

# RPO Case Study

Turning the ordinary into the extraordinary.

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## Long term sourcing and screening support for specialized government project.

### The challenge.

This client looked to Pontoon to provide highly specialized recruiting efforts for their Human Terrain Systems (HTS) program.

The HTS program recruits, trains and deploys embedded, operationally focused socio-cultural resources from Brigade & Regimental Combat Teams—through Division to Theater. The Human Terrain Teams' (HTTs) focus is to conduct operationally relevant, socio-cultural research and analysis while developing and maintaining a knowledge base that supports operational decision-making, enhances operational effectiveness, and preserves and shares socio-cultural institutional knowledge. Their findings provide a socio-cultural foundation for staff support for the Commander's Military Decision Making Process (MDMP), both in planning and execution, and make possible a more effective rotation of forces. To support this effort, Pontoon was tasked with identifying and vetting high-quality candidates from the corporate, research, scientific, academic and military arenas to fill positions on HTS teams deployed to Afghanistan for the purpose of mapping the socio-cultural landscape.

## The Pontoon solution.

Pontoon built a recruiting team of two Senior Government Recruiters and two part-time Senior Sourcers to locate, on a national and international scale, as many qualified candidates as possible per profile, and then invite them to participate in the rigorous assessment and training that is required prior to deploying as part of an embedded combat unit with an US/ARMY team. Pontoon utilized innovative technologies and targeted research to locate these Social Scientist, Team Leader and Research Manager candidates over an extensive 22-month search.

## The results.

- After initial contract term of 1 year, client requested an additional 10 months of support be provided by Pontoon – an award not given to all recruiting vendors used for HTS recruiting support with this client
- Pontoon sourced and screened more than 1,200 candidates
- Pontoon confirmed 200 candidates which were selected by the client to participate in on-site assessments in Leavenworth, KS
- The ultimate mark of success was the 52 candidates submitted by Pontoon who were invited to join the HTS Training classes, reaching our goal and staying in line with client expectations

*What our client had to say  
about the Pontoon support  
and recruitment effort:*

*“I would like to take this  
opportunity to thank  
Pontoon Solutions for their  
continued support of the  
HTS Program. We have  
enjoyed working with you.  
Thank you. It’s truly been a  
pleasure.”*

### About Pontoon

Pontoon, with corporate headquarters in Jacksonville, Florida, United States, is the global leader in workforce solutions. Pontoon specializes in Contingent Workforce Solutions, Recruitment Process Outsourcing and Workforce Consulting. Operating with over 800 colleagues worldwide, Pontoon currently delivers talent management solutions in 74 countries for its 100-plus clients, a global client base that is broader and deeper than the industry has experienced to date. Pontoon is one of the largest worldwide MSPs, and has been selected to the HRO Today Baker’s Dozen list for nine consecutive years.

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