Contingency vs Retained RPO

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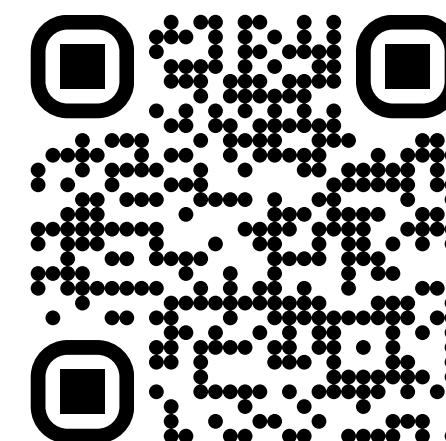
Helping GovCon Hire Faster & Spend Less...

SCAN HERE

- ✓ Security Cleared Talent Acquistion
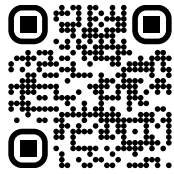- ✓ Embedded & Fractional Options
- ✓ 50-70% Cheaper vs Agencies
- ✓ Flexible and Scaleable

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Our Background

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- **Bespoke team.** Over 100 years of combined experience.

- **Aligned by industry, tech & region.** Whatever skills you need in security cleared tech, wherever you need them.

- **Deep ecosystem engagement.** +75% of our security cleared network is exclusive.

- **Reliable & fast.** Resumes inside 72 hours and +90% of roles filled within 10 days.

- **Specialist focus on startups & SMEs.** A flexible partner for periods of growth.

The Problem

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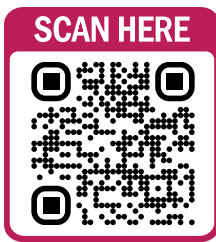
Choosing how to hire is often harder than hiring itself - especially in the security-cleared talent market, where typical recruiters and most founders aren't equipped for success

1

External Support

Agencies (the good ones!) are expensive, often charging 20-30% fees per hire...

You also lose control - agencies shape the ads, messaging and candidate experience

2

In-House Team

Sounds great on paper, but most founders hire a full time internal recruiter far too soon...
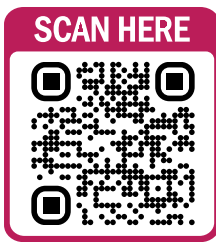
Hiring isn't consistent or predictable, and it's a major overhead when hiring slows

3

Founder-Led Hiring

During periods of growth, Founders often spend 20-30 hours per week on recruitment tasks...

That's time NOT spent building/improving the product, marketing, selling or networking

The Solution

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Cyberstrike's 'Retained RPO' model is a flexible solution that plugs expert security cleared recruiters straight into your business, handling all aspects of hiring, whilst helping:

Lower Cost

We work on a fixed-fee, don't charge per hire and use our own tools. That means no ClearanceJobs, no LinkedIn Recruiter licenses, and no 20-30% agency fees.

Recover Time

We've scaled government sector consultancies of all sizes for years, so you can trust us to handle hiring. You? Well, you can focus on everything else.

Sustainably Scale

Our retained services are 'pay-as-you- go,' with no long-term commitment. Think of it as a SaaS model. You only pay for what you need... and that's it.

The Process

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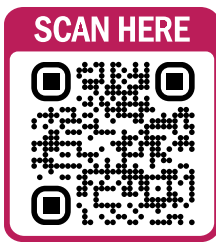
1

Discovery

We align on goals, challenges and your overall hiring needs...

2

Custom Plan

We pick a model that suits your specific situation, whether that's single hire or retained...
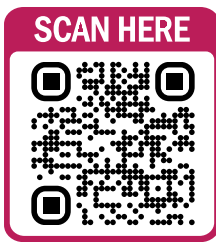
3

Intake Process

We run an in-depth intake process with the relevant hiring managers to get a full understanding of your requirements...

4

Delivery

We manage the full end-to-end recruitment process, and fill your roles!

The Extras

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Working with Cyberstrike isn't just about filling roles... our specific background in the security cleared space means we can provide a range of additional services. These include:

1

Clearance Matching

Along with technical skills, we provide candidates with the right security clearances, from Public Trust through to FSP...

