

Strategic HR — without the full-time price tag.

Senior-level people strategy, talent operations, and compliance — embedded in your business when you need it most.

16

Years of experience

Executive

Level expertise



THE PROBLEM

Growing companies — start-ups, non-profits, and SMBs — need real HR strategy, but can't afford (or justify) a full-time VP. The result: compliance gaps, high turnover, reactive hiring, and leaders making expensive people decisions without expert guidance.

SERVICE TIERS



Hr Essentials

\$3,500/month

3-month minimum

What's included:

- HR policy review & handbook updates
- Multi-state compliance guidance
- Job description creation & levelling
- Onboarding & offboarding templates
- Employee relations support
- Monthly 1:1 with founder/CEO
- HRIS advisory & vendor guidance
- Email/Slack support (48-hr response)



Hr Strategic Partner

\$7,500/month

3-month minimum

Everything in Essentials, plus:

- Compensation benchmarking & grading
- Benefits design & vendor negotiation
- Performance management build-out
- Career pathing & succession planning
- 360 feedback & eNPS implementation
- Recruitment strategy & screening support
- Executive & manager coaching
- Bi-weekly leadership team sessions
- Priority same-day response



WHY SUNWATER

Mission-fluent

- Deep experience with non-profits, start-ups, and mission-driven orgs — not just Fortune 500 playbooks.

Results-first

- Proven outcomes: eNPS
- 19→76, turnover below 8%,
- \$150K+ in system savings.

Remote-native

- Built multi-state, fully remote
- HR functions from scratch —
- ready for distributed teams.

IDEAL CLIENTS

Seed to Series B start-ups · Non-profits (10–150 staff) · Digital agencies · Insurtech / Fintech · Remote-first companies · Founder-led businesses · Organizations in transition



Add-on projects

HRIS implementation, full handbook builds, benefits RFP management, investigation support, and custom training programs available as scoped, flat-fee projects.



How it works

Discovery call → scoped engagement → embedded support. Month-to-month after minimum term. No long-term lock-in.



Ready to build a people function that actually works?

Book a free 30-minute discovery call — no commitment required.

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