



ClearanceJobs®



STATE OF THE SECURITY CLEARANCE PROCESS

2H 2026

THE SECURITY CLEARANCE LANDSCAPE 2026: REFORM, RISK, AND READINESS

For more than two decades, ClearanceJobs has tracked the policy, process, and workforce dynamics that define the national security hiring landscape. This edition of the State of the Security Clearance Process arrives at a pivotal moment: a personnel vetting system undergoing its most ambitious reform in a generation, poised to sink or swim against a threat landscape that remains both persistent and evolving.

Trusted Workforce 2.0 is in full swing — and that is good news. Backlogs are shrinking, new technology is arriving, and metrics are improving. But the reform is not uniform, and not every organization has embraced it. Meanwhile, the events of 2025 and early 2026 have raised questions the clearance system has never had to answer quite so publicly: Who decides who gets access? What protections exist when anomalous activity is uncovered? And how does a system built on process and trust function balance risk in a changing environment?

This white paper draws on recently released government data, GAO findings, congressional testimony, and legislative analysis. It is intended as an actionable guide for security officers, HR professionals, defense contractors, and cleared professionals navigating a system that is simultaneously more modern and more contested than at any point in its recent history.



BRETT MENCIN
PRESIDENT, ENTERPRISE VETTING AND
ANALYSIS & CHIEF SECURITY OFFICER

Trust Is Not a Checkbox

Personnel vetting is undergoing its most significant transformation in decades. Trusted Workforce 2.0, continuous vetting, and the modernization of the National Background Investigation Services represent more than policy changes - they reflect a fundamental shift in how we think about trust.

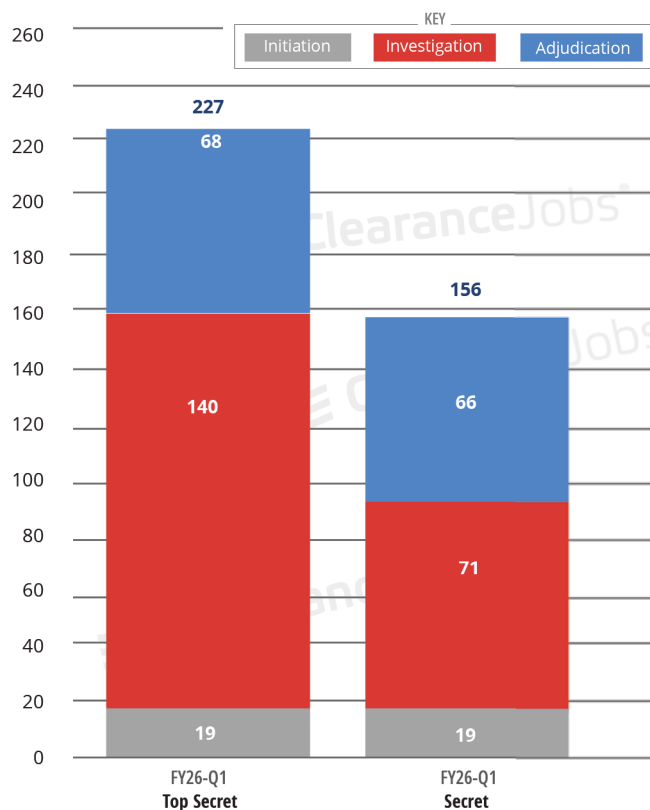
Security clearances are often viewed as a one-time milestone. In reality, a clearance is an ongoing contract between an individual and the nation they serve. Access to classified information is not a right; it is a privilege that must be continuously earned, validated, and protected.

Recent insider threat cases demonstrate that risk rarely appears overnight. Whether motivated by financial gain, ideology, foreign influence, or poor judgment, today's threats often emerge through subtle behavioral, financial, or digital indicators that evolve over time. That reality demands a modern approach to personnel security - one built on continuous vetting rather than periodic reinvestigations.

