

CAPABILITY STATEMENT – PUBLIC SECTOR

About Us

BizFirst's mission is to enable organizational transformation with the best talent and human ingenuity to shape the world of tomorrow. Our nationwide public sector recruiting practice provides direct-hire, RPO, contract & consulting services. BizFirst also teams with government service providers by collaborating on Federal and State proposals and serving as a trusted sub-contractor.

Company Data

BizFirst, an American-owned, Virginia LLC

- SAM Unique Entity ID: PGWFRJMGWAH1
- SWAM Certificate No: 831530
- West and East Coast locations for nationwide support:
 - HQ/ East Coast: 44679 Endicott Drive Suite 300, PMB 1025, Ashburn, VA 20147
 - West Coast: 453 S Spring Street, Ste 400, PMB1020, Los Angeles, CA 90013 United States
- NAICS:
 - Staffing & Recruiting: NAICS 561310, 561320
 - Professional and Management Consulting NAICS 541618, 541690, 541990, 541611
 - IT Consulting and Software Development NAICS 541512, 541519
 - IT Support Staff Augmentation NAICS 541513
- Company email: info@bizfirst.net
- Company Main Line: 1 703 952 3232
- Company Website: www.bizfirst.net.

Leadership/ Key Personnel

Jeff Packard, Founder and CEO, BizFirst

- **30+ Years Leading Professional Services**, Staff Augmentation, and Consulting at NTT Data, Accenture and BearingPoint
- **8 years** starting and running public sector recruiting and staffing practices.
 - Currently, Founder and CEO, BizFirst
 - Previously, Founded and Managed GovFirst LLC and Veratech Services LLC, government and enterprise staffing. Current Member of GovFirst.
- **20+ Years** Leading Professional Services, Staff Augmentation practices
 - Global SVP, NTT/ Dimension Data - Staff Aug and PS
 - Senior Manager, Accenture, KPMG BearingPoint
- Secret Clearance (Inactive)
- [LinkedIn Profile](#)



Our Core Competencies

BizFirst delivers nationwide staffing, consulting, and temporary contractor services across key practice disciplines to support government modernization and enterprise transformation.



Services

- Supporting Both Direct Hire and Temporary Contractors – cleared and non-cleared
- **DirectHire**: Permanent Placement services with candidate replacement guarantee.
- **PartnerHire**: Recruiting Process Outsourcing services for small and medium-sized businesses.
- **ContractHire**: Contract staffing and staff augmentation for short- and long-term requirements.



Expertise

- Government and Public Sector
 - For example: Security-Cleared IT Professionals, Engineers, Management, Regulatory
- Tech, Analytics, Cloud, AI:
 - For example: Software Engineers, Architects, Product & Project Management; DevOps; Analysts, SMEs
- Professional Services
 - For example: SME Consultants, Sales, Client Relationship Management, Service Delivery

Visit our website for our full list of [industries](#) and [disciplines](#) supported.

Our Differentiators

BizFirst brings a unique blend of direct hire, staffing, and professional services experience to deliver an exceptional client experience for government agencies, government contractors & IT systems firms. We provide a personalized and efficient staffing experience aimed at delivering the right talent, at the right time, and at the right price to meet our client's specific needs.

**Government and IT
Recruiting Expertise**

60+

total years of recruitment
experience.

**Quality & Outcomes
Focused**

100%

process and KPI- driven to
meet quality expectations.

Rapid Submission

2 to 4 days

to receive first candidate
submission (average).

Retention Focused

97%

of hired talent employed past
guarantee period.

Diversity Statement

At BizFirst, we prioritize building an inclusive environment that values diversity across all our interactions—within our team, and with our candidates, consultants, clients, and community. We believe in unity and the positive change it can foster, guiding our relationships with respect and understanding. This commitment shapes our culture and external engagements, driving growth and innovation. We adhere to EEO and OFCCP standards, ensuring our practices reflect our dedication to inclusiveness.

Our Past Performance

As a talent or teaming partner, we have supported numerous programs across multiple agencies and solution providers in direct hire and temporary contract staffing for Federal, Civilian, State and Local organizations. Our representative engagements:

