



Ford

Take Your Next Step With Us



A History of Serving Veterans

Ford has a long history of building the vehicles Americans want, and veterans have always been a part of that history. We were one of the first companies to hire disabled World War I veterans back in 1919 and adapt the work environment to their needs, and today we have over 6,000 veterans employed across our company in every organization.

We also have a long history of building what Americans need in times of crisis. During World War II, Ford repurposed many of its facilities to support the war effort, and by end of the war, had built 86,865 complete aircraft, 57,851 airplane engines, 4,291 military gliders, and 277,896 tanks, armored cars and jeeps.



In 2020, Ford stepped up to serve the country in a different way, and got to work producing hundreds of thousands of much-needed masks, respirators, and ventilators. Our engineers and production employees pivoted quickly to repurpose automotive components and equipment and make medical grade supplies for healthcare workers and patients. That's the Ford spirit you can count on: innovation, service, and care.

But enough about history: we'd like you to be a part of our future. It's an exciting time at Ford Motor Company – strong leadership, the successful launch of products like the F-150 Lightning, the electrification revolution, Blue Oval City – and we need people like you to be a part of our transformation.

“In the military, I developed the ability to stay calm under stress and execute, and that has served me well in my career at Ford. I grew up working on a farm and we used our Ford tractors, F-150s and Broncos a lot. I wanted to work for a company that builds the products that had such an impact on me growing up. Ford products were a big part of my family, and now that I'm here, I like how the culture makes me feel like part of the Ford Family.”

—Scott Rumfield, Product Group Manager, Supply Chain Analytics and U.S. Air Force veteran

[READ MORE ON FORD'S HISTORY WITH VETS](#) ▶



BlueOval City

BlueOval City

We led a revolution in mobility a century ago, and now we're doing it again. America's shift to electric vehicles is happening now, and we are building state-of-the-art sites to make it happen. These facilities will be different than anything you've seen before: clean, quiet, high tech, and environmentally sustainable.

We're making the largest ever U.S. investment in electric vehicles at one time by any automotive manufacturer and we plan to invest \$11.4 billion and create nearly 11,000 new jobs at the Tennessee and Kentucky mega-sites, strengthening local communities and building on Ford's position as America's leading employer of hourly autoworkers.

Blue Oval City, a nearly six-square-mile site in Tennessee will produce over 6,000 jobs, and will be the largest, most advanced, most efficient auto production complex in our 118-year history. This green, carbon-neutral manufacturing campus will produce the electrified next generation of America's favorite trucks, the F-series.

In central Kentucky, Ford is building a dedicated battery manufacturing complex with SK Innovation – the \$5.8 billion BlueOvalSK Battery Park – creating 5,000 jobs. Twin battery plants on the site are intended to supply Ford's North American assembly plants with locally assembled batteries for powering next-generation electric Ford and Lincoln vehicles.

Your military experiences -- learning new skills quickly, adapting to new situations, and working with people of diverse backgrounds in many different environments – apply directly to the new landscape of electrification and high tech manufacturing.

We're building a better world for the future. You can help us do it, and build a better future for yourself at the same time.

📍 Two new plants located in Glendale, Kentucky and Stanton, Tennessee.

“I started at Ford as an intern in 2016 and received a full time offer for the Ford College Graduate (FCG) developmental program right after. Ford has developed my professional skills, compensated me well, and given me great benefits to take care of my family. It still supports my military service as I continue my Army career. I’ve made friends and joined multiple employee resource groups (ERGs) which only enhanced my ability to help others like me and share my own stories. Ford is and has always been awesome and a great company to work for. I’m proud to represent our business and our veterans.”

–Casey Blades, Application Hosting and Service Management Planning, IT and U.S. Army veteran



Our Commitment to Veterans



TODD BROOKS
GLOBAL TECHNOLOGY MANAGER

As a global technology manager at Ford and a deployed U.S. Navy Reserve Force intelligence supervisor, Todd has two serious careers. Thankfully, they both complement each other in many ways.

[VIEW PROFILE](#)



ERIN MEADOWS
SENIOR PARALEGAL

Erin is used to going above and beyond as a paralegal at Ford and in the U.S. Navy.

