

Ex-Mil Recruitment

**by ex-military, for ex-military
– what more needs to be said**

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Brief Synopsis on Ex-Mil Recruitment Ltd

About Ex-Mil Recruitment Ltd

Ex-Mil Recruitment was set up in April 2005 as a traditional and internet based recruitment consultancy with a very simple and honest ethos **“By Ex-Military for Ex-Military, what more needs to be said”**

This means that this recruitment consultancy is designed to be totally focused in placing ex military personnel in roles across the board; at present we have 3 consultants who have between them over 30 years of military service, and over 30 years of commercial experience behind them.

Ex-Military candidates have a diverse skills background, from IT/Telecoms, to Project Management, General Management to Logistics, engineering to of course security, and we are assisting them in finding new roles when they leave the military.

It is our mission to educate the commercial arena on the benefits of recruitment of ex-military personnel. In today’s military, the personnel have become masters of a variety of trades and professions with on average less training and development than their civilian counterparts, and at the same time being a lot more flexible as they are asked to take on new roles as operational requirements demand. Coupled with that, they are loyal, committed, hard working, and have the ability to see the job done, as they fully understand that short cuts and sloppy work attitudes can have a significant effect their operational duties, and therefore can also affect the company that they are working for.

Traditionally ex-military personnel have been advised to go down a very few and narrow avenues, and they have been blinkered in what they can achieve in civvi street.

Ex-Military personnel, no matter what rank they left the service with, have risen to some very senior and prominent roles in the civilian marketplace. As such those companies have benefited from their professional and dedicated service within their company.

We place individuals in a wide variety of roles, (see attachment) and in companies who understand what the candidates can offer and bring with them. But even though the number of companies who realise this fact is growing, it is still a very small section of the work place. We are here to expand and develop it to the benefit of all.



About the Director

Jean-Claude Hedouin, who is the Managing Director of Ex-Mil Recruitment Ltd, served in the Royal Corps of Signals for just less than 10 years, as a Telecommunications Specialist in 3 line units in both Germany and UK, where he left the military with an exemplary record.

He understands the pressures and problems that ex-military personnel face as they leave the military like finding somewhere to live, a new job and settling in the civilian way of life, as he had to cope himself when he left. The pressures and problems that they face, and the lack of assistance that is being offered by various organisations due to lack of funds, coupled with the lack of understanding from companies and other recruitment consultancies in the skills and abilities that service personnel can offer.

He stumbled in to the recruitment industry in 1995 where he quickly realised that he had a natural flair and ability in this sector and found out that he enjoyed it as well. He says that his success in this sector comes from his time in the Army, where he was installed with the military ethics of dedication, honesty, loyalty and commitment, which he found can be quickly applied to his new career.

Jean-Claude has also made a commitment to give back to the service, and has published the fact that 10% of companies profits will be returned to the lads and lasses by way of SSAFA Forces Help and the Sir Oswald Stoll Foundation who are both committed in helping ex military personnel.



Press Release

The recruitment consultancy, Ex-Mil Recruitment Ltd (www.ex-mil.co.uk) launches a campaign to highlight to employers the value of hiring ex military personnel.

The military, very recently, have been in the public eye for a number of reasons, due to conditions, the lack of training time and equipment they face in the ongoing struggle in Iraq and Afghanistan. However, one of the least known problems they face is the difficulty trying to forge a new career after they leave a military environment.

Ex-Service personnel are renowned around the Globe for having the best training, commitment and ability. They have proven themselves time and time again, often in very harsh and demanding environments where they have kept a high level of professionalism as well as an excellent sense of humour.

Servicemen leaving the military have a multitude of skills, ranging from IT, Telecoms, Security, Project Management, Transport, Logistics, Engineering, and Avionics, to name but a few. Many personnel have very quickly moved into roles that embrace the above, others, with strong backgrounds of personal initiative and flexibility has moved into non-related roles such as, Sales, Facilities Management, Training and Development and General Management.

At the moment, approximately 30,000 service personnel leave the military every year; many find it very difficult to secure a new career, or even somewhere to live.

At present, a significant percentage of the homeless, living on the streets of London, come from ex military backgrounds. Those with less than 3 years service, receive little or no assistance in job hunting and more importantly, in finding somewhere to live. Ex-military personnel, who have served longer terms, can find the support and advice most often fragmented and not very well co-ordinated.

Another challenge faced by ex military personnel is the propensity of H M Forces to point individuals towards very few potential career paths. Employers outside of these 'over-used paths' often don't appreciate the value that ex military personnel can offer with respect to, commitment, loyalty, discipline and the innate adaptability and "can do" attitude to work.

