Right Skills, Right Time

Accelerating Mission Staffing with Precision and Speed

The Department of War (DoW) and the Intelligence Community (IC) are operating in an environment where mission timelines are accelerating faster than the systems designed to support them. The talent required to meet emerging threats already exists within the enterprise, but significant friction remains in identifying, validating, and assembling the right personnel quickly while maintaining strict security, access controls, and defensible decision-making. Traditional staffing cycles rely heavily on manual coordination and fragmented data, forcing mission owners to repeatedly rebuild an understanding of who is skilled, available, and eligible to support urgent operational demands.

The challenge is not a shortage of expertise. It is the administrative burden that consumes expert time: searching spreadsheets, chasing email threads, cross-checking training and certifications, confirming availability, validating access constraints, and relying on tribal knowledge to infer skill depth. Under pressure, these delays slow missions, introduce inconsistency, and create decisions that are difficult to justify after the fact. What the DoW and IC require is faster, clearer visibility into personnel capabilities so teams can be formed at mission speed without shifting administrative overhead onto already overtasked experts.

Introducing... GKG Match

The Mission Agile Talent & Competency Hub (GKG MATCH) was designed to break this cycle. Built on proven private-sector AI patterns and adapted for national security environments, MATCH applies structured skills mapping, intelligent matching, and mission-aware workflow automation to accelerate the team formation process. **MATCH does not replace human judgment; it strengthens it by reducing time spent on data gathering and administrative triage.** The system automates discovery, validates constraints earlier in the process, and generates evidence-backed recommendations that are faster to approve, easier to adjust, and fully defensible. Each recommendation is linked to skill evidence, each constraint is verified upfront to minimize rework, and every decision is captured in an audit-ready trail that supports accountability and after-action analysis.

At its foundation, GKG MATCH delivers a clear value proposition: map personnel to validated skills, align those skills to mission needs, and rapidly generate secure, evidence-supported shortlists and rosters. The Mission Agile Talent & Competency Hub (MATCH) integrates authorized personnel data, training records, certifications, prior assignments, availability indicators, and clearance or access restrictions into a unified workflow. This creates speed without sacrificing control: mission owners see relevant evidence, constraints are applied consistently, and decision authority remains human-owned and defensible.

Technically, MATCH fuses skills intelligence with constraint-aware matching to accelerate staffing while preserving mission owner authority. It normalizes data from authoritative sources and uses modern search and ranking methods to align mission requirements with validated skills and experience. The matching engine evaluates candidates against real-world constraints, including availability windows, access caveats, assignment restrictions, and conflicts, then produces ranked shortlists with transparent rationale and evidence links. The output is not just a list of names; it is a fully defensible staffing package explaining why each individual is recommended, what evidence supports the match, and which constraints were considered.

- ☑ AI-powered skills mapping
- ☑ **FedRAMP** High–aligned cloud infrastructure
- ☑ Teams assembled at mission speed
- ☑ Role-based access and mission-level controls
- ☑ Evidence-backed candidate shortlists

MATCH is deployed on a government-grade platform purpose-built for security and auditability. **Salesforce Government Cloud** environments designed for U.S. government use align to **FedRAMP** High and DoD Impact Levels depending on mission needs. This is essential because team formation involves sensitive data, strict access controls, and governance requirements that must withstand rigorous scrutiny. As a cloud platform, it supports secure access across approved devices and locations, and benefits from Salesforce's continuous upgrade cycle, modernizing capabilities without requiring new, large-scale upgrade efforts.

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A practical example highlights MATCH in action:

An NGA mission owner receives urgent direction to assemble a short-notice GEOINT support cell for a fast-moving contingency. Historically, this would trigger a scramble across spreadsheets, outdated rosters, inbox searches, and informal networks followed by repeated availability checks, access confirmations, and manual vetting. This approach consumes valuable time, increases operational risk, and often results in limited documentation explaining staffing decisions.

With **GKG MATCH**, the workflow changes fundamentally. The mission owner defines required roles and competencies; MATCH maps those requirements to personnel with documented skill evidence—including training, certifications, prior assignments, and mission performance data where authorized. The system applies operational constraints early, filtering by availability and access considerations to prevent late-stage surprises. Within minutes, MATCH generates ranked shortlists with linked evidence and clear rationale. Decision authority stays with the mission owner, but with richer information and dramatically reduced administrative burden. Every decision including overrides or supervisor adjustments—is recorded in an audit-ready format supporting defensibility, accountability, and after-action review.

- **Define mission roles and required skills in minutes**
- **Generate ranked, evidence-backed candidate shortlists**
- **Maintain mission owner control with full audit traceability**

This approach aligns with enterprise-wide priorities emphasizing agility, speed, and the adoption of proven technology. Senior intelligence leaders consistently underscore the need to equip professionals to focus on the human-centric work that matters most: judgment, analysis, tradecraft, and decision-making. Fragmented manual review slows operations; responsible automation accelerates them. MATCH embodies this philosophy by shifting time away from administrative processing toward planning, execution, and mission outcomes.

MATCH is also structured to leverage existing DoW investments. The DoW's Salesforce Enterprise License Agreement provides a direct path to extending current platform capabilities rather than introducing separate point solutions with new tools, new security overhead, and new user adoption. This results in faster time-to-field, fewer new systems to learn, and a streamlined approach to governance, access control, and data management.

Beyond technology, **GKG MATCH** reflects a foundational organizational commitment.

> **As GKG CEO, Gretchen McCracken states:** **We ensure you have the right people, with the right skills, at the right time, to accomplish your mission.**

MATCH operationalizes this commitment by transforming team formation from a manual, reactive process into a proactive, evidence-driven workflow. Skills become traceable, availability is validated early, access constraints are consistently respected, and staffing decisions become fully defensible.

Accelerating Mission Staffing with Precision and Speed

Mission success depends on having the right team in place at the right moment. **GKG MATCH** removes the obstacles that slows team formation and replaces it with clarity, speed, and trust. By integrating evidence-backed skills mapping, constraint-aware matching, and human-in-the-loop decision authority, MATCH equips the DoW and IC to meet urgent operational demands without compromising control, compliance, or accountability. The result is mission-ready teams assembled faster and leaders supported with the information they need to act at the pace of modern national security.

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