

Entry Level vs Entry Point

One of the most confounding questions someone transitioning faces is “where will I fit in the hiring organization”. Everyone brings a wealth of skills, talents and experiences to the table from their military career. A common question raised is why I am not being offered a position that is equivalent to the one I left in the military. “I don’t want an entry level position.”

Let’s first look at the competition you face for the desired position. You ask what competition? Consider the folks within the organization who have worked and built a reputation as a current employee. They are looking for a promotion, the recognition for the skills and experiences within the company that have made them and the company successful. That is an asset from the company’s perspective.

There are also external candidates who have worked or are working for the company’s competitors or within the industry. They are familiar with the ins and outs of not only the required skills, etc. but the culture of the industry and probably the company. The hiring company values this level of experience as well.

So, what is a transitioning military do? Your self-evaluation of your skills, talents and experiences is a first start. Your goal is to make yourself competitive with the competition. What makes you stand out from the crowd as the saying goes. Another major evaluation comes with the analyzing of the culture that works best for you. Past articles have addressed this. Make sure that you know what works for you and how you will fit in the new organization, team, ...

Once you have done your research, it’s time to figure out where you will fit. Here’s the key question. Where is your entry point into the organization? Some can transition into an executive position as they’ve evaluated all the points mentioned and conclude that the executive level is a fit. Others may be more comfortable taking steps back in the hierarchy to get to know the organization, people, culture, and even the business.

You’ve spent how many years in the military culture. Can you bring someone new into the military at a senior or maybe even a mid-level position? We all started at the bottom of the rung as an E-1 or O-1.

This discussion has revolved around the premise that you are entering into a position that is related to your current skills, etc. Let’s close this with a brief discussion about entry into a career that is unrelated to past experiences. You have a whole new set of skills and experiences to learn. Here’s where an entry level position is appropriate. I talked to one gent who argued with me about a computer skills position where he didn’t have the required skills. Hello!

We are here to help through this process so that you succeed through your transition. Many transitioning folks end up job hopping until they find the right fit. That should never be! Best wishes as you transition.

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