

Shift Military Fellows

SHIFT

We are a mission-driven talent development company powering successful career shifts for active duty servicemembers

Our Military Fellowship is an immersive work experience to develop valuable commercial skills and prepare for successful post-military careers

Typical Fellowships:

Project Management

Work cross-functionally to manage complex, no-fail projects and meet challenging deadlines with measurable results

Customer Success

Build consensus, solve customer problems, and train others to use enabling technologies at scale

Operations

Develop repeatable processes and solutions to empower sales, finance, engineering, and executives to do their best work

1 Month Prior

- Career coaching on interests, motivators, skills
- Custom training plan
- Resume & LinkedIn review
- Interview prep

Week 1

- Company onboarding and workplace familiarization
- Coaching on new work environment, supervisor & colleague relationships, project planning and goals development

Months 1-2

- Coaching on skills development, networking, project progress, and issue resolution
- Professional and social events with industry leaders and local veteran community

Months 2-3

- Coaching on internal mobility, understanding compensation, and offer negotiation
- New job search strategy to help every fellow find a career they love

affirm

Symantec



okta

UBER

Apply now at

SHIFT.ORG

Questions? → applicants@shift.org

Locations: Shift is different than many other SkillBridge Programs/CSPs in that our fellowships are located in major metropolitan job markets. This affords servicemembers geographic flexibility to explore new career paths beyond the vicinity of a military installation.

Travel: Fellows are typically responsible for travel expenses to and from the fellowship location. Any travel required as part of the fellowship will be paid for by the host company.

Housing: We recommend affordable housing options near our partner companies and will reimburse housing per local BAH rates to offset costs to servicemembers.

Timing: We recommend the fellowship end date be two weeks before ETS/EAS date or two weeks before separation leave begins to allow for adequate time to out-process.