Combining the right skills with suitable clearance is everything.

2

Job Advertising

Cyberstrike has a strong back office team that provide copywriting and marketing services.
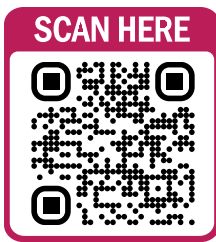
We don't just headhunt. We offer a 'talent attraction' service to our clients.

3

Employer Branding

When you're hiring security cleared talent, partnering with a trusted brand like ours gives you a valuable edge.

We'll leverage our reputation and years of network-building, just for you.

Pricing

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At Cyberstrike, we'll find and and grow your technical talent the way you want to. We know what makes a successful process, but whatever you're most comfortable with is always the right approach. Whether you're looking for permanent or contract hires, there are 3 options to consider;

01. Non-exclusive contingency at 25%

Contingency makes the recruitment world go round. No placement, no fee. Low commitment but we do it for the right clients. We're great at it.

02. Exclusive micro-retainer at 20%

The best option financially for one-off hires. Requires exclusivity and $1k deposit per role but rate is reduced to 20%. Preferred option of most clients seeking infrequent additions.

03. Retained RPO at hourly rate or fixed monthly fee

Cost-effective for volume hiring. Fixed fee determined by nature of project. Assigns a specialist recruiter(s) for a defined period, delivering agreed objectives.

Pricing Example

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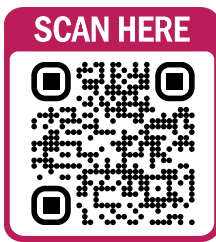
You urgently need x3 TS/SCI systems engineers in northern Virginia. The salary for each role is 180k. You've got 3 options when it comes to hiring support:

01. Non-exclusive contingency at 25%

Ad hoc specialist support on a non-exclusive, contingent basis. No up front charges and no long-term commitment.

Total Cost = $135k

02. Exclusive micro-retainer at 20%

Roles released exclusively. $3k paid in deposits (1 per position) and fee reduced to 20%. A little commitment for big savings.
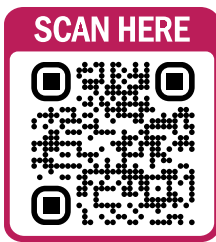
Total Cost = $108k
Saving of $27k (20%)

03. Retained RPO at fixed monthly fee

A monthly subscription fee of $20k. This is agreed on a project basis and determined by nature / number of vacancies and likely duration (in this example - 2 months)

Total Cost = $40k
Saving of $95k (70%)

Testimonials

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What initially drew us to Cyberstrike was their expertise in government-focused recruitment and their strong delivery record in that area. They left no stone unturned and cast a wide net across the entire country. The fact that they located the perfect candidate in Washington state and relocated them to Florida is particularly noteworthy, and shows a willingness and reach that exceeds most recruiters.

Co-Founder and COO, Defense-focused cybersecurity consultancy

If you need security cleared talent and aren't already using Cyberstrike, I'd have to wonder why. Give them a try.

**Global Head of Talent, Government-focused IT consultancy**

Cyberstrike is the best example of how security cleared recruitment should be done. Not pushy, but balanced, understanding of the market and patient with its unpredictable nature. An extension of ourselves.

CTO, DoD cloud and data specialists

From our first engagement, Cyberstrike understood us and they've always worked tirelessly on our behalf. They source much better security cleared candidates than anyone I'd used previously and they're sent exclusively to us. They get them interested, into a dialogue, and by the time we decide to hire, candidates are always super motivated and sold on our vision. This makes completing the hire so much easier and we've definitely added people that we wouldn't have been able to, without their help.

CEO, Specialist USN engineering practice

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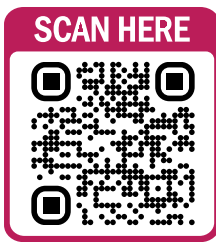
Contact Details

Plug us in when you're ready to grow.

No fluff. No overhead. Just great hiring, done right.
Book a virtual coffee and let's chat!

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