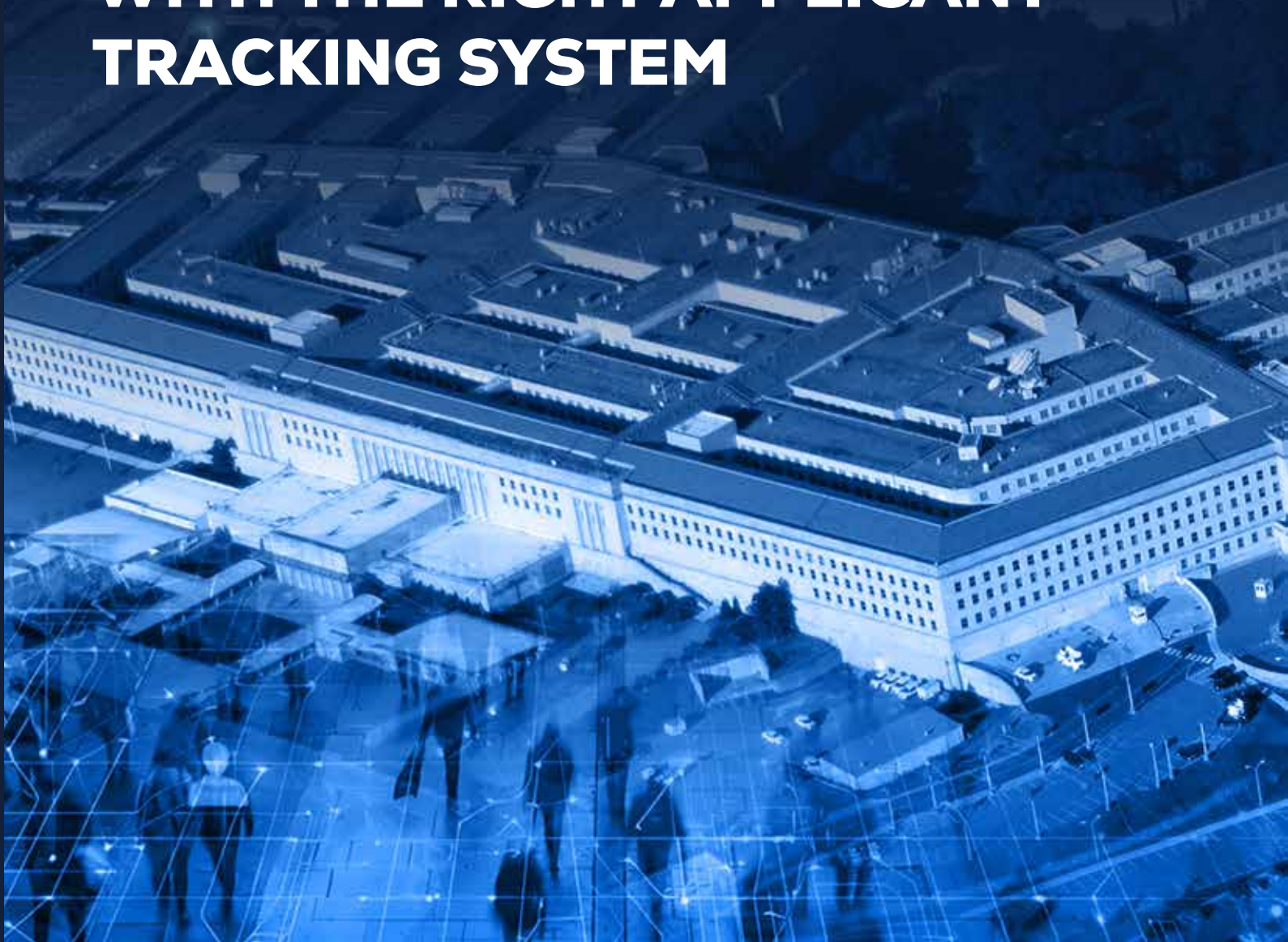


RECRUITING IN NATIONAL SECURITY

WITH THE RIGHT APPLICANT
TRACKING SYSTEM



AgileATS™

BUILT FOR THE MISSION

HOW TO HIRE FASTER WITHOUT BREAKING COMPLIANCE

National security hiring is uniquely unforgiving. Labor categories are rigid, award timelines wobble with bid protests and funding cycles, and a single stalled polygraph can jeopardize delivery. Traditional, linear requisition cycles can't keep pace. An agile recruiting model helps GovCon teams reduce time-to-accept, protect compliance, and maintain proposal agility when the mission changes.

An applicant tracking system (ATS) is the engine that makes agile recruiting repeatable. The right ATS captures workflow, enforces compliance, and turns signals (submittal-to-screen rate, clearance status, pass-through) into decisions in sprint. ClearanceJobs recently acquired AgileATS, a purpose-built GovCon ATS now being integrated with the ClearanceJobs platform. That integration focuses on speed (automation), precision (AI-assisted matching), and compliance (audit-ready reporting), which is exactly what national security hiring requires.



CANDIDATE DATA SECURITY

Secure, cloud-based candidate data protection using AWS security protocols.



CLEARANCEJOBS INTEGRATION

Exclusive native ClearanceJobs integration for cleared talent access.



AUTOMATED COMPLIANCE REPORTS

Generate DOL, OFCCP, EEO reports; stay compliant and audit-ready.

NATIONAL SECURITY NEEDS A DIFFERENT RECRUITING APPROACH

Uncertainty is the norm in the national security space. Awards slip. Recompeters compress. Task orders land with 30-day start clocks. Meanwhile, you're hiring from micro-talent pools (TS/SCI with CI or FS poly, niche mission tools) where candidate readiness varies by adjudication stage. This is why your recruiting model must align with the pace, constraints, and spikes of national security hiring.



PRIORITIZED BACKLOG

Start with a living backlog that ties each labor category (LCAT) and key personnel requirement directly to named pre-qualified candidates. Include clearance level, polygraph status, location, and "ready now / 30 / 60 / 90-day" availability so capture and recruiting see the same picture. When an award drops or a task order shifts, you're selecting from a warm bench rather than starting from zero. That translates to faster submittals, cleaner proposals, and fewer surprises for the customer.



