

[Job Search documentation](https://cloud.google.com/talent-solution/job-search/) (<https://cloud.google.com/talent-solution/job-search/>)

[Documentation](#)

Military codes

Background

Job openings should be discoverable by all job seekers with the right skills. Every year an estimated 250,000 men and women transition out of the United States military, where they have gained amazing skills that can be challenging to translate into civilian language. Military code-based search is designed to make it easier for service members to find civilian jobs.

In the US military, occupational codes are used to identify specific jobs. Each service member's role is defined by a code that reflects their branch of the service and career path. The US Army and US Marines use military occupational specialty codes (MOS), the US Air Force uses Air Force specialty codes (AFSC), and the US Navy uses Navy enlisted classification codes (NEC). Transitioning service members can search for jobs using any of the three supported US military occupational speciality codes (MOS, AFSC, or NEC) and Job Search will return relevant results to the job seeker.

Examples

Army and Marines military occupational specialties codes (MOS)

The code "42B" is the Army's MOS code for a Human Resource Officer. Sample results:

The screenshot shows the Google Careers job search interface. The search bar contains the code '42B', which is highlighted with a red box. The search results are sorted by Relevance and show three job listings from Google in Mountain View, CA, USA. Each listing includes a title, company, location, date posted, and a list of qualifications. The first listing is for a Program Manager, Diversity and Inclusion, posted 'A day ago'. The second is for a Staffing Director, Global Business Organization, posted '7 days ago'. The third is for a Candidate Experience Manager, Google People Services Operations, posted '13 days ago'. The left sidebar contains filters for 'What do you want to do?' (42B), 'Locations' (United States, San Francisco, London, Michigan), 'Skills & qualifications', 'Degree', 'Job types' (Full-Time, Part-Time, Temporary, Intern), and 'Organizations' (Google, YouTube).

Google Careers

Teams Locations How we hire Students Jobs

My applications

28 jobs matched. Start your search again?

Saved jobs Job alerts

What do you want to do? [Clear Filters](#)

42B

Locations

United States

San Francisco, London, Michigan

Skills & qualifications

Degree

Job types

Full-Time Part-Time

Temporary Intern

Organizations

Google YouTube

[View Alphabet organizations](#)

Turn on job alerts for your search

Sort by Relevance

Program Manager, Diversity and Inclusion [Share](#) [Save](#)

Google Mountain View, CA, USA A day ago

Qualifications:

- Bachelor's degree in Business, Communications, Engineering or a related field, or equivalent professional experience.
- 3 years of program/project management experience.

[Expand](#)

Staffing Director, Global Business Organization [Share](#) [Save](#)

Google Mountain View, CA, USA 7 days ago

Qualifications:

- Bachelor's degree or equivalent practical experience.
- 15 years of leadership experience in senior talent acquisition and/or HR positions.
- Experience managing global teams, building and delivering applicant pipelines, and planning/executing strategy in similarly business environments.

[Expand](#)

Candidate Experience Manager, Google People Services Operations [Share](#) [Save](#)

Google Mountain View, CA, USA 13 days ago

Qualifications:

- Bachelor's degree or equivalent practical experience.
- 6 years of experience in HR, operations, or employee engagement.
- 1 year of experience in direct executive support.

[Expand](#)

Air Force specialty codes (AFSC)

The code "10C0" is the United States Air Force AFSC code for an Operations Commander.

Sample results:

The screenshot shows the Google Careers search interface. The search bar contains '10CO', which is highlighted with a red box. The search results show 52 jobs matched. The left sidebar contains filters for 'What do you want to do?' (with '10CO' selected), 'Locations' (United States, San Francisco, London, Michigan), 'Skills & qualifications', 'Degree', 'Job types' (Full-Time, Part-Time, Temporary, Intern), and 'Organizations' (Google, YouTube). The main content area displays three job listings:

- Global Operations Excellence Manager, Global Data Centers** (Google, Berkeley, CA, USA, 20 hours ago). Qualifications: Bachelor's degree in technical field or equivalent practical experience; 10 years of global people management or project management experience; Experience in the operation of datacenter, semiconductor, pharmaceutical, power, nuclear, or other 24X7 mission critical industries.
- Operations Manager, Cloud Strategy and Operations** (Google, Sunnyvale, CA, USA, A day ago). Qualifications: Bachelor's degree or equivalent practical experience; 4 years of work experience in operations or program management.
- Product Strategy and Operations Manager, Google Customer Solutions** (Google, Redwood City, CA, USA, A day ago). Qualifications: Bachelor's degree or equivalent practical experience; 4 years of work experience in digital advertising/sales; Experience in developing and implementing tests and experiments.

