

Identifying Transferable Skills for UK Veterans

Transitioning to Civilian Life

Core Transferable Skills

Military Task / Role 	Civilian Equivalent	Highly Desirable Traits
Section/Platoon Commander	Operations Manager, Team Leader, Supervisor	Leadership, conflict management, performance oversight, strategic delegation.
Logistics, Quartermaster, or Stores	Supply Chain Manager, Warehouse Supervisor, Ops	Inventory control, procurement, audit tracking, health and safety compliance.
Engineer or Technician	Maintenance Engineer, Project Manager, IT	Fault finding, compliance, planned preventative maintenance (PPM), project planning.
Instructor or Training Officer	L&D Specialist, HR Manager, Coach	Public speaking, onboarding, performance review, knowledge sharing.

Transitioning from the Armed Forces into civilian employment can feel like a major shift, but one of the strongest advantages you already have is your bank of transferable skills. These are the abilities, behaviours and ways of working developed through service that can be applied across civilian sectors, roles and levels of responsibility. The challenge is often not whether you have these skills, but whether you can recognise them, describe them clearly and match them to what employers need.

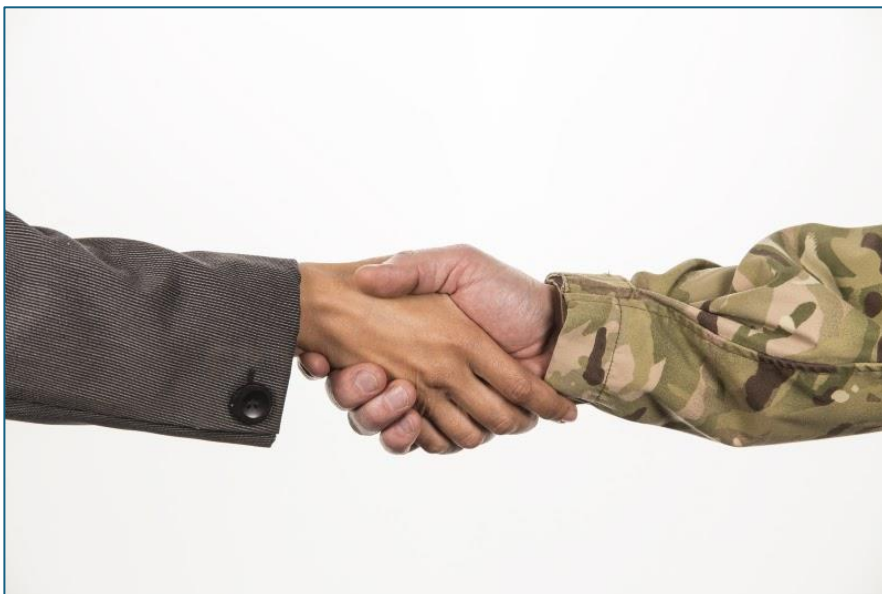
What are transferable skills?

Transferable skills are capabilities that remain valuable when you move from one setting to another. They are not tied to one employer, one rank or one job title. In a military context, they often include leadership, communication, teamwork, planning, problem-solving, technical competence, resilience, judgement and accountability. They can come from operations, training, exercises, line management, instructional duties, administration, welfare responsibilities and specialist trade work.

Why are they valuable in civilian careers?

Civilian employers do not only hire for technical fit. They also hire for reliability, judgement, attitude, adaptability and the ability to work well with others. Service leavers often bring all of these in abundance. Many employers actively want people who can lead under pressure, learn quickly, follow through on commitments and stay effective when conditions change. That is why organisations ranging from major employers to the NHS and forces-friendly businesses continue to highlight the value of ex-military recruits.

Transferable skills are especially important when your military role does not map neatly onto a civilian job title. A hiring manager may not understand your trade, unit structure or internal terminology, but they will understand statements such as managing people, coordinating operations, improving safety, delivering training, maintaining standards, handling equipment responsibly, or solving problems to a deadline.



Key skills veterans develop in the military:

- **Leadership and teamwork:** Service life builds the ability to work within a team and, often earlier than in civilian life, to lead people, allocate tasks, maintain morale and achieve results together.
- **Communication:** Briefings, reports, handovers, instructions, liaison and difficult conversations all build clear, concise communication. That applies in management, operations, customer-facing roles and technical environments alike.
- **Problem-solving and judgement:** Military work often requires rapid assessment, prioritisation and action with incomplete information. Civilian employers value people who can stay calm, weigh options and make sound decisions.
- **Adaptability and resilience:** Frequent change, uncertain conditions, new teams, new locations and high expectations build mental resilience and practical adaptability that are valuable in almost every industry.
- **Discipline and reliability:** Turning up, meeting standards, protecting safety, following process and taking responsibility are all highly marketable traits in civilian work.
- **Technical and operational competence:** Many service leavers have experience with equipment, maintenance, engineering systems, logistics, data, IT, security, training delivery or compliance. These often transfer directly or can be strengthened with a civilian qualification.

Military trades translate directly to civilian careers. Highly technical corps feed into specialized corporate and industrial jobs, while infantry and armoured regiments excel in operations and leadership. The most common corps and regiment transitions include:

Engineering & Technical

- **Royal Electrical and Mechanical Engineers (REME):** Transition into **Field Service Technicians, Automotive Engineers, Aircraft Maintenance Engineers, or Plant Mechanics.**
- **Corps of Royal Engineers:** Transfer directly into **Project Management, Construction Site Management, Civil Engineering, or Facilities Management.**

Logistics, Transport & Communications

- **Royal Logistic Corps (RLC):** Move into **Supply Chain Management, Transport Operations (Fleet/Haulage Managers), and Warehouse Operations.**
- **Royal Corps of Signals:** Transition to **Telecommunications Engineers, Cyber Security Consultants, and Network Analysts.**

Medical & HR

- **Royal Army Medical Corps (RAMC):** Fill civilian roles as **Paramedics, Registered Nurses, Operating Department Practitioners (ODP), or Healthcare Managers.**
- **Adjutant General's Corps (AGC):** Transfer into **Human Resources (HR) Management, Paralegal/Legal Administration, and Financial/Payroll Administration.**

Combat & Reconnaissance

- **Infantry (e.g., The Royal Regiment of Scotland, The Black Watch) & Royal Armoured Corps:** The broad leadership, crisis management, and teamwork skills translate incredibly well into **Operations Management, Police/Security Management, and general corporate Project Management.**

Intelligence

- **Intelligence Corps:** Transfer directly into **Corporate Security, Risk Management, Data Analysis, and Cyber Intelligence Consulting.**