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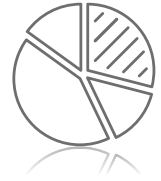
The sourcing begins. We don't rely on postings to deliver us top candidates. Utilizing our Sourcing Innovation Center we identify the ideal candidate profile and leverage and open source intelligence framework to expand the candidate pool and identify the best match for your programs.

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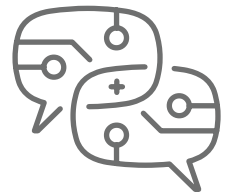
All candidates are thoroughly vetted for technical and soft skill fit. You can trust you are receiving highly committed and qualified candidates for your programs. We take the burden off your team by owning candidate engagement, responsiveness and process from first phone call to the new hires start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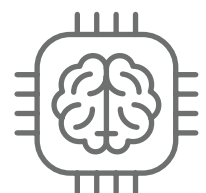
Mount Indie Services - Evergreen Program

The Evergreen Program provides dedicated recruiting professionals to support a variety of positions on a recurring monthly basis. It's like acquiring a high performing cleared recruiting team without any of the headaches of managing it internally.

This team is a great solution for a company needing dedicated services while wanting to avoid placement fees as well as costly recruiting tools and technologies.

What are the benefits to the Evergreen Team?

Mobilize expert resources quickly – with limited ramp-up time, as soon as the program is put in place, you will have experts in cleared recruiting supporting your positions.

Significant cost savings – Evergreen clients receive on average a 50% reduction in cost to hire verses using a traditional staffing company with a 2 to 1 submit to hire ratio. Additionally, we provide all of the costly resources, technology, and day to day recruiting management.

A customizable and scalable solution - no two clients are the same and this program answers the specific challenges that are unique to your programs and demands. Need a huge ramp up for 3 months and unsure what's to come after – we can build a solution that works for you.

When to use the Evergreen Team?

- You have a small recruiting team, or maybe no recruiting team at all and need a flexible solution across all of your positions.

- You just won a contract and have an influx of positions that your current team can't support. In a few months the workload will decrease and you don't want to carry the cost of internal recruiters.

- You need support on identifying key personnel for a proposal or best athlete competitive positions on a multiple award contract that is highly competitive.

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How it Works

Project Scope - Determine the length of the program and how many positions to be supported on a continual basis then benchmark what success will look like.

Kick Off - Both parties meet to establish processes, logistics and points of contact. Then the recruiting support begins!

Weekly Briefs- Leave it to us to manage the people, processes and technology of the team and commence finding great cleared talent while providing director level recruiting strategy across funded, proposal and competitive positions. We will sync up weekly with your company's recruiting POC to discuss progress and keep candidates moving through the process.

What You Pay

With the Evergreen program you will avoid paying placement fees per hire and pay an upfront fee for the full month(s) of recruiting support. Mount Indie provides you with full scale sourcing and recruiting services that continual deliver over the life of the program.

The below pricing is based off the typical client need of 2 positions a month and can be customized to support more.

6 + Month Engagement = $15,000 a month
3 – 5 Month Engagement = $18,000 a month
1 – 2 Month Engagement = $20,000 a month

We offer the flexibility to supplement the Evergreen Program with any additional hires over 2/month on a discounted Alpine Program Fee structure of 15%!

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Evergreen Program Succes Stories

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1
Challenge
Recruit on
"best-athlete"
enterprise
wide DOD program

2
Activity
Submitted
15 candidates
within 2 week

3
Result
8 hires made
within 30 days

" Outstanding support
exceeding our requirements
by consistently delivering staff faster
and at a higher quality than required.
We are amazed at their ability to find
highly qualified and affordable staff
for the most difficult positions we have.

1
Challenge
Reduce company's
open position
backlog

2
Activity
Submitted
25 candidates
in 2 months

3
Result
Hired 12 FTE's
4 states @
KREL, WPAB, OFFUT
LAAFB

" They provided us with exceptional
recruiting services. They performed in
a timely and outstanding manner.
I would highly recommend them.

1
Challenge
25 Contingent
Hires
For Prime Bid

2
Activity
Submitted over
40 candidates in 30
days

3
Result
25 Contingent
Hires 80% Staffing
Requirement met
Bid Submitted

" I honestly am in awe of their
recruiting ability.

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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