

# Find and Hire the Right Fit

**MONSTER**  
Government Solutions



# Who We Are

**Monster Government Solutions delivers purpose-built SaaS solutions that are compliant, secure, and reliable to help government achieve their hiring goals.**

**Trusted partner to the Federal Government**

We have provided recruiting and hiring solutions for 100 federal customers, including 13 of 15 cabinet-level agencies.

**Trusted partner to State & Local Governments**

Our integrated labor exchange and case management platform is transforming State & Local workforce development.

**Part of the Monster Worldwide family**

We are a global leader in providing digital, social, and mobile recruiting solutions. This includes the largest online military and veteran community, Military.com, as well as the premier scholarship resource for college students.



**We have solutions for every organization, large or small.**



## **Reach**

candidates  
wherever  
they are



## **Find**

the  
right  
fit

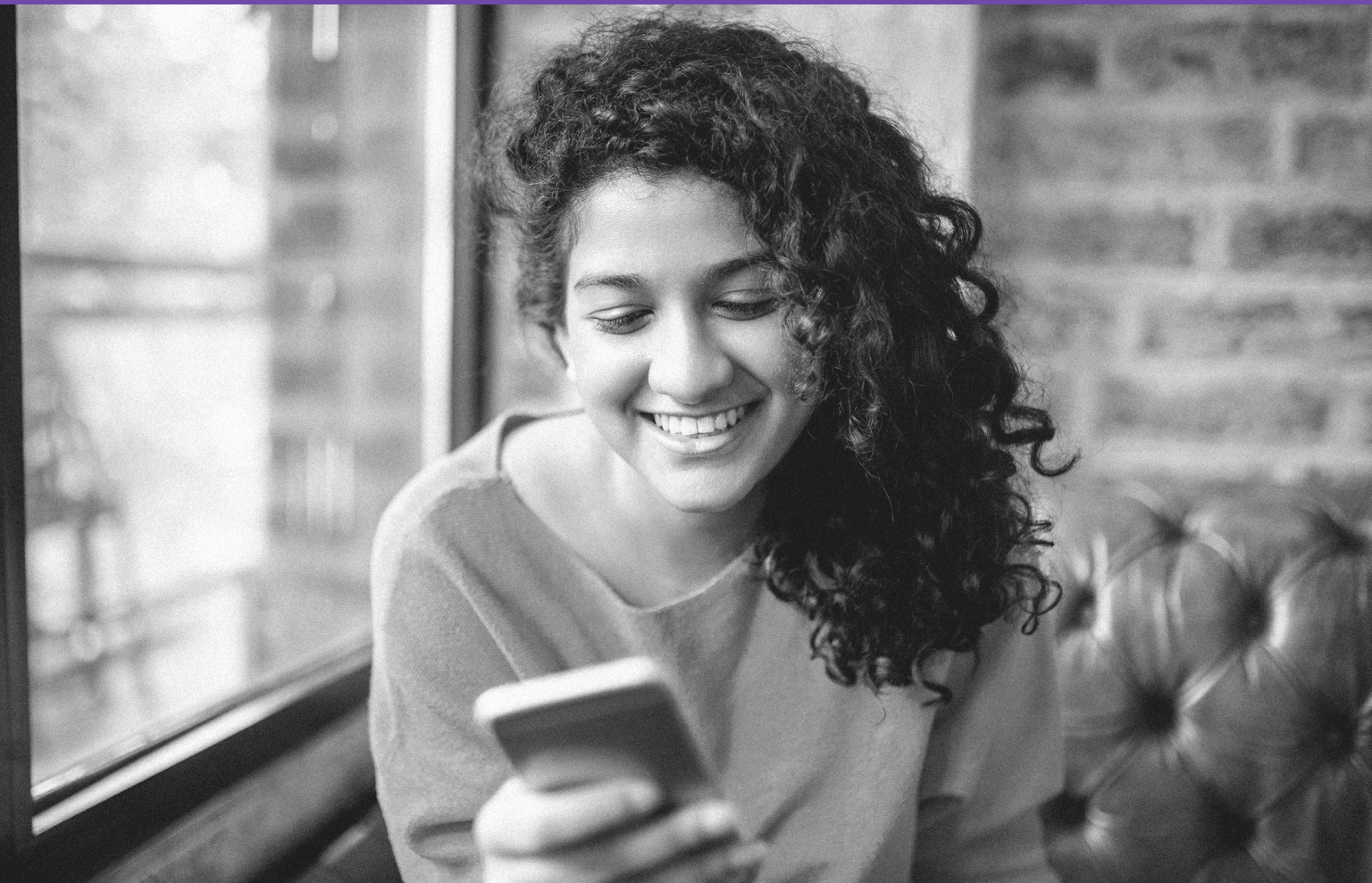


## **Hire**

with speed,  
efficiency,  
and compliance

**Reach** candidates wherever they are

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## Monster Social Job Ads

*Automatically target candidates on Facebook, Twitter, and Instagram*

Monster Social Job Ads take your recruiting strategy to the next level by targeting your jobs to both passive and active qualified candidates across the most popular social platforms. You can also quickly and easily find those “under-the-radar” candidates – people who may or may not be actively looking for a job, but could be a perfect fit for your open position.

## Monster Career Sites

*Build your agency brand*

