

## **ARServices is Awarded SBA 8(a) Sole Source Contract to Deliver Technical and Management Support Services to the Naval Research Laboratory's (NRL) Human Resources (HR) Operations**

On November 30, 2012, as a follow on to a GSA MOBIS Schedule Purchase Order delivering comparable services and support, ARServices received its initial 3-Year, Small Business Administration (SBA) 8(a) Sole Source contract award.

The Naval Research Laboratory (NRL) is the Department of the Navy's corporate laboratory, conducting cutting-edge research and technology development for the United States Navy and Marine Corps. NRL's mission is to conduct a broadly based multidisciplinary program of scientific research and advanced technological development, directed toward maritime application of new and improved materials, techniques, equipment, systems, ocean, atmospheric, and space sciences and related technologies. That mission is accomplished through three science and technology directorates and the Naval Center for Space Technology, supported by the Business Operations Directorate and the Executive Directorate. Noteworthy innovations and accomplishments that have made the Navy and Marine Corps the most advanced fighting forces in the world are in the fields of; radar, acoustics, satellite technology, solar physics, GPS, nanoscience, plasma physics, biosensing, and electro-optics.

The current ARServices team consists of subject matter experts (SMEs) and administrative support staff specializing in human resources operations, strategic and workforce planning, and manpower management, and administrative services. ARServices SMEs provide the full range of operational and/or staff support in the functional areas of staffing:

- Placement
- Position classification
- Compensation
- Employee development
- Employee relations
- Labor relations

ARServices SMEs assist in conducting comprehensive personnel management evaluations to:

- Assess quality, timeliness and effectiveness of services provided
- Ensure compliance with governing laws and regulations

- Assist in workforce strategic planning and analysis, and workforce and organizational development and effectiveness
- Perform manpower management program evaluation and analysis

To support NRL's Personnel Demonstration (DEMO) Project, ARServices SMEs recommend, develop, and evaluate HR programs, processes, directives, training guidelines and requirements to achieve HR strategic goals and objectives. The DEMO Project enables NRL to experiment with new and innovative personnel management concepts and systems to assess whether such changes in personnel policy or procedures would result in improved Federal personnel management and enhanced Laboratory missions.

Benefits that ARServices' staff of subject matter experts and personnel assistants provide include the application of their extensive years of experience and competence, many performed within NRL HRO, satisfying day-to-day technical requirements, thereby, allowing an experienced Government staff to concentrate and focus their attention on more significant mission critical requirements and emerging initiatives. Government successes in developing innovative processes, efficiencies, customer management, etc., can subsequently be shared with other DOD and Federal agencies, as appropriate, through knowledge transfer media and outreach forums.