SHORT SPRINTS

Work in one-week sprints with specific goals, such as how many cleared submittals, interviews, and LOIs you'll produce for each active task. Tight time boxes make priorities explicit and give you permission to pivot midweek if the customer changes direction. You end every Friday with a quick readout (what shipped, what slipped, what changes next) so the following Monday begins with focus, not thrash.



VISIBLE WORK (WITH WIP LIMITS)

Make the flow obvious: sourcing ► screen ► customer review ► clearance verify ► offer.

A simple Kanban keeps everyone honest about where candidates sit and where they're stuck. Add sensible work-in-progress limits so recruiters aren't spread across too many requisitions and set gentle Service Level Agreement (SLA) nudges, especially at customer review, to prevent idle time from inflating your cycle.



FAST FEEDBACK

Keep a daily 10-minute huddle to clear blockers (panel availability, CAC/badge timing, contract approvals) and a short weekly retro with capture, contracts, and the FSO. If a pipeline stalls (say FS-poly candidates can't move) shift this sprint toward CI-poly or "ready now" talent and adjust your outreach or compensation bands accordingly. Track a simple leading indicator like submittal-to-screen percent; when it dips, you know to intervene before offers slip.



COMPLIANCE BY DESIGN

Bake compliance into the workflow so speed never trades off with audit readiness. Make disposition codes and EEO fields required before a candidate moves stages, and generate OFCCP/DOL logs automatically as part of normal work and not as a month-end scramble. That way, high-volume periods (recompeters, surge staffing) don't create risk, and every candidate experiences a consistent, defensible process.

Agile doesn't replace rigor; it channels it. For contractors, slow hiring loses contracts. When you can compress cycle time without compliance drift, you have a competitive advantage.

