



# INVICTUS

STRATEGY & SOLUTIONS, LLC

Invictus Strategy & Solutions is a Service-Disabled Veteran Owned Small Business providing human resources consulting, HR technology implementation, and workforce development for government contractors, commercial firms, and federal agencies. Backed by 25 years of military and private sector HR leadership, Invictus supports mission readiness through compliant HR infrastructures, regulatory alignment, and systems optimization. As certified consultants for ADP Workforce Now and Rippling, we help clients streamline operations, maintain compliance, and scale with confidence.

Our staffing and recruitment services cover both cleared and standard roles, including technical, AI/ML engineers, healthcare professionals, construction labor and subcontractor sourcing, and executive and C suite placements. Whether sourcing top talent or supporting program ramp ups, Invictus provides tailored solutions built for the demands of government and industry. Partnering with Invictus gives organizations a trusted, agile advisor with a proven ability to deliver people focused strategies that drive mission success and sustained growth.

**TRUST - COMMITMENT - SERVICE**

## CORE COMPETENCIES

- Full-Cycle Recruiting (TS/SCI, Secret, Public Trust)
- Technical and Mission-Aligned Staffing (IT, AI/ML, engineering, healthcare, logistics, construction)
- HR and C-suite search services
- HR Infrastructure & Policy Development (federal compliance, audits, onboarding)
- Organizational Design & Workforce Optimization
- Capture Support & Proposal Staffing Alignment
- ADP Workforce Now and Rippling certified consulting
- ISO 9001 and ISO/IEC 27001 HR process support
- Visa Management & E-Verify Compliance (H-1B, F-1 OPT/CPT, H-4 EAD)
- AI-Enhanced Recruiting Automation & ATS Optimization

## DIFFERENTIATORS

- Service-Disabled Veteran Owned Leadership: A mission first ethos rooted in military precision, operational discipline, and federal compliance
- Certified HR Technology Expertise: ADP Workforce Now and Rippling certified consultants supporting scalable and compliant HR systems integration
- Full Scope Talent Acquisition Leadership: Proven success aligning recruiting strategy with program objectives, capture efforts, and workforce planning
- Specialized Industry Staffing: Expertise recruiting cleared, AI/ML, technical, healthcare, construction, and executive roles
- ISO Certification Support: Successfully supported two organizations through ISO 9001 and ISO IEC 27001 readiness with no nonconformities
- Secure and Compliant Recruiting: Deep experience staffing classified programs requiring TS/SCI, Secret, and Public Trust clearances
- Strategic HR Architecture: Hands on leadership in designing HR infrastructure, onboarding flows, and compliance frameworks including military hiring pathways, offshore workforce support, and high volume ramp up programs



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## PAST PERFORMANCE

### Naval Surface Warfare Center

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

### Bayside Therapy Specialists

Healthcare recruitment for critical clinical roles, Occupational Therapists and Speech Pathologists

### JR Software Solutions (JRSS)

Cleared recruitment across DHS, CDC, HHS, and DOD  
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 and data science talent  
Partnered on capture support, team building strategy, and labor mapping during proposal efforts

### Pentagon Federal Credit Union

Delivered full cycle staffing for consumer banking and data modernization efforts  
Recruited Business Intelligence Analysts, Data Analysts, and AI/ML Engineers for high growth Consumer Lending Policy & Analytics teams  
Supported the expansion of PenFed's technology infrastructure through targeted sourcing, technical screening, and workforce alignment strategies

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