



PINNACLE WORKFORCE CONSULTING

Capability Statement

Workforce Governance Advisory for Regulated, High-Accountability Environments

CONTACT

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Company Overview

Pinnacle Workforce Consulting is an independent advisory practice serving executive leaders in regulated, high-accountability environments. We design governance structures, analytics frameworks, and operational models that reduce risk, improve throughput, and support accountability at the leadership level. Engagements are fixed-scope and outcome-based. Deliverables are executive-ready and built to withstand audit, grievance, and legislative scrutiny.

Core Competencies

- Workforce operations leadership in public safety and regulated environments
- Hiring process redesign and cycle time reduction
- Recruitment strategy for high-vacancy, high-turnover roles
- Executive search and placement for public-sector and regulated-industry leadership roles
- Background investigations workflow and CJIS compliance alignment
- Classification and compensation analysis
- Labor relations support and case preparation
- Executive workforce analytics and reporting

Differentiators

- Operated inside a correctional system with complex staffing risk. Public-sector-operator perspective a consulting-firm hire cannot replicate.
- Executive search experience rooted in public-sector merit-system fluency. Our search process is designed to produce defensible, audit-ready hiring decisions.
- Delivered measurable hiring efficiency gains, including 18% cycle time reduction.
- Integrated recruitment, compliance, and classification into one operating model.
- Positioned HR as an operational control function, not administrative support.
- Founder-led delivery. Every engagement is staffed and led by the principal. No junior handoff.
- Defensible documentation as a deliverable standard. Findings, rationale, and remediation are written to survive arbitration, audit, and legislative review.

Company Identifiers

UEI (SAM.gov)

HBW4R8G4NJR5

Certifications

Small Business. Woman-Owned (pursuing WOSB).
Minority-Owned (pursuing Maryland MBE and federal MBE). Disability-Owned (pursuing Disability:IN DOBE).

CAGE Code

Available Upon Selection

Headquarters

Maryland. Services nationwide.

Primary NAICS

541611 Administrative Management and General Management Consulting Services

Secondary NAICS

541612 Human Resources Consulting Services, 541618 Other Management Consulting Services, 561312 Executive Search Services

Consulting Service Offerings

Hiring Process Audit and Redesign

You fix hiring delays at the system level.

- Map current hiring workflow from intake to onboarding
- Identify approval bottlenecks and failure points
- Implement standardized process and accountability structure

Outcome: Faster hiring cycles and higher throughput.

Recruitment Pipeline Development

You build a reliable candidate supply for hard-to-fill roles.

- Analyze vacancy drivers and turnover patterns
- Design targeted sourcing strategy by role type
- Align recruiters and hiring managers to structured pipelines

Outcome: Improved applicant flow and reduced vacancy rates.

Background Investigations Process Improvement

You reduce risk and processing delays.

- Redesign intake and adjudication workflow
- Align process with Criminal Justice Information Services compliance standards
- Implement tracking and documentation controls

Outcome: Faster clearances and stronger audit posture.

Classification and Compensation Review

You correct structural workforce issues.

- Conduct classification analysis across job series
- Identify compression and misalignment
- Provide compensation and structure recommendations

Outcome: Improved equity and reduced disputes.

Audit Response and Compliance Support

You close findings and prevent repeat exposure.

- Review audit findings and risk areas
- Implement documentation and process controls
- Prepare leadership for follow-up reviews

Outcome: Reduced compliance risk and stronger audit outcomes.

Executive Workforce Advisory

You give leadership clear direction.

- Build workforce dashboards and reporting structure
- Deliver briefings tied to operational risk
- Support decision-making on staffing and resource allocation

Outcome: Faster, informed executive action.

Executive Search and Placement

You find leaders who fit the mission.

- Define search profile aligned to role, culture, and risk exposure
- Source and vet candidates across public-sector and regulated-industry networks
- Structure interview, scorecard, and assessment process
- Support offer strategy and onboarding

Outcome: Defensible hiring decisions for mission-critical leadership roles.

Past Performance

Maryland Government

Led HR transformation initiatives across a large, high-risk, multi-facility workforce. Scope covered workforce operations control, recruitment system reform, background investigations overhaul, classification and compensation execution, audit and compliance recovery, labor relations and case defense, executive influence, senior-leadership selection, and systems and reporting discipline.

ENGAGEMENT AREA	SCOPE	OUTCOME
Hiring Process Transformation	Standardized requisition intake, approvals, and selection workflows across a multi-facility, 10,000+ employee public safety agency	Reduced hiring cycle time by 18% through process standardization and bottleneck removal
Recruitment Pipeline Development	Structured sourcing pipelines for hard-to-fill roles, including correctional officers and clinical staff, aligned to turnover patterns and vacancy drivers	Improved applicant flow in mission-critical positions and stabilized recruitment pipeline
Background Investigations Redesign	Rebuilt intake, tracking, and adjudication workflow. Aligned with Criminal Justice Information Services compliance standards	Faster clearances, stronger audit posture, and closed documentation gaps
Classification and Compensation Execution	Classification reviews across multiple job series addressing compression, equity, and role clarity. Compensation alignment tied to recruitment and retention risk	Reduced classification disputes through standardized evaluation criteria and clearer role definitions
Audit and Compliance Stabilization	Addressed findings from internal and external HR audits. Strengthened documentation controls across hiring, background checks, and personnel actions	Improved audit readiness posture. Reduced repeat findings through standardized processes and accountability checkpoints
Labor Relations and Case Defense	Documentation, strategy, and expert witness support for discipline, classification, and hiring disputes at administrative hearings and grievance proceedings	Reinforced decision consistency. Reduced reversal exposure. Defensible merit-system record under arbitral review
Executive Workforce Reporting	Built vacancy and hiring dashboards for senior leadership. Delivered regular briefings on staffing risk and hiring barriers	Decision-grade visibility. Faster workforce decisions tied to operational risk and mission-critical staffing levels

Contactable references available on request for qualified procurements.

Leadership

Tabitha Weinstein, Founder and Principal

25 years of public-sector HR leadership, most recently as Executive Director of Strategic Support Operations within a large, high-risk public safety agency with chronic staffing pressure and a 10,000-employee workforce.

Led recruitment operations, background investigations, classification and compensation, compliance, workforce analytics, and executive reporting. Served as Deputy Chief Human Resources Officer with operational oversight across recruitment and background functions.

Expert-witness testimony in promotional grievance hearings. Working knowledge of merit-system governance, collective bargaining, personnel regulations, and audit standards.

Ready to Engage

Pinnacle Workforce Consulting accepts engagements from public agencies, regulated institutions, and mission-driven organizations nationwide. To begin a conversation, contact:

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