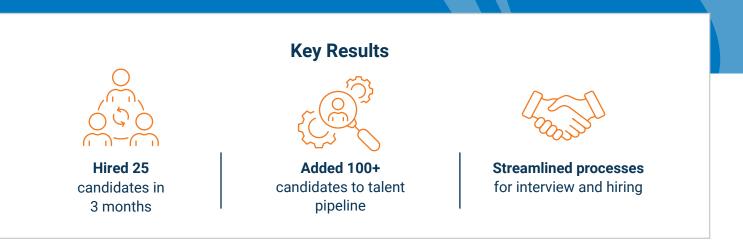


Addressing High-Volume Recruiting With Efficient Talent Acquisition Strategy at Scale



About The Client

A defense contractor won a new IDIQ prime contract to provide information technology operations and maintenance (O&M) support services to an intel agency. The awarded task order provided indefinite delivery/quantity and was a cost-plus-award-fee contract with a five-month base performance period, followed by five one-year option periods and a final 6-month option period.

The contract was valued at \$401M, with all options exercised. Work would be performed primarily at the end customer's facility The client faced a significant year-end surge in filling requisitions that required a tight completion timeline. TekStream was engaged to provide high-volume hiring surge support.







Objectives

- Recruit 40+ Open Positions Within a 3-Month Deadline: Meet the urgent hiring timeline to ensure
 the client avoids financial penalties and operational disruptions at the end of the year.
- Ensure Compliance With Security Clearance Requirements: Source and vet candidates with a minimum of TS/SCI security clearance level with preference for those with an active polygraph.
- Navigate Salary Constraints While Attracting Top Talent: Provide other value propositions such
 as career growth, participating in a high-impact and mission-driven project, and job stability on a
 long-term contract.

Challenges

- **Urgency & High-Stakes:** Failure to fill multiple positions by year-end would result in significant financial loss and the potential forfeiture of key projects.
- **Demanding Hiring Process:** Multiple rounds of interviews were required, including a second and final round conducted on-site, adding complexity to the timeline and surge hiring needs.
- Focused Hiring for Now & Later: Strong likelihood of a recompete opportunity in Q1 and Q2 of 2025, with expectations for a six-month extension and a high probability for continued business due to solid past performance.

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.





