

# TekStream Assists Defense Contractor With Return to Office (RTO) Policy

## Key Results



### Boost in Candidate Engagement

Rekindled interest in on-site roles among top cleared talent



### Top-Tier Talent Placement

Secured highly skilled candidates aligned with client goals



### 100% Mission Readiness

Filled every critical position ahead of contract deadlines

## About The Client

A defense contractor faced challenges filling critical roles that required employees to return to on-site work post-COVID. These positions called for highly specialized skills and active security clearances, further narrowing the candidate pool.



**Industry**  
Government



**Location**  
Virginia



**Employees**  
1,500



**Annual Revenue**  
\$55.50 Million

## Challenges

- **Remote Work Preferences:** Candidate preference for flexible or hybrid work arrangements post-pandemic created resistance to full-time office roles, limiting the pool of interested applicants.
- **Evolving Job Market Dynamics:** Defense contracting roles often require niche skills that became harder to source as many professionals shifted to private-sector tech or fully remote roles during the pandemic.
- **Candidate Reengagement Challenges:** Candidates previously employed in similar roles had moved on to different industries during the pandemic, requiring TekStream to find creative ways to reengage them and bring them back into defense contracting.
- **Talent Competition in a Limited Market:** The cleared candidate pool is highly competitive, with multiple companies vying for the same professionals. The client struggled to differentiate itself and attract top talent willing to work on-site.

## The Solution

- **Strategic Guidance on Attracting Employees:** A return to office strategy focused on creating a safe and healthy work environment while communicating the value of on-site work was developed to attract top talent. The program offered employees flexible work hours and the ability to work from home on Fridays.
- **Targeted Talent Pooling:** Leveraging TekStream's deep expertise in recruiting for cleared positions, the client had access to a network of professionals open to on-site roles.
- **Employer Branding:** Client's mission-critical work was highlighted to enhance the brand and attract candidates committed to national security.
- **Candidate Engagement:** Personalized communication was created to address candidates' concerns about returning to the office, emphasizing the client's commitment to health, safety and professional growth.
- **Market Insights:** TekStream provided valuable insights into competitive compensation packages and industry trends to help attract top talent despite salary constraints.

*"We are very satisfied with TekStream after filling one of these positions after multiple candidates withdrew. TekStream was transparent about salary constraints on the original screen, which resulted in a cradle-to-grave placement."*

**Talent Acquisition Manager**