Technology is enabling that transformation, but technology alone is not enough. Organizations must also foster cultures of accountability, ethical leadership, and shared responsibility for protecting sensitive information.

Trust is not a checkbox. It is a continuous commitment requiring vigilance from individuals, organizations, and government alike.

SECURITY CLEARANCE TIMELINE TRENDS: 2026



We enter the second half of 2026 with real progress in the personnel vetting system, and real uncertainty about the environment in which it must operate. The headline metrics tell a story of improvement: the Defense Counterintelligence and Security Agency (DCSA) investigation backlog has fallen from 290,000 cases in September 2024 to approximately 100,000 in January 2026, a 65 percent reduction. Secret clearance processing times have improved to 156 days at the 90th percentile. Top Secret times declined to 227 days in Q1 FY2026, though adjudication timelines ticked back up.

156 DAYS

Secret Processing
90th Percentile, Q1 2026

227 DAYS

Top Secret Processing
Q1 2026, Adjudication up

SOURCE: PERFORMANCE ACCOUNTABILITY COUNCIL QPR REPORT

Behind the numbers, however, the picture is more complicated. Trusted Workforce 2.0 is in Phase 3, focused on agency-level implementation and IT delivery. But a May 2026 GAO report found that IT compatibility challenges persist across agencies and contractors, who report frustration with limited visibility into investigation status. The National Background Investigation Services (NBIS) system, the technological backbone of the entire reform effort — remains behind schedule.

Key takeaways for defense contractors and security professionals:



Backlogs are down, but processing targets are still being missed — budget for delays and build clearance timelines into contract staffing plans.



The NDAA's extension of DoD eligibility from 24 months to five years for departing personnel is a major advantage for veteran hiring. But how quickly and efficiently the government implements this change remains to be seen.



Continuous vetting is the new norm, but cleared candidates still express confusion about what needs to be reported.



Due process procedures for clearance denials and revocations are in flux following the Pentagon's June 2026 legal ruling on DCSA hearing authority.