WHAT “AGILE RECRUITING” LOOKS LIKE IN PRACTICE

BEFORE AWARD (CAPTURE & PROPOSALS)

Build your bench before you need it. Keep talent pools tagged by labor category, clearance level (and poly status), location, and realistic start timing, so capture and recruiting are looking at the same “ready now / 30 / 60 / 90-day” picture. A light, consistent nurture cadence keeps candidates warm without spamming them, and pre-negotiated contingent terms for key personnel remove friction when the award lands. By the time pricing is finalized, you’ve already aligned availability, compensation bands, and LOI language—so submittals move in hours, not weeks.

AFTER AWARD (EXECUTION & SURGE)

Switch into weekly sprints with clear targets by task order, like how many cleared submittals, interviews, and offers you’ll deliver. Use those targets as quick daily stand-up to clear blockers like panel availability, badge initiation, or CAC scheduling. Keep eyes on a couple of leading indicators (submittal-to-screen rate and time-to-customer-review) and publish a short Friday readout to decide one change you’ll ship next week. Small course corrections, like tightening SLAs at “customer review,” rebalancing recruiter focus, or nudging compensation—compound into faster cycle times without sacrificing quality.

RECOMPETE & TRANSITION

Run two lanes in parallel: incumbent capture to retain proven performers and net-new sourcing to fill gaps or uplift labor categories. Stage offer windows against notice periods and map likely start dates so the handoff is orderly, not rushed. Package compliance as you go so volume spikes don’t turn into last-minute scrambles. The result is a steadier transition, less downtime for the program, and a better candidate experience on both the keep and the add sides.

THE ATS IS YOUR ENGINE

Agile recruiting only works when the work is visible, measurable, and compliant. The ATS is the system that keeps those pieces moving together. In a cleared environment, it must track the details that matter most. Clearance level, polygraph notes, and adjudication status should live on the candidate profile and remain visible at every stage of the workflow so decisions are faster and cleaner.

The right system also automates compliance. Required fields, consistent disposition codes, and exportable reports for OFCCP, EEO, and DOL turn audit needs into routine clicks rather than a month-end scramble. It should protect sensitive data with strong cloud controls, isolated environments, and complete audit trails that align with federal expectations. It should power data-driven sprints with dashboards that show pass-through rates, bottlenecks, and SLA alerts so teams know where to focus this week. And it should connect sourcing to hiring by pulling talent communities and job posts straight into structured pipelines, which removes swivel-chair work and shortens time to submit.

WHY AGILEATS

BUILT FOR GOVCON REALITY

In this market, staffing speed decides who wins work. Ross O'Rourke, AgileATS founder and GovCon leader shared at ClearanceJobs Connect 2025 that the tool aligns your whole company around recruiting because billable people drive revenue. AgileATS is shaped around that reality with clearance-aware profiles, labor-category workflows, and reporting that matches how federal contractors operate.

SCRUM KEEPS EVERYONE IN THE FIGHT

Cleared hiring stalls when work gets stuck with people outside recruiting. Ross shared, *"A short recruiting scrum brings recruiters, business developers, security, HR, and the PMO into the same 15-minute rhythm so blockers get solved in the open. The system needs to make that easy to run. AgileATS gives you a board where every contract, job, and candidate stage is visible, so the conversation shifts from "who has the ball" to "what moves next."*



SPRINTS THAT MATCH WHEN CANDIDATES CAN TALK

Most cleared professionals cannot pick up during business hours. Ross recommends scheduling outreach windows that fit the talent, not the office. Some teams run a second shift from noon to eight, handle admin in the early afternoon, then call when people are free. AgileATS supports that cadence with task queues and reminders, so a good lead is contacted again and again until you connect.

