

INTELLIGENCE IS OUR BEST WEAPON OF DEFENSE.

Defense / Intelligence

Case in Point: DEFENSE CONTRACTOR / SOFTWARE AND MECHANICAL ENGINEERING

The name behind many government and military communications systems, HDTV broadcasts, wireless transmitters and secure network solutions, our client is a diversified international communications and information technology company serving government and commercial markets in more than 150 countries. With a vital need to fill software and mechanical engineering positions for a classified contract, this engineering/defense contractor turned to Beeline Recruitment Process Outsourcing (RPO) for a plan of attack.

Our Mission:

Fill 55 openings covering a gamut of positions for our client's RF Communications operations in Rochester, NY and Melbourne, FL, as well as openings for 16 Software and Test Engineers (with clearance levels up to TS/SCI full-scope polygraph) for RF programs in Columbia, MD. Our client's RF Communications Division produces secure voice and data communications products, systems and networks to military, government and commercial organizations worldwide.

Our Target:

Positions include Digital Design EEs, RF Communication EEs, Radio Digital HW Engineers, COMSEC HW Engineers and Cryptographic Security Engineers.

Ultimate Goal: find as many qualified candidates as possible per position to provide choices and to account for the selection process.

Our Timeline:

Beeline RPO had shared ownership for filling many of this client's open positions within a set timeframe of 5-60 days, utilizing our own resources to source and recruit candidates in locations across the U.S. In the first week alone, we submitted 5 highly qualified RF Engineers with TS/SCI Full-scope Polygraph clearances. Our swat team consisted of a project manager and typically 1-5 recruiters.

Obstacles to Overcome:

In this case, we were working overtime to find not only highly experienced, but also security cleared candidates, in locations where the candidate pool was quite limited. All candidates outside of Rochester, NY and Melbourne, FL, needed to be relocated.

Mission Accomplished:

To date, Beeline RPO has served the client well by:

- Submitting more than 180 qualified/screened candidates for various positions

Unable to locate candidates through its own internal resources, this particular client has turned to Beeline RPO repeatedly to assist with recruiting for individual key contract positions to larger scale contracts requiring quick turnaround.

Beeline RPO's "secret weapon" actually involved a number of factors:

- Our exceptionally strong knowledge and understanding of our client's business areas and their end clients
- Our ability to ramp up quickly to meet the scale of support needed
- Our undeniably fast turnaround time in submitting qualified candidates
- Our attention to detail in providing fully screened candidates ready to interview
- Our follow-through and focus on complete customer satisfaction

What our client staffing director, in this case, had to say about us:

"Beeline is an incredible recruitment partner. You were able to understand our requirements and culture very quickly. Your recruiting team somehow dug up candidates that were great skill matches that we hadn't seen before. I have been a recruiter for 12 years and I don't know how you found some of the candidates you did."

"Being able to perform and meet our goals is obviously critical, but on top of that, Jodi and Diana (Beeline RPO contacts) are wonderful. They follow up, but not incessantly like some other firms do, and are very well organized. I would welcome any chance to work with either of them again in the future."

Equipped to tackle the most demanding recruiting assignments, Beeline Recruitment Process Outsourcing (RPO) has excelled in many challenging sectors, from IT, oil & gas, and finance to high-level security clearance positions.

In a field where the right connections lead to the right hires, Beeline RPO recruiters have the edge—with almost three times more RPO experience than our competitors. Beeline RPO brings you the pick of active prospects and premium "passive job seekers" you didn't know existed.

With 15 years of experience as RPO experts, we know what it takes to deliver great candidates, even when turnaround is tight.