

COMPANY OVERVIEW

Senior-led recruiting built for the pace of federal programs.

BizFirst LLC is a Virginia-based small business providing cleared recruiting and talent acquisition to prime and subcontractors supporting federal programs. We place functional, technical, operational, and senior leadership professionals across DoD, IC, DHS, and civilian agencies. Our delivery model is built around the realities of GovCon hiring: proposal timelines, post-award urgency, clearance requirements, and labor categories that vary by contract vehicle.

Every client engagement is led by a senior Delivery Lead who manages a small portfolio (**3-4 clients, not 20**) and personally reviews every submission before it reaches your desk. That's how we maintain a 94% retention rate and a 70% submission-to-interview rate.

SERVICES

The right model for how your program hires.

PartnerHire

Embedded recruiting team. Dedicated Delivery Lead, scalable recruiter support, full lifecycle management. First cleared submissions in 3 business days. Month-to-month.

DirectHire

Full lifecycle contingent search. Pay only on successful placement. 10-15% of first-year salary, 90-day guarantee. First submissions in 5-7 days.

SourceHire

Sourcing and screening only. 3-5 vetted, cleared candidates delivered in 7 days.

WHY BIZFIRST FOR GOVCON

Built around the realities of cleared hiring.

- **Cleared Role Expertise:** We recruit across Public Trust, Secret, Top Secret, and TS/SCI. We understand clearance lifecycle timing, conditional offer positioning during proposals, and LCAT alignment to contract vehicles.
- **Proposal & Post-Award Ready:** We build candidate pipelines during proposal efforts so first submissions arrive within 3 business days of award — not weeks after the period of performance has started.
- **Senior Delivery, Low Client Load:** Your Delivery Lead manages 3-4 clients. The person who learns your program requirements is the person reviewing every submission. No handoffs when urgency is highest.
- **Retention That Holds:** 94% of placed candidates are retained beyond 90 days. We match on culture and program fit, not just clearance level and skill set.
- **Full Role Coverage:** We place functional, technical, operational, and senior leadership professionals — financial management, program operations, IT/cyber, cloud, data, ERP, and cleared executive roles.

94%

Candidate Retention Beyond 90 Days

≤3 Days

First Cleared Submissions

3:1

Clients per Delivery Lead

PAST PERFORMANCE

Proven delivery on federal programs.

- **M.C. Dean – U.S. Navy SeaPort-e:** 20+ cleared financial management and IT professionals placed in 7 months. 70% submission-to-interview rate. Roles spanned cleared SAP, cloud, and cybersecurity labor categories.
- **Global Consulting Firm – Public Sector Practice Build:** 20+ cleared consultants and developers placed in under a year across cloud, data analytics, blockchain, and cybersecurity. Earned Premier Vendor status and a #2 talent team ranking.
- **\$1B Security Systems Integrator – PartnerHire:** 40+ placements across six job functions. Top-two vendor ranking within the first year of engagement. Full lifecycle delivery across cleared and non-cleared roles.
- **Virsec – Defense Product Team Ramp:** 6 engineers onboarded in 10 weeks including two with TS clearances. 100% retention at 6 months. PartnerHire sprint for a defense cybersecurity product team.

COMPANY DATA

Legal Name: BizFirst LLC

SAM UEI: PGWFRJMGWAH1

CAGE: 9ZE15

SWaM Certified: VA Small Business (Cert #831530)

NAICS: 561311, 561320, 541611, 541618, 541690, 541512, 541513, 541519, 541990

HQ: 44679 Endicott Dr, Suite 300, Ashburn, VA 20147

Jeff Packard, Founder & CEO • 703-940-0909 • info@bizfirst.net • www.bizfirst.net • 30+ years in professional services | 10+ years leading public sector recruiting