MAKE THE SYSTEM DO THE REMEMBERING

If a candidate was worth one call, they are worth another. Notes, tags, and availability flags should live on the record, so prior conversations become future wins. With AgileATS you can tag by location, OCONUS preference, clearance and poly, skill stack, or start timing, then pull instant lists when a task order drops. High-power search turns yesterday's conversations into today's shortlists.

“AgileATS has been the foundation of successful hiring for us here at ByteRatio. It’s allowed us to create a streamlined, consistent hiring process that helps keep candidates engaged every step of the way, and keeps key internal stakeholders aligned. With AgileATS, we’ve been able to quickly identify top talent and ensure success in today’s ever-changing and challenging job market.”

- Erin Jones, Director of Operations, ByteRatio, Inc.



MEASURE WHAT MOVES THE NEEDLE

Hold the team to metrics that predict hires. Submits, interviews, acceptances, and starts tell the story, but “submits” is the baseline recruiters truly control. Ratios vary by program, of course. In full-scope poly work, it may take roughly three submits to get one interview and three interviews to get a start. AgileATS gives leaders a clear read on activity and pass-through so you can coach in real time and rebalance focus before offers slip.

The goal is fewer emails, fewer spreadsheets, and fewer silent waits. AgileATS automates those transitions, so each stage moves in minutes, not days.

COMPLIANCE AND SECURITY WITHOUT THE SCRAMBLE

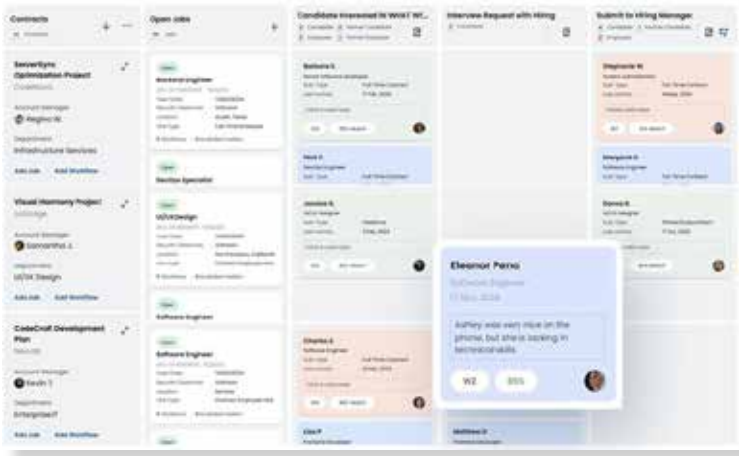
Speed only matters if the audit trail is solid. AgileATS keeps disposition codes and EEO data consistent, produces OFCCP and DOL reports when you need them, and maintains the audit history that federal customers expect. Dedicated environments and modern cloud controls protect sensitive candidate information while you scale.

NATIVE CONNECTION TO CLEARANCEJOBS

Recruiters should not swivel between sourcing and systems. AgileATS is tied directly to ClearanceJobs so a candidate you find in the ClearanceJobs community can flow into your pipeline with structure and governance intact. That connection shortens the path from found to submitted and keeps the team working from one source of truth.

AgileATS supports the habits that make cleared hiring work: daily visibility, targeted outreach windows, relentless follow-up, clear metrics, and fast handoffs. Pair that operating rhythm with a system that remembers every conversation, enforces compliance, and plugs into the largest cleared talent community.

METRICS THAT MATTER (AND HOW AN ATS HELPS YOU MOVE THEM)



Great agile teams keep the scoreboard simple. A handful of numbers, read the same way every week, is enough to steer each sprint.

Start with **time to accept (TTA)**. Begin the clock at requisition approval and stop it at the signed offer. Slice it by clearance tier, such as TS/SCI with full-scope polygraph versus Secret, so you can see where cycle time really lives. The ATS should surface stage timers and alerts so idle time between steps is visible and fixable.

Watch the **submittal to screen rate** as your leading indicator. If résumés are not turning into customer interviews, something is misaligned. Use stage conversion dashboards to see where candidates stall. Then adjust the intake, tighten the profile, or shift sourcing to a better-fit pool before the sprint ends.

