



**ICMA WANTS**

**YOU**

**Transitioning from the military  
TO A CAREER IN LOCAL GOVERNMENT**

**ICMA**

# Career change can be painful, but it also creates opportunity.

An unprecedented number of senior managers in local government are at or beyond retirement age, but a much smaller group of young and career-changing professionals are in line and prepared to fill their shoes. There just aren't enough people. Attracting, preparing, and retaining the next generation of local government management requires a robust talent pool.

Members of the military who are transitioning out share the same passion for public service and exude the same high standards of work ethics as city managers. And whereas city management requires the ability to navigate through competing priorities to do what is right for constituents, military experience provides the requisite skills for a city or county manager to facilitate communication between interest groups and stakeholders. Leadership, discipline, professionalism, problem solving, and analysis are all key military skills necessary in a successful local government manager.

ICMA has developed key relationships with career coaches and executive search firms to assist you in transitioning from military service to local government. While change is hard, you are not alone.



# ICMA is the community you need... for the community that needs you.

ICMA offers its members job networking, continuing education, and leadership development. Established in 1914 as the professional association for local government managers, ICMA has maintained a Code of Ethics since 1924 that establishes professional and personal standards for local government managers.

## WHY GO INTO LOCAL GOVERNMENT?

### **STEVEN VINEZEANO, *village manager of Niles, IL (US Army Veteran)***



"Veterans understand the rigors of tight schedules and limited resources, and they know the critical importance of staying with a task until it is done right. Soldiers leaving military service today, because of the likelihood that they served under fire in Iraq or Afghanistan, understand performance under pressure."

### **DJ GEHRT, *city manager of Platte City, MO (US Marine Corps Veteran)***



"Marine Corps officers have an engrained code of ethics that has been tested countless times." It is this code that DJ Gehrt still relies on in making daily decisions in local government. His most valuable transferrable skill was the willingness to take on any task set before him. This skill was honed when he was an infantry officer and has served him particularly well during his time working for local government.

### **CLINT HOLMES, *city manager of Brown City, MI (US Navy Veteran)***



Clint Holmes says his military background enhanced his ability to "research and analyze a situation, coordinate a reasonable response, and then resolve the issue" in response to the demands of the position, enabling him to "very quickly gain a level of expertise on a very wide range of issues and concerns." Holmes says his military background distinguished him from other job applicants with his ability to take charge of situations, prioritize, and focus on the mission.

### **WILLIAM B. HORNE II, *city manager of Clearwater, FL (US Air Force Veteran)***



"My military experience is directly tied to the core tasks of municipal management in a rural environment: problem solving, customer services, and communication with key stakeholders," says William B. Horne II. His transferrable skills from his military career were budgeting/finance leadership, communication, problem solving, and planning.

# Your country's communities need you.

To learn more, visit [icma.org/veterans](https://icma.org/veterans) and explore some of the resources available for America's best.



INTERNATIONAL CITY/COUNTY MANAGEMENT ASSOCIATION

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