



# Recruitment

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“I was just a raw recruit when we landed on McComb during the War of 3039. I was proud to wear the crest of the Martian Cuirassiers, but I had barely learned to march in formation, let alone pilot a 'Mek in combat.

But war does not wait. The sky turned to fire, the ground trembled with the fury of battle, and men I had trained with—laughed with—were gone in an instant. Nearly forty percent of us never left that world.

Standing in the wreckage, watching the last embers fade, I learned my first and hardest lesson: life is fragile, fleeting, and far too precious to waste.”

— *Lt. Hiroshi Kuroda, Martian Cuirassiers,  
Reflecting on the War of 3039*

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## Introduction

Recruitment is critical to the long-term health of a campaign. Without a solid influx of new personnel, to replace retirees and casualties, a campaign is doomed to a decline into dissolution. Prior to 50.07, MekHQ's recruitment options suffered from a number of well documented issues.

To address those issues, we developed a new personnel market system. This system has been designed to provide a more intuitive, transparent, and balanced recruitment experience while better aligning with the mechanics and lore of the BattleTech universe. It introduces better role coverage, improved recruitment frequency, faction-based limitations, and location-based hiring to create a more immersive and engaging experience.

## The Three Markets

Recruitment offers three distinct market styles. Each style is designed to offer an experience tailored to a specific kind of player.

- **MekHQ** is the default option. This option has been tailored towards MekHQ players. It offers location-based recruitment, full role coverage, and faction influences.

- **CamOps (Revised)** is the recommended option for those players wanting to base their campaigns on the official rules found in Campaign Operations. However, unlike *CamOps (Strict)* this system has been adjusted to ensure full role coverage.
- **CamOps (Strict)** follows the official rules found in Campaign Operations, with very minor differences. This is recommended for those players who want to have a strictly rules-as-written experience. However, it is not recommended for most players as it is missing key professions used by MekHQ, such as Administrators or LAM pilots.



## How it Works

### Recruitment Attempts

At the end of each month MekHQ will make a number of recruitment attempts. Generally, the number of attempts is equal to the length of the month. So a month with 28 days will make 28 recruitment attempts.

The following rules can modify the number of recruitment attempts made each month. They are listed below, in the order they are applied.

#### Location (MekHQ Only)

If the campaign is currently stationed in a system with a **Hiring Hall** then the number of monthly recruitment attempts is multiplied by 2, for a **Standard Hiring Hall**, or by 3, for a **Great Hiring Hall**. All other hiring hall types (including 'none') have a multiplier of 1.

If the system is also the capital of a currently active faction, the above multiplier is increased by 1, or 2 if it is the capital of a major faction or super power.

Therefore, a system that is both a **Great Hiring Hall** and a faction capital - such as Galatea (while that is the Mercenary capital) - would have a multiplier of x4. Or 112 recruitment attempts in a 28-day month.

A system's hiring hall and capital status can both be viewed in the Interstellar Map Tab.

#### System Population (MekHQ Only)

Any system with a population less than 10-million offers fewer recruitment options, while a campaign is stationed in that system. This is based on a percentile system. So a system with a population of 5-million would reduce all recruitment attempts by 50%.

There are no additional benefits for stationing in a system with a population greater than 10-million. At that point recruitment is considered 'normal'.

## Faction Standings (All Market Styles)

If both **Faction Standings** and faction standing recruitment modifiers are enabled in **Campaign Options**, then a campaign's Faction Standing will influence how many recruitment attempts are available in any given system. The multiplier applied is based on the highest **Faction Standing** among those factions found in the current system.

The exact multiplier for each **Faction Standing** level can be found in the **Faction Standings** documentation.

## Connections (All Market Styles)

If monthly Connections checks are enabled in **Campaign Options** and the campaign Commander has a **Connections** Trait higher than 0, a monthly check will be made to increase the number of recruitment attempts. This is a 2d6 roll with a **Target Number** of 4.

The number of additional recruitment attempts made can be found in the **Connections** entry in the in-game **Glossary**.

## Restrictions (MekHQ Only)

To increase realism and reactivity a couple of restrictions are placed on recruitment.

While the campaign can always access recruits from across an entire system, new applications will only be generated while the campaign is stationed planetside.

While the campaign has an active non-Garrison Type contract they are unable to recruit. A Garrison-type contract is any contract whose type ends in 'Duty', except Relief Duty.

## Applicants

Who applies is just as important as the number of applicants.