Let Monster power your agency’s career page with a *Monster Career Site* and allow your agency to stand out from other employers and drive more qualified job seekers to your open positions. It enables you to share key information about your agency, creates transparency with candidates, and serves as an easy-to-find destination when candidates are ready to apply.

## Veteran Recruitment Solutions

*Attract veterans to your organization*

Military.com, the largest trusted source for news and information for the military and veteran community with more than 10 million members, have unique capabilities to help your organization position and deploy a compelling and authentic employer brand to recruit veteran talent. The combination of Monster’s decades of recruiting expertise and Military.com’s extensive market reach and trust within the military and veterans community is what sets our veteran solutions apart from the competition. Together, we have the requisite expertise, experience, and tools to power your veteran recruitment.

# Find the right fit

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## Monster Applicant Assessment

### *A simpler way to find the right hires*

Monster Applicant Assessment brings a data-driven approach to the federal selection process by providing empirical tests to identify applicant capabilities beyond their self-reported proficiency. Monster Applicant Assessment provides a comprehensive catalog of selection tests to measure a wide variety of factors critical for successful job performance.

## SearchMonster

### *Unearth the hardest-to-find talent*

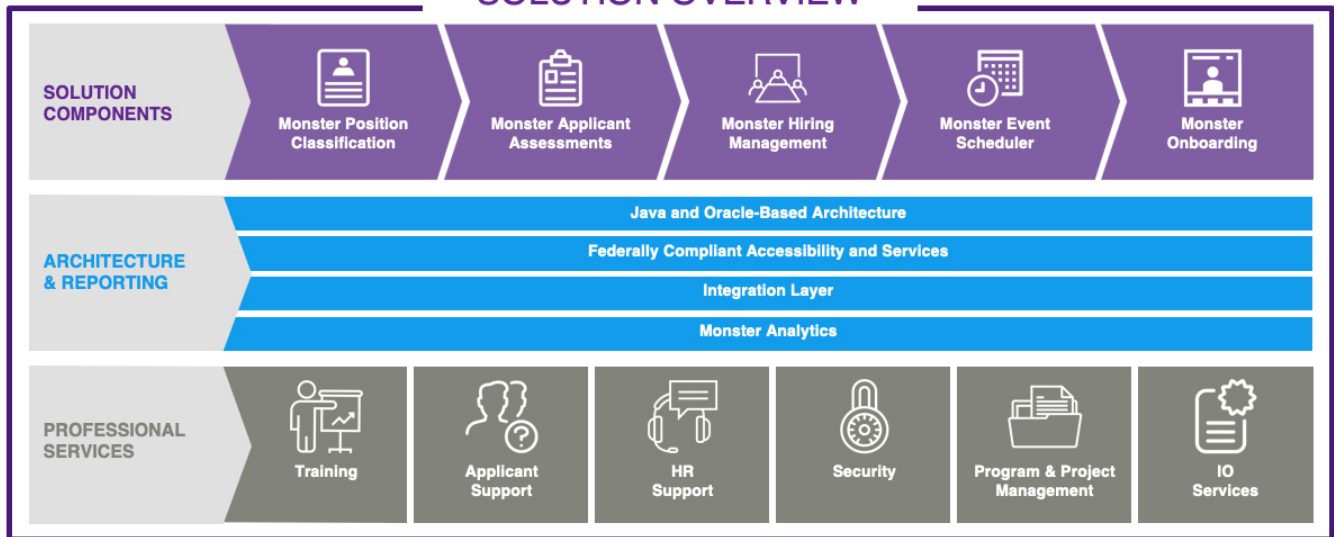
SearchMonster provides industry-leading, natural language search tools that can help you find, manage, and connect the exact talent you need. Plus, you can manage and contact candidates via email or text message—all from the same user interface. No more toggling from one platform to another.

