

Military Ranks and their Civilian Corporate Equivalents - A Recruiter/Hiring Manager's Guide



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Overview

This guide is meant to be a resource to both recruiters and hiring managers to be able to translate and understand what a potential prior military service employee could bring to the table for a civilian company. It is not meant to be a guarantee of success, nor is it set in stone. All positions and situations are different, and no particular one can be considered cookie cutter in any circumstance. This will, however, provide a reliable frame of reference for the structure and level of responsibility that military ranks usually represent and can be used to help decipher the military veteran's curriculum vitae.

Military Ranks

There are three very distinct and different categories of military rank, and they are as follows:

- Enlisted personnel
- Warrant Officers
- Commissioned Officers

For recruiters and/or hiring managers, this can seem very confusing, and it is! For each area of consideration, please read the title slide first to help you to better understand the group of people referenced.

Enlisted Ranks

- Enlisted personnel are entry level in the lower ranks. Typically, they are High School graduate level (although some have advanced degrees in the higher ranks) Think of these ranks in the vein of entry level employees. Plant operators at the lower levels, plant supervisors and managers at the senior ranks. Office structure would be similar - low level interns for office work. File clerks at the lower end of the structure, office managers and resource managers at the senior ranks.

E1-E4 - Lower Enlisted Ranks



Enlisted personnel are typically between the ages of 17-21. Most lower enlisted people are new in their specialties and have not distinguished themselves with a level of subject matter expertise yet. Think entry level plant operators, file clerks, etc.

E5 and E6 - Non-Commissioned Officer



Sergeants, Staff Sergeants, Petty Officers

These personnel are the next level past entry level. In most cases, they are ranks which oversee between 5-12 lower enlisted personnel, but this can vary depending on the situation, the unit, and the relative experience and length of service of the NCO in question. These would be resource managers in their specific fields, shift supervisors, technical leads, etc.

E7 - Senior Non Commissioned Officer



Platoon Sergeants, Section Sergeants, Small Unit Leaders

These personnel would be in charge of between 15-30 personnel. This is also the first rank at which enlisted personnel are partnered with a commissioned officer to share leadership responsibilities. Typically will have between 10-16 years in service and will be a subject matter expert in their career fields. These are senior resource managers, senior shift supervisors, etc.

E8 - Senior NCO - Unit/Staff Leaders



Company First Sergeants, Senior Section Leaders

These personnel are very senior and are partnered with Company Grade Leadership in the Commissioned Officer Ranks. These are folks who will have significant troop leadership skills and will have managed between 80-200 personnel. Corporate Managers, Plant Leads/Supervisors, Office Managers

E9 - Command Senior Enlisted Advisors



Senior Advisors - Advisory to C Level Executives

This is the senior most enlisted rank and is representative of senior advisors and leaders for larger organizations. Typically managing Battalion/Squadron, Brigade, Division/Flotilla, and higher organizations. Between 600-5000 personnel.

These ranks are partnered with Senior Field Grade Commissioned Officer and Flag Officer Ranks. Advisors to CEOs, COOs, could be considered Senior HR Managers or Directors

Officer Ranks

- Commissioned Officers are all college graduates even at entry level. They are typically onboarded equivalent with junior corporate management and are considered to be on an executive management career track. At the senior levels, these ranks are Directors, VPs, Senior VPs, and C-Level Executives.

01-02 - Junior Company Grade Officers



Lower Officer Leadership Ranks - Small Unit Leaders

Lieutenants, Ensigns

These personnel are the most junior officer leadership. They are college graduates and are in small unit leadership positions. They will typically be partnered with an E7 or above enlisted advisor. Civilian equivalents would be Resource Managers, entry level corporate managers, Plant Supervisors, etc. Usually in charge of between 30-50 personnel



O3 - Company Grade Officer - Commander



Captains, Naval Lieutenants

Company Grade Leadership

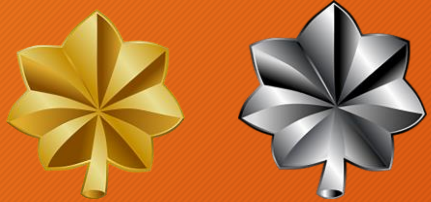


This is usually the first commissioned officer rank/level at which Uniform Code of Military Justice is dispensed. Commanders of company grade units between 80-150 personnel depending on the unit and the mission. Sometimes senior O3's could be in charge of more than 400 personnel depending on the situation.