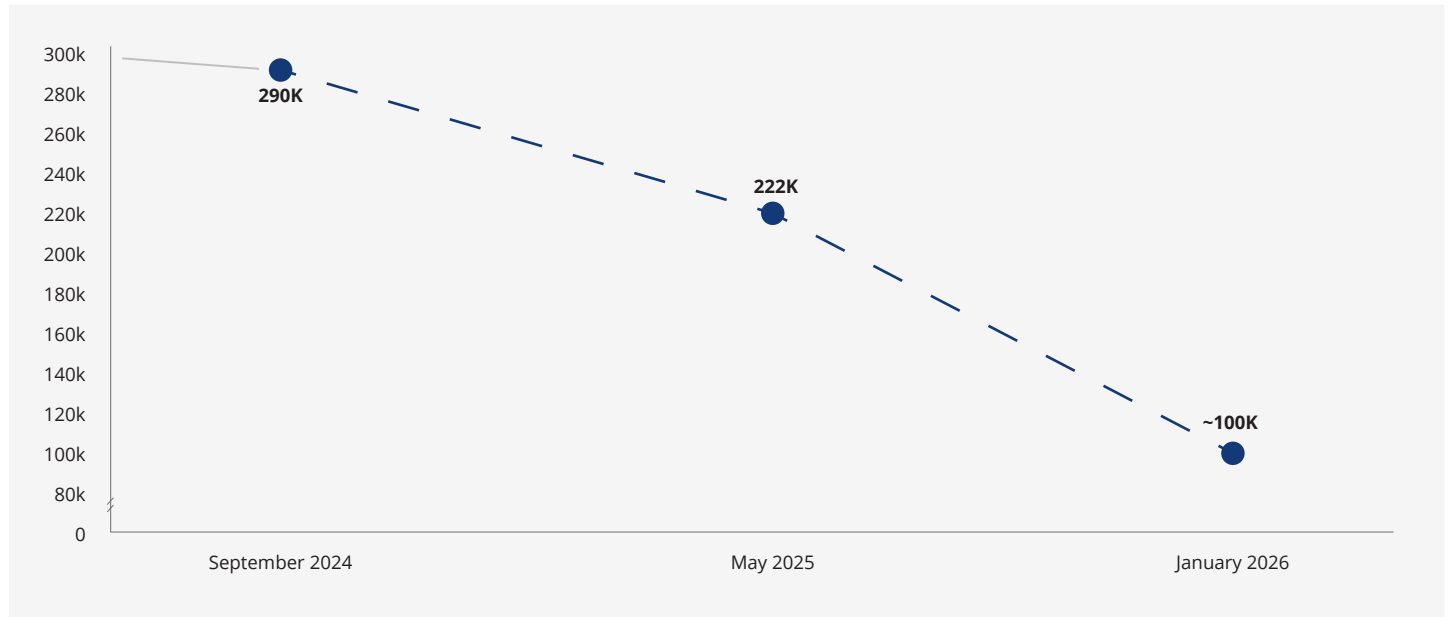


The cleared talent market remains tight; clearance alone is no longer enough — employers want immediately billable skills and program-specific experience.

PROCESSING TIMES & BACKLOG

A Progress Report

If there is a genuine success story in the personnel vetting landscape of the past year, it is the reduction in the DCSA investigation backlog. The numbers tell a clear trajectory. In September 2024, the backlog of pending investigations peaked near 290,000 cases. DCSA stood up an interagency tiger team early in FY2025 to address the underlying drivers of the backlog and slower processing times. By May 2025, the inventory had fallen to 222,000 cases, reducing the backlog by 24 percent. By January 2026, it had reached approximately 100,000, down 65 percent from the prior year's peak.



290K
Peak Backlog
September 2024

222K
May 2025
Down 24% from peak

~100K
Jan 2026
Down 65% YoY

The FBI name-check backlog was separately reduced from 42,000 to 20,000 cases, a 48 percent reduction, over the same period. Both improvements are meaningful and reflect sustained operational effort rather than accounting changes.

In February, DCSA announced it is expanding enrollment in the FBI's Record of Arrest and Prosecution (Rap Back) program to the broader cleared industry population, marking a major step in the government's transition to the Trusted Workforce 2.0 continuous vetting framework. Rap Back provides real-time notifications of changes to an individual's criminal history by comparing retained fingerprints against FBI records, allowing security officials to identify potential issues throughout a person's eligibility period rather than relying on periodic reinvestigations. DCSA will roll out the program in phases, beginning with individuals whose fingerprints are already on file. Facility security officers are responsible for distributing required FBI privacy advisements to cleared employees and incorporating those notices into future onboarding processes. The expansion is intended to strengthen national security, improve the efficiency of personnel vetting, and reduce administrative burdens across the cleared workforce.



What the Current Numbers Actually Mean

Improving clearance timelines remains a critical — but not the only — benchmark in grading the health of the personnel vetting process. The Q1 FY2026 National Industrial Security Program Policy Advisory Committee (NISPPAC) figures reflect a mixed picture: Top Secret processing times decreased to 227 days, but adjudication timelines increased, keeping overall times above the governmentwide performance benchmarks of 40 days for Secret and 75 days for Top Secret.

Tier 3 (Secret) cases completed through April 2025 averaged 18 days to initiate, 73 days for investigation, and 47 days to adjudicate, significantly better than the overall 156-day figure, suggesting that newer cases are moving through the system faster as older cases are cleared. The paradox of backlog reduction is that as older, more complex cases rise to the top of the queue, average processing times can appear to worsen even as the system improves.

For TS/SCI with polygraph, timelines remain substantially longer: 180 to 365 days is common, driven by polygraph scheduling capacity constraints and the additional complexity of SCI indoctrination. These positions, critical for intelligence community work and many special access programs, are where the talent pipeline is most constrained and where the gap between policy ambition and operational reality is most pronounced.

