



INVICTUS

STRATEGY & SOLUTIONS, LLC

Invictus Strategy & Solutions, LLC is a Service-Disabled Veteran-Owned Small Business (SDVOSB) providing strategic Human Resources consulting, cleared recruiting, and talent development solutions for government contractors and federal agencies. Built on over 25 years of government and private industry HR leadership, Invictus bridges the gap between human capital and mission performance by delivering agile, compliant, and future-ready workforce strategies.

We specialize in designing scalable HR infrastructures, sourcing cleared professionals, and transforming recruiting functions into strategic business enablers. Our mission is to help organizations strengthen their people systems so they can execute with integrity, resilience, and operational excellence.

TRUST - COMMITMENT - SERVICE

CORE COMPETENCIES

- Full-Cycle Recruiting (TS/SCI, Secret, Public Trust)
- Technical and Mission-Aligned Staffing (IT, engineering, logistics, program support)
- HR Infrastructure & Policy Development (federal compliance, audits, onboarding)
- Organizational Design & Workforce Optimization
- Capture Support & Proposal Staffing Alignment
- Talent Acquisition Business Partner (TABP) Implementation
- ISO 9001 and ISO/IEC 27001 Support
- Visa Management & E-Verify Compliance (H-1B, F-1 OPT/CPT, H-4 EAD)
- AI-Enhanced Recruiting Automation & Oracle Optimization

DIFFERENTIATORS

- Service-Disabled Veteran-Owned Leadership: A mission-first ethos grounded in operational discipline and federal compliance
- Talent Acquisition Leadership: Proven ability to transform traditional recruiting teams into
- Strategic business partners aligned with program goals, capture efforts, and workforce planning
- Certification Experience: Supported two organizations through ISO 9001 and 27001 certifications
- Secure Recruiting Expertise: Specialized in cleared talent acquisition and program-aligned staffing
- Strategic HR Design: Expertise in organizational structure, onboarding, military hiring pathways, and offshore support development and management



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PAST PERFORMANCE

Naval Surface Warfare Center – Philadelphia Division
Delivered cleared engineering and programmatic staffing in support of DoD mission sets
Ensured onboarding compliance with security, labor category, and clearance requirements

Celestar Holdings Corporation

Led a transformative overhaul of the Talent Acquisition function, converting recruiters into Talent Acquisition Business Partners aligned to program managers
Designed and executed HR and talent infrastructure enhancements in support of ISO/IEC 27001 readiness
Implemented Oracle ATS reconfiguration, automated onboarding, and AI-enhanced recruiting platforms
Developed onboarding flows, TA playbooks, and business development transition frameworks

JR Software Solutions (JRSS)

Supported cleared recruiting across DHS, CDC, HHS, and DoD programs
Advised on HR systems and built compliant TA operations in support of ISO 9001 certification
Contributed to CDC's Data Modernization Accelerator (DMAC) by supporting recruiting and staffing for AI/ML and data science talent
Partnered on capture support, team-building strategy, and labor mapping during proposal efforts

Trellance Cooperative Holdings

Recruited and placed technical systems engineers supporting enterprise cloud migration operations
Provided ongoing candidate sourcing, screening, and talent pipeline support for critical technical roles within a fast-paced, high-compliance financial environment

PEOPLE-FOCUSED SOLUTIONS FOR MISSION-DRIVEN TEAMS

COMPANY INFORMATION

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- 541612 - Human Resources Consulting Services
- 561312 - Executive Search Services
- 561311 - Employment Placement Agencies
- 611430 - Professional & Management Development Training
- 561320 - Temporary Help Services
- 541611 - Administrative Mgmt and General Mgmt Consulting Services
- 541519 - Other Computer Related Services
- 541512 - Computer Systems Design Services

NAICS CODES

DESIGNATIONS

- Service-Disabled Veteran-Owned Small Business (SDVOSB)
- State of Florida Veteran-Owned Certified Business Enterprise
- Pinellas County Veteran-Owned Certified Business Enterprise