



Vetting for Success: Alliance's Corporate Partner Selection Criteria

Breaking Through

Transitioning out of the military and into Corporate America can be a stressful and uncertain time. Oftentimes, service members find it difficult to break through the initial job screening process. The repeated rejection causes angst during their transition process. Unfortunately, many companies do not understand the value of a Junior Military Officer (JMO). They are unaware of the leadership experience and problem-solving skillset forged through the junior officer ranks. The days and hours spent training, the difficult conversations with your troops, and the execution of risk-abundant operations are not well known in the private sector.

The Alliance Way

For over 20 years, Alliance has successfully placed JMOs into some of America's most well-known companies. We bridge the gap and remove the barriers for JMOs to make successful transitions. The process, known as The Alliance Way, is simple, yet comprehensive:

- Select
- Develop
- Mentor
- Prepare

Our record speaks for itself.

- Over 3K placements.
- 94% retention rate.
- Countless Alum as Corporate Executives and Entrepreneurs.
- Alliance Alumni as current customers!

Evaluation and Selection

A common question amongst those considering joining our highly lauded program is how we select our corporate partners. The question often stems from concerns regarding our corporate partner's financial health, market competitiveness, and career progression opportunities. Other times, candidates want to better understand expectations related to work-life balance, compensation, and benefits. These are all common and valid concerns - our CEO, John Todd, founded Alliance based on the unexpected layoff from his first corporate role.

[Hear his story.](#)



Alliance

To provide insight, let's explore our Corporate Partner evaluation and selection process. We select Corporate Partners based on three evaluation criteria:

1. Financial Performance
2. Growth
3. Senior Leadership Buy-In
4. Values

Financial Performance

Financial Performance is measured by several key metrics, namely revenue, profitability, cash on hand, debt-to-income ratio, etc. We partner with companies that demonstrate consistent performance results. Financial performance is usually a strong indicator of longevity and stability. Longevity is accomplished by a company's commitment to continuous improvement and innovation backed by sound financial practices. Stability refers to a company's ability to operate without financial risk. We partner with companies that maintain a strong Profit & Loss Statement, Balance Sheet, and Statement of Cash Flows. With that said, Alliance has partnered with "start-ups" or smaller companies poised for the next growth stage. In these situations, we work closely with these companies to understand the detailed risk to best make an assessment.

Growth

Companies with consistent financial performance are poised for growth. Growth is defined in two ways:

- Company financial growth
- Career Growth or Progression

Companies experiencing growth are considered healthy due to demonstrating an ability to secure market share from the competition or expand into new or adjacent markets.

Consequently, as companies penetrate in these new areas, they require resources to help lead these efforts. This creates new opportunities for employees to lead the next generation of growth. This requires tested leadership and analytical skills - hallmarks of the Alliance Way.

Senior Leadership Buy-In

Senior Leadership Buy-In is a cornerstone for candidate success. Senior leadership creates the strategic vision for the company - this vision is often framed in products, processes, and people. A strong strategy understands the products and services (offerings) to meet current and future market needs. Additionally, it creates the external and internal processes required for execution. Finally, it knows the knowledge, skills, and abilities needed to execute the strategy.

Implementing and managing a JMO program is an investment, but it also delivers a strong return on investment. Senior leaders who sponsor JMO programs can articulate the value and vision to the organization and establish buy-in across the company.



Values

Values are important. JMO's swore an oath to defend the country. Your respective services operated under a shared values system. Not all our corporate partners share exactly the same values, but many do. More importantly, we evaluate based on ethical practices, namely integrity - doing the right thing. We expect our candidates to abide by ethical standards, and therefore, so should our Corporate Partners.

Summary

Selecting Corporate Partners is of the utmost importance. We want our candidates to have peace of mind when selecting from the companies and opportunities in front of them. Having confidence your choice will result in a sustainable, growth-oriented environment is vital for the first step of your career.

If you are interested in discussing this further or discussing your transition strategy, please reach out to our candidate team by clicking the link below.

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