seekout>

NATIONAL SECURITY & DEFENSE

Win more business with a complete picture of your talent

Find, develop, and retain cleared talent with a single platform. Deeply understand the skills and qualifications of your workforce. Optimize talent decisions for government contracts.

Make people your competitive advantage

You win or lose contracts based on your talent. Understanding your workforce's qualifications and capabilities gives you advantages in bidding on contracts, staffing projects, and redeploying talent.

However, the information you need to build a complete picture of talent is siloed across different internal and external systems which aren't designed to perform complex searches or generate sophisticated insights.

SeekOut is the number one talent intelligence solution, purpose-built for national security and defense companies. Our platform unifies disparate talent data from your HRIS, ATS, LMS, and other internal and external sources to provide powerful analytics and actionable insights about your workforce.

Key benefits:

- Optimize costly bidding decisions and increase the quality of proposals.

- Apply precision and speed to staffing and redeployment decisions.

- Maximize employee retention and empower career development.

Bid on and staff awards with precision and speed

The series of sprints involved in preparing a large bid and proposal can make or break your organization's growth plans and overwhelm your teams' resources. SeekOut provides a holistic view of internal and external talent to help you streamline and accelerate key workforce-related steps for FEDSIM.

Optimize your bidding strategy: Identify which portions of a bid can be staffed with existing employees, where skills are urgently needed for new bids, and confirm availability of key personnel to lead projects.

Assemble specialized teams: Use powerful, precise search capabilities to put the right people in the right roles. SeekOut provides a consolidated view of experience, skills, certifications, clearance status, labor category, degrees, and more, so you can reduce the manual work and resources required to create high-quality project staffing plans.

> "What made SeekOut the right solution for us was how the platform powers both talent acquisition and talent management. For a company like ours, hiring external talent and redeploying internal talent must be tied together."
>
> —Alison Paris, SVP of Talent Acquisition, Peraton

Reach more cleared and technical talent: Find and engage with specialized and diverse talent to fill skills gaps, including 4.9 million cleared candidates—3x more than any other recruiting solution. SeekOut's cloning function pinpoints external candidates who match those in your plan, helping recruiters accelerate their search and make contingent offers to fill roles quickly.

Capture incumbent talent: Identify and connect with candidates who have worked on the same contract you're bidding on. Create proactive strategies to recruit incumbent workers and specialized talent when taking over new contracts.

SeekOut can customize internal talent profiles to surface key information for bidding and project staffing.

SeekOut uses AI to infer a clearance level, even if it is not disclosed in a public profile.

Redeploy, retain, and develop your top talent

A strong and sustainable pipeline of internal talent is key to facilitate strategic growth and reduce severance payments, hiring costs, and the time needed to fill roles. With greater visibility into your workforce, SeekOut helps you improve redeployment and mobility practices so you can retain and develop your key employees.

Redeploy employees across projects: As projects end, use SeekOut to reduce incumbent capture and minimize downtime, layoffs, and furloughs. Redeploy at–risk employees faster by matching open roles with their labor categories, clearance and certification levels, and transferable skills. Employees on the bench can even join strategic, short–term initiatives via SeekOut's short–term projects marketplace.

A Fortune 500 Defense company was able to redeploy 60% of employees on a contract that was about to end. Proactively identifying new projects for top talent reduced expected furlough costs, increased retention, and provided a better experience for employees.

Retain and develop your workforce: Increase engagement and retention by empowering employees with personalized, self–service career development. Connect people to relevant internal roles and short–term projects, learning opportunities, new peers and mentors, and more with SeekOut's Career Compass. Managers gain visibility into their employees' skills and aspirations, enabling them to have more productive career conversations and find opportunities to align employee growth to your company's greatest priorities.