What Contractors Should Know

For defense contractors and staffing professionals, a few practical realities follow from this data. First, government processing targets are aspirational. Secret clearances are not reliably completing in 40 days, and TS timelines remain well above the 75-day target. Build conservative clearance timelines into contract staffing plans: 90 to 150 days for Secret, 180+ days for Top Secret, and 9+ months for TS/SCI.

Contractors should also follow the policy rollout of the FY2026 NDAA, which extended the window in which departing DoD personnel remain eligible for classified access from 24 months to five years. For contractors actively recruiting former military and DoD civilian personnel, this substantially expands the pool of candidates whose clearances can be transferred without a fresh investigation.

WHAT THIS MEANS FOR INDUSTRY

- Build staffing models around realistic timelines, not stated targets; Secret and Top Secret processing still require schedule margin.
- Use the expanded DoD eligibility window as a recruiting advantage, especially for transitioning military and former DoD civilians.
- Prepare FSOs and hiring teams for Rap Back communications and documentation requirements as continuous vetting expands.

TRUSTED WORKFORCE 2.0

Phase 3 Reality Check

Trusted Workforce 2.0 is the most comprehensive overhaul of the federal personnel vetting system in at least fifty years. Adopted in 2018 and built out over successive administrations, TW 2.0 aims to get people to work faster, eliminate waste, optimize risk management, and strengthen the experience of both applicants and security professionals. By mid-2026, the initiative is in Phase 3 — focused on agency-level implementation, IT delivery, and the expansion of performance metrics. Progress is real. The gaps are also real.

DCSA's Identity Crisis: Congressional Scrutiny and GAO Warnings

In February 2026, DCSA Acting Director Justin Overbaugh appeared before the House Committee on Oversight and Government Reform alongside GAO Director of Defense Capabilities and Management Alissa Czyz. The contrast between internal reform messaging and external audit scrutiny made one thing clear: modernization is underway, but it remains fragile.

Overbaugh described a workforce constrained by layers of process that prioritized bureaucracy over results, and outlined a vision of empowerment, accountability, and speed. GAO's Czyz was more measured. GAO's assessment, published May 2025, found that while agencies reported the primary benefit of TW 2.0 implementation was the ability to access real-time information on personnel through continuous vetting, agencies also noted significant IT compatibility challenges. Contractors reported improvements in some vetting processes, particularly in requesting security clearances — but flagged ongoing frustration with limited visibility into the status of background investigations once submitted.

Congress delivered a clear message at the hearing: appointing a permanent, full-time DCSA director is not optional. Acting leadership may steady the ship, but lawmakers signaled that long-term delivery of NBIS and TW 2.0 requires a permanent captain.



JOSEPH M. TONON
DIRECTOR OF THE DEFENSE
COUNTERINTELLIGENCE AND SECURITY
AGENCY (DCSA)

Dr. Joseph Tonon's selection as Director of the Defense Counterintelligence and Security Agency in May signals more than a leadership transition, it reflects the evolving nature of the personnel security mission itself. As DCSA continues implementing Trusted Workforce 2.0 and modernizing the National Background Investigation Services (NBIS), the agency increasingly operates as both a security organization and a technology enterprise.

Tonon's unique blend of defense, counterintelligence, and private-sector technology experience suggests a recognition that modern personnel vetting depends on secure, scalable data platforms as much as sound investigative tradecraft. For the defense industrial base, his appointment underscores an important reality: the future of trust will be built on continuous, data-driven risk management, where technology serves as a force multiplier for protecting national security.

DCSA's recently released Strategic Execution Plan reinforces that shift from leadership transition to organizational transformation. Unlike many government strategic plans that emphasize long-term vision, this document is built around measurable execution. Each of the agency's six priorities has a named executive owner, defined performance metrics, and clear timelines for delivery. The emphasis is unmistakable: modernization efforts will be measured by outcomes, not aspirations. For an agency that has spent years navigating ambitious reform efforts, the plan signals a renewed focus on accountability across personnel vetting, industrial security, technology modernization, and customer service.

