

Warrant Officer Talent Management - Getting a Seat at the Table

For years now, the Army has talked about Talent Management and adopted the Human Resources Command marketplaces to serve as focal points to participate in Talent Management. Since there will always be friction between required talent at every unit, available movers, and the need to fill the Army's priority jobs, true Talent Management has challenges to overcome.

The question for each of us is, "How do you present yourself as valuable talent to those organizations you want to be a part of?"

You need to actively participate in the process and be proactive way ahead of the marketplace opening. In fact, you should be building a multi-year plan on where you want to be throughout your career. Research early the units you want to work at and their mission. Understand any unique capabilities and how to become familiar with them. Take the time to self-study and prepare for building your resume as well as building a bridge with the incumbent holding the position.

The resume is the how units quickly scrub potential fills for their vacancies. If they don't know your name, they may know one of your listed references. Be cognizant of who you are putting on as a reference. A battalion commander will easily pick up a phone to call a G6

to talk about you but may be more hesitant to go direct to a lieutenant general. Ensure your Soldier Record Brief is updated and correct to reflect the training you have received, professional military education completed, and any civilian education, as the unit may be looking for specific training or experiences. If the unit does not conduct interviews or hold town halls, your resume and records may be the only interaction the unit has with you.

If you are afforded the opportunity for an interview, prepare for the interview! As mentioned before, you can always contact the incumbent holding the position you are looking at. You can receive input on the climate and culture of the organization not only to confirm your desire to work there but to also cater your tone and approach.

Lastly, pay attention to Military Personnel messages, as they have other opportunities not advertised in the marketplace such as Advanced Civil Schooling, fellowships, Training with Industry, and participation in cohorts with the Software Factory or AI2C Artificial Intelligence engineer program.

Addendum to my article in the [Summer Army Communicator](#): Udemy remains a resource for veterans, our spouses, and Department of Army civilians, however, access for the active duty Army has been difficult. We are looking into reliable sources for our active duty Soldiers to receive virtual industry education and training. Currently, CISA Learning (formerly FedVTE) is available (<https://learning.cisa.gov>) and requires a Login.gov account to access. The user guide for access and use of the site is at [CISA Learning External Learner User Guide](#).



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