# Hire with speed, efficiency, and compliance



## Our Federal Hiring Platform: **Monster Hiring Management Enterprise**

### SOLUTION OVERVIEW





# Our Purpose-Built Federal Hiring Platform and Support Services

Monster Hiring Management Enterprise (MHME) is a Software-as-a-Service (SaaS) technology platform that addresses the hiring challenges faced by federal agencies as they recruit, assess, select, hire, and onboard the best candidate to fill vacancies. This purpose-built technology platform automates end-to-end hiring management activities, delivers robust analytical and reporting capabilities, and is augmented with change management, training, and implementation services.

## Monster Position Classification

### *Save time and money through standardization*

From dashboards that organize users' work to PD "shop and compare" features that make finding the right position description quick and easy, Monster Position Classification simplifies the classification process for hiring managers and classifiers alike. Our guided PD Builder Wizard helps users to create Position Descriptions (PD), Functional Statements, and Cover Sheets in a consistent manner, while our workflow features help users to collaborate, review, and edit their classification documents.

## Monster Hiring Management

### *Leverage industry-proven hiring technology in use by 60 federal agencies*

Monster Hiring Management (MHM), our industry-proven applicant tracking system, streamlines the federal hiring process, while ensuring regulatory compliance. MHM establishes the foundation for a well-documented, efficient, effective, and repeatable staff acquisition program to help agencies reach their short- and long- term hiring goals. Innovative features like the ability for agency interviewers to collaborate on a panel, or for candidates to self-schedule and reschedule interviews and other required hiring activities, frees HR staff from mundane administrative tasks so they can focus on delivering added value to customers.

## Monster Onboarding

### *Supercharge your new-hire experience*

With Monster Onboarding, agencies can reduce the time and burden of completing myriad new hire paperwork so that new employees can focus on what matters—the excitement of starting and learning their new job. Monster Onboarding enables HR staff and managers to guide large batches of new hires—whether through direct ATS integration or "bulk" upload using bulk management tools quickly and efficiently through each step of the onboarding process.

# Why **Choose** Our Software and Services?



## **Compliant, Secure, Reliable**

- Monster Government Solutions technology is built to NIST, FISMA, FIPS, OMB, and FedRAMP Ready (pending) standards
- Title 5, Title 38, 5 CFR, OPM, OMB, and Section 508 compliant
- Aligns with OPM's End-to-End (e2e) Hiring Process and Human Capital Business Reference Model (HCBRM)
- Nearly 100% system uptime in 2020



## **Flexible, Scalable, and Integration-Friendly**

- System- and organization- level configurations and user permissions to support Agency-specific needs
- Capacity to scale to millions of users with our robust Oracle platform
- Proven integrations with federal shared service centers and third-party technology using open Application Programming Interfaces (APIs)



## **Domain Expertise**

- Experienced team includes former OPM and federal agency staff who understand federal hiring regulations and practices
- Industrial/Organizational (I/O) Psychologists provide consulting services to the government with specialization around recruitment and selection, workforce management, and organizational development
- Product team combines federal hiring knowledge with strong UX design experience