The National Background Investigation Services (NBIS) platform sits at the center of that strategy. DCSA has committed to retiring legacy personnel vetting systems by the end of FY2027 while establishing performance standards more commonly associated with private-sector technology companies, including aggressive system availability targets, rapid incident recovery, and user satisfaction goals. The plan also expands beyond technology, outlining measurable improvements for industrial security, continuous vetting, artificial intelligence, and customer engagement. Perhaps most significant is the agency's recognition that technology should enhance—not replace—human judgment. As the plan states, "Technology and data will sharpen and accelerate the work; people will own every trust decision." For defense contractors and the broader national security community, the strategic plan provides something the personnel security enterprise has often lacked: a public commitment to deadlines, metrics, and accountability as Trusted Workforce 2.0 moves from modernization strategy to operational reality.



The New Scorecard: Beyond Processing Times

One of the most significant developments in TW 2.0 reporting this year is a fundamental shift in how the government measures reform success. The Security, Suitability, and Credentialing Performance Accountability Council adopted four primary goals in June 2025 to evaluate whether personnel vetting reform is actually working:

GET PEOPLE TO WORK FASTER

Streamline vetting so agencies can fill positions quickly.

ELIMINATE WASTE

Reduce inefficiencies and redundant tasks across the enterprise.

OPTIMIZE RISK MANAGEMENT

Balance security risks against the time, cost, and resources required to mitigate them.

STRENGTHEN EXPERIENCE & ENGAGEMENT

Make processes, tools, and metrics easier to navigate for applicants, agencies, and security professionals.

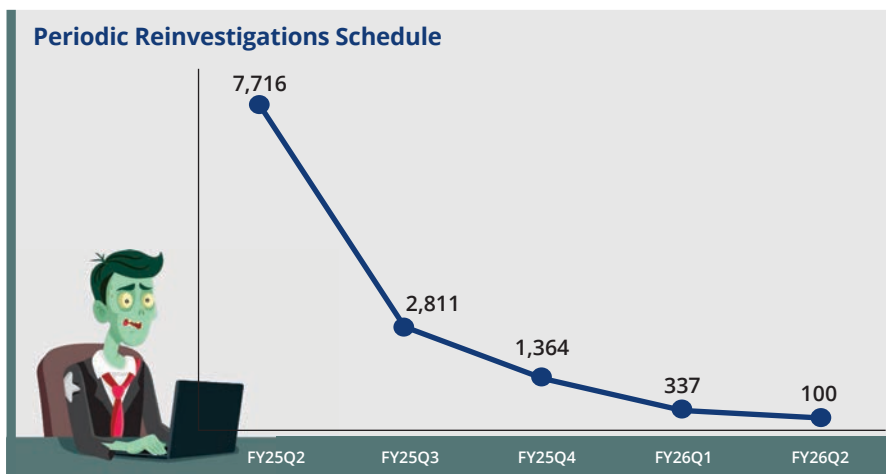
The updated Quarterly Progress Report framework introduces metrics designed to capture the full candidate experience, not just end-to-end processing time. Among the newly tracked indicators:

- Questionnaire rejection rates (*currently around 4%, with a target of 1%*)
- Adoption rates for new vetting technology
- Automation in adjudication
- Candidate experience indicators

The PVQ and Killing the Zombie Process

The Personnel Vetting Questionnaire, the long-awaited SF-86 successor, took its first concrete step toward reality in FY26 Q2, with the QPR noting that initial PVQ submissions were collected and phased adoption is underway. The PVQ represents more than a new form: it is part of a broader shift toward digitally native vetting, automated investigative workflows, and reduced paperwork redundancy. Adoption is expected to accelerate as supporting investigative technology comes online through NBIS.

