

HR STARTUP SOLUTIONS

CONSULTING CAPABILITY STATEMENT

Independent HR Operations, Compliance and Workforce Consulting

30+

YEARS OF HR AND
BUSINESS LEADERSHIP

Growth | Transformation | Risk

Executive Profile

HR Startup Solutions is a founder-led independent consulting practice led by Julia Braun, SPHR. Julia brings more than 30 years of human resources and operations leadership experience supporting start-ups, scaling companies, established businesses, and multi-site organizations.

Her work combines executive-level strategy with hands-on implementation across HR operations, compliance, employee relations, HR systems, organizational development, workforce training, payroll, benefits, and change management. Engagements are designed to strengthen operating discipline, reduce workforce risk, and build scalable people systems aligned with business objectives.

Experience at a Glance

150+ CLIENT ORGANIZATIONS SUPPORTED	1,500+ EMPLOYEES ACROSS CLIENT WORKFORCES	27+ STATES IN MULTI-STATE OPERATIONS
35-45% BENEFITS COST REDUCTIONS ACHIEVED	40% PROCESS AND HIRING IMPROVEMENTS	\$190K WORKFORCE TRAINING GRANTS SECURED

Why Organizations Engage HR Startup Solutions

Senior expertise without permanent overhead

Project-based, fractional, interim, and advisory support for critical HR initiatives, transitions, and periods of growth.

Strategy backed by implementation

Recommendations are translated into practical policies, workflows, systems, training, and operating tools that leaders can apply.

Core Consulting Capabilities

HR Operations and Scale Readiness Current-state assessments, operating-model design, workflow standardization, role clarity, process maps, SOPs, and prioritized implementation roadmaps.	HR Compliance, Risk and Employee Relations Multi-state compliance reviews, policy systems, corrective-action protocols, investigations, employee relations, documentation, and risk-remediation guidance.
HRIS, Payroll and Timekeeping Transformation Needs assessment, vendor selection, configuration, integrations, data migration, testing, training, go-live support, and post-implementation optimization.	Fractional and Interim HR Leadership Executive and operational HR leadership during growth, vacancies, leave coverage, restructuring, systems implementation, or organizational transition.
Talent, Performance and Organizational Development Talent acquisition, performance systems, leadership development, succession planning, career pathways, manager coaching, and employee engagement.	Compensation, Benefits and Workforce Programs Compensation analysis, benefits strategy, vendor management, plan compliance, payroll oversight, workforce training, grants, and employee programs.

Engagement Models

Diagnostic Assessments Focused review of HR structure, compliance, systems, workflows, or workforce practices, followed by findings and a prioritized action plan.	Implementation Projects Defined projects involving design, configuration, rollout, or improvement of HR systems, policies, processes, and management tools.
Fractional or Interim Leadership Ongoing leadership and operational support during organizational growth, change, leave coverage, vacancies, or major initiatives.	Advisory, Training and Change Enablement Executive guidance, manager coaching, workforce training, communication support, and practical tools to sustain implementation.

Typical Project Roles

Interim HR Director | Fractional HR Operations Leader | HR Compliance and Employee Relations Consultant | HRIS Implementation Lead | Organizational Development Consultant | Workforce Training and Change-Management Lead

Selected Experience and Measurable Results

40% TIME-TO-FILL REDUCTION	100+ HIRES IN 8 MONTHS	40% PAYROLL PROCESSING IMPROVEMENT	35-45% BENEFITS COST SAVINGS	0 LOSSES IN MULTI- YEAR AGENCY MATTERS
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Representative Leadership and Consulting Engagements

Confidential Start-up / Scaling Company - Head of HR and Organizational Development Built and operationalized HR and administrative functions, policies, workflows, payroll controls, HRIS and payroll systems, data migration, training, and post-go-live stabilization. Led recurring operational improvement meetings for a growing e-commerce organization.	Craft Charter - HR Director / Consultant Established HR and administrative infrastructure for a global charter start-up with a flight crew across 27+ states. Directed multi-state payroll, benefits and compensation strategy, HRIS and timekeeping implementation, FAA drug-free workplace programs, and high-volume recruitment of 100+ employees in eight months.
Double Eagle Distributing and Objective Growth - HR Director / Consultant Supported two commonly owned businesses across Florida, Michigan, and Colombia. Transformed HR and operational processes through technology, developed SOPs for new facilities, led compliance under EEOC, OSHA, DOL and cGMP requirements, and created career-pathing and training-grant strategies.	Motor Services Hugo Stamp Group - Director of Human Resources Led HR and payroll operations for four entities across Florida, Louisiana, Washington, and Virginia with a seven-person support team. Implemented integrated HR and payroll systems, reduced processing time by 40%, lowered benefit and payroll costs by 35-45%, and strengthened performance management, succession, compliance, and management capability.
Gulfstream Aerospace - Human Resources Manager Improved talent acquisition by reducing time-to-fill from an average of 63 days to 25 days, secured more than \$190,000 in workforce training grants, expanded development programs, and maintained a five-year record with no losses in arbitration or regulatory agency matters.	HR Startup Solutions - Owner / Executive Consultant Provided strategic, tactical, and operational HR consulting to more than 150 clients supporting workforces totaling 1,500+ employees across aviation, manufacturing, legal, hospitality, education, distribution, nonprofit, cannabis, PEO, and professional-services environments.

Selected outcomes reflect prior engagements. Results vary based on organizational circumstances, scope, resources, and implementation decisions.

Industry, Technology and Professional Qualifications

Industry Experience

- Aviation, charter, maintenance and aerospace
- Manufacturing and nutraceuticals
- Warehouse, distribution and operational services
- Power generation, petrochemical, marine and industrial services
- Legal, public sector and professional services
- Hospitality, private education and nonprofit organizations
- Medical and adult-use cannabis cultivation and distribution
- PEO, consulting and multi-client service environments

Technology and Systems

HRIS and Payroll: Paylocity, Paycom, BambooHR, ADP Workforce Now, Paychex, Ceridian, PeopleSoft

Time, Attendance and Operations: Kronos, 3G, NOVA and integrated payroll/timekeeping workflows

Collaboration and Delivery: Microsoft 365, Google Workspace, Teams, Zoom, Slack, Monday.com, Calendly and Dropbox

Implementation Expertise: Vendor evaluation, configuration, integrations, data migration, testing, training, change management and post-go-live stabilization

Credentials and Distinguishing Qualifications

SPHR Senior Professional in Human Resources certification	Graduate Education Master's degree in Employment Law and Master's degree in Human Resources Management	Business Education Bachelor's degree in Business Administration
Mediation County Court Mediation Certification	Analytics Data Analytics Certification	Languages Bilingual English and Spanish

Operational and Regulatory Expertise

Multi-State and International Compliance Federal, state and local employment requirements across 27+ states, with experience supporting Latin American operations and distributed workforces.	Regulated and Safety-Sensitive Operations FAA drug-free workplace programs, FAA/FMCSA/DOT requirements, cGMP/GMP/GACP environments, OSHA programs and operational compliance.
Benefits, Payroll and Plan Governance Form 5500 reporting, disclosures, audits, plan amendments, vendor oversight, wage-and-hour controls, payroll governance and audit readiness.	Grants and Government Programs State and county training grants, prevailing wage requirements, wage certifications, audits, reporting and government-contract compliance support.

DISCUSS A PROJECT

Project-based, fractional, interim and advisory HR support for growth, transformation and critical people initiatives.

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HR Startup Solutions provides human-resources consulting and practical compliance guidance. Services do not constitute legal advice; employment-counsel review may be recommended for complex or high-risk matters.