CCS GLOBAL TECH

2025

FEDERAL HIRING CHEAT SHEET

Proven Process to Source & Place Cleared Talent Faster

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Hiring cleared talent for federal contracts is a high-stakes, time-sensitive challenge. Missteps in sourcing or vetting can delay placements by weeks—or worse, risk contract compliance. This cheat sheet distills a 5-step battle-tested process used by top govcon recruiters to:

- ✓ **Cut time-to-fill by 60% with precision Boolean searches.**
- ✓ **Boost submission-to-interview ratios by matching hard requirements.**
- ✓ **Navigate clearance hurdles (DISS, polygraphs, contract vehicles).**
- ✓ **Close candidates faster with strategic follow-ups.**

FEDERAL HIRING PROCESS

I. Cleared Talent Hiring: Key Strategies

Clearance Essentials

Clearance Level	Typical Roles	Recruitment Focus
Public Trust	IRS, SSA, DHS-CBP	Credit/financial history, background checks
Secret	DoD, DOS, FAA	5–10 year background, foreign contacts review
TS/SCI	CIA, NSA, NGA, Cyber Command	Lifestyle polygraphs, enhanced vetting
CI Poly/FSP	Counterintelligence roles	Deep foreign ties screening

Pro Tips:

- **Leverage Clearance Reciprocity:** Use the DISS (Defense Information System for Security) to verify/transfer existing clearances.
- **Prioritize "Cleared Candidates":** Search USAJOBS with keyword filters ("TS/SCI", "active clearance").
- **Fast-Track Onboarding:** Target those with active/current clearances to avoid 6–18 month delays.

II. Veteran Talent: Rules & Pathways

- **Veterans' Preference:** Apply 5-point (active duty) or 10-point (disability, Purple Heart) before referrals.
- **Veterans Recruitment Appointment (VRA):** Non-competitive hiring for *vets <3 years post-discharge* (up to GS-11).
- **30%+ Disabled Veterans:** Non-competitive eligibility (submit VA Letter + SF-15).

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Targeted Sourcing:

- **Platforms:** LinkedIn (veteran groups), HireHeroesUSA, RecruitMilitary.
- **Events:** DoD SkillBridge fairs, VA career summits, military transition offices.

III. Accelerated Hiring Authorities

Authority	Best for Cleared/Veteran Roles	Key Advantage
Direct Hire (DHA)	Cyber, STEM, healthcare, intel	Bypasses veterans' pref & category rating
Schedule A	Disabled vets (non-compete)	Appoint without competition (5 CFR 213.3102(u))
Title 38	VA medical roles	Streamlined clinical hiring

Pitfalls:

- **Veterans' Preference in DHA:** Not required — but document rationale for audit trails.
- **Clearance Mismatch:** Never onboard without validating reciprocity via NBIS.

IV. Sourcing Cleared Veterans

Top Channels:

- **ClearanceJobs.com**: #1 platform for TS/SCI+ talent.
- **Military Bases:** Partner with TAP (Transition Assistance Program) offices.
- **VA Disability Coordinators:** For Schedule A-eligible vets.
- **Defense Contractor Layoffs:** Target cleared talent during contract shifts.

Selling Points:

- **Pension + TSP:** Federal retirement benefits beat 90% of private sector.
- **Mission Impact:** Your clearance serves the nation's highest-priority work.

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V. Security & Onboarding Checklist

Pre-TJO:

- Verify clearance level/tier via **DISS/NBIS.**
- **Confirm investigation reciprocity** (avoid duplicate checks).
- Review **SF-86 gaps** (foreign travel, drug use, finances).
- For vets: Validate **DD-214** (Character of Service) + VA disability letter.

Speed Hacks:

- **Interim Clearances:** Push for 45-day interim TS for urgent roles.
- **Parallel Processing:** Run background checks during interviews.

VI. Compliance & Audits

Documentation Essentials:

- **Veterans' Preference:** Track scoring in USA Staffing/HR systems.
- **Clearance Justification:** Memo for why candidate's clearance meets role requirements.
- **DEIA Alignment:** Map hires to agency diversity goals (e.g., wounded warriors).

Critical Tools:

- **OPM's VetGuide**
- **DCSA Clearance Portal**
- **VA for Vets (transition support)**

VII. Pro Tips for Recruiters

- **Ceared Talent Pools:** Build rosters of pre-vetted candidates for surge hiring.
- **Veteran Skill Translation:** Use Military Crosswalk to map MOS codes to federal series.
- **Retention:** Cleared hires get poached fast — highlight student loan repayment (up to $60k) and telework options.
- **Avoid:** Delaying TJOs >72 hours — top cleared/veteran talent have multiple offers.

About CCS Global tech

Founded in Poway, California in 1997, CCS Global Tech began as a one-person vision to deliver powerful, people-first tech solutions. Today, we're a Certified Minority-Owned Business with over 700 employees across five countries—and growing. From data analytics and cloud migration to Microsoft Azure solutions and custom app development, we help organizations solve real-world challenges with smart, scalable technology. But technology is just the beginning. At our core, we believe in meaningful relationships—across cultures, teams, and communities. Our Talent Development and Veterans Programs, along with CCS Learning Academy, are designed to empower individuals, spark opportunity, and drive lasting impact. We also give back. Through partnerships with nonprofits, we support women, children, and underserved communities with resources that uplift and empower.

Need TS/SCI Talent in 15 Days?

Book a free 15-minute hiring audit to get:

1. Custom Boolean strings for your active requirements.
2. Access to our pre-cleared candidate bench.
3. Federal hiring playbook (GSA/DoD approved).

Schedule Strategy Call

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