Unlike the majority of recruitment websites, both traditional and on the internet, Ex-Mil Recruitment Ltd is totally focused on matching ex military personnel with suitable companies. The founding Director of Ex-Mil served for 10 years in the British Army and understands, only too well, the situation faced by ex military personnel when they leave. He has an extensive recruitment based background outside of the Army and is in a very good position to understand both sides of the issue.

The ethos of Ex-Mil Recruitment is simple, in the forces you are trained to be the best and you are expected to give 100% at all times, so when the 'lads and lasses' leave the military, shouldn't they expect the same commitment in return? Furthermore, from April 2007 Ex-Mil Recruitment is committed to donating 10% of our profit to established military charities. For more information please contact Ex-Mil Recruitment Ltd on 0870 446 5627 or go to the website www.ex-mil.co.uk

Examples of Companies and Candidate Assisted

Companies

- **Italian Hi Tec Communications and Tracking Company** requested help in the recruitment of VP World Wide sales to target Governmental and Military Clients around the Globe, but outside Italy, where they had about 85% of the local marketplace. They were looking for a candidate who had connections to both Governmental and Military buyers.
- **Leading provider of Spatial information management (SIM) software**, they fuse spatial capabilities to security, helping some of the world's largest government, military, and industrial organizations in more than 60 countries better manage their operations and safeguard their infrastructure. They were looking for someone who could act as a middle man who would look after a team of highly specialised software engineers, making sure they stuck to the programme, and at the same time making sure that they were fully utilised at all times
- **Small and highly dynamic company within the Aviation service industry**, who provided services to major airline companies, and who had recently won an international contract, were seeking a duty manager who could liaise effectively between the client and the small manufacturing companies that they usually dealt with. They needed an individual who would be credible with the Client and their partner suppliers who were small owner managed metal workshops.
- **International service provider to the Oil and Gas Industry**, were seeking a number of individuals to fill a number of differing roles, mechanical engineers, driving instructors and hydraulics engineers. They were looking for individuals who had a very strong and professional work ethics, the ability to learn on the job and who could pass on their knowledge and skills to others.
- **National Training and Risk Assessment Company in the Fire sector** who was seeking individuals who had a background in Training and Assessment in Fire. Their role was a field based role where the candidate would be responsible for giving Risk assessments and Training to commercial organisation.
- Currently assisting a **French company** who are seeking a number of telecoms and Satellite engineers to work in Afghanistan in the installation of a country wide Sat/Tele Com network for NATO across the who country. Their requirements came into a variety of roles, from IT engineers, site managers and installation engineers, which started at the beginning of this year and is currently ongoing.

We placed and are continuing to place a number of candidates with them, from Army, Navy and RAF backgrounds, who were able to work on a rotation shift system, 6-8 weeks out, and 3 weeks back, who could work across the globe and who had the technical skills that they could get the relevant work visas for all the locations across the globe.

To date we have succeeded in placing a number of candidates from all ranks and services who are undergoing training and equipment knowledge.

Candidates

Ex Brigadier who had just recently left the service as was Military Attaché both in Turkey and China; he came to me seeking a Business Development role where he could use his considerable knowledge and ability to the fullest extent.

- He was placed in the Italian Hi Tec Communications and Tracking Company.

Serving Captain, with strong man management and analytical skills was seeking a middle management role, where he could continue his development within a multi-national organisation, the ideal company for him was a software engineering company, where he could continue his IT development that he started in the Military.

- He was placed in the Spatial Information Management Company.

Ex REME Captain, who had risen up through the ranks, who started off life on the shop floor, he left the military in 2000 but fell into a dead end management role, was seeking to join a company where he could make an impact and progress within the company.

- He was placed in the Small Dynamic Company in the Aviation Service industry, and was promoted from Duty Manager, to Contract Manager within 6 months, and was then tasked to find another candidate who was similar to him, which was duly accomplished.

Flight Sergeant from the RAF, who was looking for a role where he can use his considerable training and assessment skills as he had spent his last 12 years in the service as a unit fire and risk assessor, as well as an instructor at the MoD training school, where he was responsible for training all unit fire officers in the 3 services. He requested that we find an organisation where he could use his skills.

- He was placed in the Fire Risk and Training Company.

Ex Royal Navy Machine Engineer who left the Navy in 1998 and who had a series of contract roles since leaving the military, he came to us, to help him find a permanent role where he could travel around the world, where he could use his electro mechanical skills to the fullest.

