

INTELLIGENCE IS OUR BEST WEAPON OF DEFENSE.



Defense / Intelligence

Case in Point: DEFENSE CONTRACTOR / INTELLIGENCE / COMMERCIAL

Beeline Recruitment Process Outsourcing (RPO) supported the hiring needs of one of the United States' largest background investigative service contractors, employing cleared and credentialed investigators and analytical professionals offering intelligence, investigative, pre-employment and business risk mitigation services.

Our Mission:

With 200 openings to fill (100 in the immediate future) across 87 cities in the United States, our client turned to the best, Beeline RPO, to complete this most challenging mission.

Our Target:

To find the most qualified candidates for U.S. Background Investigator positions to support a key government client, the Office of Personnel Management (OPM). Such skilled investigators would be responsible for reviewing applicant data, investigating all areas of applicants' backgrounds, and submitting full investigative/clearance packages to the government for final determination and approval of candidates to support classified programs.

Investigators needed to be willing to go the distance by traveling within 100 miles of their home, and also needed to hold a requisite clearance.

Our Timeline:

With 3 months (12 weeks) to fill 100 immediate spots, Beeline RPO had complete ownership of the recruitment process, utilizing our own resources to source and recruit candidates in 87 distinct locations across the U.S. Our swat team consisted of a project manager, recruiting officers at Beeline RPO's offices and on-site recruiters to facilitate interview arrangements, offers, etc.

Obstacles to Overcome:

In this case, finding experienced/cleared candidates in less-populated cities in states such as Kansas, Kentucky and Idaho presented its share of challenges.

Identifying current investigators with the appropriate clearance who were willing to leave a secure position for a similar job (at a similar pay scale) called for some tactical maneuvers.

Add to that, it was the first time Beeline RPO had worked with this client, and the project was quite large and complex in nature, requiring tactical planning and close communication every step of the way.

Mission Accomplished:

Length of project: 3-Month Effort

Submitted 306 qualified/screened candidates

130 Interviews

109 Offers

In the end, our client was extremely satisfied with Beeline RPO's achievement and level of support. In fact, we accomplished their aggressive hiring goal of 100 investigators in 87 locations within a 12-week period.

Beeline RPO's "secret weapon" actually involved a number of factors:

- The preparation of a mutually agreed upon detailed project plan right from the start, which included clearly outlined roles and responsibilities, timelines and service-level agreements.
- The highest level of customer service and responsiveness to the client's needs (as evidenced by daily meetings with recruiting team to review progress and discuss solutions to challenges/issues, weekly meetings with business leaders to review overall goals, and detailed reports for all involved).
- Our ability to ramp up (a 10-member team) very quickly to support the effort, not to mention our extraordinary sourcing abilities, which include strong networking ties within the intelligence community.

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.