Capability Statement

HUMAN CAPITAL PERSPECTIVE

Veteran-led HR consulting and talent acquisition for rapid contract mobilization and workforce transitions, CONUS and OCONUS.

CORE COMPETENCIES

- **Workforce mobilization and talent acquisition:** Rapid contract staffing, recruitment strategy, temporary and permanent placements, OCONUS recruiting, workforce expansion and demobilization.
- **Federal contractor HR operations and compliance:** HR infrastructure development, handbooks, multi-state and international employment compliance, employee relations, workplace investigations and ongoing HR administration.
- **Strategic Human Capital Management:** Fractional HR leadership, performance management, competency modeling, merit and compensation planning.
- **Global Workforce & International HR:** International recruiting, global mobility, immigration and relocation support, international assignments and cross-border HR operations.
- **Organizational Transformation:** M&A HR due diligence, post-merger integration, organizational change management, restructuring and workforce transition strategies.
- **HR Technology & Workforce Development:** Workday implementation, HR technology alignment, learning management systems, leadership development and training.

DIFFERENTIATORS

- **Veteran-led: U.S.** Army veteran and former Chief Human Resources Officer with 25+ years of HR leadership and a Top Secret/SCI clearance
- **Rapid stand-up and stand-down:** fills vacancies 7 days faster than average, with virtual and dedicated on-site support
- **Global reach:** 20+ countries, 7 continents, 6+ languages, OCONUS recruiting
- **Experienced team:** five HR and recruiting professionals with 50+ years of combined talent acquisition experience

NAICS CODES

541612 (primary) · 541611 · 541618 · 541690 · 561110 · 561311 · 561320 · 611430 · 561111 · 541512

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COMPANY PROFILE

Legal name:	Human Capital Perspective LLC
Headquarters:	Alexandria, Virginia
UEI:	JV53BENKKQ73
CAGE code:	9WDP7
Business size:	Small business
SAM.gov:	Active registration
Point of contact:	Shae Crawford, CEO
Phone:	703-439-0441
Email:	scrawford@hcperspective.com
Web:	hcperspective.com

CERTIFICATIONS & REGISTRATIONS

- SDVOSB, VOSB and WOSB certified; SWaM certified (pending); eligible for set-aside and sole-source awards
- Project Management Professional (PMP) certified
- Virginia eVA (NIGP): 918-06, 918-65, 918-85, 958-74, 958-77
- Accepts credit cards and government purchase cards

PAST PERFORMANCE

SASSI, Federal Security Services Contractor
Outsourced HR partner: startup HR policies, employee handbook compliance, employee relations and workplace investigations

Founder Leadership Experience

PAE (now Amentum)
Vice President, Global HR: led 140+ HR and recruiting professionals supporting an $850M division and 15,000+ employees

$250M	3,200	30%
war-zone contract mobilization	employees supported	reduction in attrition

Delivered ahead of schedule and under budget

A-T Solutions (now Amentum)
Director of HR for a $200M counterterrorism and mission-support contractor, 850 CONUS and OCONUS employees
Zero litigation from investigations over five years

Raytheon / A-T Solutions
HR and program operations for a highly classified intelligence training program

References available upon request.