

A photograph of a diverse group of business professionals in a meeting, overlaid with a blue tint. The text 'YOUR RECRUITING SOLUTION' is centered over the image in a large, white, sans-serif font.

# YOUR RECRUITING SOLUTION

# ABOUT US

WINGMAN RECRUITING SOLUTIONS (WRS) WAS FOUNDED BY A GROUP OF MILITARY VETERANS WHO HAVE A PASSION FOR HELPING PEOPLE.

With over 125 years of combined military service, this group of professionals embodies service, sacrifice, teamwork, and integrity. Our time in the military taught us what being a Wingman is all about; supporting each other through challenging situations in order to achieve shared goals. We take that approach into business as a niche recruiting and staffing firm who candidates and clients partner with as a trusted Wingman.

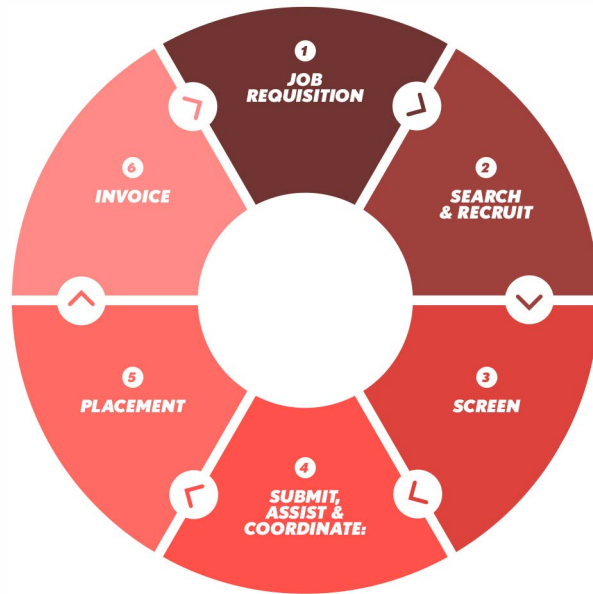
All of our Career Specialist are multifaceted and come with years of commended performance. We appreciate the experience that our team brings from various backgrounds and we like to leverage that for the mutual benefit of both clients and candidates.

WRS is a boutique staffing company with a niche within the human resources, logistics, information technology and cybersecurity sectors. Additionally, we specialize in supporting small to medium size businesses. We have been immensely successful in creating a nationwide network of skilled veteran recruiters with a candidate pipeline that can help a company achieve their mission-critical projects and goals. Keeping pace with projects and being on the look out for the extremely talented individuals has become ever more challenging. Here is where we come into play to bring the best suited talent for your company.

**Learn More:**

[www.wrsrecruiting.com/about-us/](http://www.wrsrecruiting.com/about-us/)

# THE WINGMAN PROCESS



## **JOB REQUISITION:**

### **1** →

- Coordinate with HR to receive job description and ideal candidate profile
- Understand clients priorities, process and all pertinent information

## **SEARCH & RECRUIT**

### **2** →

- Source resume databases / internal databases
- Advertise on Wingman LinkedIn page/ Website
- Engage internal DoD channels and strategic partners
- Promote jobs at recruiting events

## **SCREEN**

### **3** →

- Thorough vetting process in place to make sure client technical and cultural requirements are met

## **SUBMIT, ASSIST & COORDINATE**

### **4** →

- Resumes submitted in standardized format to meet client expectations
- Partner with HR to coordinate interview

## **PLACEMENT**

### **5** →

- Partner with HR to extend offer or notify of non selection
- Coordinate with new hire for background check, physical and any other conditional requirements

## **INVOICE:**

### **6** →

- Invoice sent according to Pricing Matrix

**Hiring the right employee is critical to the success of any organization. We aim to be your trusted business partner and "Wingman" by providing world class recruiting services.**



# WHY



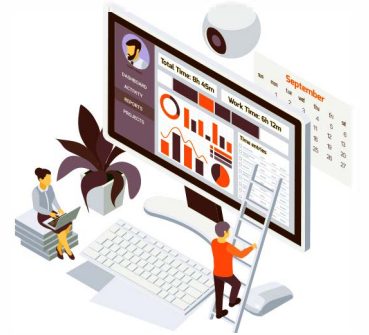
**WRS has a highly skilled set of talents that is built on referral and successful partnerships.**



**Our recruiters are exceptionally skilled in identifying top military talent around the country and matching them with the client's needs.**



**We have an 95 percent fill ratio for every open position we partner for.**



**Contract renewal rate for our services is 90 percent.**



**Each WRS candidate has been thoroughly vetted. Our candidates are comprised of the top end of the talent pool. They are highly trained and experienced and uphold the highest personal and professional standards.**



**We are a company of veterans from a variety of backgrounds. Our connections across the military and veteran community are our secret weapon! In addition to finding the top civilian talent on the market, we work with the top transitioning military and veteran talent across the nation. We leverage this talent for the benefit of your organization.**



# SERVICES OFFERED

## **IN-HOUSE RECRUITING SUPPORT**

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WRS integrates with your team to provide top talent within 14-21 days of starting on the job. We can take care of all the hassles of sourcing, screening, background checks, drug screening, ect. Each candidate of ours is well screened and referenced for our client's satisfaction.

## **INTERN RECRUITING (DOD SKILLBRIDGE)**

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The purpose of DoD SkillBridge is to enable service members with real world, applicable knowledge and skills and to ease the often abrupt process of separation. This program allows active duty service members, with commander and company approval, to intern with a civilian company for up to 180 days while serving in the military. Internships are unpaid and only require a reasonable expectation of interview and job offer post internship.

Wingman Recruiting works hand in hand with your company to help you navigate the DoD SkillBridge process. Further, we assist in branding and outreach to help attract top tier Interns that match client requirements. We understand our veteran community and have built a vast network of potential DoD SkillBridge Interns for your consideration.

## **RETAINED SEARCH, CONTINGENT OR RECRUITING PROCESS OUTSOURCED**

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We provide the best possible talent for your full-time hiring needs without leaving your pockets empty. We beat all the competition fees and guarantee the best talent.

### **Retained Search:**

Up-front fee to secure dedicated resources & results

### **Contingent Search:**

Fee payed upon placement of Candidate/Intern

**Recruiting Process Outsourced (RPO):** Outsourcing of whole or part of the recruiting process of an organization

### **More Information:**

<https://wrsrecruiting.com/skillbridge>

### **SkillBridge Promotional Video:**

<https://youtu.be/4H9Mq1oiNGc>





**"In my opinion, Wingman Recruiting is a great match for small to medium size companies looking to grow. Fair pricing, they worked with a sense of urgency, were very responsive, and exceeded all expectations with their candidates."**



**Glenn Williams Program Manager - Sonoran Technology**

**"Hands down the best recruiting company for Veterans to partner with! They helped me find my ideal job as I transition out of the military. I would refer Wingman Recruiting to any Veteran."**



**Michael Daggett U.S. Air Force Veteran**

**"Wingman Recruiting has been a true business partner. Our company has used their services consistently to provide the highest caliber candidates to fill highly technical roles."**



**Naralee Green HR Director - Cyber Clan**



**Find your next candidate**  
[www.wingmanrecruitingsolutions.com/candidate-listing/](http://www.wingmanrecruitingsolutions.com/candidate-listing/)