

# TIPS FOR HIRING MILITARY SPOUSES

A REFERENCE FOR RECRUITERS AND HIRING MANAGERS

Whether you are specifically seeking military spouses to join your team or happen to stumble across a candidate who is a military spouse, there are some things you should keep in mind to get the most out of your recruiting efforts and take advantage of one of the most under-tapped talent pools in the country.

## **RECOGNIZE MILITARY SPOUSES' UNIQUE VALUE**

Due to their lifestyle, filled with unpredictability and frequent moves, military spouses are especially flexible, adaptable, loyal, educated, committed, and self-motivated. Because of this environment, most also demonstrate high learning agility.

## **UNDERSTAND GAPS IN THEIR RESUME**

Gaps in a military spouse's resume may not mean the same as gaps in someone else's resume. They may have moved to a remote location where they couldn't find work, or they may have only been in one location for a few months, making it unrealistic to find a new job. Take the time to understand these gaps. Organize their experience based on skill set, not chronological order, to get the full picture of what they can offer your organization.

## **GET THEM TALKING**

Unknowingly, military spouses leave valuable experience off of their resumes. Talk to them about what they're passionate about, or what volunteer activities they participate in. Many spouses have extensive volunteer experience with budgetary and

managerial responsibilities. You'll probably uncover leadership and management experience they excluded due to the volunteer nature of the work.

## **BE OPEN MINDED ABOUT THEIR DEGREES**

Military spouses may have earned their degree(s) over many years, online and off, or from several schools due to frequent relocations. Be open to the positive of such situations; this approach shows ingenuity and commitment.

## **THINK LONG TERM**

Be honest about long-term career opportunities and do not oversell the ability to maintain a mobile career unless it can be a reality. Also, keep in mind that hiring a military spouse could open the door to hiring their spouse, or others in their network, down the road.

## **HIGHLIGHT BENEFITS THAT UNIQUELY APPLY TO MILITARY SPOUSES**

These could be benefits offered to all employees (e.g., Family and Medical Leave Act's qualifying military exigency) or benefits specifically for military spouse employees.

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### *The Military is a Part of Our DNA*

At Booz Allen, we have formal programs and support for military spouses to build their careers, no matter where military life takes them. Booz Allen was founded by a veteran, has continuously supported the military since working with our first Department of Defense client in 1940, and one-third of our employees have a military background. With those credentials, it's easy to understand why Booz Allen invests in helping its veteran, reservist, and military spouse employees thrive.

**TO LEARN MORE, VISIT  
[BOOZALLEN.COM/MILITARYSPOUSE](https://www.boozallen.com/militaryspouse)**

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## **NEGOTIATE WISELY**

Military spouses may not need to take advantage of healthcare benefits that your company offers, or transitioning to a hard to staff location at no cost to the organization; so be creative in making a complete and attractive offer.

## **PROMOTE MILITARY SPOUSE SUPPORT**

Talk to military spouse candidates about internal employee resource groups or programs where military spouses can find support. They will feel comforted knowing that people within the organization know what they are going through.

## **HIGHLIGHT THE ORGANIZATION'S COMMITMENT TO THE MILITARY**

It should be no surprise that military spouses may be very patriotic. They will likely be energized by your organization's commitment to the mission and want to be a part of it, too.

## **PARTICIPATE IN MILITARY SPOUSE HIRING EVENTS**

Many bases host hiring events through Hiring Our Heroes or other organizations. Take advantage of these (often free) events to meet military spouses wherever they are located.

## **KNOW CURRENT MILITARY SPOUSES**

Have a few profiles of military spouse employees in your back pocket so you can show the candidate examples of people who have maintained their careers through one or more relocations.

## **DON'T ASSUME**

Don't assume a military spouse wants part-time work. Don't assume a military spouse won't want a position for which they are overqualified. And don't assume that you know what a military spouse wants to achieve while working for you.

## **UNDERSTAND THE CULTURE**

If you do not have any military experience, take a Military 101 course of some kind. The Truman Foundation and PsychArmor offer basic online curricula for employers. If you're not familiar with the military lifestyle or the vocabulary, you may miss a lot of nuance and context. This applies to spouses as well as veterans.

## **PROMOTE VALUES**

If your organization practices strong core values—especially any associated with the military—promote them! You can help show how your culture is an excellent match and an environment where military-affiliated talent can thrive and build a rewarding career.

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## *About Booz Allen*

For more than 100 years, business, government, and military leaders have turned to Booz Allen Hamilton to solve their most complex problems. Together, we will find the answers and change the world. To learn more, visit [BoozAllen.com](http://BoozAllen.com).