

Solving the Need for Specialized SAP Talent at Scale

Key Results



105
 candidates delivered
 in 3 months



Strategic guidance
 for hiring and interviewing
 candidates at scale



New talent pipeline
 created to accommodate
 future hiring needs

About The Client

A defense contractor engaged TekStream to address recruitment needs for a high-volume, \$4.5 billion contract that supported a USAF long-term program. The program required security clearances for Special Access Programs (SAP).

Spanning five years with five additional option years, the program required recruiting across multiple air force bases, including Hanscom, Joint Base Anacostia-Bolling (JBAB), Eglin, Kirtland, Wright-Patterson, Peterson, Schriever and others. Due to its scale and duration, the client faced challenges in meeting the demand for sourcing and full-lifecycle recruiting within three months, prompting the need for TekStream's strategic expertise and resources.



Industry
 Government



Location
 Virginia



Employees
 30,000



Annual Revenue
 \$42.3 Billion

Objectives

- **Prior SAP Experience:** All positions were in support of SAP, requiring candidates to possess prior experience within the SAP domain.
- **Need for Specialized Talent:** The program demanded highly specialized security professionals with TS/SCI clearances.
- **Multi-Site Recruitment Efforts:** Because hiring roles were located across multiple sites, it was challenging to coordinate and manage candidate preferences, availability and unique labor market conditions – impacting recruitment timeline and strategies.
- **Long-Term Commitment:** The length and variability of the contract made it challenging to recruit top-tier talent.
- **Pipeline Management:** The evolving nature of the program's requirements made it difficult to forecast future needs and ensure a strong talent pipeline.
- **Lack of Recruiting Resources:** With one full-time corporate recruiter, meeting hiring deadlines was difficult amid multiple labor categories nationwide and the need for specialized SAP program experience.

The Solution

- **Filled 25 Positions Successfully:** Hired 25 candidates within the three-month period of performance while adding over 100 candidates to the talent pipeline.
- **Accelerated Recruitment Process:** Mobilized a dedicated team in record time to source and screen candidates with a TS/SCI clearance, prioritizing those with the additional polygraph qualification.
- **Streamlined Interview Process:** Worked closely with the client to streamline the interview process, ensuring quick scheduling for multiple rounds with on-site interviews while managing candidate expectations regarding salary and timeline.