

**Craig Bibby, 29, served in the Army (Royal Corp of Engineers)
Post Office Role: I.T Service Performance Analyst**



Background: I joined The British Army in 2009. I served for 9 years, fulfilling roles in combat, civil and mechanical engineering, finishing my career in 51 PARA Squadron. During my time I was deployed to Jordan, Kuwait, the Falkland Islands, Canada, USA and across Europe, so I really saw the world. However, after all the travelling, I found I really wanted to settle in one place – London really appealed to me and now it's home!

What was leaving like: I felt excited but wary of leaving, as it's well-known that it can be hard to transition successfully from the military. I was looking forward to a more stable routine outside of work and the possibility of working in any number of industries.

My unit was very helpful - when I left I was serving in a high readiness unit, which means that you can be called on at very short notice; but my command allowed for my resettlement regardless, and gave me lots of support. I used all of the resources available from the Career Transition Partnership, which is the organisation - of which the MOD is part - that helps those leaving the military to get ready for civilian life.

What did you first do when you left? This is actually my first civilian role. I was attracted to the Post Office as I knew the business was undergoing lots of change and looking to invest in talent and innovation. Also the team I met, led by Rob Houghton (our Chief Information Officer), was really inspiring, and exactly the kind of team of I wanted to be part of.

What kind of skills did you have from your time in the military that are helping you in your new job? Leadership is paramount in the military - we spent weeks every year honing leadership skills - and I feel that kind of experience gives me a unique perspective in a civilian organisation. Along with resource management, senior stakeholder management and critical thinking (to name but a few!), I feel I have a lot to offer to the right employer.

Are you enjoying your role? I really am enjoying the role - I am still learning the nuances of the business, but I feel like I am progressing well in a great team that really supports me.

What more do you think employers could do to support ex-military new joiners? I believe employers should focus more on people's aptitude to learn combined with character traits and work ethic. CEO's move from one company or industry to the next because the nature of their role may be the same, the details vary and will be learnt in time. The same can be said for many servicemen and women although it may be harder for them to display this, employers should be actively searching for these individuals.

What are you enjoying about civilian life? I enjoy being settled in London and being in one place, it's a world away from an airfield in the countryside so a nice change.

Would you recommend working for the Post Office to others leaving the military?

Yes I think it's a great place to work, there are plenty of opportunities in the Post Office to build a new a career. Flexible working, opportunities for growth and a great culture within the business.