These are corporate Senior Managers and Directors. Could be equivalent to small size plant managers.

04-05 - Field Grade Officers - Battalion/Squadron Level Commanders

Field Grade Officers



Usually serve as staff officers or commanders of larger units. Battalion/Squadron Commanders between 600-1500 personnel. Some Naval Officers at this rank are ship commanders depending on the ship size (usually Destroyers, Transports, potentially some smaller submarines)



Field Grade Uniform Code of Military Justice is more wieldy, they have broader authority and usually are in command of 8-9 Company Grade officers. If they are posted in staff positions, they could be staff leaders for larger units at the Brigade, Division and higher level advising Flag Officer Commanders with units of more than 3000 people.

These are Plant Managers, Corporate Senior Directors and junior Vice Presidents (except financial industry, where everyone is a VP at lower levels)

06 - Senior Field Grade Officer - Brigade Commander



Senior Level Unit Leaders

Typically very senior level leaders who are in command of Brigade level organizations of between 3000-6000 personnel. Some Naval Captains at this rank are Aircraft Carrier and Battleship Commanders. Some Nuclear Submarine Commanders. For Air Force, these are the Commanders of higher level squadrons with billions of dollars worth of fighter, bomber and transport/support aircraft.



This rank can be considered to be Corporate Senior Vice President level and above.

Flag Ranks - Generals/Admirals



Flag Rank - Generals and Admirals

This rank can widely be considered to range between Senior Vice President Level and C-Level Executives. COOs, CFOs, CEOs, Chairman, etc.

Warrant Officers

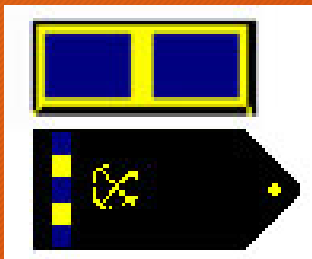
- Warrant Officers are previous enlisted personnel who have pursued a career track which allows for a level of technical expertise that transcends the enlisted ranks. These are typically the civilian equivalents of engineers, senior technical specialists, and senior subject matter experts in their career fields. They can be posted in leadership positions, or can be individual contributors. Pilots, Maintenance Leaders, Supply Chain Experts, etc.
- These officers are considered to be ranks senior to all enlisted personnel, but subordinate to commissioned officer ranks

WO1 - Junior Technical and Specialty Engineers



Entry Level Engineers and Technical Experts

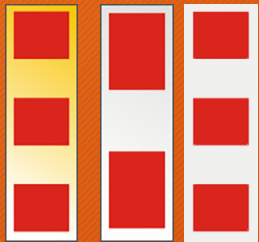
Warrant officers at the entry level are typically former E5 or E6's who have reached a level of expertise or skill that warrants their appointment as an officer. Lab specialists, quality specialists, pilots, maintenance experts, supply chain experts, etc.



CW2-CW4 - Mid to Senior Level Technical and Specialty Engineers



Senior Technical Experts, Senior Pilots, Senior Supply Chain Specialists



These personnel have typically reached a senior level of expertise and competence in their career fields which rise to the level of engineer and senior engineer. They can and often are posted to section or area leadership positions, and they are most often the subject matter authority in a given subject. Senior Shop Officers, Maintenance Managers, Warehouse Managers, etc.



CW5 - Command Chief Warrants - Senior Level Engineering & Specialty Leaders



Executive Technical and Specialty Leadership



This rank is typically regarded as the most senior subject matter expert in the career field. Much like the enlisted E9 rank, this rank is considered to be executive level advisors to commanders at the brigade, flotilla, division, fleet level.



Often appointed to the senior staff of a flag officer to provide technical guidance and regulatory supervisory level responsibilities.



Civilian equivalents would be considered Corporate Lead Pilots, Corporate Level Maintenance Leads, Corporate Level Supply Chain experts, etc.

