

RPO Case Study

Turning the ordinary into the extraordinary.

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Established recruiting function for newly divested Government Contractor.

The client.

With a 40-year history of successfully delivering complex, system-of-systems technology solutions, The SI is a leading provider of full lifecycle, mission-focused systems engineering and integration capabilities to the U.S. Intelligence Community, Department of Defense and other agencies. Its scalable systems engineering platform for modeling, simulation and analysis helps customers baseline requirements, optimize resources and manage risk.

The challenge.

In November 2010, when The SI separated from Lockheed Martin and became an independent company, it was left without a full service recruiting team to support its 100+ active positions and the transition of approximately 76 legacy candidates. In addition, there was not a compliant Applicant Tracking system to utilize at the time of divestiture. Pontoon's mandate was to bolster the recruiting process and provide a high touch experience for hiring managers and candidates, while also executing with action and urgency.

The Pontoon solution.

At day one of divestiture Pontoon deployed an initial team of three recruiting consultants highly experienced in the Intel and Defense spaces, as well as in recruiting for Engineers and other specialized technical professionals. The team was scaled to 16 recruiting consultants and an Account Manager to meet contingent and surge needs across the organization. Within the first 45 days, Pontoon deployed a new Applicant Tracking System (ATS), proprietary to The SI, that fully complied with DOL and OFCCP requirements. In addition, we partnered to launch an internal and external Career Portal tied to the ATS. The official full service Go-Live date was January 1, 2011, less than three months after divestiture.

The results.

Though metrics were not accurately tracked during legacy Lockheed days, efficiencies throughout the staffing process have been achieved since the partnership with The SI began in 2010:

- The Pontoon team quickly ramped up to support multiple surge needs that resulted in award wins for The SI in 2011 and 2012.
- Pontoon has managed an average of 300 positions for the past two years, with clearances up to a Full Scope Poly.
- Time-to-Fill was reduced and sourcing efficiency increased. Time-to-Fill prior to divestiture averaged up to three months. Since our integration, Time-to-Fill was reduced to an average of 42 calendar days in 2011, and to 38 calendar days in 2012. In comparison to industry competitors with similar skill sets and level of difficulty to fill, whose average Time-to-Fill was 66 days, Pontoon was able to better this average for The SI by over 24 days for the past two years.
- The SI began with 1,800 employees in 2010; Pontoon has helped them grow by 354 new hires in 2011 and 257 in 2012.

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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