

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

Key Results



Hired 25
 candidates in
 3 months



Added 100+
 candidates to talent
 pipeline



Streamlined processes
 for interview and hiring

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.



Industry
 Government



Location
 Virginia



Employees
 30,000



Annual Revenue
 \$42.3 Billion

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 re-compete 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.