

HIRING OPERATIONS MANAGEMENT

Synchronizing Hiring Strategies to Deliver a Mission-Ready Workforce

Large government agencies require a Hiring Operations Management strategy which enables ***the right hire in, the right position, at the right place, and at the right time***. With the addition of new hiring authorities, compressed timelines to fill staffing gaps, and increased scrutiny over delivering a mission-ready workforce, an organized approach to managing a large inventory of hiring actions and providing visibility into hiring status is necessary.

GovStrive's **Hiring Operations Project Management Office (PMO)** framework is aligned to the Office of Personnel Management's Hiring model and manages the lifecycle of hiring operations within established milestones by:

- ★ Providing real-time visibility into hiring pipeline and a vacancy's status
- ★ Managing stakeholder expectations through accurate, relevant and timely communications
- ★ Enabling capacity planning for workload distribution across hiring surges and to eliminate backlogs
- ★ Tracking hiring data to prevent bottlenecks, drive improvements, and monitor progress against benchmarks

GUIDING PRINCIPLES

GovStrive helps our clients gain confidence over their complex hiring operations and hire a mission-ready workforce by following three Hiring Operations PMO Guiding Principles:



Defined Hiring Schedule

Defining a streamlined Hiring Schedule among all hiring operations provides the structure for diligent management of the hiring lifecycle from Validating the Need through Entrance on Duty.



Hiring Process Standardization

Driving consistency and standardization in execution of all hiring processes and system usage for improved customer service and timely, mission-ready hires.



Real-time Insight into Hiring Status via Transparent Hiring Data




Evaluating necessary "data hooks" to ensure visibility into metrics required to identify, prevent, and eliminate bottlenecks and monitor ongoing performance. Reliable data is the crux of effectively managing and maintaining visibility into large-scale hiring operations.

OUR APPROACH

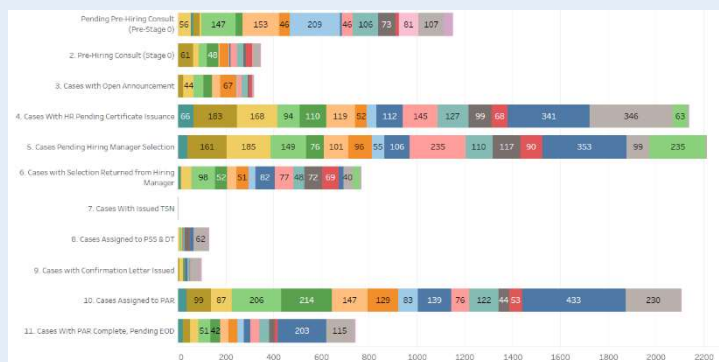
To achieve these guiding principles, GovStrive provides a robust Hiring Operations PMO through:



Hiring Inventory Tracking provides increased visibility into HR case volume status and efficiency for Hiring Operations, including Hiring, Personnel Security/Background Investigations, Personnel Action Request (PAR), and Onboarding activities, to answer:

-  What is the hiring related inventory?
-  What is the status/milestone of the inventory?
-  How quickly is inventory progressing/aging?

EXAMPLE HIRING INVENTORY TRACKING – VACANCIES BY STATUS



AGENCY BENEFITS

Underlying Agency benefits which are critical to successfully managing surge hiring operations include:



GovStrive's Hiring PMO supports the hiring and onboarding of over 12,700 positions across USDA annually, to include seasonal hiring surges, temporary hires, and permanent hires. Our targeted support across hiring operations allows HR Leaders to focus on strategic priorities knowing their operations are on track.

CONTRACTING INFORMATION

DUNS Number: 078750837 **SAM:** REGISTERED **CAGE Code:** 6V5E1
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