



# Employing veterans

Respected.  
Experienced.  
Dedicated.  
Exceptional.

# Minister's message



Veterans are highly skilled having received ongoing training and education from the Australian Defence Force (ADF). Coupled with on-the-job experience and a can-do, outcomes focused attitude, this makes them valuable employees in every organisation.

Over 105,000 veterans call Victoria home.

We understand how important it is for veterans to be supported to live their fullest lives after service, and finding meaningful and secure employment is critical to making that transition successful.

That is why I am asking all employers to consider employing a veteran, and to share this resource across your organisation and industry.

Service in the ADF is varied, with more than 200 different jobs and classifications. The skillsets and abilities gained through service in the ADF are transferrable to a wide range of workplaces and make veterans ideal candidates for employment.

Since 2017, over 1,159 veterans have been employed in the Victorian public sector. These veterans are making a valuable contribution to their communities through their work.

We have made significant progress in improving awareness of the important skills and contributions veterans can make in our workforces, and with your support we can continue to build on this success.

**The Hon Natalie Suleyman MP**  
**Minister for Veterans**

# Advocate's message



Australian Defence Force personnel have individual skills and experience that can transfer to almost any workforce, from building military 'towns' in months to managing international logistic supply chains and deploying and leading multidisciplinary teams across diverse locations. They are very experienced in leadership, managing risk, problem solving and communication. Their personal values are centred around integrity, loyalty, self-discipline and commitment. They have a strong work ethic, are dedicated and focus on results.

Victorian veterans reflect the great diversity of all Victorians, whether that's age, gender, background, culture or faith.

If you are an employer seeking the strengths that veterans can bring to your workplace, this resource is for you.

**Major General David McLachlan AO AO (Mil) (Rtd)**  
**Veterans Employment Advocate**



## Dane Reid, Computing Today

Dane Reid has employed many people during his time as the managing director of Computing Today, but he says the veterans who work at the business bring a unique set of skills.

Computing Today has a 33-year history of providing information technology services to small and medium businesses.

Dane says it has been eye-opening to employ two veterans earlier this year, who both have strong skillsets from their time in the Australian Army. They use their experience and knowledge to quickly pick up new skills and work closely with clients to provide ongoing computing support services.

One of the veterans, Computing Today's full-time operations manager, worked in admin and operations in the Australian Army. These organisational and process-driven skills have enabled him to transfer seamlessly into his new role.

*'The veterans I employ are very task-focused and take something and run with it. They go over and above, are very loyal, and want to try their best.'*

The Wangaratta business employs 13 staff, and Dane hopes to employ more veterans in the future.

## Victorian Public Sector Veteran Employment Strategy

Veterans are valued members of the Victorian public sector, where they are widely regarded as highly skilled and motivated employees.

The Victorian Government set a target in November 2016 to employ 250 veterans by 2021. This program was so successful that in 2019 we tripled the target to 750. We've seen outstanding results from the experience, talent and skills that veterans have brought to the public sector, and in October 2021 we doubled our target again to employ another 750 veterans by June 2025.

Veterans have skills and experience that are directly transferable to a broad range of roles. Veterans have found work in areas including cybersecurity, justice, firefighting, forestry and construction, along with executive roles in project, risk and logistics management.

For more information about Victoria's Public Sector Veteran Employment Strategy, visit [vic.gov.au](https://www.vic.gov.au) – Job opportunities for veterans in the Victorian public sector <<https://www.vic.gov.au/job-opportunities-veterans-victorian-public-sector>>.



# Experienced

The ADF recruitment process is competitive and thorough. Ongoing education and training is a requirement for service and progression. For virtually any job there is a qualified veteran with skills and experience that you often can't get anywhere else.



**Skilled** – If you need someone to work in project management, logistics, leadership, communications, construction, security, administration, hospitality or maintenance, you will find a veteran with the right skills.



**Qualified** – You can find qualified professionals, including health professionals like doctors, dentists and nurses, technical specialists such as engineers and IT professionals, and tradespeople, such as plumbers, carpenters, electricians, chefs and heavy vehicle drivers.



