global businesses. This means you will be able to gain experience in a highly recognised and fast-growing field.



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# SOFTWARE DEVELOPMENT LIFECYCLE >>



# PROJECT SUPPORT OFFICE

As a Project Support Officer, you will **plan, monitor, and report** on tasks, ensuring that they are completed on time and in line with the project objectives. Some key tasks include improving efficiency and cutting costs of the business.

The most valuable skills for this role are **managing stakeholders, identifying risks** and issues, and **communicating** effectively. You will also need to be a **forward thinker** and monitor projects from start to finish.

## Transferable Skills

- Stakeholder Management
- Identifying Risks and Issues
- Requirement Documenting (Agile)
- Effective Communicator
- Forward Thinker
- Well Organised



# BUSINESS ANALYSIS

As a Business Analyst, you will analyse and document requirements from business users, focusing on understanding the structure and arrangements of a business, so you can recommend solutions to reach the client’s end goal.

For this reason, the ability to **manage stakeholders, listen to their requirements** and clearly **communicate** your solutions is extremely important in this role.

## Transferable Skills

- Stakeholder Management
- Requirement Elicitation
- Requirement Documenting (Agile)
- Analytical
- Effective Listener
- Strong Communicator

# BUSINESS INTELLIGENCE

As a Business Intelligence Analyst, you will **transform raw data** into meaningful and useful information to enable business decisions, so understanding data and having an analytical mindset is hugely beneficial.

In addition to technical skills, you will require **attention to detail, appreciation for business** and **effective communication**. You will need to present data in a way that makes sense to the end user, allowing them to use that data when making business decisions.

## Transferable Skills

- Analytical
- Extract, Transform and Load
- Databases i.e., SQL
- Interested in Business
- Detail Oriented
- Effective Communicator



# SOFTWARE DEVELOPMENT

As a Software Developer, you will be integral to delivering technology solutions and may be involved with gathering requirements, analysing user needs, developing the software solution, and documenting each stage, whilst also collaborating with different stakeholders across the business.

Whether you are a front-end or back-end developer, your role will be code heavy, so you will need strong **attention to detail** to identify a line or sequence of code that can run correctly.

When unexpected issues arise, you will have to **think logically** about how to best **solve the problem**. **Creativity** is also important when designing a user-friendly and straightforward software.

We provide in-depth training for this role, so previous **coding** experience is not required. However, we recommend you undertake some coding tutorials and webinars in your own time, as this will give you helpful examples to draw on ahead of your interviews.

## Transferable Skills

- Detail Oriented
- Problem Solver
- Creative
- Logical Thinker
- Effective Communicator
- Familiar with Coding

# SOFTWARE TESTING

As a Software Tester, you will ensure the quality of systems and software applications, working alongside the Software Development Team, while finding and eliminating issues with the product.

This role is probably the most **process driven** position we offer and is split into two separate areas – manual and automated testing. These are usually separate roles, however, there are several transferable skills which apply to both.

An **interest in new technologies** is vital, as you will be working with cutting-edge tech. **Curiosity** and **professional pessimism** are also very important skills, as you will always be looking for ways in which you can improve processes for the user. When you are presented with a piece of code, you will need to look for potential flaws. You will then highlight the errors to the Software Developers so they can fix it.

## Transferable Skills

- Curious
- Interested in Technologies
- Automation
- Process Driven
- Analytical Thinker
- Professional Pessimist



# DATA ENGINEERING

As a Data Engineer, you will examine large amounts of data to uncover patterns, correlations, and trends, generating new insights that allow businesses to make informed decisions and gain a competitive advantage. Take Netflix’s series recommendations – it provides you with suggestions based on your past searches and watch data, so Netflix holds insights of what interests you the most.

Big Data Technologies have enabled individuals and organisations to gain valuable insight from vast sets of data. This includes understanding how we **combine, mine and analyse** structured and unstructured (free form) pieces of data to unlock a new level of business insight and awareness.

Your role will be crucial in building and scaling platforms that enable data collection, processing, and storage. The key transferable skills we look for are a **programmatic and analytical mindset, problem solving**, and the ability to **build relationships** with stakeholders.

