

Former Met Police Detective Inspector and Recruitment Expert Launch Career Transition Programme for UK Police Leavers

UK, UNITED KINGDOM, August 11, 2026 /EINPresswire.com/ -- Blue Light Transition, founded by retired Detective Inspector Janet Barr and recruitment professional Tommy Jones, has launched the Badge to Boardroom programme — a six-step career transition system placing police leavers into new roles within 90 days.

A Programme Built From Both Sides of the Hiring Table

Blue Light Transition, a UK-based career transition company serving police leavers, has launched its Badge to Boardroom programme following its founding in 2025. The company was established by Janet Barr, a retired Detective Inspector from the Metropolitan Police and current Senior Safeguarding Manager at QPR, and Tommy Jones, a recruitment professional with a background at the Financial Times. Together, the co-founders combine frontline policing experience with commercial recruitment expertise to support officers navigating the transition from policing into civilian employment.

The programme is designed to address a gap both founders identified from their respective professional backgrounds: police leavers possess a significant and transferable set of skills, but frequently lack the frameworks, language, and market knowledge required to present those skills effectively to civilian employers. Blue Light Transition was founded to close that gap.



Early Results Across the Programme

Since launching, Blue Light Transition reports outcomes that reflect both the demand for structured transition support and the effectiveness of the programme's methodology. Participants have secured employment offers after a single interview in processes that were initially structured across four stages. Salary outcomes have exceeded initial expectations by as much as 30 percent. The Badge to Boardroom programme has been described as transformative by senior police leavers who have completed it.

Jones, who leads the recruitment and sales function at Blue Light Transition, has stated that one of the most consistent findings from working with police leavers is that most have no clear picture of the range of roles and industries available to them. The programme is structured to address this directly, moving participants from uncertainty about what is possible to a targeted job search strategy within the first stages of the six-step process.

The Six-Step Badge to Boardroom Programme

The Badge to Boardroom programme guides participants through six structured stages designed around the specific realities of leaving policing and entering the corporate employment market. The programme begins with identity and skillset definition, helping officers articulate who they are beyond the badge and identify their transferable strengths. It then moves through skills translation, networking strategy, career mapping and industry targeting, interview preparation, and placement support through to offer acceptance.

The full programme is designed to take participants from initial uncertainty to employment within 90 days. Blue Light Transition provides dedicated support throughout, including direct outreach to hiring managers on behalf of participants using recruitment software, coaching on interview performance, and access to a network of former officers who have completed successful transitions.

Barr's background as a senior police officer informs the programme's understanding of the identity challenges officers face when leaving the service — a dimension of career transition that standard recruitment support does not typically address. Jones's commercial recruitment background informs the programme's job search methodology and employer engagement approach.

The Market Blue Light Transition Is Addressing

Police officers leaving the service in the United Kingdom represent a significant and underserved population in the career transition market. Officers leaving at any stage of their career carry experience in leadership under pressure, complex decision-making, risk management, safeguarding, investigation, community engagement, and operational planning — skills that are directly applicable across a wide range of civilian sectors including security, compliance, risk,

operations, financial services, and the public sector.

Despite this, many police leavers enter the civilian job market without a structured approach to presenting their experience, and without awareness of the full range of roles available to them. Blue Light Transition's programme is built on the premise that this is a structural problem — one that can be addressed through the right combination of coaching, strategy, and recruitment expertise.

About Blue Light Transition

Blue Light Transition is a UK-based professional training and coaching company founded in 2025 by Janet Barr and Tommy Jones, supporting police leavers in transitioning into civilian careers through the Badge to Boardroom programme. The company offers career development coaching, interview preparation, CV review, leadership development support, and direct recruitment assistance.

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