On the legacy process side, one notable milestone buried in the QPR: PAC-led initiatives have reduced unnecessary periodic reinvestigation (PR) requests by 99 percent. PRs were among the most resource-intensive parts of the legacy vetting system, often triggering full reinvestigations even when nothing had materially changed. Continuous vetting has effectively retired the periodic reinvestigation model, monitoring risk signals on an ongoing basis rather than on a fixed five-year cycle.



The IEP: A Pizza Tracker for Security Clearances

Among the more candidate-friendly announcements of the reform period, DCSA rolled out the Individual Engagement Platform (IEP) in April 2026, the long awaited “pizza tracker” for security clearances. The platform gives applicants real-time visibility into their investigation progress via a status-tracking interface and allows them to submit required self-reporting information and communicate directly with investigators via a secure channel (not currently available, but expected to roll out as early as this year).

For a process historically characterized by complete opacity, applicants submit paperwork and then wait, often for months, without meaningful updates. The IEP represents a genuine quality-of-life improvement. It also has practical risk management value: faster self-reporting means faster identification of potential issues, and a more engaged applicant is more likely to complete the process successfully. The QPR notes that the IEP is one of the TW 2.0 initiatives most explicitly tied to improving the “strengthening experience” goal.

SECURITY CLEARANCE TRACKER



YOUR CLEARANCE IS IN ADJUDICATION!



The FSO in 2026: Expanding Role, Limited Support

Facility Security Officers are the connective tissue of the national security workforce, but the FSO role has never been more demanding. FSOs are now balancing Controlled Unclassified Information (CUI) requirements, insider threat programs, cybersecurity coordination, workforce mobility challenges, and increasingly complex government regulations, all while supporting mission readiness.

The ClearanceJobs State of the Facility Security Officer Survey identified several persistent pain points: ongoing confusion with CUI compliance and marking requirements, the slow pace of clearance reciprocity in practice, reliance on outdated manual tools, and challenges associated with NBIS implementation. As continuous vetting expands and TW 2.0 adds new obligations, FSOs are being asked to manage a substantially more complex compliance environment without a commensurate increase in resources or staffing.



Persistent pain points for FSOs



Ongoing confusion with
Controlled Unclassified
Information (CUI)



Slow pace of
clearance reciprocity
in practice



Reliance on outdated
manual tools



Challenges
associated with NBIS
implementation

WHAT THIS MEANS FOR INDUSTRY

- Treat TW 2.0 as an operating model change, not just a government IT modernization effort.
- Invest in processes that connect HR, security, cyber, and insider threat data so risk indicators are not trapped in silos.
- Help cleared employees understand self-reporting and continuous vetting obligations before issues become adjudicative concerns.

REGULATORY CHANGES AND HOT TOPICS

5 CFR 731 and the Expansion of Vetting Scope

Major changes to 5 CFR 731 took effect January 17, 2025, expanding the scope of the federal personnel vetting framework. The updated standards for investigations, reciprocity, and continuous vetting now apply to all individuals employed by or working on behalf of the federal government. This is a substantial broadening of scope from the prior framework, which was more narrowly focused on competitive service positions. The use of 5 CFR 731 adjudicative standards is now recommended for all federal contractor positions and NAF personnel, even where not strictly required.

The practical implication for contractors is that the baseline of what constitutes adequate vetting is rising across the board. Organizations that have operated with lighter-touch background processes for certain positions may need to revisit those standards.

WILD WILD WEST OF SUITABILITY

“ This update to 5 CFR 731 named a sheriff over “fitness” vetting in a space that lacked a single entity to oversee how agencies vetted federal contractors and Nonappropriated Fund (NAF) personnel, as well as federal civilians in the excepted service. OPM’s personnel vetting oversight operations focused largely on how agencies processed suitability cases for competitive service positions. Depending on how extensively OPM decides to monitor agency compliance with position designation, investigation, continuous vetting, and reciprocity requirements for contractors, companies could see agencies changing long-standing vetting processes if OPM finds shortcomings. This is especially true for uncleared industry and companies that support non-national security missions. ”



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Lead, BI Strategy &
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The DCSA Hearing Authority Ruling

In June 2026, a legal opinion by Assistant Attorney General T. Elliot Gaiser concluded that DCSA is prohibited under Executive Order 12968 from serving as the hearing authority for clearance denials and revocations that it investigated. This decision ended DCSA's personal appearance program, where individuals could contest adverse clearance decisions before a review authority.