The main technology used in this space is the Hadoop Framework, which includes languages and functions such as Hive, Scala, Spark, Pig, Python, MapReduce, and R-Programming.

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## Transferable Skills

- Data Analysis
- Problem Solver
- Stakeholder Management
- Analytical
- Effective Communicator
- Detail Oriented

# CLOUD COMPUTING ENGINEERING

As a Cloud Computing Engineer, you will work with computer cloud systems, where data and applications can be stored and accessed on the internet, as opposed to a computer’s hard drive.

You will be analysing data to determine which cloud solution would best meet the client’s needs, checking the state of these cloud- based applications that are in operation, and getting involved in the creation of any new cloud environments. Some examples of the web services you could be dealing with include Microsoft Azure, Google Cloud and Amazon Web Services.

**Good organisation, flexibility, quick learning, effective communication and problem-solving** are all skills that will benefit you in this role. Cloud is en- grained into all aspects of the IT field and there are a range of opportunities to develop cross-functional skills.

As more and more companies move onto the cloud, ensuring the security of their data is going to be crucial. The development of cloud computing is highly beneficial; it reduces costs as clients only pay for the resources they need. It is also highly flexible as it can be easily changed, based on client requirements. Plus, it provides quick and easy access to new technologies.

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## Transferable Skills

- Web Services and API’s
- Information Security
- Quick Learner
- Networking
- Well Organised
- Effective Communicator



# TECHNICAL OPERATIONS

As a Technical Operations Consultant, you will ensure that critical business systems are maintained, so that businesses can run as effectively as possible.

This role is very **broad and varied**, and it's a great option for anyone who knows they want to get into a technical role but haven't decided on a specific area. It also has the potential to branch off into several different pathways, both software and hardware related. People often start in a Technical Operations role and then move into Software Development, Business Intelligence or even Project Management.

**Resilience** is important in this role as you will be at the heart of both technical and business operations, providing critical support for an organisation's IT estate, technical team, and business users.

You will need to be **proactive**, as you will **manage** and maintain vital IT infrastructure. You will also discover creative solutions to technical problems and **effectively communicate** them to people at all levels throughout the business, often in high-pressure environments.

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## Transferable Skills

- **System Admin (Windows, Linux)**
- **Service Management**
- **Networking**
- **Resilient**
- **Effective Communicator**
- **Proactive**

# ROBOTIC PROCESS AUTOMATION

As a Robotic Process Automation (RPA) Consultant, you will be working with the technology that allows the use of software in configuring robots to perform actions that would normally be executed by humans on digital systems.

This role is ideal for someone who wants to get into the IT industry but is not sure on the exact pathway. You can pursue a technical career as an RPA Developer or a business one as an RPA Team Lead. Technical skills are important, but you will also need business-related skills such as a logical mindset, and a capacity for **problem solving and effective communication**.

You will need to **understand and analyse** data, as you will have to identify the actions that could be replaced by robotic automation on digital systems. **Familiarity with RPA** tools, such as UiPath, Automation Anywhere and Blue Prism is an obvious advantage and would make for great examples in your interviews.

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## Transferable Skills

- Debugging and Testing
- Data Analysis
- Familiar with RPA Tools
- Logical
- Problem Solver
- Effective Communicator



# RRC - RISK, REGULATION AND COMPLIANCE

As a Risk, Regulation & Compliance Analyst, you will be a crucial asset in assisting organisations with the accurate and timely **presentation of data** in line with **internal process, governance, and regulatory requirements**.

The role will be client-facing and varied within the KYC (Know Your Customer), Risk, Regulation and Compliance business areas.

You will need to have strong **attention to detail**, to identify the specifics on different regulations related to your sector and understand how these could impact your client’s business.

**Effective communication** is also very important, as you will have to communicate potential risks and regulation changes to a variety of stakeholders who may not have any previous experience in this area. Think about the Covid-19 pandemic and the impact this caused most businesses. **Problem-solving** becomes a critical skill when managing similar risks for a company.