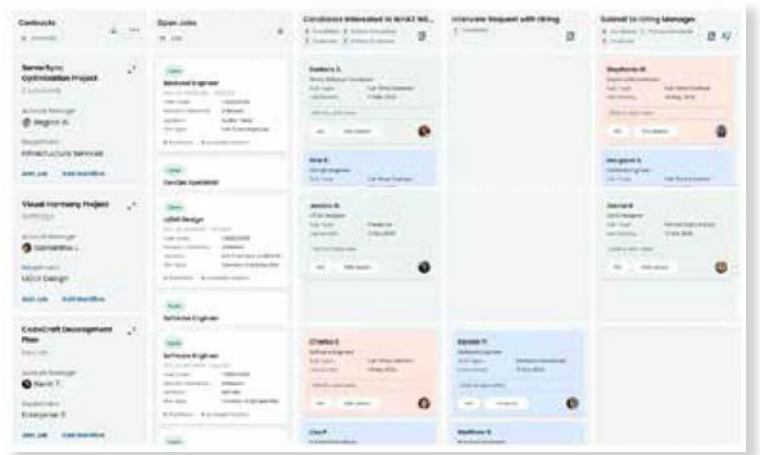
Track **offer acceptance rate** by location, labor category, and clearance. When acceptance dips, it often points to compensation or start-date friction. Feed those findings back to pricing and proposals so future bids reflect the market you are actually seeing.

Manage **work in progress by labor category**. Too many open reqs create context switching and slow everything down. Set reasonable WIP limits, tag candidates by category and availability, and rebalance recruiter focus when cycle time starts to widen.

Protect **compliance completeness**. Missing disposition codes or EEO fields create audit risk and break your analytics. Make required fields part of the workflow so a candidate cannot move forward without them. Export clean OFCCP and DOL logs as a routine step, not a month-end scramble.

AgileATS brings these signals into one view. Reporting shows pass-through and cycle time by stage, timers and nudges highlight bottlenecks before they cost you candidates, and AI-assisted scoring helps your team spend time on the right profiles. That is how metrics turn into movement inside each sprint.

Agile recruiting gives national security employers a way to move fast without breaking rules. But agile is a system, not a slogan. It lives or dies with the ATS that powers it. With ClearanceJobs bringing AgileATS into its ecosystem, GovCon teams get a platform explicitly built around national security: speed through automation and AI, compliance through audit-ready reporting, and security that respects the sensitivity of candidate data. For programs where “slow hiring loses contracts,” that combination isn’t just helpful. It’s decisive.



TALENT POOL

Pipeline Development with Task Groups, Tags, and Matching



COMPLIANCE AUTOMATION

Customizable Workflow with EEO and OFCCP Requirements



AI SCORING

Skill-Based, Compliance-Driven AI Candidate Ranking



A large banner for AgileATS. The background is dark blue with a faint grid pattern and a stylized image of the US Capitol dome. The text "BE AGILE. TURN CONTRACTS INTO WINS." is prominently displayed in large, bold, white and light blue letters. In the top right corner, the AgileATS logo is shown in white, with the tagline "BUILT FOR THE MISSION" underneath it.

Resources (Government guidance & references)

Quick Reference Links:

- DCSA: Trusted Workforce 2.0 (Policy & Guidance) – <https://www.dcsa.mil/mc/pv/dtwg/>
- EEOC: Employer Resources & Compliance – <https://www.eeoc.gov/employers>
- OFCCP: Federal Contractor Compliance Programs – <https://www.dol.gov/agencies/ofccp>
- DOL: VETS-4212 Reporting – <https://www.dol.gov/agencies/vets/programs/vets4212>
- NIST SP 800-171: Protecting Controlled Unclassified Information – <https://csrc.nist.gov/publications/detail/sp/800-171/rev-3/final>
- OPM: Position Classification & Qualifications – <https://www.opm.gov/policy-data-oversight/classification-qualifications/>