Pending or future hearings will now be run through the Defense Office of Hearings and Appeals (DOHA).



Reciprocity Under TW 2.0

Clearance reciprocity has been required by policy for more than 20 years, yet remains a significant hurdle to the kind of true clearance portability Trusted Workforce specifies. In theory, a Secret clearance issued at DISA on Monday should be usable at a defense contractor on Tuesday. In practice, the FSO survey data from ClearanceJobs consistently identifies reciprocity as one of the top pain points for industry security professionals.

The practical rules for 2026 that hinder reciprocity progress are: SCI access requires receiving agency indoctrination even when the underlying Top Secret transfers cleanly; polygraph requirements vary by agency and cannot substitute for each other (a counterintelligence polygraph does not satisfy a full-scope lifestyle polygraph requirement); and any break in cleared service exceeding 24 months still triggers a new investigation under the current policy, irrespective of the NDAA's new five-year eligibility extension for DoD-specific cases.

WHAT THIS MEANS FOR INDUSTRY

- Review contractor vetting policies against the expanded 5 CFR 731 framework and rising expectations for contractor populations.
- Monitor DOHA and DCSA process changes closely, especially where adverse action procedures affect employees or candidates.
- Do not assume reciprocity is automatic; build time for SCI indoctrination, polygraph differences, and agency-specific access steps.



Foreign Influence and the Rise of Fake Consulting

There is a growing threat to the cleared workforce: the rise of fraudulent consulting opportunities used as vectors for foreign intelligence collection. Following FBI action that shut down 13 fake company websites targeting security clearance holders, experts warned that adversaries are increasingly using the guise of consulting engagements to approach cleared professionals, exploiting the natural post-government transition pattern of former military and intelligence personnel.

The appeal is straightforward: cleared professionals possess specialized knowledge, extensive networks, and highly desirable experience. Rather than attempting to directly solicit classified information, an approach that triggers immediate security alerts, adversaries begin with something that appears harmless: a consulting opportunity, a speaking invitation, a research collaboration. The FBI action was a reminder that the cleared workforce is a persistent target, and that the transition from government to contractor is a period of particular vulnerability.

The FBI warnings raise real questions about online operational security for cleared professionals. Oversharing details about special access programs, compartmented information, or mission specifics crosses a line – especially online. In a threat environment where adversaries are systematically harvesting professional network data to identify and approach cleared professionals, digital hygiene is a security discipline, not just a career consideration.

WHAT THIS MEANS FOR INDUSTRY

- Train cleared employees to recognize fake consulting, research, and speaking opportunities as possible collection attempts.
- Encourage professional networking while reinforcing boundaries around clearance details, program information, and mission specifics.
- Make post-government and post-contract transition periods part of insider threat and counterintelligence awareness training.

CASE STUDY

The \$40 Million Gold Bar Case: Why Continuous Vetting Matters

The criminal case involving David J. Rush, a former senior executive in the CIA Directorate of Science and Technology, demonstrates that personnel security extends well beyond the protection of classified documents. According to a criminal complaint, Rush was charged with theft of public money involving more than \$40 million in cash and gold bars. The complaint also alleged that fabricated education and professional credentials appeared across Navy, CIA employment, and security clearance records for years before the matter became a criminal investigation.

The case is particularly relevant to personnel vetting because the alleged warning signs were not limited to one category of risk. They included credential fraud, unexplained wealth, improper compensation claims, missing agency assets, and the persistence of false claims across multiple systems and stages of employment. Those indicators speak directly to the purpose of Trusted Workforce 2.0: moving from periodic reinvestigations to continuous, data-driven risk management that can identify meaningful changes over time.

