



**CROSSROADS**  
TALENT//SOLUTIONS



**Core Values**  
Integrity  
Honor  
Dedication  
Respect

## MISSION

**Our goal is to provide the best professional service to our clients and customers.**

Crossroads Talent Solutions is a certified veteran, minority, and 8(a) business offering professionals services include Recruiting, Human Resources, Pre-Employment Screening, and Program Management Support. We strategically align with high caliber industry partners to provide expertise and deliver superior client service within the defense, intelligence, security, and law enforcement community.

## SETTING US APART

- ★ Crossroads Talent Solutions has consistently been recognized for successfully recruiting fully qualified personnel that meet or exceed the contract requirements.
- ★ Proven experience working with senior criminal justice professionals for the State Department International Law Enforcement and Narcotics programs such as JSSP, CSSP, UNMISS, EULEX.
- ★ Proven experience in recruiting for combat skill instructors and various highly skilled support staff with the Navy for efforts, including Navy School Explosive Ordnance Disposal (NAVSCOLEOD), Navy Expeditionary Combat Command (NECC), EOD Training and Education Unit 1 (EODTEU1), Naval Construction Group One, and Navy Countermeasures.
- ★ An in-house database of qualified senior and Special Weapons and Tactics (SWAT) law enforcement officials, former military special operations elements Navy Special Warfare (NSW), Special Forces, United States Marine Corps Forces Special Operations Command (MARSOC), and Explosive Ordnance Disposal (EOD), Intelligence Analysts, and Chemical, Biological, Radiological and Nuclear and Explosives (CBRNE) SMEs with security clearances in CONUS and OCONUS positions.
- ★ Hard to fill IT positions within the Department of Homeland Security, the Intelligence Community and the Department of Defense.

## CLIENTS

To further demonstrate our experience and qualifications, below is a list of commercial and government agencies that we or our clients contract with and to whom our placements provide direct support:

- Department of State, International Narcotics and Law Enforcement Bureau (DOS/INL), International Law Enforcement Academy (ILEA) Roswell, NM
- United States Navy (EODTEU1, NECC, ECS, NGC1)
- Army National Guard (JITEC, J37)
- Intelligence Community
- Department of Defense
- Department of Homeland Security



“Crossroads Talent Solutions provides outstanding recruiting support in the placement of Senior Rule of Law professionals and Senior Police Officers for the European Union Security and Defense Police Mission (EULEX) in Kosovo. Since January 2014, Mr. Singh has performed exceptionally in providing qualified candidates, although consistently required to work on a tight deadline he never fails to produce with the highest levels of professionalism. Mr. Singh selects and vets the candidates to be sure that they meet our hiring standards and to ensure that there is real potential that the candidate will be a good fit. His candidate selections have been excellent without fail and the result has been several very successful placements with us. We will certainly be utilizing Mr. Singh’s talents again for our next recruiting effort.”

~ Civilian Police International

### Recruiting

We will work closely with the proposal team to develop a strategy to find, interview, and recruit candidates to fulfill proposal positions. We will also ensure all recruitment efforts comply with OFCCP, EEO, etc. requirements. Our advanced search methodology ensures that you receive the focused insight and dedicated commitment to hiring success that your business deserves. We identify and evaluate candidates who meet your clear-cut hiring requirements. We carefully screen and vet every candidate. For your consideration. For proposal recruiting, we will work closely with the proposal team to develop a strategy to find, interview, and recruit candidates to fulfill proposal positions. We provide full life-cycle recruiting services for the placement. Retained search is particularly appropriate when the need is urgent, the hire will have a significant impact on company performance, or new opportunities emerge that must be quickly addressed.

### Human Resources

We provide a variety of HR consulting services for small- to mid-sized companies. Our certified HR consultants can respond to the human resource needs that you don’t have the time, expertise, or resources to address effectively. Our services include: Organization Structure, Organization Development, Human Resources Foundational Expertise, Culture Assessment and Development, Strategic Alignment, Integrated Talent Management Systems, Skills/Competency Based Organizations, HRIS Selection and Utilization, Recruiting and Hiring Practices, Workforce Planning, Training and Onboarding, Succession and Career Planning, Performance Management and Employee Relations, Compensation and Benefits, Coaching and Mentoring, and Communications Planning.

### Pre-Employment Screening

100% FCRA-compliant pre-employment and employment background checks to include: SSN Trace + Associated Counties; Sex Offender Registry Search; National Criminal Search; Terrorist Watch List Search, 7-Year; County Court Search; Motor Vehicle Records Search; Federal Criminal Court Search; Education Verification; International Checks; Employer Verification; Employment Credit Reports; Professional License Verification; and credit check.

### Program Management Support

Our management consulting services focus on our clients’ most critical issues and opportunities: strategy, marketing, organization, operations, technology, transformation, digital, and advanced analytics, across all industries and geographies. We take a personalized approach to management consulting, guiding clients through the toughest business and technology challenges. We combine the latest technologies and sound business practices with a personal touch our clients appreciate.

### Contact information

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CROSSROADS’ CORPORATE OBJECTIVES ARE STRAIGHTFORWARD:

“GET THE JOB DONE” AND “TAKE CARE OF THE PEOPLE DOING IT”