



# EXECUTIVE LEADERS RADIO



**Conor Nicholson, Founder & CEO**

**NSS RPO**

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Conor Nicholson has a unique understanding and acumen for business. As his profile demonstrates, he has a unique ability to be successful in the realm of recruiting. As he mentioned, he is “made to do this.” He is a one of a kind success in his business, which follows what he has learned and works for the success of all involved.

Conor is the Founder, President and CEO of NSS RPO. After four years recruiting at two of the world’s largest staffing agencies, Conor moved into corporate recruiting, working as a contract recruiter at Northrop Grumman TASC. Conor was the lead Intel Recruiter at TASC and was successful in implementing the agency approach of speed, quality and delivery into a corporate environment. He served as RPO lead on a number of efforts and saw value in the opportunity that recruiting consultants add as they can be scaled up and down on an as needed basis. In 2013, Conor was named one of the Top 40 under 40 Leaders in Loudoun County, Virginia.

**What does the company do for its customers:**

NSS RPO is a niche staffing and recruiting firm offering a strong network of exceptional recruiters and customizable staffing solutions. Conor believes recruiters are one of the most important pieces of a company, which is strongly tied to the revenue generation of that company. Conor feels that by finding talented recruiters to work with innovative companies, this will be a successful strategy for all involved. They offer best in class contract recruiting.

**Who are the company's customers:**

To name a few of NSS RPO customers includes: Raytheon, Northrup Grunman, General Dynamics, Capital One Bank, Microstrategy, BAE, CACI, mid-sized government contractors, etc.

**Why don't the company's customers use a competitor:**

NSS RPO places their contract recruiters on site for each company they work with. Conor believes this is the secret to their success by entrenching the recruiters in the firm. The contract recruiters are paid by NSS RPO, but there is the option for the contracting company to bring the recruiter onto their full time staff of their own.

**How did the CEO get involved:**

Conor Nicholson is a lifelong recruiter. As he has said before, he is "made to do this." Conor started the company with one employee and grew it to 25 employees within a year. While working with a large successful company, Conor learned to scout out the best talented and ensure they were placed strategically to ensure the success and revenue growth of the company.

**Learn from growing up and how it applies to the success today:**

Conor is a risk taker and has learned to be adaptive. During his young, Conor attended 6 elementary schools, one junior high school and one senior high school. These changes taught him to be adaptive, but also taught him how to interpret and get along with many others.

**Brother and Sisters/Pecking Order:**

Conor is the oldest of three. He has two sisters.

**Mom's Career:**

Conor's mom was an artist at heart. However, she had an accomplished career with the USDA in Fairfax.

**Dad's Career:**

Dad was an architect in Silver Spring, MD. He immigrated here from Ireland.

**Learn from Mom and How It Applies To Your Success Today:**

Mom taught Conor as a child to have a kind heart and be empathic to those around you. She also wanted to make sure Conor never forgot where he came from; his roots should always remain with him. He also learned to appreciate what it is that he has as nothing else should matter.

**Learn from Dad and How It Applies To Your Success Today:**

Dad taught Conor the importance of perseverance and what it meant to never quit.

**Mentors, What Learned, and Today's Effect:**

Conor has had numerous mentors along the way. To name a few that have influence on his life and career include: Mark Simmon with GOAL; Charlie Eye, Founder and CEO of ESE; and Lee Carrick, mentor at Northrup Grunman and Perot. In having each one of these gentleman as mentors, Conor learned a lot about the corporate experience and culture, both good and bad management styles, and that you should always be learning. And finally, you should always be passionate about what you do; it will lead to your success.

**Interviewed by:**

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