



TOP SECRET MISSION

FOR THE U.S. DEPT. OF DEFENSE

CLIENT CHALLENGES

Our client, Nova Corp., had just been awarded a five-year contract by the U.S. Department of Defense to manage 13 data centers.

Supporting 12,000+ users at 52 CONUS AND COCONUS locations, most of Nova's 200 contractors that were in place under the previous contract would transition to the new contract, but 15% of the I.T. professionals needed to be replaced.

Specifically, our client needed to:

- Hire nearly 30 highly-skilled network engineers, system administrators and data center technicians within 90 days.
- Find niche I.T. infrastructure professionals in remote areas close to U.S. Army and U.S. Air Force bases across the country.
- Identify I.T. professionals with top secret security clearance.

SPERO SOLUTIONS

We sourced, recruited and screened I.T. professionals across the country.

Spero developed a comprehensive recruiting plan that included the creation of a Talent Map identifying pools of talent in remote, non-I.T.-centric areas.

We also implemented a skills-based screening methodology and partnered with our client's internal Talent Acquisition team to create a seamless process to screen for U.S. Department of Defense security clearance.

SPERO RESULTS

Nova Corp. was able to satisfy the demands of the U.S. Department of Defense, as well as meet all deadlines and deliverables for the transition and staffing of all 13 data centers.

Thanks to our effective recruiting process, thorough preparation and utilization of the Talent Map, we hired nearly 30 highly-skilled I.T. professionals from across the country well within the 90-day window, and helped our client solidify their relationship with the U.S. Department of Defense.