For agencies and contractors, the lesson is that effective personnel security depends on pattern recognition. No single database, annual form, or periodic investigation can provide a complete picture of trustworthiness. Financial, HR, security, cyber, credentialing, and insider threat data must be integrated in ways that allow risk indicators to surface early, while still preserving due process, privacy, and mission continuity.

Modern vetting is not about assuming the worst of cleared professionals. It is about protecting the overwhelming majority of trusted employees by identifying anomalies before they become national security failures. Cases like this reinforce why continuous vetting, strong reporting cultures, and accountable leadership must advance together.



Feds found \$40m of gold bars in former CIA agent's house.

WHAT THIS MEANS FOR INDUSTRY

- Verify credentials and employment claims as part of a continuous trust model, not only at initial onboarding.
- Look for patterns across data sources; financial, credentialing, and HR anomalies may be more revealing together than alone.
- Reinforce reporting obligations and insider threat escalation paths so concerns can be addressed before they become criminal matters.



WHAT TO WATCH

2H 2026 Outlook

The second half of 2026 will be defined by whether the structural improvements of the past two years can be consolidated and extended in a complex environment that continues to test the norms of the clearance system. Several developments warrant close attention.



NBIS Delivery

The National Background Investigation Services IT system remains the technological backbone of TW 2.0 and the most significant outstanding risk to the reform timeline. Key capabilities, including full PVQ adoption and advanced automation in adjudication, depend on NBIS. Progress in 2H 2026 will determine whether the system can meet its revised milestones.



FY2027 Budget

Defense spending levels will shape contractor hiring for the second half of 2026 and into 2027. Congress continues to weigh in on policy topics including eligibility timelines, the ability for contractors to pay for their own clearance investigations, and SCIF reform. The process of turning the legislative pen into actual policy remains bumpy.



AI in the vetting process

The government is beginning to explore automation and AI in both investigation and adjudication. The opportunities — faster processing, more consistent application of adjudicative standards, earlier identification of risk — are significant. The risks, including algorithmic bias and reduced human judgment in high-stakes determinations, are equally significant. This space will develop rapidly in the second half of 2026 and beyond.

The cleared workforce that navigates 2H 2026 most successfully will be the one that treats uncertainty as a permanent condition — not a temporary disruption to be waited out — and builds processes, relationships, and talent pipelines accordingly.

ABOUT US

For more than 20 years, ClearanceJobs has connected professionals with federal government security clearance and employers to fill the jobs that safeguard our nation. Our career community allows members to connect, engage, and explore opportunities to find a “best fit” match.



2,003,487

Registered Candidates



85,740

Monthly Connections



67,686

Monthly Job Listings



1,782

Hiring Companies



513,727

Searchable Profiles



11,422

New Monthly Candidates



6,531

Active Recruiters



95

Networking Groups

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At Xcelerate, we enhance national security by identifying and analyzing threats through expert personnel and entity vetting solutions. As Trusted Workforce 2.0 transforms personnel security, we help agencies adapt by offering scalable vetting operations, advanced identity resolution, and insider threat detection.

Our nationwide team conducts thorough background investigations and provides intelligence analysis, enabling informed decision-making and strengthening security across federal operations. We're committed to making America safer by safeguarding personnel, facilities, and critical information.

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RECRUITMENT SOLUTIONS [↗](#)

- Search, directly engage, and easily work cleared candidates through a pipeline.
- Convert passives to active potential hires.



CAREER EVENTS [↗](#)

- Reduce your cost per hire with real-time conversations.
- Choose from in-person or virtual, public or private events.



WORKFORCE SOLUTIONS [↗](#)

- We'll source cleared candidates for contract, contract-to-hire, and permanent placement roles.
- Save time and free up your bandwidth, all that's left to do is interview and hire.



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- Amplify your hiring messages using targeted messaging, site advertising and sponsored content.

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