MONSTER
GOVERNMENT SOLUTIONS

FEDERAL **SOLUTIONS**

ABOUT **MONSTER GOVERNMENT SOLUTIONS**

FIND *the people you need today and the leaders of tomorrow*

HIRE *the right people with speed, efficiency, and security*

DEVELOP *your workforce with diversity, performance, and retention in mind*

Monster invented online recruiting in 1994. In the decades since, we have made significant investments in technology-based, human capital management solutions to support the government in finding, hiring, and developing its workforce.

Our secure and reliable solutions deliver the best job matching experience and workforce management systems in the industry, and make it possible for human capital professionals to be more successful in support of their agency's mission.

Find out why organizations across the federal government rely on Monster Government Solutions' innovative, scalable technologies to bring efficiency and effectiveness to workforce operations.

MONSTER
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FIND

ATTRACT AND ENGAGE THE BEST PEOPLE

FIND THE PEOPLE YOU NEED

The Monster.com U.S. database receives more than 619,500 new resumes every month, putting a powerful tool at your disposal and establishing the perfect place to find the people you need. The Monster.com database features our powerful, multi-patented semantic search technology, 6Sense, which dramatically reduces the time required for employers to identify the right talent, while giving job seekers the ability to quickly find openings for which they are ideally suited. The Monster Diversity Network gives you access to more than 18.7 million unique visitors across diversity career websites and media partnerships, positioning your organization as a company of choice.

ATTRACT DIVERSE TALENT WHERE THEY LIVE ONLINE

Our innovative social recruiting tools deliver immediate results by opening your doors to the most qualified and diverse candidates where they live, online, be it job boards, Twitter, Facebook, and more. Monster Social Job Ads promote your openings with branded updates embedded in a candidate's daily feed on popular social networks. Monster Twitter Cards boost visibility for your job ads with automated, branded job tweets to your followers.

Looking for technical talent? Monster Talent Bin is a technical talent search engine with more than 100 million public, tech-focused profiles aggregated across 100+ websites that can help you find, engage with, and recruit hard-to-find technical talent; particularly software engineering talent.

ENGAGE WITH CANDIDATES IN UNIQUE WAYS

First impressions are everything. Leave a positive and lasting impression of your agency with a branded Monster Career Site. Monster Career Sites are customized with your agency's unique brand and mission to attract the right talent. Monster Career Sites feature ways to get, and stay, engaged with candidates to keep them interested in working with your agency. Monster Career Sites allow candidates to search for and set up alerts for job openings at your agency.

ATTRACT AND HIRE VETERANS

Military.com (a Monster company) offers unprecedented access to active duty personnel, veterans, and military families. With more than 10 million members, it provides a cost effective channel to promote job opportunities. Monster's Veterans Talent Index has shown that government service is a career of choice for many service members transitioning to post-military careers..

The Monster Military Skills Translator helps service members translate their military experience into civilian terms, which are incorporated into their resumes and job searches. Embed this valuable functionality on your agency career site to improve stickiness among job seekers.

HIRE

HIRE THE RIGHT PEOPLE WITH SPEED AND EFFICIENCY

Hiring policies are lengthy and complex, but that doesn't mean your hiring process should be. Start with Monster Cloud Search, our multi-patented semantic search and analytics platform that aggregates all of your resumes, from all of your sources and databases in a single, secure cloud environment. Monster Cloud Search with 6Sense intuitively interprets the context of your search terms, allowing you to search, compare, rank, and manage talent across all your potential talent pools in just seconds.

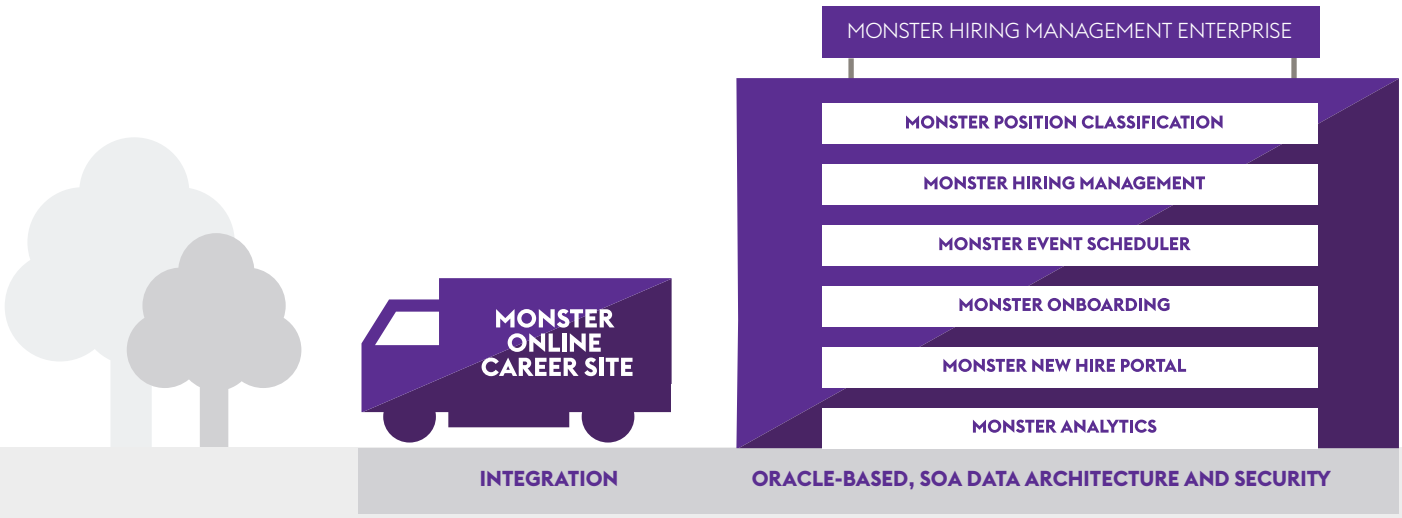
Agencies require a technology platform that is **reliable, secure, compliant,** and **flexible**. That's why we created the Monster Hiring Management Enterprise software as a service suite specifically for the U.S. government. These solutions help federal agencies attract and hire the best talent available and gets them to work faster on solving our nation's toughest challenges. The Monster Hiring Management Enterprise software as a service suite includes:

