



**Joe Smith**  
Senior Partner

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After 25 years as an enlisted man and an officer in the U.S. Navy, Joe Smith was ready to move to the civilian labor force. Given his extensive service experience, he expected a relatively easy transition. But after applying for more than 100 positions and getting zero responses, he realized that his expectations were considerably off.

Lucas Group helped him make a successful transition. They arranged for five interviews in a single day. But after considering multiple offers, Joe joined Lucas Group. Now, he helps his fellow veterans successfully transition from life in the military to a meaningful career.

Joe understands the challenges of translating military experience to corporate employment. He was a Submarine Electronics Officer in the U.S. Navy, operating under challenging conditions all over the world. But there are no subs in Dallas. Lucas Group helped him to emphasize his electronics expertise and the important intangibles that military service affords veterans—leadership, work ethic, personal responsibility, teamwork, and resourcefulness. They are traits that distinguish veterans.

His job now is to do the same with his candidates. He helps them create resumes and hones interview narratives that are meaningful to a business audience. Joe works tirelessly with every candidate to help them highlight technical skills and upward potential. Veterans, Joe believes passionately, are a cut above.

As the U.S. withdraws from Iraq and Afghanistan, the volume of military talent is on the rise, making Joe's consultative approach even more important. Engineering, technical positions, and management leadership and training are skills currently on the rise, but Joe successfully places quality candidates from a variety backgrounds. He helps them prioritize their career ambitions by intelligently blending their background, geographic preferences, and salary aspirations into an achievable job.

When not shaping veteran's careers, Joe is shaping the world around him for the better. From Friday night high school football to Saturday afternoon community service through his church, Joe loves his family and consistently reminds his two sons of the importance of giving more than you take. Joe also always finds time for date night with his wife, whom he's known since the sixth grade. It could be a movie in a theater or a glass of wine on the porch. But regardless of what they do, he cherishes their time together.

Joe Smith is a man committed to his craft of ensuring a future for every vet with whom he works. If you're considering making the transition from the military to the business world, consider enlisting with Joe. He's been in your shoes and can help you navigate the waters ahead.

