



PROPEL-TT
GROUP LIMITED

COMPANY PROFILE & SERVICE OVERVIEW

Structured for *Impact.*

HR CONSULTANCY · TALENT ACQUISITION · CAREER SERVICES

We partner with organisations and professionals to align strategy, structure, and human capital, delivering results that endure.

An advisory firm *built for complex environments.*

PROPEL-TT Group Limited (PGL) is an international human capital and advisory firm headquartered in Trinidad & