

**EX-FORCES CAREER
PROGRAMME >>**

Business and Technical Careers



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WHO WE ARE

At FDM people are our passion and that's why we make your training and career growth our priority. We are 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 can offer to the business world. This is why our programme is tailored to develop your existing skills and enable you to launch a successful career beyond the forces.

Our work has seen us awarded with the Ministry of Defence Employer Recognition Scheme Gold Award and recognised as Employer of The Year at the British Ex-Forces in Business Awards. We are long term partners with Ex-Forces charity Walking With The Wounded, who we raise money for every year.

Diversity, social mobility and inclusion are an essential part of who we are. With over 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 for service leavers, veterans and reservists of all backgrounds and ranks, with opportunities 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

750+ Total Ex-Forces 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 for veterans, by veterans, and is there to provide you with up to 14 weeks of industry recognised training through our FDM online Academy, followed by live project experience with leading companies in 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 Project experience with one or more of our blue-chip international clients in sectors such as;

- 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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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



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WHO YOU ARE

We will provide you with industry-recognised qualifications to certify your existing skills and prepare you for a career in tech.

We know that your forces background will have equipped you with a range of transferrable skills and valuable life experiences.

Our clients are looking for talented individuals with the skills you have gained within the forces. These include soft skills like leadership, teamwork, and risk and change management, as well as any technical skills you may have acquired.

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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 had 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.



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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 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 transition into a new role, and instantly delivered results for the business. I am prove that giving the right opportunity, Ex-Forces personnel can adapt and make a massive difference within a commercial setting whilst continuing to look after their own.



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THE EX-FORCES PROGRAMME

The Programme is designed to help you build the foundations of 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 within 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 managing stakeholders during the planning stages of a new digital transformation project as a Project Manager.

The Software Development Lifecycle is varied and prevalent in all major global businesses, meaning you will be gaining experience in a highly recognised and fast-growing field.



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SOFTWARE DEVELOPMENT LIFECYCLE >>



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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 to stakeholders. You will need to be a **forward thinker** in order to monitor projects from start to finish and ensure that the projects are moving towards the business goals.

Transferable Skills

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

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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 in order to recommend solutions to reach the client's end goal.

For this reason, the ability to **manage stakeholders, effectively 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

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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 can be hugely beneficial.

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

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Transferable Skills

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

SOFTWARE DEVELOPER

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, all whilst collaborating with different stakeholders within the business.

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

When unexpected issues arise, you will have to **think logically** about how to best approach and **solve the problem**. **Creativity** is also important when designing a user-friendly and straight forward software that people enjoy using.

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

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Transferable Skills

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

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 includes Microsoft Azure, Google Cloud and Amazon Web Services.

Some of the soft skills that would benefit you include **good organisation, flexibility, quick learning, effective communication and problem-solving**. Cloud is engrained into all aspects of the IT field and there is a range of opportunities to develop cross-functional skills.

As more and more companies move onto the cloud, ensuring the security of the 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 highly flexible as it can be easily changed based on client requirements and it provides a 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 proceed to 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 has also the potential to branch off into a lot of 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 as well as 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**



SOFTWARE TESTING

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

This role is probably the most **process driven** role we offer and breaks down into two separate areas – manual and automated testing. These are usually separate roles, however there are a lot of transferrable skills which apply to both.

An **interest in new technologies** is vital as you will be working with cutting-edge technology. **Curiosity** and **professional pessimism** are also very important skills as you will always be looking for ways processes can be improved for the user. When you are presented with a piece of code, you will need to look for potential flaws, even if you think it's a strong code. 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

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DATA ENGINEERING

As a Data Engineer, you will examine large amounts of data to uncover patterns, correlations and trends to come up with 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 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, relationships building** with stakeholders and **effective communication**.

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

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Transferable Skills

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

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, as 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 some business-related skills such as a **logical** mindset, **problem solving** and **communication skills**.

Being able to understand and **analyse data** will be very useful 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 a strong **attention to detail** in order to identify the specifics on different regulations related to your sector and understand how these could impact your client's business.

Being an **effective communicator** 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 or knowledge 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.

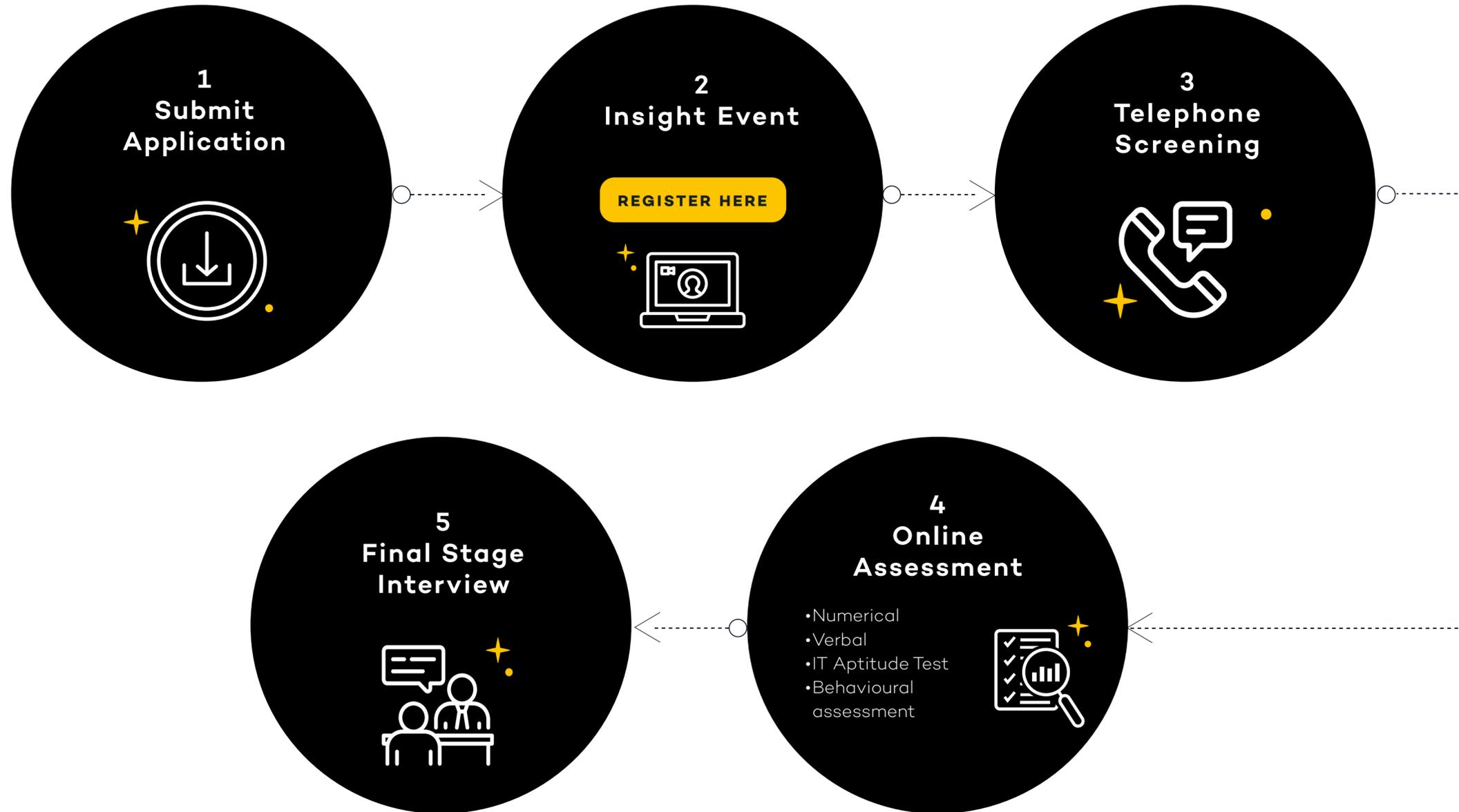
Sometimes we don't see risks coming, so the ability to pivot and effectively solve an unexpected issue is very important in this role.

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Transferable Skills

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

APPLICATION PROCESS



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APPLY NOW



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