

KF Military Agile by Design

Our purpose is to help Veterans & Organizations exceed their potential.



From top-notch problem-solving to learning agility. From outstanding work ethic to calmness under pressure. Many of the traits and drivers developed in the military are equally effective in the corporate world. But how do you find the right Veteran talent for your business? And how can you ensure individuals transition successfully from active duty to the civilian workplace?

That's where Korn Ferry's Military Center of Expertise comes in. Combining extensive first-hand experience of military transitions with world class science-based tools, assessments, training, and coaching, we can help you identify and attract top-performing Veterans who are most likely to fit, thrive and stay in your business.

We have successfully helped over 50,000 Veterans transition to the civilian workforce.

Of the over 140,000 Veterans who transition to a post military career each year, nearly half say that adjusting to a civilian work culture is their number one challenge. That's why we specialize not just in identifying and attracting military talent but also in coaching & training those top candidates for success.

Our Veteran focused recruiting team has the experience and inside knowledge to make every transition as smooth as possible. They are also able to draw on proven Korn Ferry tools, including our certified assessments, which have been tailored to meet the specific needs of transitioning Veterans.

Our solutions

- Direct Hire Search**
 Deploying our Korn Ferry Intellectual Property and methodologies we execute a consistent, repeatable process to find your next hire via a pool of transitioning military candidates who match your business needs.
- Contract to hire or Interim**
 We support introducing candidates to your business on contract basis to direct hiring. We also support Veteran talent for a set duration or project.
- Veteran Immersion Programs**
 Using a holistic approach to hiring, we can build a Veteran Immersion program for you that aligns with your team, brand, and culture, and drives organizational goals. This means developing a strategy that goes far beyond candidate placement to create an environment where military hires stick and thrive.



Dedicated Recruiting



KF Advance Military Transition Portal



Upskilling & Learning



Candidate Assessments



HR & Hiring Manager Training



Certified Candidate Coaching



The right military talent for your business

We have a huge range of Veteran talent and can deliver them to your organization in direct hire, interim or contract to hire. We also have the industry's only senior officer offering where we represent Generals & Admirals.

Industry Experienced Veterans	Junior Military Officers	Non-Commissioned Officers	Technicians	IT
<ul style="list-style-type: none"> Executives Directors Sales Leaders Ops Leaders Engineering Managers 	<ul style="list-style-type: none"> Sales Engineering Operations Supply Chain Finance Human Resources 	<ul style="list-style-type: none"> Operations Leaders Call Center Leaders Maintenance Management Warehouse/Logistics 	<ul style="list-style-type: none"> Electronics Mechatronics Electricians Mechanics Field Service 	<ul style="list-style-type: none"> Network Engineers Technical Support Software Engineer Cyber

Case Study: a typical engagement

Current Client

An organization needed to add 20 first level supervisors and 30 skilled technicians to meet demand across their enterprise. Working with KF Military they mapped roles where Veterans would excel.

The company historically struggled with Veteran recruitment and finding talent to work in a rigorous and demanding environment. Specific challenges for the in-house recruiting team included; finding Veteran talent nationally, creating and preparing the Veteran talent pool, and translating military leadership and technical skills.

Korn Ferry Military solution

- Meet with client's HR and leadership teams to develop talent acquisition plan.
- Use our proprietary talent search process to create a Veteran candidate pool.
- KF Military recruiters prepare Veterans for interviews and military skills translation.
- 88% of candidates presented were requested to interview.
- 73% of interviews were extended offers.

Benefits At A Glance

- Access to highly skilled transitioning military talent in exempt and non-exempt roles.
- Identify the best opportunities for military talent through role evaluation and skills mapping.
- Find the right person for each role using our unique client profiles and candidate assessments.
- Increase retention through certified career coaching.
- Benchmark your Veteran talent program against the industry.

To learn more about how we can help you optimize your Veteran talent strategy, visit kornferry.com/capabilities/talent-acquisition/military-transition-recruiters-solutions

About Korn Ferry Military

KF Military is an organizational consulting firm, bringing together strategy and military talent to drive superior performance for our clients. We help them hire the right Veterans and advise them on how to retain, develop and motivate that talent. And we help Veterans navigate and advance their careers.