



DELECTUS, LLC | BURLINGTON, NC
CHARACTER. CAPABILITY. RESPONSIBILITY.

CAPABILITY STATEMENT

SBA WOSB • MBE • WBE • SBE • SWUC / NC HUB

We find the people our clients cannot find on their own. Delectus delivers executive search, direct hire, and contract workforce solutions for infrastructure, energy, manufacturing, life sciences, environmental, construction, and federal, state & local government — nationwide, in all 50 states, with 11+ years of hands-on search experience behind every placement.

UEI QAMZTXLLEZ8 **CAGE** 7F7V8 **BUSINESS SIZE** Small Business (NAICS 561311) **SAM.GOV** Registered & Active **HQ** 2779 S. Church St., Ste. 245, Burlington, NC 27215

11+

YEARS IN
SEARCH

400+

SEARCHES
EXECUTED

97%

PLACEMENT
RATE

98%

ONE-YEAR
RETENTION

100+

ROLES FOR ONE
CLIENT

CORE COMPETENCIES

- **Executive & Leadership Search** — CTO, CFO, COO, plant, program, and operations leadership.
- **Technical & Professional Support Services** — engineering, project management, operations, maintenance, environmental, life sciences, IT.
- **AI-Enabled Sourcing** — market mapping and passive-candidate identification, every candidate recruiter-vetted.
- **Contract, Direct Hire, RPO & Project Recruitment** — surge support, mobilizations, startups.
- **Screening & Safety-Sensitive Compliance** — background, credential, E-Verify, OSHA/DOT.
- **Human Capital & Supplier Diversity Support** — certified spend toward Tier 1 and Tier 2 goals.

PAST PERFORMANCE

CLIENT	SCOPE OF WORK	ENGAGEMENT
Hanwha Qcells	Renewable energy mfg. — technical & ops	Since 2025
Okonite	Industrial mfg. — engineering & ops	Since 2024
Becton Dickinson	Life sciences / med device — IT & engineering	2007–2017
Drummac GOV	Onsite Amtrak staffing — rail support	Since 2022
Moran Environmental	Environmental services — direct hire	Since 2022
Payspan / Zelis	Healthcare payments tech — 100+ roles, IT to executive	2017–2022
Water Recovery, LLC GOV	US Navy prime contract — direct hire	2009–2012
Atlanta Public Schools GOV	IT staffing — public sector	2009–2012

PRIME & ENTERPRISE PARTNERS SERVED

P2S Inc. • Raytheon • Lockheed Martin • Fluor • Stantec • Northrop Grumman • Honeywell • L3Harris • BAE Systems • General Dynamics

DIFFERENTIATORS

- **We reach people who are not applying** — passive candidates your posting never surfaces.
- **98% one-year retention** of placed candidates — hires that stay.
- **Multi-year relationships** — engagements of three to ten years, not one-off orders.

REPRESENTATIVE ROLES FILLED

LEADERSHIP & OPERATIONS

Plant Manager • Operations Manager • Director of Manufacturing • VP Operations • COO / CFO / CTO

ENGINEERING & TECHNICAL

Manufacturing Engineer • Process Engineer • Controls / Automation • Maintenance Supervisor

LIFE SCIENCES

Validation / CQV • Quality Assurance • Regulatory Affairs • Med Device Engineering • IT

PROJECT, EHS & SUPPORT

Project Manager • Superintendent • Estimator • EHS / Safety • Environmental • Supply Chain

CERTIFICATIONS

- MBE** Minority Business Enterprise
- WOSB** Woman-Owned Small Business
- WBE** Women's Business Enterprise
- SBE** Small Business Enterprise

WOSB SBA-certified
SWUC / NC HUB Certified
E-Verify Enrolled • Drug-free workplace
Insurance GL, workers' comp & professional liability — COI on request

NAICS & PSC CODES

- 561311** Employment Placement Agencies
- 561312** Executive Search Services
- 561320** Temporary Help Services
- 541612** Human Resources Consulting
- 611430** Professional & Mgmt. Development Training

PRIMARY NAICS

PSC CODES

- R431** Human Resources Support
- R497** Personal Services Contracts
- R699** Other Administrative Support

HOW TO ENGAGE

- Direct award / simplified acquisition
- Subcontract, teaming, or JV with a prime
- Staffing agreement — contract or direct hire
- RPO or project recruitment engagement



SCAN FOR
WEBSITE

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