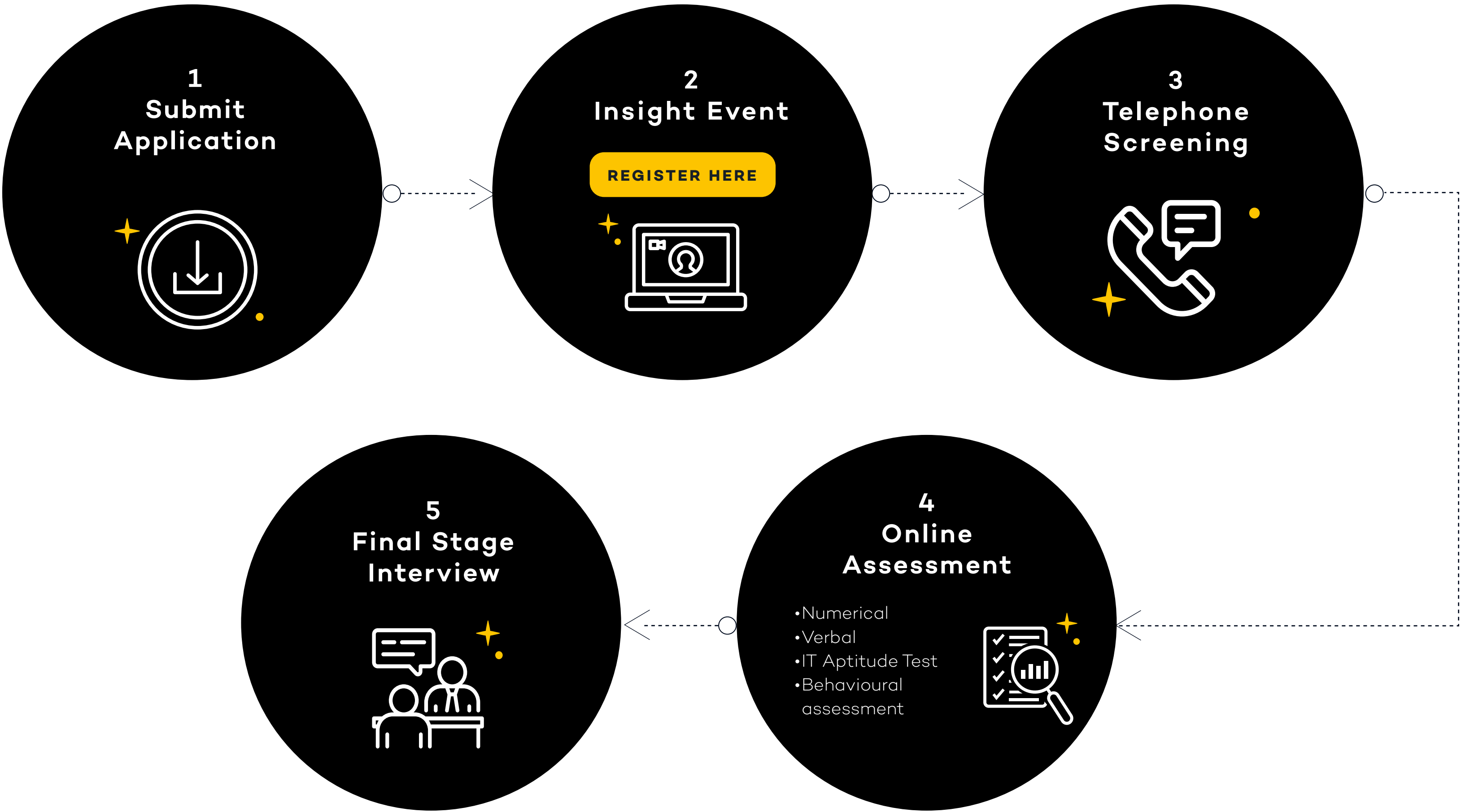
Sometimes we don’t see risks coming, so the ability to pivot and effectively solve an unexpected issue is important in this role.

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## Transferable Skills

- Data Savvy
- Effective Communicator
- Problem Solver
- Inquisitive
- KYC
- Detail Oriented

# APPLICATION PROCESS



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Speak to us





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

**APPLY NOW**





exforces@fdmgroup.com

