SAPROMIL:
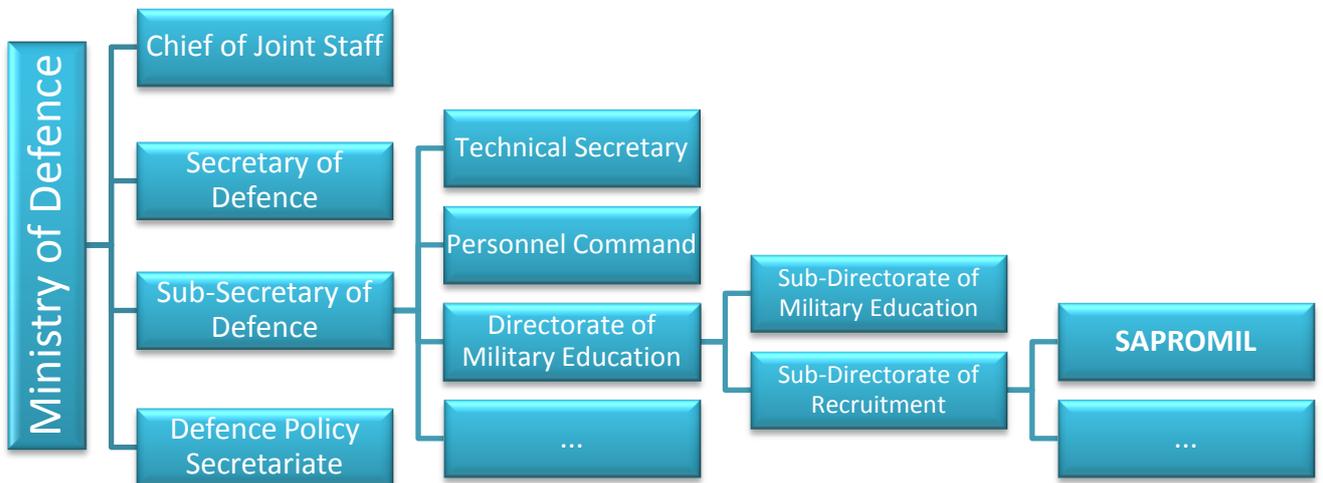
Everything you would like to know

What is SAPROMIL?

SAPROMIL is the official program devoted to helping transitioning from military to civil work environment.

It is under the Sub-Directorate of Recruitment and Labor Advising as follows:

Who can register with SAPROMIL?

➡️ APPLICANTS OR CANDIDATES ASKING FOR CIVILIAN JOBS

On the one hand, all service military members can register with SAPROMIL having in mind the following details:

- Military Personnel with a permanent service in the Armed Forces that want to look for a civilian career can sign up to SAPROMIL during their service life (including reserve) but not when they pass to the retirement.

- Military Personnel with a nonpermanent service in the Armed Forces can enroll to SAPROMIL during their service life and also during the following two years after they resigned from the Armed Forces.

➡ EMPLOYERS

On the other hand, any company that would like to hire military personnel can joint to SAPROMIL. In this case, any staff of the firm can ask to register with SAPROMIL. Company´s staff interacts with SAPROMIL, on behalf of their company, in order to get human resources, using a web platform offered by SAPROMIL.

Why SAPROMIL?

SAPROMIL acts as a springboard to a later civilian career for those service members that do not see the military as a lifelong career path. Some Spanish laws regarding military personnel state that the Ministry of Defense must provide resources to those wanted to make a successful transition into civil life after serving. The main law in which SAPROMIL is based is the Spanish 9/2011 Act about rights and duties of the Armed Forces´ members.

As a result, SAPROMIL is a web based software that acts as a single point of contact between applicants (military willing to redefine their professional path) and employers (companies that post job requirements for positions to be filled with militaries).

Between applicants and employers, the Ministry of Defense (through SAPROMIL) warrants the accuracy, faithful and completeness of the applicants´ CV in the *Europass* format.

SAPROMIL is based on the article 32.2 of the Organic Act 9/2011, dated 27th July, regarding rights and duties of the Armed Forces´ members.

Click here to learn more

Is SAPROMIL similar to an employment website?

SAPROMIL is like an employment website and much more. SAPROMIL is a vast program that:

- Encourages arrangements (Memorandum of Understanding) between official departments (at national, community or municipality levels), universities and private enterprises in order to facilitate military to leave the Armed Forces. To this extend, SAPROMIL has cooperated in:

  o A number of changes in autonomous communities´ laws in order to keep some seats for the military in the public tendering for recruitment of local police.

  o The transition from the military to other civil administrations as civil servants.

  o Courses and educational actions.

You would be surprised in getting to know how many memorandums have been signed in the frame of SAPRPOMIL.

[Click here to learn more](#)

- Affords courses in those matters that companies demand and service members lack. As a consequence of the above mentioned arrangements, so far SAPROMIL has hosted:

  o Four courses of project management.

  o One course of cyber defense.

  o Three courses for entrepreneurs.

- Provides resources and advice to shorten the gap between the job requirements and the military skills. Most of the times, translating

skills developed as a service member into a prospective of the employer is a hard task. SAPROMIL wants to be an interpreter between them.

