

# INTELLIGENCE IS OUR BEST WEAPON OF DEFENSE.

## Government / Information Technology

### Case in Point: NATIONAL SECURITY, CIVIL GOVERNMENT AND GLOBAL HEALTH SECTOR

Our client, in this case, solves complex problems of worldwide significance for clients in national security, civil government and global health. With three decades of experience, they deliver the expert knowledge, technical tools and solutions that governments, agencies and companies need to improve performance, reduce costs and risks, introduce enterprise efficiencies and enhance human health.

#### Our Mission:

This client looked to Beeline Recruitment Process Outsourcing (RPO) to provide significant recruiting efforts for all three of their business sectors:

**National Security:** designs, develops, integrates and implements large and complex systems for defense and military service organizations. They provide strategic and tactical command, control and communications systems for law enforcement, public safety and intelligence agencies, and also offer analytical support to the government and private industries.

**Civil Government:** supports federal civil agencies with comprehensive professional and IT consulting services and enterprise-wide infrastructure solutions.

**Global Health:** provides health consulting services for global clients, both public and private sectors.

#### Our Target:

In this case, the majority of our work was done in the Metro D.C. area. Along with fulfilling specific hiring tasks for our client's National Security, Civil Government and Global Health operations, we were to source and screen candidates to build a pipeline for their future project needs.

Ultimate Goal: find as many qualified candidates as possible per position to provide the client with a freedom of choice never before seen. Our swat team ranged from two recruiters and a project manager to eight recruiters and a project manager.

#### Examples of Projects:

Although we worked on multiple endeavors across the organization, two projects particularly stand out.

#### Major Search for Information Assurance Support

- In April 2008, Beeline RPO was asked to support this organization's Information Assurance group. Beeline RPO sourced and screened more than 100 candidates for positions ranging from Cyber Intel Analysts and IA Analysts to IAV&A professionals (including Engineers, Privacy Analysts, Network Security Engineers, UNIX Systems Administrators, SQL Engineers and Vulnerability Team Leads).
- In addition, Beeline RPO was able to create a pipeline of candidates to use for future IA needs within the organization.
- The result: in addition to 30 confirmed interviews, a further 47 candidates submitted were also considered for other opportunities with this client.
- Obstacles to Overcome: In this case we had a stall in the process when the hiring manager was changed three weeks into the cycle, resulting in several lost weeks of interview time. In addition, we were competing against numerous other recruitment resources, from internal referrals and transfers to other staffing agencies. This was challenging because we did not yield the number of hires that we had hoped.

### Last-Minute Recruitment for JAVA Invitational

- In June 2008, Beeline RPO was tasked with supporting a recruiting invitational for clearable JAVA developers. We received a call on a Friday afternoon for an invitational that was to be held the following Thursday. This project had an aggressive 5-day turnaround.
- Our team pulled together over the weekend, and in less than 1 week, we sourced, screened and scheduled 11 candidates for interviews, 4 of which received an offer.
- The team continued to find qualified submittals and subsequently the client was able to set up additional interview days and extend additional offers.
- Obstacles to Overcome: In this case, the biggest challenge we faced was candidate scheduling. In preparation for the JAVA Invitational, we learned that by taking charge of the scheduling process we were able to push more candidates through at a faster rate, which resulted in a much higher interview-to-offer ratio for our client.

### What our client contact had to say about their Beeline RPO recruiter:

*"Our Beeline RPO consultant is an experienced, respected, client-focused recruiter with expertise in a wide variety of subject matter areas. In 2008, he worked tirelessly to identify a large number of hard-to-find information security professionals for my firm. His ability to come up to speed quickly on our staffing needs, as well as his flair for locating niche talent, made him a valued member of our recruiting team."*

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 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.