[VIEW PROFILE](#)

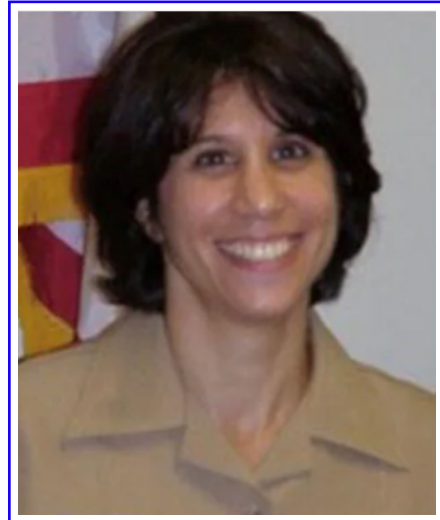


KEVIN MILITELLO
SOFTWARE ENGINEER

Kevin spent many years in the military before joining Ford as a software engineer.

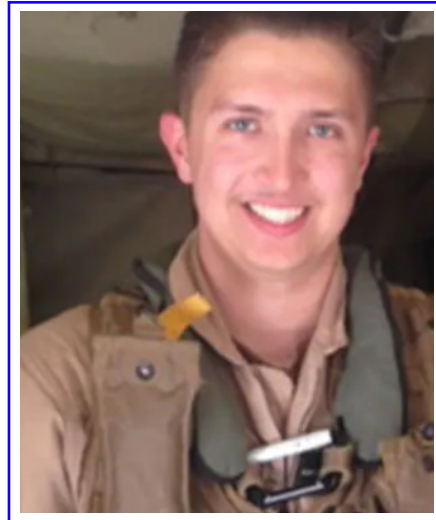
[VIEW Q&A's](#)

Meet Some of our Veterans



FRANCESCA KLEIN LITOW
Commander, Medical Corps,
US Navy Corporate Medical
Director, Ford

[READ FRANCESCA'S STORY ▶](#)



DEREK RUGGE
Naval Aircrewman AWV2
(NAC/AW), U.S. Navy
CBG/Operational Buyer, Ford

[READ DEREK'S STORY ▶](#)



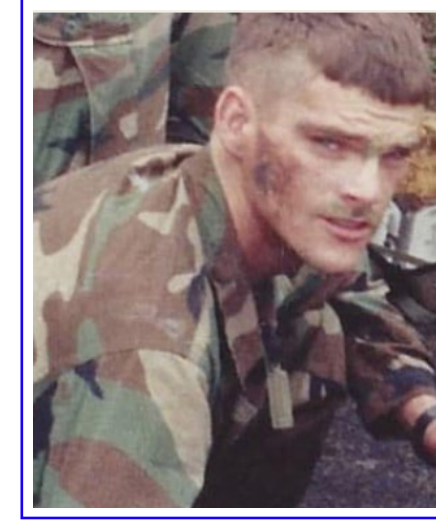
MONIKA PEREZ
Private First Class, Automated
Logistical Specialist, U.S. Army,
Program Manager, Ford

[READ MONIKA'S STORY ▶](#)



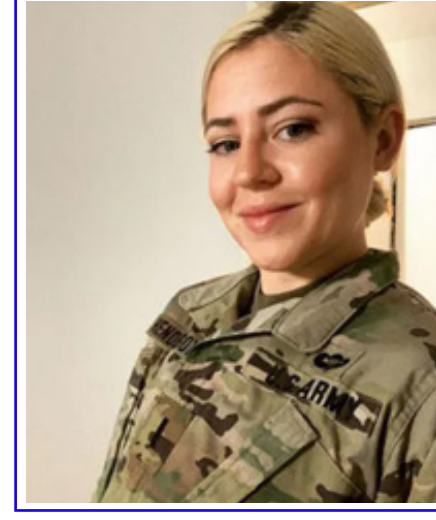
DAVID POPEJOY
Lieutenant (junior grade), IUSS
(Integrated Undersea Surveillance System)
Watch Officer, U.S. Navy Supervisor — HV
Battery Durability and NVH CAE, Ford

[READ DAVID'S STORY ▶](#)



RAYMOND W. ALLBRIGHT
Staff Sergeant, U.S. Army
Product Owner, Ford Credit

[READ RAYMOND'S STORY ▶](#)



FAITH HENDERSON
Engineer, Executive Officer, 1437th
MRBC (Multi-Role Bridge Company),
Ford Global Data Insight Analytics
IT Product Manager

[READ FAITH'S STORY ▶](#)



“Take advantage of your network and realize that all veterans are your network whether you know them or not.”

—Scott Rumfield



“The main thing I learned in the military that helped me succeed here is leadership, ownership, and team! I was surprised by my ability to help improve things and change “we’ve always done it this way” to a new process using technology. One of the challenges is accepting that not everyone has good leadership abilities. To me, the military was all about training and making people better, but sometimes civilian life is not – sometimes they just want the job done, so I’ve taught myself a lot of things. It’s an adjustment, but it’s a good skill to learn.”

