

CACI Transforms Talent Acquisition for the Future Workforce

Scalable, skills-based hiring strategy to attract, engage, and retain critical talent.



Location
Reston, Virginia



Eightfold Footprint
Talent Acquisition



The Groove Service

- Deployment Services
- Integration Services
- Change Management & Training

THE CHALLENGE

CACI needed to prepare for future talent shortages in highly specialized, security-cleared roles while supporting a large-scale hiring operation of approximately 6,000 hires annually. At the same time, the organization was managing multiple disconnected recruiting tools and processes, limiting visibility, efficiency, and its ability to fully adopt a skills-based hiring strategy.

THE SOLUTION

CACI partnered with The Groove to implement Eightfold Talent Acquisition and create a unified, AI-powered talent ecosystem. The organization restructured recruiting around skills-based teams, consolidated sourcing and recruiting workflows into a single platform, and invested heavily in change management, training, and user adoption to ensure a smooth transition and long-term success.

BENEFITS



4.7/5 Candidate Experience

High satisfaction with application/hiring experience



Improved Talent Visibility

End-to-end insight across sourcing, recruiting, & hiring



Enabled Skills-Based Hiring

Strengthened talent matching



Enhanced Employer Brand

Generated positive candidate feedback from ease of use

“This has been the smoothest technology implementation in HR that I’ve ever been a part of in my career.”

– Marcie Small, Senior Vice President, Talent Acquisition & Talent Growth, CACI