Client	Sector	Agencies, Program	Geo	Service Type	Service
Federal Solutions Firm	Federal, Civilian	Multiple Agencies	Nationwide	PartnerHire - RPO	Provided outsourced recruitment for both billable jobs and candidates for proposal
ERP Government Contractor	Federal, Civilian	DoD, Dept of Labor, SOCOM	Nationwide	PartnerHire - RPO	Provided IT and Financial Subject Matter experts to support Federal Financial ERP systems as RPO model.
Federal Innovation Company	Federal	DoD, Intel	East Coast	DirectHire	Full-Stack Devs, QA Lead, Product Manager, System Engineers, Admins
Federal Systems Integrator	Federal	Navy Seaport-E, FIP	East Coast	DirectHire	Cleared data analytics, cloud, cyber, and other IT professionals
Global Advisory & Consulting Firm	Federal	Multiple DoD	Nationwide	ContractHire – Staff Aug	Cleared /non-cleared DevOps, cloud, project managers, etc.
Security Solutions Provider	Federal	Department of Army	DC Metro	DirectHire	Cleared Cybersecurity Solution, Architects
Infrastructure Solutions Co - Fed	Federal	TEIS IV US Army	Nationwide	ContractHire – Staff Aug	Teaming agreement - physical security and IT
Gov AEC Firm - Engineering	Federal	NIWC, IC	Nationwide	DirectHire	Supported hiring over 40 IT engineers, system admins, developers, etc.
Federal Security Solutions	Federal	Multiple DoD Agencies	DC Metro	DirectHire	Cleared IT Cybersecurity Analysts and DevSecOps
Product Solutions Company	Federal, Civilian	Navy, SEC	Nationwide	DirectHire	Cleared Data Engineers, Solution Architects, Developers
Systems Integrator	Civilian	Multiple Civilian Agencies	Nationwide	ContractHire – Staff Aug	Project Manager, Finance, Contract Managers, SMEs
Software Developer, Integrator	Federal, Civilian	SEC	DC Metro	DirectHire	Cleared and non-cleared software developers, cloud professionals (front-end, back-end, full stack, QA)
Federal IT Integrator	Federal	Multiple DoD Agencies	Nationwide	ContractHire – Staff Aug	IT Support, Help Desk

Case Studies

As a company that is headquartered near our nation's capital, the BizFirst team has an extensive history of providing professional, IT, administrative and sales talent in support of government programs. We have strong experience in staffing a diverse range of programs including for example Cyber Security, Cloud, Analytics, Data Management, IT/Technical Support, Field Engineering, Administrative Support, and Human Resources. Our government staffing experts are well-versed in contracting regulations and protocols, and deliver high-quality talent for requirements, with special emphasis supporting DoD, DHS, HHS, DoJ, IC, and Civilian/ State programs and projects.

Support Global Technology Provider Partnership on U.S. Navy's Financial Management program under SeaPort-e

In collaboration with a leading Global Technology provider, we played a crucial role in the U.S. Navy's Financial Management program under SeaPort-e. Leveraging our expertise in IT and finance staffing, we supplied a variety of top-tier professionals, significantly enhancing the program's capabilities. Notably, over 75% of the candidates were in positions requiring security clearances, ranging from Secret to TS/SCI.

Key Contributions:

- Reporting directly to the Head of Talent, engaged with 8 practice disciplines and client recruiters to capture job requirements and process candidates through the recruitment lifecycle.
- Supplied skilled personnel in essential areas such as Cloud Engineers/Architects, Blockchain Engineers, Cyber Security Analysts, Financial Analysts, Risk Management Engineers, Software Engineers, Consulting Managers, and SAP Engineers among others.
- Delivered custom status reporting to maintain transparency and facilitate effective decision making.
- Conducted regular weekly planning sessions and Quarterly Business Reviews (QBRs) to stay aligned with the client's objectives and expectations.

Notable Achievements:

- Within the first 7 months of engagement, we successfully facilitated 20 starts.
- Demonstrated high efficiency in our recruitment process, with 70% of candidate submissions resulting in interviews, 36% of interviews resulting in hires, and an overall 25% of submissions resulting in hires.
- Achieved an average submit-to-hire period of 5 weeks over an 18-month recruitment period. This includes multiple interview rounds and candidate's 2-week notice.
- Within one year, the Head of Talent Acquisition recognized us as #2 Recruiting Partner and elevated us to "preferred partner" status.

Our collaboration was instrumental in advancing the financial management program, showcasing our commitment to delivering qualified talent swiftly and effectively.

Case Study: Talent Acquisition for a Global Security System Integrator to support TEIS IV and NIWC Contracts

Our firm successfully collaborated with a global security system integrator, valued at over \$1 billion, which operates in both commercial and government sectors two support two significant defense contracts: the Total Engineering and Integration Services (TEIS) IV for the U.S. Army and the Naval Information Warfare Center (NIWC) support. The project entailed a significant hiring volume across the US, Europe, and Asia, targeting both cleared and non-cleared technology professionals, including professionals with CI and FS Poly.

Key Contributions:

To meet these needs, we established a tailored client staffing function designed to support enterprise-wide recruitment. This involved several key actions:

- Engaging with top executives to thoroughly understand their business needs.
- Aligning our recruitment processes with the client's way of working.
- Rotating four senior recruiters to staff the onsite desk, ensuring continuous support.
- Covering six job functions and staffing for 40 distinct job positions.
- Delivering custom status reporting to maintain transparency and facilitate effective decision making.
- Conducting regular weekly planning sessions and Quarterly Business Reviews (QBRs) to stay aligned with the client's objectives and expectations.

Notable Achievements:

- Within 6 months became client's #1 recruiting partner
- Successfully placed over 40 professionals across 20 LOB hiring managers, covering regions in the US and Europe. Many of the positions were exceptionally difficult due to their onsite location requirements (e.g., Ft. Meade and other bases); high clearances (e.g., CI and FS Poly) and specialized skill requirements (e.g., physical security experience)
- Achieved a 47% fill rate (% of job openings successfully filled), indicating a high success rate in placements and talent retention.
- Maintained a 33% hit rate (% of successful submissions to total submissions), with one in three submissions resulting in interviews and a placement.
- Invited to establish a recruiting desk on client's premise.
- Sponsored for Facility Clearance.