

Name: Andrew Jackson

Company: SaluteMyJob Consulting Services Ltd

Role: Managing Director



Along with 2 fellow directors, Andrew founded SaluteMyJob as a Social Enterprise in 2015. The goal is to use his acquired knowledge over 10 years of commercial and military recruiting to provide employers with a business-to-business HR service, including supply of qualified ex-Service men and women. His former employer, IBM, is an important partner to this venture.

Andrew joined Kenexa, a US owned provider of HR science, technology and services, in 2009 after a full career in the British Army. He was responsible for starting up the company's government business, which, in 3 years, achieved \$25m in sales and \$12m revenue. IBM acquired Kenexa in 2012. As part of IBM's public sector team, Andrew focussed on the development of IBM's 'Smarter Workforce for Government' proposition until he moved from employee to partner in 2014 to establish SaluteMyJob.com.

For his last 4 years in the Army, he was appointed Director of Army Recruiting (in the rank of Brigadier General), accountable for the recruitment of 15,000 officers and soldiers annually into the Regular and Reserve Army. As part of this work, he led a project to identify how commercial best practice, capabilities and expertise could help to improve the effectiveness and efficiency of Army recruiting. This led to the award of the MOD's Recruiting Partnering Project to Capita. IBM is responsible to Capita for the provision of its eRecruitment technology and assessments.

Earlier Army appointments posts included command of an Army brigade in Scotland. Previously, he was responsible for the Army's UK Training Estate and spent 3 years on the Commitments (Operations) staff in the Ministry of Defence at the height of the Kosovo crisis.

Andrew followed his father and grandfather into the King's Own Scottish Borderers, a 300 year old Scottish infantry regiment, and is now Chairman of the Regimental Association. His career has included tours to Iraq, Hong Kong, Africa, Germany and Northern Ireland, a 4 year tour as a helicopter pilot. In 1996, he achieved his lifelong ambition to command 1st Battalion The King's Own Scottish Borderers.

Andrew is married with 4 children. He sits on the boards of 2 organisations focussed on helping members of the military family find employment; Recruit for Spouses in the UK and Corporate America Supports You in the US. He is also an active supporter of Combat Stress, a UK charity that provides support and professional psychological services to military personnel suffering from Post Traumatic Stress Disorder and other mental health issues