— Monika Perez



“I wish I had understood how to tailor a resume to a civilian job posting. I realized later that ‘strategy’ and ‘development’ often do not correlate to a civilian equivalent, but ‘operations’ is indeed similar. Take advantage of programs that helped me, like the Military Officers of America Association resume review, the Wounded Warrior Project for personal conversations with fellow veterans in my area, and American Corporate Partners (ACP) for a mentor while I was actively moving from military to civilian environment. Start early and ask questions – there is a wealth of information available, but you need to take the initiative. Don’t ever think you’ve got it figured out, since we all learn something from every interaction.”

– Eric Smith, Business Development Manager, Ford Pro Charging and U.S. Navy veteran



Get Ready, Get Hired

Whether you’re entirely new to the civilian job market, or have been out for a while and just need to brush up, we’re here to help!

Ford Hourly Production Employment Hiring

What to Expect

Hiring processes at different locations can vary, but here’s a general guide of what to expect.

Apply to the job requisition at careers.ford.com

If you meet the basic requirements, you’ll receive an email with a link to an on-line assessment. Be sure to check your spam folder.

- 1• This job fit assessment usually takes an hour or less to complete.

If you successfully complete the assessment and pass, you’ll get an email with instructions on next steps, like a background check, etc.

- 2• If you don’t pass the assessment, you can try again after three months

If everything comes back ok, you can expect an offer!



[JOIN OUR VETERANS NETWORK ▶](#)

[VIEW OUR OPEN OPPORTUNITIES ▶](#)

Ford Skilled Trades

Candidates must have completed a bona fide apprenticeship, or have 8 years of previous experience, or a combination of previous work experience and training equivalent to a bona fide apprenticeship program before applying.

Ford Salaried Hiring

What to Expect

Apply on careers.ford.com

- Once you've applied to a position, you may be scheduled for a phone screen where you'll answer some questions and have a chance to ask questions about the position.
- After the phone screen, you may be scheduled for an in-person or virtual interview with Ford managers.
- The interview takes 1-2 hours and contains behavioral and technical questions.
- If you are selected, you'll receive an offer contingent on successfully completing a background check and verifying any education history.



Companies have different interview techniques and selection processes.

Interviewing Tips

How to Prepare for an Interview

At Ford, we're not going to hit you with trick questions or psychological games like "If you could put up a billboard advertising yourself, what would it say?" We want to know what you know and what you've done. You'll be asked a mix of technical questions specific to the skills the job requires, and behavioral questions, which will ask you about past experiences and actions.

A typical behavioral question might ask, "Tell me about a time when you had to interact with a difficult client or customer. What was the situation, and how did you handle it?" The best way to answer these types of questions is to think of a situation and telling about it using the C.A.R. model: circumstances, action, result.

Circumstances

What was the situation or background? Who was involved? What was at stake?

Action

What did you do in response to the situation? What actions did you take? What did you say?

Result

What was the result? Did you learn anything from the situation? Would you do anything differently next time?

Think about situations you've been in and build a mental library of those experiences. Some of them might even apply to several different questions if you frame them well. Make some bullet points of important experiences to draw from in the interview.

Your interviewers may take detailed notes so they can remember and discuss your interview thoroughly, so don't be discouraged if they spend a lot of time writing instead of appearing to be listening. It just means they're taking good notes.



“I learned all of the essentials in the military, like discipline to mission objectives, as well as how to function in a unit under a leader.”

– Lee Murray, Director, Manufacturing & IT and U.S. Air Force veteran

Set Up for Success

What skills do you have that may serve you well at Ford?
Hear what our employees have to say:



“Learning to remain calm and focused on the task at hand no matter what is going on around me or who is involved has been a skill that has served me well in the workplace. This especially helps in a crisis when critical programs or systems are down, and you need a cool head to resolve the issue quickly.”

– Harold “Mac” McCormick, GDIA Command Center Operations Supervisor and U.S. Marine

“Your skills are valuable. The steep learning curve repeatedly demonstrated in military technical and mechanical fields leads to rapid uptake on Ford processes and technologies.”

–Brent Ditzler, Plant Vehicle Team Resident Engineer and Supervisor, Flat Rock Assembly Plant and U.S. Navy Veteran



“In the military everything I did had a source regulation or policy guidance. At Ford a lot of that exists but few people actually find the source regulation. I have been able to make a lot of positive changes through finding the actual company guidance instead of settling for ‘we’ve always done this a certain way’.”

