

The GovCon Executive Market Has Changed

Permanently

GovCon Advisory



CLERCO
— EXECUTIVE SEARCH —

Strategic Impact.

Executive Summary



Market Reality

The U.S. government spends \$700B-\$800B annually on contracts. 2025 saw \$47B in M&A across defense, space, and GovCon. This has triggered record C-suite churn and demand for executive talent.

What This Means

GovCon is no longer stable and linear. It is now: consolidating, recapitalizing, and competing globally. Executive search demand is being driven by transformation, not replacement.

AI Impact



PROPOSAL GENERATOR



CONTRACT ANALYSIS



CAPTURE STRATEGY OPTIMIZATION



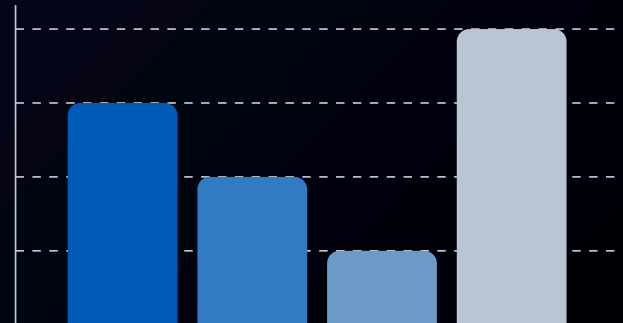
AI, Cyber, Cloud and autonomy are now CORE MISSION INFRASTRUCTURE (Not Support Functions)

Financial Impact

\$700B Market

\$31B VC Investment in DefTech in 2024

2025: \$47B in M&A across Defense, Space and GovCon



Evolution of The C-Suite

OLD GOVCON CEO

1. Relationship-driven
2. Compliance-focused
3. BD-heavy

NEW GOVCON CEO

- Technology-literate (AI, data, cyber)
- Can translate mission to technology to revenue
- Understands platforms, not just programs

Conclusion

The firms that win won't be the biggest. They'll be the ones led by executives who understand both code and contracts.

