Driven by DATA
Empowered by AI Technology
Proven with PROCESS
Fueled by GRIT

MOUNT INDIE
EXPERTS IN CLEARED RECRUITING

The Mount Indie Difference:

We are experts in cleared recruiting trained in industry leading tactics specific to the cleared candidate space and driven through Mount Indie's Sourcing Innovation Center. Our technology suite includes leading solutions in Artificial Intelligence and automation that allow us to deliver qualified and cleared candidates with exceptional efficiency.

Why Mount Indie?

Our Niche – We are experts in cleared recruiting with services to support all of your talent acquisition needs from strategy and talent planning to finding immediate hires across your funded, competitive and proposal positions.

Experience - Mount Indie was built to support the GovCon industry drawing on our decades of experience in the government services space. We've successfully grown our clients teams with Intelligence, Software Development, IT, Logistics, Program Management and Acquisition professionals. Additionally, we recruit critical internal positions from recruiting to back-office roles and all the way up to the C-Suite.

All of our teams are US based – We do not offshore any part of our recruiting process which helps eliminate compliance risks and safeguard potential issues around PII and sensitive information.

Industry leading process, "2i2CT" – Our 2i2CT process delivers the best quality candidates, undergoing the ultimate candidate experience who arrive at your programs vetted and excited to join your teams.

Fueled by our Sourcing Innovation Center – Our Sourcing Innovation Center exists to attract and engage all potential candidates, not just candidates from job boards. We conduct regular sourcing sprints to increase the cleared candidate pool by leveraging predicative analytics and data mining while engaging with those candidates in a personalize and high touch approach.
This means higher quality candidates quicker.

The Proven Process: 2i2CT

Mount Indie developed 2i2CT to deliver the best quality candidates to our teams while simultaneously providing the best candidate experience

INTELLIGENCE

01

Before we start engaging with candidates, we conduct initial research to understand the requirements, program and scope of the role. The Mount Indie Delivery Team will also meet with your hiring team to ensure we have all the necessary information to initiate a successful search.

IDENTIFICATION

02
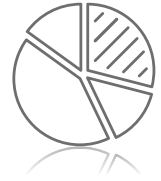
The sourcing begins. We don't rely on postings to deliver us top candidates. Utilizing our Sourcing Innovation Center we identify the ideal candidate profile and leverage and open source intelligence framework to expand the candidate pool and identify the best match for your programs.

COMMUNICATION

03

Finding candidates is less than half the battle – at Mount Indie we understand how to cut through the noise and get candidates to respond. Our approach is strategic, high touch and results in more candidate connections and higher selectivity.

CONVERSION

04
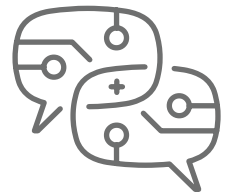
All candidates are thoroughly vetted for technical and soft skill fit. You can trust you are receiving highly committed and qualified candidates for your programs. We take the burden off your team by owning candidate engagement, responsiveness and process from first phone call to the new hires start date.

TECHNOLOGY

05

Each step of our 2i2CT process includes state of the art technology that enables continual candidate sourcing through Artificial Intelligence, large scale data mining and predictive analytics. We lean on targeted automated outreach to enhance the human touch, not replace it.
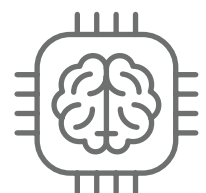
Mount Indie Services - Alpine Program

The Alpine team supports direct-hire positions on a flexible, as needed basis. We deliver great candidates on exclusive projects allowing us to dedicate resources, time, and expertise without any upfront investment from you.

What are the benefits to the Alpine Team?

Low Risk Option – Zero upfront spend, only pay when you make a hire.

High Delivery - We're selective in our client vetting process and only take on roles we have the bandwidth, knowledge and capacity to support.

Experts in the cleared recruiting space - Our teams are trained to understand the nuances and strategy behind recruiting within the government contracting industry – all of Mount Indie is focused within DoD, Federal and Intelligence Community recruiting. This means quick ramp-up and delivery time!

When to use the Alpine Team?

- When you have funded, must-fill positions available for immediate hire

- To supplement the efforts of your existing recruiting team

- You have no recruiter, yet you're not quite ready to hire a full-time recruiter and need assistance filling urgent positions

- When you want to avoid the overhead costs of purchasing internal recruiting resources and tools to be competitive in today's market

- You're experiencing extended vacancies on critical positions

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How it Works

New Requirement Breif - Once our contract is in place, the Mount Indie Delivery Team reviews the open requirements, conducts initial research and meets with the hiring team to fully vet the open positions. We learn the story of your company and selling points of the program so we can truly operate as an extension of your company.

Recruiting Begins - The Alpine team begins the process of identifying and communicating with qualified candidates to bring on to your programs. You can expect candidates within 72 hours of the new requirement briefing.

Candidate Submittals - The Alpine team submits candidates to your program leads with summary of qualifications per the position requirement, notes from recruiter initial screens, required compensation details and availability to interview/start.

Candidate Selected - Once a hiring decision is made, the Evergreen team extends the verbal offer to the candidate, coordinates offer acceptance and works with the candidate through onboarding.

What You Pay

20% of the first-year salary due in 2 payments, 50% on the first day of employment and 50% on the 90th day.

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Alpine Program Succes Stories

Story 1

1 Challenge
Hire Highly Cleared
Reverse Engineer
IDA Pro
Python/C++

2 Activity
Submitted
5 candidates
within 2 week

3 Result
Hire made
within 9 days

"He Solved all 3 challenges, we only have 1 other person that has done that in the history of the project, He is a true star..
I would like to personally thank you and your team!

Story 2

1 Challenge
Hire Highly Cleared
Senior
Data Scientist

2 Activity
Candidate
Submitted
within
24 Hours

3 Result
Hire made
within 10 days

"We are tremendously impressed with her technical abilities and contributions to our product,
Your team did a tremendous job!

Story 3

1 Challenge
BD Director
DOS and NIH
experience

2 Activity
Submitted
5 candidates
within 2 week

3 Result
Hire made
within 30 days

"We are very happy with the support Mount Indie continues to provide to our company and programs!

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Programs / Agencies supported

AETC - AFCEC - AFSC - ATSC - AFTAC - CBP - CIA - DOS - DTRA - DCSA
DMDC - DSS - DEA - DOE - FDA - FBI - FAA - HT-JCOE - INSCOM - KREL
MCI-WEST - MPTE - NAVWAR - NAVFAC - NAVSEA - NGA - NRO - NSA
USPTO - US MARSHALLS - SOCOM & more

DELIVERY AREAS

SOFTWARE DEVELOPMENT	INTELLIGENCE SUPPORT
DATA ANALYTICS	EXECUTIVE LEADERSHIP
INFORMATION TECHNOLOGY	BUSINESS DEVELOPMENT
CYBER SECURITY	LOGISTICS MANAGEMENT
TRAINING	TELECOMMUNICATIONS
ENGINEERING SUPPORT	INSIDER THREAT
ACQUISITION SUPPORT	PROGRAM MANAGEMENT

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