INVICTUS
STRATEGY & SOLUTIONS, LLC.

Invictus Strategy & Solutions is a Service-Disabled Veteran Owned Small Business delivering strategic human resources consulting, technical recruiting, executive search, and workforce solutions for government contractors, commercial firms, and federal agencies. Backed by 25 years of military and private sector leadership experience, Invictus helps organizations strengthen mission readiness, operational execution, and long-term growth through compliant HR infrastructures, workforce strategy, and targeted talent acquisition.

As certified consultants for ADP Workforce Now and Rippling, Invictus supports organizations in modernizing people operations, improving compliance, and scaling with confidence. Our staffing and recruitment services span both cleared and commercial environments, with experience supporting technical leadership, AI and data talent, cloud migration teams, engineering leadership, healthcare professionals, construction and industrial workforce needs, and executive placements.

Invictus provides tailored support for organizations navigating growth, transformation, and complex delivery demands. Partnering with Invictus gives clients a trusted advisor that aligns talent strategy with execution, delivery, and business outcomes.

CORE COMPETENCIES

- Full cycle recruiting for cleared and commercial roles
- Technical leadership and mission aligned staffing
- Cloud, data, AI, and digital transformation recruiting
- Data center, chiller plant, and infrastructure build leadership staffing
- Executive and C suite search services
- HR consulting, infrastructure development, and compliance support
- Organizational design and workforce planning
- Capture support, proposal staffing, and labor mapping
- ADP Workforce Now and Rippling consulting support
- ISO 9001 and ISO IEC 27001 HR process support
- Visa management and E Verify compliance
- Recruiting automation and ATS optimization

DIFFERENTIATORS

- Service-Disabled Veteran Owned leadership grounded in operational discipline, accountability, and mission focus
- Proven ability to align recruiting strategy with business growth, capture efforts, and delivery execution
- Experience staffing technical leadership teams for complex infrastructure and cloud transformation initiatives
- Dual strength in strategic HR consulting and high impact talent acquisition
- Certified expertise supporting ADP Workforce Now and Rippling environments
- Demonstrated success supporting ISO 9001 and ISO IEC 27001 readiness with zero nonconformities
- Deep experience supporting cleared, commercial, technical, engineering, healthcare, and executive hiring needs
- Hands on approach to workforce architecture, onboarding design, compliance frameworks, and scalable recruiting operations

SDVOSB

SBA VETERAN-OWNED CERTIFIED

SBA SERVICE-DISABLED VETERAN-OWNED CERTIFIED

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TRUST • COMMITMENT • SERVICE

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PAST PERFORMANCE

HTS Engineering
- Staffed leadership talent in support of data center and chiller plant construction builds across Texas
- Supported execution for HTS Engineering's first active build and anticipated follow-on expansion across nine additional builds
- Delivered targeted recruiting support for high impact leadership roles aligned with complex infrastructure delivery

Capgemini
- Supported staffing of Google Cloud technical leadership roles for enterprise cloud migration work supporting McDonald's
- Recruited talent aligned to large scale AWS to GCP transformation efforts
- Helped build technical leadership capacity for cloud modernization and delivery execution

JR Software Solutions
- Cleared recruitment across DHS, CDC, HHS, DoD, and USSOCOM environments
- Advised on HR systems and built compliant talent acquisition operations in support of ISO 9001 and ISO IEC 27001 certification efforts
- Supported recruiting and staffing for AI, data science, and software delivery talent while contributing to capture strategy and team build planning

Celestar Holdings Corporation
- Led transformation of the talent acquisition function to support cleared DoW and Department of State contracts
- Designed HR and talent infrastructure enhancements in support of ISO IEC 27001 readiness
- Implemented ATS improvements, onboarding workflows, and recruiting process modernization

Pentagon Federal Credit Union
- Delivered full cycle staffing for consumer banking and data modernization initiatives
- Recruited Business Intelligence Analysts, Data Analysts, and AI or ML Engineers for growth focused analytics teams
- Supported workforce alignment through targeted sourcing and technical screening

Bayside Therapy Specialists
- Recruited Occupational Therapists and Speech Pathologists for critical healthcare needs





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







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



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PEOPLE FOCUSED SOLUTIONS FOR MISSION DRIVEN TEAMS