–Luke Kaufman, Financial Analyst and U.S. Air Force Veteran

“In the Marines, I developed a ton of what some people call “soft skills” -- leadership, collaboration, multi-tasking, attention to detail and more. During my job search, though, I found that hard skills like “five years of marketing experience” were important. Find a mentor who’s made the leap, and work with them to find out how your hard skills can translate to civilian work. Sometimes you have to just learn the right language to be able to show people what you know.”

–Anonymous



More Than Just a Paycheck

- Health, vision and dental care from your first day of full-time employment
- Paid vacation and holidays (including the week off between Christmas and New Year’s Day)
- Vehicle discounts for employees and family members
- Paid parental leave, adoption assistance, return-to-work ramp up program and more
- Tuition assistance for degree programs

Continue to Serve

Ford makes it easy and fulfilling to continue serving your country and community. We provide two paid days a year to dedicate to community service, either individually or with your work team. The Ford Volunteer Corps connects employees with service opportunities and you’ll find that Ford employees are unmatched in giving their time, talents, and resources wherever help is needed.

Connect Across the Company

Employee resource groups (ERGs) provide Ford employees with a way to connect with others with similar interest, backgrounds, and experiences, and support each other and the company. You are free to join as many as you like.

VETNG: Ford’s Veterans Network Group

Ford Motor Company employs approximately 6,000 veterans. Our newest employee resource group, VETNG, seeks to raise awareness within the company about our veterans, their issues and corporate contributions. The VETNG also strives to create sales opportunities within active military and veteran communities, as well as for their families and friends. In addition, the VETNG assists the Ford Volunteer Corps in supporting community events and local fundraisers to benefit needy veterans, also promoting opportunities to support overseas troops.

Other Ford Employee Resource Groups

- Ford African Ancestry Network
- Ford Empowering Diverse Abilities
- Ford Hispanic/Latino Network
- Women of Ford
- Ford Next Generation Network
- Ford Interfaith Network
- Ford Asian-Indian Association
- Ford Middle East and North Africa Association
- Ford Pride
- Ford Chinese Association

“My veterans’ group at my work site has been a great support system. We share great ‘war stories’ and mentoring conversations that have helped me use my strengths in my current role. We have done many team events and bonding experiences that make me feel like I belong— they are my brothers and sisters in arms forever, even after we hang up the uniform.”

– Monika Perez, Program Manager, Troy Design and Manufacturing and U.S. Army veteran



Ford Veteran Partnerships



DAV (DISABLED AMERICAN VETERANS)

DAV is the oldest veterans' advocacy and assistance group in the country, and it helps more than 700,000 disabled American military veterans get access to

health care each year. A loyal friend of theirs since 1922, Ford continues its support with scholarships, initiatives that help wounded military members at Walter Reed National Military Medical Center and vehicle donations to the organization's transportation network.



GUITARS FOR VETS

Nearly one million of our military veterans are afflicted with post-traumatic stress disorder (PTSD). But many are finding hope, thanks to the healing power of music therapy. Guitars for Vets provides veterans with guitars and the opportunity to learn how to play. Now, Ford is teaming up with Luke Combs to give the program even more volume – so even more veterans can find solace in the songs they love as well as the songs they have yet to write.



WORKSHOPS FOR WARRIORS

Workshops for Warriors is a state-licensed, board-governed, fully audited nonprofit school. The support it receives from Ford Fund allows it to train, certify and provide valuable work experience for veterans, wounded warriors and transitioning service members who are looking into advanced manufacturing careers. A part of the funding also goes toward a Workshops for Warriors program specifically for women.



OSCAR MIKE FOUNDATION

The Oscar Mike Foundation provides an outlet to U.S. veterans with life-changing adaptive sports programs, experiences and events. To help the

Foundation, Ford has provided an F-250 Super Duty® to be used for a variety of purposes, including transporting athletes to competitions around the country.



BLUE STAR FAMILIES

Blue Star Families builds supportive communities to address the challenges of military life. Using groundbreaking research, they create

innovative programs that enhance family life, help find jobs, provide caregivers with peer support and connect families with their civilian neighbors. Support will be given through our online store, where Ford will donate its profits from the Proud to Honor merchandise sales to benefit Blue Star Families' ongoing programs.



BUNKER LABS

Bunker Labs is a national network of military veteran entrepreneurs dedicated

to helping former service members start their own businesses. Ford Fund supports their Muster Across America Tour, which helps empower local entrepreneurs and provides them with access to funding.

Want to learn more about the programs that Ford works with to support veterans? Visit our Proud to Honor site.

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