Future–proof your workforce: Anticipate and mitigate the risks of losing critical skills due to retirement or departures. Identify opportunities for upskilling, reskilling, and career advancement that can lower hiring costs, and recommend learning to cohorts of employees. Combine talent intelligence with diversity data to create an actionable DEI strategy for hiring, upskilling, and succession planning.
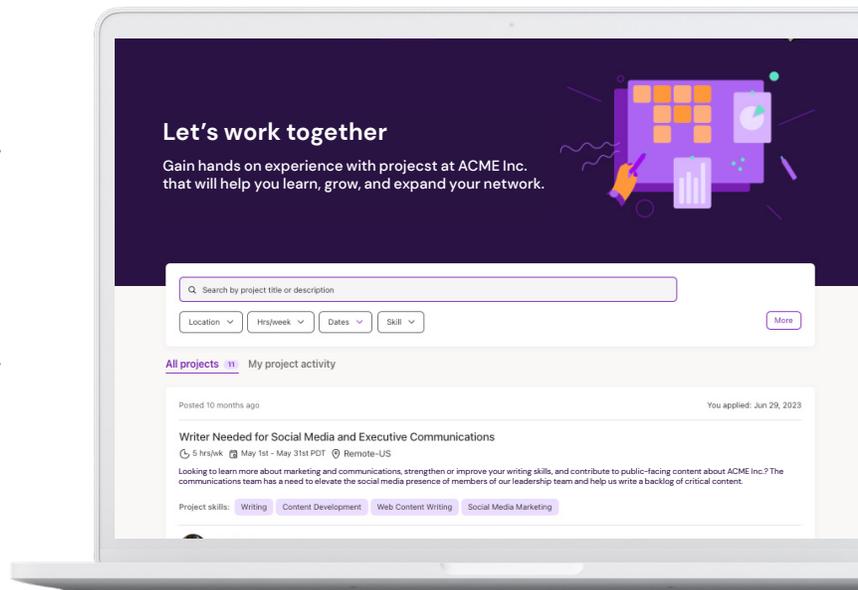
Match at–risk employees with new roles or short–term projects, with personalized recommendations based on their skills and interests.
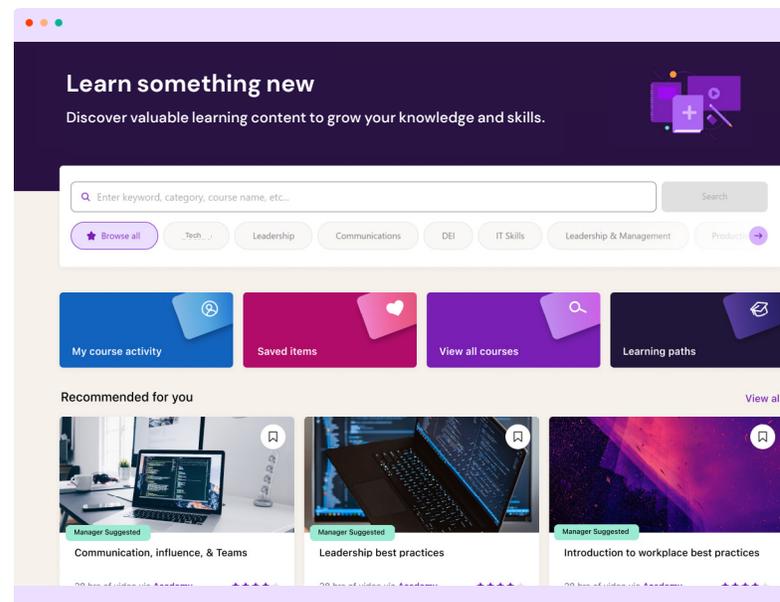
Empower employees to discover opportunities to learn and grow within your organization. SeekOut will also explain why recommendations are a great match.

"We partnered with SeekOut for a few specific use cases, but now we have such a deep understanding of our employees and the talent in the market—it's unlocked so much potential. We're making progress on other HR initiatives like succession planning, career pathing, workforce planning, and DEIB."

—VP of Talent Acquisition, Fortune 500 Defense Company

Enterprise-ready for the mission-critical

Integrate with your existing systems:

SeekOut integrates with popular HRIS, LMS, and workforce management systems and offers flexibility in customizing your implementation with the data and capabilities you need to accelerate time to value.

Security, privacy, and compliance:

SeekOut is trusted by 1,000+ enterprises, including leading defense companies. SeekOut's solutions are SOC 2 compliant and offer industry-leading security and privacy practices, organization policy support, role-based access control, and built-in reporting.

Valuable insights on Day 1:

SeekOut automatically pulls experiences and skills from internal and external data so you get immediate and actionable insights into your workforce—without burdening employees to manually create profiles from scratch.

Human-centered, AI-assisted:

At SeekOut, we believe AI should augment, not replace, human decision making. We are committed to the responsible use of AI, prioritizing compliance and mitigating bias with proactive AI audits.

Trusted by industry leaders:

Peraton   leidos   NORTHROP GRUMMAN   HII   GENERAL DYNAMICS

Applied Filters
- ☑ Security Clearance
- ☑ ASTRO LCAT (Labor Category)
- ☑ Seniority
- ☑ Department
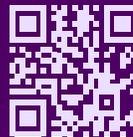
Request a 1:1 Demo

Learn more about SeekOut solutions for national security and defense companies and request a personalized demo today.