- He was placed in the Oil and Gas Company.

TA member of the Armed Services, who had a strong background in Satellite and Telecoms industry, approached my company to help him finding a long term contract, preferably overseas.

- He was placed in the French Company.

RMP Sergeant, who was coming to the end of his service, was seeking a role where he could use his considerable CP and management skills in the arena of security, risk management and training.

- He was placed in an International self funded NGO as head of security operations for Afghanistan.



Recommendations

"Jean-Claude is a smart guy, with a strong and valid mission.

He has weaved together his background into something he passionately believes in.

Providing a recruitment service for ex military personnel and only ex military people, his dedication to this and determination to ensure this succeeds inspires awe.

Given his candidate base and the qualities they possess, loyalty, initiative, can-do, humour, determination (all of which JC possesses in spades) I don't know why employers are not fighting each other to get his services"

John H.

**Managing Director,
Trading Company**

"I would just like to express my sincere thanks for the effort and professionalism you provided when dealing with my job application. After applying online for a number of positions across a great deal of job sites, I must say that Ex-Mil was the quickest by far, not only to call me, but to pursue my requirements. From Ex-Mil calling me to the final acceptance of a position within the company took only 3 days, which is unbelievable in the present climate. Again thank you and all the best."

Kind Regards

Buzz (Steve) Burrows

"Your service is second to none. I am extremely impressed with the level of candidates that I am receiving via your portal. For once a recruitment company that does what it says on the tin. Thanks and I can see us doing lot more work together in future, especially as we'll have some big contracts in the South East in the New Year. Speak soon mate."

Adam Koodoruth

**Business Director
Pro-Tec Security Personnel**



Recommendations

Capt (Ret) Steve BATEMAN – The Job Seeker

I retired as an LE Captain REME from the Army in 2000 after 25 years service. I had been working for the same company ever since and desperately needed a change. Looking on the Ex-Mil Recruitment Ltd page of the www.arrse.co.uk Website one day, I spotted what appeared to be the ideal job for me and immediately contacted JC by e-mail. The job was for a duty manager for a multinational company in the airline industry and based at London Heathrow. The pay and conditions were fantastic, an immeasurable improvement on my situation at the time.

From that moment he received my e-mail, JC took control in a most professional manner. Following a telephone interview where he found out more about my background and history he advised that I forward him my CV which I duly did. Throughout the quite extensive interview and sifting process that the employer demanded, JC kept me constantly informed by both phone and e-mail and following three interviews I was successful and got the job.

After being appointed I discovered that there were over 80 initial applicants for the job which JC had to reduce to a short list of 15 to go forward to the interview stages. He must be a good judge because after 4 months in the post of duty manager I was promoted to the role of Head of UK operations.

Mr Steve Bateman – Head of UK Operations Unitpool AG – The Employer

As the newly appointed Head of UK Operations one of my first tasks was to find a replacement Duty Manager for the Heathrow operation. I looked no further than JC at Ex-Mil Recruitment Ltd. He arranged a visit so that he could fully understand our needs and requirements and when satisfied, posted the vacancy on his website. Again the response was exceptional but this time there was an added pressure upon JC as we needed the new person in place yesterday.

Throughout the application phase JC kept us fully informed on the numbers and calibre of people applying and again we asked him to produce a short list of 15 candidates. The interviews took place and from the perspective of an employer, sitting this time on the other side of the desk, it was extremely difficult to make a choice such was the extremely high standards of all the applicants.

Eventually the selection was made and again the new team member has proved himself to be excellent and Unitpool's success on this project is second to none. I am obviously biased towards the skill sets and characteristics of ex- military personnel, but in the extremely conservative industry that the airline industry is, many other companies are starting to recognise the strengths of Unitpool's ex military Management team. Should they approach me, I would have no hesitation in recommending JC at Ex-Mil Recruitment Ltd.



Mike Calverley, Vehicle Workshop Supervisor, Baker Atlas, Algeria."

“After being made redundant just before Christmas 2006, I found Ex-Mil Recruitment Ltd and registered my details. In a very short time I had a couple of opportunities available and decided to follow one in particular. Jean-Claude was right on the ball keeping me informed with how things where going, and got me set up with an interview with the employer. Afterwards I was kept informed of what was happening and very shortly after received a job offer, which I accepted.

I am now working for Baker Atlas as a workshop supervisor, based in Hassi Messaoud, Algeria, working to a rotation that gives me a good amount of time off during the year.
And it’s all thanks to Jean-Claude and the Ex-Mil Recruitment Ltd agency. Thanks!...”