Monster Position Classification: This solution dramatically reduces the time required to create standardized position descriptions using the Federal classification process resulting in better vacancy announcements and better hires.

Monster Hiring Management: An applicant tracking system that streamlines the federal hiring process, while ensuring regulatory compliance. The system addresses the most critical hiring challenges faced by federal agencies as they recruit, assess, select and hire the best candidate to fill a vacancy.

Monster Onboarding: A workflow automation solution that dramatically improves communication, execution, and management of the new hire onboarding process for both HR users and new employees. Monster Onboarding supercharges HR productivity by using previously collected new-hire data to quickly and accurately pre-populate and route emails, letters, and forms to selected candidates.

Monster Analytics: Review, analyze and export Hiring Management data in a user-friendly, stable environment. Users can leverage pre-defined reports and dashboards (including OPM and EEOC reports), or custom reporting, with highly complex business logic and the ability to configure specific data relationships to meet an agency's unique environment.



IMPLEMENTATION SERVICES

PROGRAM & PROJECT MANAGEMENT

USER ADOPTION & CHANGE MANAGEMENT

TRAINING

HR SUPPORT

APPLICANT SUPPORT

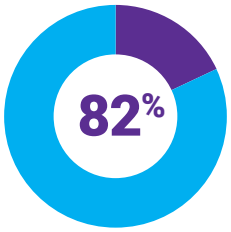
MONSTER GOVERNMENT SOLUTIONS

DEVELOP YOUR WORKFORCE

Tomorrow's leaders come from the people you have today. Diversity, performance and retention are three critical elements that support your agency's mission. Monster Government Solutions that can support all three critical areas.

DIVERSITY AND INCLUSION

A fundamental shift is taking place in how organizations approach diversity. Forward thinking agencies realize that diverse and inclusive workplaces perform better and it is the recognition and management of identity that is reshaping D&I practices across government. WIN Insights, A Monster Solution, provides an effective and unique platform to enable employees to better understand each other and work better together.



82% of respondents foresee positive outcomes from colleagues having a deeper understanding of each other's identities, including improved relationships and employee engagement.

- Government Business Council Report, "Evolving Perceptions About Diversity and Inclusion," May 2015.

CAREER MAPPING

Establishing employee career maps helps drive engagement and professional development. Career mapping activities should align with organizational priorities and can help facilitate a meaningful performance management discussion between employees and supervisors. This important aspect of development and retention allows employees to envision their long-term potential in the agency. Employees can understand their strengths and gaps related to positions within their career path, while agencies can build a pipeline of qualified employees to assist with succession planning.

HUMAN CAPITAL CONSULTING SOLUTIONS

Our team of Industrial/Organizational Psychologists partners with you to understand and address human capital management challenges. Our solutions include applicant/workforce assessment, process optimization, user adoption/change management, and professional development training.

WHY MONSTER?

EXPERIENCE

For the last 14 years, we have helped public sector organizations across the country find, hire and develop workforces.

SCALABILITY

Clients span small departments to large agencies with more than 340,000 employees. Monster Hiring Management processed more than 4.8 million federal job applications in 2015.

QUALITY

Monster Hiring Management consistently achieves a 99.99% software quality rating.

SECURITY

Monster uses a multi-layer security approach as part of an approved System Security Plan developed in accordance with the common criteria of NIST/FISMA and other security best practices

DOMAIN KNOWLEDGE

In 1994, Monster created the online recruiting industry.

Monster Government Solutions are built exclusively for government, by employees who worked in government.

Military.com, a Monster company, was launched in 1999 to revolutionize the way Americans military members, veterans and families stay connected and informed.

CONTRACT VEHICLES

Monster Government Solutions holds a variety of procurement vehicles with which federal agencies may secure these products and services. A sampling of these pre-competed contracts includes: NASA SEWP, Treasury HRLOB, GSA Schedule 70 and 738x, Department of Interior's Interior Business Center (IBC), and more.

TO LEARN MORE ABOUT
MONSTER GOVERNMENT SOLUTIONS,
CONTACT US TODAY:

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