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**My Accenture Military Career
Story: Chris McManus**

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I am Chris McManus and I am the executive sponsor of the veteran and spouses hiring program. We're gonna hire five thousand veterans or spouses over the next five years to join our ranks here in the United States.

Underneath the veterans and spouses umbrella we have not only JMOs which stands for junior military officer which is kind of a larger target for us but we also hire some senior officers and a lot of enlisted folks as well. We believe that the spouses have been sacrificing almost as much, if not slightly differently than those who served in the military and we wanted to make sure we recognized that and gave them the same opportunities. We look at them as a whole, we look at their, their training, their skills, their education and their background. It's really a great way to look at somebody that may or may not be considered in a normal circumstance.

Accenture has a JMO program, we target those officers that have served between probably three and seven years who've had fantastic leadership experience. We have an opportunity to teach and train them in consulting skills or functional skills and they bring that leadership, creativity and experience to bare, coupled together just a fantastic asset for the firm.

I was originally recruited through the JMO program, a long time ago. I had a friend in college that went to work for the firm and called me and said I think you'd really, really like this you should apply. I didn't really even know who they were or what they did, but I trusted her, I did some homework on the company and I thought wow what an amazing place, I'll go give it a whirl. Lo and behold I have been here for 18 years.

What made me successful at Accenture, I think was, I was able to work for some amazingly talented people who taught me a lot of things, gave me a lot of opportunities and taught me the things I needed to do differently. But it was really about the people that I got to work with.

The hiring process is pretty simple, but I would also say a bit unique in that we have our own dedicated recruiting team for veterans and spouses, so you're not in with the masses. You're interviewed by people that have an appreciation and understanding of the veterans, spouses, their needs, their skills that make sure we're getting the right fit.

Tips for a successful interview, do your homework, right. Learn about the firm, learn about who we are, what we are, no matter where you are interviewing in the firm, be confident, tell your story that's what we want to understand, what did you do, how did you do it, you know and bring it to life. Ask good questions, that's as important as answering well to the questions you're asked. Really think about those two or three questions that you want to ask, that are going to help you make a decision to join us.

When you join there is also a few special things that we do for our veteran and spouse hiring program. The mentor buddy program is absolutely designed so that you can totally let your guard down, you can ask them anything, it's just about, help me understand what you are thinking, let me help you, you know translate that in to the firm and that is how we can bridge that gap.

Three things to really make you successful at Accenture I think is, a willingness to learn and be creative, the second point is build your network quickly and the third is just get in the mix. Whatever they put in front of you go do with a 110 percent effort, learn from it and move from there.

Accenture is an amazing place to work, it's the people, it's the talent, the passion, the drive, the depth, the skill, it's just an amazing group. It is really easy for veterans or spouses to get in touch with Accenture, its [Accenture.com/military](https://www.accenture.com/military).

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