- And, finally, it provides a wide range of information through the site www.sapromil.es

Why should an employer trust in SAPROMIL?

Because SAPROMIL double checks the CV of the applicants prior to send them to companies in order to ensure that:

- The candidate fulfils the requirements of the job position.

- The completeness and veracity of the CV (professional experience, academic extend, languages abilities, skills, etc.)

So, the human resources´ office of the company does not waste time (and money!) in order to review thousands of CV.

How SAPROMIL works?

We, SAPROMIL´s administrators, like to say that the face of SAPROMIL is the webpage and its mind is the database. Through the site, both applicants and companies, get into SAPROMIL´s information system. The main functionalities of the system are:

➡ FROM THE EMPLOYER´S PROSPECTIVE:

- Employers search for profiles. For example, a company wants to know whether there is a candidate with experience in international logistics and with a degree in law. The database provide employer with the number of candidates with those skills.

- Employers propose to the administrators to post job positions.

- They review the CV of the candidates applying for a position and select those CV they consider more adequate for it.
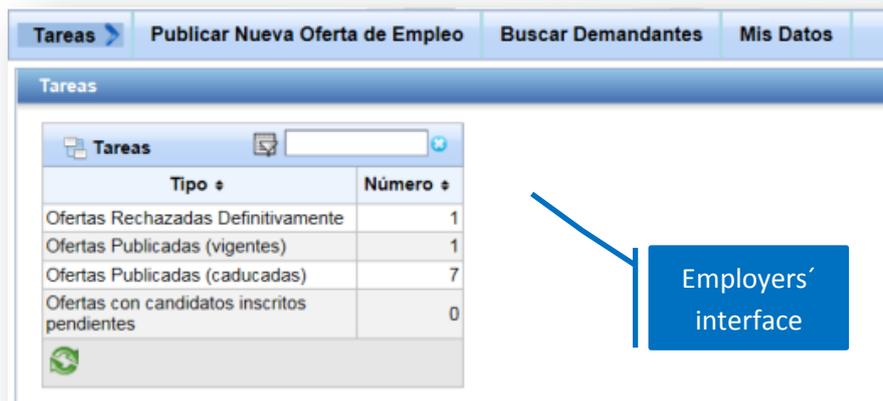
Tareas >	Publicar Nueva Oferta de Empleo	Buscar Demandantes	Mis Datos

Tareas

| Tipo ≑	Número ≑
Ofertas Rechazadas Definitivamente	1
Ofertas Publicadas (vigentes)	1
Ofertas Publicadas (caducadas)	7
Ofertas con candidatos inscritos pendientes	0

Employers´ interface

Candidates write their CV based on the data of the personnel database of the Ministry of Defense (called SIPERDEF)

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- They contact with the candidates that have been previously selected, although they are under no obligation to hire a military.

➡ FROM THE APPLICANT´S PROSPECTIVE:

- Candidates can write up to five CV with the help of the personnel database of the Ministry of Defense.

- Candidates seek for jobs based on their preferences.

- Candidates can apply for job positions.

- Candidates can apply for education offers.

- Candidates can apply for public tendering to others civil administrations apart from Ministry of Defense.
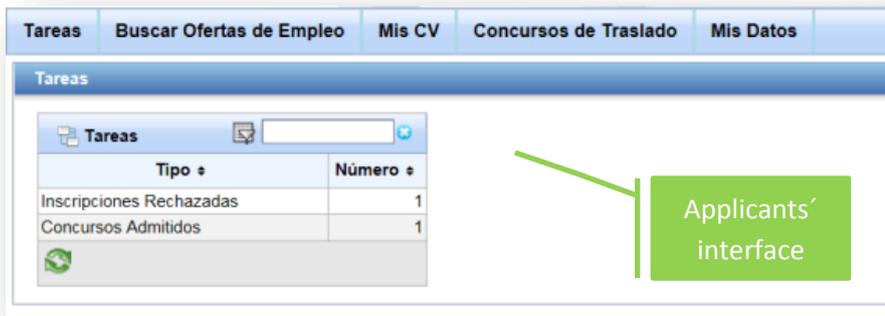
Tareas	Buscar Ofertas de Empleo	Mis CV	Concursos de Traslado	Mis Datos

Tareas

Tipo ≑	Número ≑
Inscripciones Rechazadas	1
Concursos Admitidos	1

Applicants´ interface

➡ FROM THE SYSTEM ADMINISTRATOR´S PROSPECTIVE:

- Administrators authorize the publication of the job positons proposed by employers.

- Administrators check the CV of candidates applying for a position and:

  o When a candidate fulfills the requirements for the position, they "Accept" the CV and it is sent to employer automatically.

  o When a candidate does not fulfill the requirements for the position, SAPROMIL administrators "Reject" the CV and the candidate is automatically informed.

- Administrators post educational or training offers.

- Administrators report public tendering for civil servants.

At the present, more than 3,000 applicants and more than 50 companies are registered with SAPROMIL

Should you need further information, please do not hesitate to contact with sapromil@oc.mde.es