Navy enlisted classification (NEC)

The code "001045" is the United States Navy NEC code for a Network Maintenance Technician. Sample results:

The screenshot shows the Google Careers job search interface. At the top, there are navigation links for Teams, Locations, How we hire, Students, and Jobs. The search bar shows 87 jobs matched for the query '001045'. The left sidebar contains filters for 'What do you want to do?' (with '001045' entered), Locations (United States, San Francisco, London, Michigan), Skills & qualifications, Degree, Job types (Full-Time, Part-Time, Temporary, Intern), and Organizations (Google, YouTube). The main content area displays three job listings:

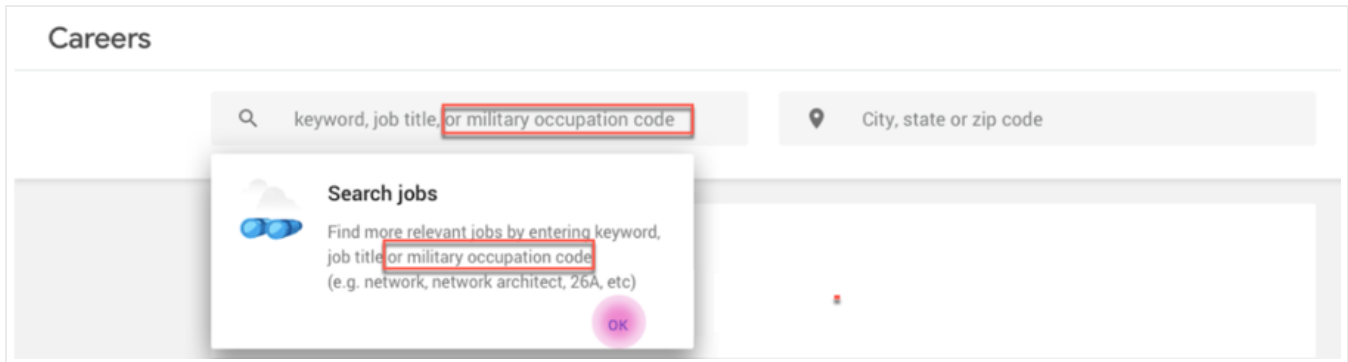
- Systems and Network Engineer** (Google, Sunnyvale, CA, USA, A day ago). Qualifications: 5 years of relevant systems administration experience; Experience with three or more of the following: Windows, Unix, Networking, Scripting and Automation in Python, Java, Go, or Bash, Application troubleshooting, and/or System Architecture.
- Data Center Technician** (Google, Moncks Corner, SC 29461, USA, A day ago). Qualifications: Experience diagnosing and troubleshooting computer and server hardware; Experience with networking protocols; Experience navigating and troubleshooting operating systems.
- Windows System Administrator** (Google, Sunnyvale, CA, USA, 21 days ago). Qualifications: Experience with Windows system administration and internals; Experience in automation using programming/scripting languages (e.g., PowerShell, Go, Python, C#, C++).

Feature access

Military code-based search is offered as a part of the Cloud Talent Solution search algorithm, so all users have access to this feature. There is nothing on the development side that needs to be done, and you are not required to modify your existing job titles and descriptions in any way.

Because this technology is still new, we recommended that you incorporate an element into your UI that makes job seekers aware of this feature. For example, you can call out "military

occupation code" in the search box and drop down:



Integration best practices

To ensure that results are returned to your users, set [enableBroadening](https://cloud.google.com/talent-solution/job-search/docs/reference/rest/v4beta1/projects.jobs/search#body.request_body.FIELDS.enable_broadening) to TRUE to expand the number of jobs searched for relevant results. See the Job Search [best practices](https://cloud.google.com/talent-solution/job-search/docs/best-practices) documentation for details on using this parameter.

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