**World-class training** – In the ADF every person in every job receives world-class training in their field, enhancing their on-the-job experience.



**Relevant** – Veterans' skills are easily transferrable to private organisations and businesses.

## Veteran's skills and experience can translate effectively into civilian roles

### ADF rank Warrant Officer

**Civilian equivalent: senior engineer or project manager**

#### Transferable skills

- management including staff development, building culture and morale, supervising teams of up to 600, staff administration and support
- project management using direction from superiors, plan priorities, resources and work responsibilities to deliver and achieve results
- logical and independent thinking to achieve a high standard of work and meet team goals
- advanced communication and stakeholder management skills.



# Dedicated

As every experienced manager knows, an employee's skills and capabilities are important, but personal attributes and values really make a successful team member.

Veterans possess qualities that contribute to a positive team culture and add value to every organisation. They enhance productivity, solve problems and create solutions that will exceed your expectations.

**Above and beyond** – veterans know how to perform under pressure. They stay level-headed under stress, take control and deliver to strict deadlines.

**Leaders** – from the start of their service, ADF personnel understudy those senior to them, developing leadership skills and learning how to mentor and inspire others.

**Team players** – veterans understand the importance of teamwork and collaborating across diverse teams to achieve a shared goal.

**Results focused** – accountable for their actions, veterans are trained to create a plan of action, identify core priorities, and efficiently allocate resources and responsibilities to get the job done.

**Process savvy** – Highly capable and respectful of procedures, protocols, and quality and safety standards, veterans are trained to achieve outstanding results.

**Adaptable problem solvers** – accustomed to rapidly changing environments and situations, veterans can identify risks and collaboratively find solutions to changing work requirements.

**Expert communicators** – clear and concise written and verbal communication is a key requirement in the ADF. Veterans have the skills to communicate logically and clearly for all audiences.

**Security aware** – inherently focused on the security of work equipment, information and the workplace, veterans are very conscious of sensitive information and protect it accordingly.



# Exceptional



## Sheree Symonds, Telstra

Sheree Symonds is a self-confessed over-achiever who uses skills she gained from her service in the ADF to lead support for critical emergency services platforms.

Sheree served in the ADF for nine years as a communications and information systems sailor.

Her role involved working on radio networks and the IT system on board a navy vessel, sending and receiving Morse code, and encoding and decoding messages for high-speed ship manoeuvres.

After leaving the ADF, Sheree travelled and worked overseas. On her return to Australia, she used her unique skillset to support the ADF as a defence contractor.

For the last four years Sheree has worked for Telstra, receiving three promotions in that time.

*'The inherent work ethic that comes from the Australian Defence Force is invaluable to employers. People who have served are always ready to pick something up and run with it. Even if we don't have the exact qualifications from the start, we are ready to tackle anything and can quickly learn and develop the skills needed in any workforce.'*

Sheree studies emergency management part time and volunteers at her local RSL, where she created and coordinates Altona RSL Active, a program to support her local veteran community.

## Resources

### Veteran support and commemoration

Learn more about Victorian Government programs that honour the contribution of the ex-service community, and support veterans and their families on:

vic.gov.au – Veterans support and commemoration

**<<https://www.vic.gov.au/veterans-support-and-commemoration>>.**

### Victorian Veterans Council

The Victorian Veterans Council (VVC) is an independent body that provides crucial advice to the Government on issues impacting the Victorian veteran community. The VVC ensures the voices of the veteran community influence the Government's work supporting veterans and their families and recognising their service and sacrifice.

Learn more about the Victorian Veterans Council, as well as programs and support available to Victorian veterans on:

Victorian Veterans Council

**<<https://www.victorianveteranscouncil.org.au/>>.**

It features:

- information about a wide range of services and programs available to veterans and their families living in Victoria
- commemorative and historical information
- an employment section with links to job opportunities, guides for applying, employment programs and education support, and access to career advice. Visit:

Victorian Veterans Council – Employment

**<<https://www.victorianveteranscouncil.org.au/employment>>.**



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Available at vic.gov.au – Veterans support and commemoration  
<<https://www.vic.gov.au/veterans-support-and-commemoration>>.  
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