

People Operations

The Infrastructure That Lets Your Team Scale

Strong teams are built by putting the right people systems in place early. We embed experienced People leaders who build the infrastructure, consistency, and discipline companies need to operate smoothly, minimize compliance risk, and be ready for the next stage of growth.

People Operations supports the entire operating model, not only employees.

The Moments That Demand More

Founders elevate their people function when the organization reaches key moments that require greater structure, rigor, and support, such as:

- Securing new funding or preparing for increased investor visibility
- Expanding headcount or opening new locations
- Operating across multiple states with rising compliance requirements
- Hiring a new layer of managers who need consistent tools, structure, and processes
- Preparing for an acquisition, diligence, or post-close integration
- Implementing an HRIS or exiting a PEO, requiring setup, data migration, and payroll transition

Services That Build Your Foundation



FRACTIONAL PEOPLE LEADERSHIP

Embedded HR leaders supporting employee relations, compliance, handbooks, and SOPs as teams scale.



PAYROLL & BENEFITS

End-to-end payroll and benefits oversight, including vendor management, audits, and controls.



EMPLOYEE HANDBOOKS, COMPLIANCE, AND SOPs

Clear, compliant documentation that sets expectations and reduces risk.



PEOPLE READINESS DIAGNOSTICS

Assessments that identify strengths, gaps, and priorities for the next stage.



HRIS IMPLEMENTATION AND PEO EXIT

System setup, data migration, and payroll transitions without operational disruption.



COMPENSATION BENCHMARKING

Market-based salary and incentive analysis for informed pay decisions.



RECRUITING, ONBOARDING, AND OFFBOARDING

Full-cycle recruiting (RPO) for critical hires plus consistent, compliant transitions for all employees.

Embedded Leadership That Scales With You

We operate inside the company, not alongside it. Our embedded approach is hands-on, aligned with finance, accounting, and operational leadership, focused on scalable systems that strengthen organizational readiness.

No offshoring. No contractors.

We prioritize practical systems, clear processes, and a strong operating rhythm so leaders can stay focused on running the business. As companies mature, we also support the transition to a full-time People leader by helping place the right Head of People when the timing is right.

Proven Results

"The team's commitment, knowledge, and proactive approach have made a significant impact on our organization. They have been an amazing partner, and we are grateful for their outstanding support and guidance."

**JELENA RADOVANOVIC, DIRECTOR,
PEOPLE EXPERIENCE, TEXADA**

A Foundation That Reduces Risk

- Reliable and compliant people systems that minimize organizational and regulatory risk
- Stronger onboarding, offboarding, and manager practices
- Structure and support that remove HR burden from founders
- Readiness for audits, diligence, and future growth

Six Service Lines. One Integrated Partner.

People Operations often connects with finance, accounting, and talent as complexity increases. Clients engage us across finance leadership, accounting, transaction advisory, executive retained search, and strategic talent planning. Six integrated service lines designed to work together, not in silos.

Financial Leadership



FINANCE

Fractional CFO leadership, forecasting, board reporting, strategic planning, and fundraising preparation



ACCOUNTING

Controllers and accounting teams delivering clean, GAAP-compliant, and audit-ready financials built for investor diligence



TRANSACTION ADVISORY

Quality of Earnings, margin and revenue analysis, ARR roll-forwards, working capital assessment, and diligence support

Organizational Leadership



PEOPLE OPERATIONS

Fractional People leadership, compliance, HR systems, compensation benchmarking, and organizational infrastructure



EXECUTIVE RETAINED SEARCH

C-suite and VP placement, success profile development, candidate evaluation, and leadership onboarding



STRATEGIC TALENT PLANNING

Organizational design, hiring roadmaps, leadership alignment, and execution-ready team structures

About 512Financial

512Financial is a fractional financial and organizational leadership firm built for investor-backed, high-growth companies from Series A through mid-stage, as well as select Seed companies preparing to raise. We're the right partner when growth is outpacing systems and you need senior operators building your foundation for your next stage.

Let's Get to Work

If your team is growing or complexity is increasing, we'll help you put the right people systems in place before you need them.

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