## Profession

A character's profession is determined based on a weighted random table specific to the market style and whether the campaign is considered a Clan or Inner Sphere campaign. Some professions are unavailable for certain factions or during certain years. For example, you won't see **ProtoMek Pilots** turning up in 3025.

If an applicant appears in the market with a rare profession, a short message will appear informing you of this.

## Dependents

In the personnel market, **Dependents** represent untrained personnel who have shown an interest in joining your campaign. Sometimes they might have useful skills thanks to the **Civilian Professions** introduced in 50.06. Largely, though, they make excellent fodder for the **Education** system.

When using the **MekHQ** market style, each month, d6 **Dependents** will be added to the pool of recruits.

However, if a **CamOps** market style is enabled, **Dependents** are generated in place of the ‘no recruits’ roll shown in the random recruit table in **Campaign Operations**.

## Quality

The experience level (green, regular, etc) of a recruit can be found on pg 273 of *Total Warfare*. We simply roll on that table and generate a character of that experience level.

### Show of Interest (MekHQ Only)

After generating a recruit we compare the experience level with the **CamOps Reputation** experience level of the campaign. If the applicant’s experience level is Green or Ultra-Green, or 2 steps below the campaign experience level, they will always make a ‘show of interest’ and appear in the personnel market.

However, if the applicant’s experience level is higher than Green and more than 2 steps below the campaign experience level, there is an incrementally decreasing chance they are willing to join.

Show of Interest %		Applicant Experience Level						
Campaign Experience Level		Ultra-Green	Green	Regular	Veteran	Elite	Heroic	Legendary
	Ultra-Green	100%	100%	0.01%	0.001%	0.0001%	0.00001%	0.000001%
	Green	100%	100%	0.1%	0.01%	0.001%	0.0001%	0.00001%
	Regular	100%	100%	1%	0.1%	0.01%	0.001%	0.0001%
	Veteran	100%	100%	10%	1%	0.1%	0.01%	0.001%
	Elite	100%	100%	100%	10%	1%	0.1%	0.01%
	Heroic	100%	100%	100%	100%	10%	1%	0.1%
	Legendary	100%	100%	100%	100%	100%	10%	1%

### Golden Hello (MekHQ Only)

Optionally, you can offer a **Golden Hello** to applicants equal to 1 years’ salary. This offer does not apply retroactively, so must be set in the personnel market ahead of time. However, while the golden hello is being offered the gap between the campaign’s experience level and the applicants is reduced by one. Significantly improving the chances of having higher experienced applicants.

The **Golden Hello** is only paid when recruiting an applicant. So there is no risk involved.

For convenience, the above table has been replicated below. This time with a **Golden Hello** being offered.

Show of Interest %		Applicant Experience Level						
Campaign Experience Level		Ultra-Green	Green	Regular	Veteran	Elite	Heroic	Legendary
	Ultra-Green	100%	100%	0.1%	0.01%	0.001%	0.0001%	0.00001%
	Green	100%	100%	1%	0.1%	0.01%	0.001%	0.0001%
	Regular	100%	100%	10%	1%	0.1%	0.01%	0.001%
	Veteran	100%	100%	100%	10%	1%	0.1%	0.01%
	Elite	100%	100%	100%	100%	10%	1%	0.1%
	Heroic	100%	100%	100%	100%	100%	10%	1%
	Legendary	100%	100%	100%	100%	100%	100%	10%

## Origins

If the campaign is a Clan campaign, all applicants will normally come from the campaign's faction. Otherwise, each faction present in the current system will receive a number of tickets.

- If the faction is **At War** with the campaign faction, they get no tickets.
- If the faction is **Allied** with the campaign faction, they get 3 tickets.
- If the faction is **The Same** as the campaign faction, they get 3 tickets.
- If both **Faction Standings** and faction standings affects recruitment are enabled, the campaign's Standing with the faction will affect the number of 'tickets' that faction receives. See the **Faction Standings** documentation for more information.
- The Mercenary faction will always have at least 1 ticket.
- The Pirate faction will always have at least 1 ticket.

Once the pool has been determined, for each applicant a single ticket is picked. Each 'ticket' can be picked multiple times.

## Reputation (MekHQ Only)

If the campaign's **CamOps Reputation** score is less than -25, only mercenaries and pirates will be willing to join the campaign.

This can override the restriction that causes Clan campaigns to only receive same-faction applicants. When you are Dezgra you only attract Dezgra.

## Personalities

If **Random Personalities** are enabled in **Campaign Options** you will see 'interviewers notes' in the personnel market. These give insight into the personality of the character you are about to recruit, but without giving everything away.