

Company Overview

HR Consultants of Virginia, LLC is a woman-owned human resources consulting firm based in Richmond, Virginia, founded in 2018. We help government, public-sector, nonprofit, and private organizations build and modernize the people side of their operations. Our work combines senior fractional HR leadership with specialized delivery in executive search, compensation and classification studies, and HR advisory services. We use a documented, methodology-driven approach and stand behind our work.

Core Competencies

- Fractional HR leadership and HR strategy assessment
- Compensation and classification studies: job architecture, market benchmarking, salary structure design, and pay equity and compression analysis, using market data sources such as Korn Ferry, Mercer, PayScale, and Radford
- Executive search and recruitment for director and executive roles, backed by a 12-month replacement guarantee
- HR operations, policy, and compliance, including multi-state workforce support
- Organizational change and leadership advisory
- Training, seminars, and workshops

Differentiators

- We build the work with you and train your team to run it, rather than delivering a report and leaving.
- Senior expertise across complex and regulated environments, including aerospace and aircraft maintenance, community health, nonprofit, and manufacturing.
- Defensible, methodology-driven compensation and classification work suited to public-sector scrutiny.
- Flexible engagement models, from embedded partnership to on-call HR On Demand for high-stakes situations.

Past Performance

AvDyne AeroServices (aerospace and aircraft maintenance). Over a seven-month HR On Demand engagement during a merger and acquisition, rebuilt the HR foundation, rewrote the employee handbook, established payroll services, and conducted multi-state recruiting for specialized aircraft-maintenance roles.

Lowell Community Health Center (community health). Built a measurable methodology to score, develop, and retain team members, and used turnover data to design a retention strategy.

Virginia nonprofit (mission-driven organization). Served as the organization's fractional HR team, strengthening hiring and performance reviews, delivering annual compliance training, and building the risk and employee-support structure.

Company Data

Legal Name: HR Consultants of Virginia, LLC

Unique Entity ID (UEI): FFH6G3NNWUY4

SAM.gov: Registered and active

NAICS Codes: 541612 (primary), 561311, 561312, 541611, 541618, 611430

Business Status: Woman-owned business; SWaM and WOSB certifications in progress

Insurance: Professional liability, general liability, and cyber coverage

Established: 2018, Richmond, Virginia

Point of Contact: Sonya Brown, Principal

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