## **Customer Involvement**

- Customer-influenced technology roadmap aligns functionality with market demands, resulting in 99% customer retention

# How Agencies **Procure** Our Software and Services



## Pre-Competed HRLOB Contract Vehicles

US Department of the Treasury  
HR Connect  
Blanket Purchase Agreement  
(Thru July 2022)



Department of the Interior  
Interior Business Center  
Blanket Purchase Agreement  
(Thru August 2022)



## Agency-Specific Blanket Purchase Agreement

US Department of Homeland Security  
Blanket Purchase Agreement  
(Thru June 2023)



US Department of State  
Blanket Purchase Agreement  
(Thru September 2024)



## Federal Supply Schedules

General Services Administration  
GSA Schedule 70 (IT)  
(Thru July 2024)



General Services Administration  
GSA Schedule 738x (HR)  
(Thru July 2023)



GSA and OPM  
Human Capital and Training  
Solutions (HCaTS)  
(Thru September 2021)



National Aeronautics and Space  
Administration (NASA)  
SEWP V  
Subcontractor to Merlin International  
(Thru June 2025)

# Our Customers Love us...

*“[The Monster team] consistently added value by suggesting and explaining more efficient ways to make the system better.”*

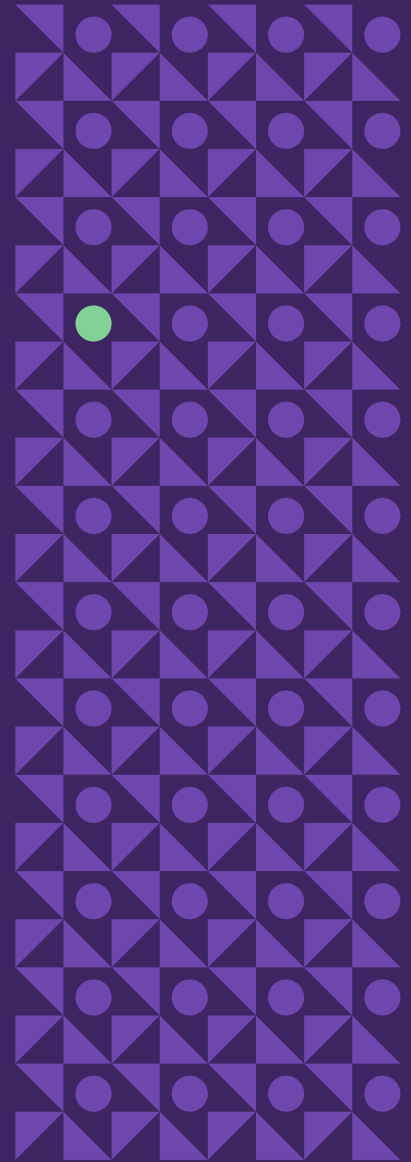
*“The PM is an excellent project manager, and she did an outstanding job leading and delivering the [our] SSO project!”*

*“[Training] was very efficient, thorough, and helpful. Thank you.”*

*“[Monster] was very reactive to all change requirements completing them immediately during the testing phase.”*

*“Overall, [we are] very pleased with MGS, and the PM is doing an outstanding job supporting [Agency] jobs!”*

*“[Monster is] consistently providing updates to create a more user-friendly environment with faster response times.”*

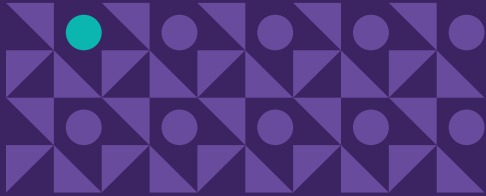




Monster is **transforming** the way government agencies find and hire **the right fit.**

Visit **monster.gov.com** to learn more.

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**For more information** visit us at [monstergov.com](http://monstergov.com), contact us at [contactmgs@monster.com](mailto:contactmgs@monster.com) or call 703-269-4900

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