

# MAKING THE MOVE TO LOWE'S

## A Guide for Military Members Looking to Embark on a New Career Path

With nearly **20,000 associates in our military community**, Lowe's is proud to be an employer of choice for transitioning veterans and military spouses.

Whether you're interested in a store role, a corporate position, supply chain, or more, we'd love to have you on our team. Refer to the tips and resources in this guide to aid you through your application process.

## SUPPORTING OUR MILITARY



Visit our [H.O.M.E site](#) to learn more about how Lowe's supports the military community through workforce training, scholarships, employment, access to safe and affordable housing, and more.

It's the promise we make to veterans and active military across the country: to honor your service through action, every day.

As a Lowe's associate, through our strong partnerships with military organizations you'll also have access to a wide variety of veteran resources, designed for you and your family.

Team members can expect **competitive pay, excellent benefits, opportunities for growth, a retail discount, and more.**

## FIND YOUR FIT

Join our [Military Talent Community](#) to stay up-to-date on career opportunities tailored to your interests and experience. The Military Talent community also features content created just for you, including podcasts, interviews, webinars with Lowe's recruiters, and more.

Visit [jobs.lowes.com/military](https://jobs.lowes.com/military) to sign up and explore roles in your area.



Lowe's is an equal opportunity employer committed to diversity and inclusion.

# ACING YOUR INTERVIEW

- » It's okay to be nervous! Both civilians and members of the military may all experience a little interview anxiety from time to time.
- » Take time to prepare. Research Lowe's history and culture, similar roles, and the team you're hoping to join. Taking the time to research shows interviewers you're proactive and genuinely interested in a role.
- » Come prepared with questions for your interviewer or potential manager.
- » At the end of the interview, ask about next steps and a time frame for further communication.
- » Remember: your interviewer's goal is to find you a great fit in the Lowe's family. They are happy to answer any of your questions or address any concerns.

## SHARING YOUR SKILLS

Be ready to confidently share your accomplishments, leadership skills, and goals with your interviewer. Here are a few prompts to think about as you prepare:

- » What drew you to apply to Lowe's? Why this role?
- » How did your role in the military contribute to your team's success?
- » How did your experience in your military role prepare you for success in this one?
- » Think about a time you took on a challenging task. How did you handle it?
- » What are some characteristics you look for in a role? (Independence, learning opportunities, etc.)

## BUILD THE RIGHT RESUME

- » Focus on your professional experience, general skills, and soft skills – not technical military expertise.
- » If possible, have numbers to supplement your experience – things like number of people managed, value of equipment you were responsible for, etc.

- » Avoid military jargon.
- » Tailor your resume to the role you're applying for. Place emphasis on your skills and experience that correlate with the job description.
- » Show your results. Wherever possible, show what you accomplished in a role, not just what your responsibilities were.

## HOW YOUR MILITARY ROLE COMPARES

As you describe your professional experience to an interviewer, it can be helpful to draw comparison between your role in the military and positions in civilian organizations.

*Note: These charts are only intended to provide a snapshot, not the whole range of roles available to you. No matter your experience, you'll have a diverse choice of career options at Lowe's. Unsure of where you might fit? Feel free to reach out to our military recruiting associates at [militaryrec@lowes.com](mailto:militaryrec@lowes.com).*

ENLISTED RANKS	GRADE		EQUIVALENT ROLES
	JUNIOR	E-1	Responsibility = Project Sales Specialist
		E-2	
		E-3	
	MID-GRADE	E-4	Responsibility = to Department Supervisor, Assistant Store Manager
		E-5	
		E-6	
	SENIOR	E-7	Responsibility = to Store Manager, General Manager, District Manager
		E-8	
		E-9	

OFFICER RANKS	GRADE		EQUIVALENT ROLES
	JUNIOR	01	Responsibility = Project Manager, Department Supervisor or Contributor roles
		02	
		03	
	MID-GRADE	04	Responsibility = Program Manager, Director, Store Manager, District Manager
		05	
		06	
	SENIOR	07	Responsibility = Program Manager, Director, up to VP roles
		08	
		09	
010			

WARRANT OFFICER RANKS	GRADE		EQUIVALENT ROLES
	JUNIOR	WO1	Responsibility = Department Supervisor, Assistant Store Manager, Project Manager
		WO2	
	MID-GRADE	WO3	Responsibility = Program Manager, Store Manager, District Manager
		WO4	
	SR.	WO5	Responsibility = Program Management, Store Management, up to Sr. Management roles