

RPO Case Study

Turning the ordinary into the **extraordinary**.

pontoonsolutions.com

+1 877.636.8049
lydia.wilson@pontoonsolutions.com



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Intelligence is our best weapon of defense.

The client.

As one of the world's leading defense contractors that also provides IT services, systems integration and training to the U.S. government, our client excels in an impressive number of areas.

Its business segments include: Aeronautics — focused on the F-16 and F-22 fighters, as well as the F-35 Joint Strike Fighter (Lightning II); Electronic Systems — involving everything from missiles and submarine warfare systems to homeland security, radar and postal automation systems; Space Systems — encompassing satellites, strategic missiles and airborne defense systems; Information Systems & Global Services — providing IT/mission solutions, command/control and reconnaissance/surveillance systems, commercial IT solutions.

The challenge.

In a combined effort with the client's recruiting team, Pontoon Recruitment Process Outsourcing (RPO) was brought into a very high-profile project to provide sourcing support for a total of 756 mission-critical positions (3 general job descriptions) at 79 U.S. Naval Facilities (including Guam and Hawaii).

The Pontoon solution.

Work within an expected 3+ month target date to support all 756 open positions for weapons and inspections specialists and security surveillance personnel. With a start date of December 19 and an estimated completion date of March 23, the client established the following benchmark schedule to meet its ultimate goal:

236 hires by January 19
382 hires by February 15

525 hires by March 2
714 hires by March 16

745 hires by March 23

We supported this effort with a team of 6 recruiters. Position locations were divided into regions and assigned to a recruiter, as follows:

- Northeast
- Southeast

- Northwest
- Southwest

- Mid-States
- Hawaii and Guam

Examples of hiring assignments.

Task Order for Weapons Handlers Level 1- and Level 2-Lead
(228 openings)

- From December 19 to February 11, the team identified, prescreened and submitted 155 candidates. As of February 8, 43 candidates received contingent offers pending a successful background check.

Task Order for Vehicle Inspectors (337 openings)

- From January 12 to February 11, the team identified, prescreened and submitted 196 candidates. As a result, 19 candidates received extended contingent offers based on successful background checks. The remaining candidates were still in process for review at the close of our support.

Task Order for Surveillance Detection Specialists (100 openings)

- From January 9 to February 11, we continued to pipeline candidates. We submitted 71 independently sourced and screened candidates to the client.

Obstacles to overcome.

Motivating candidates to consider relocation to remote areas, the middle of the desert, or a small, isolated island like Guam presented plenty of challenge. Additionally, lower-than-expected hourly rates were, at times, part of the territory, creating another obstacle for Pontoon RPO recruiters.

The results.

Pontoon RPO has served the client well by:

- Sourcing, prescreening and submitting 422 viable candidates to the client
- Providing targeted and aggressive support to the client to help fill their assigned 756 openings by March 23

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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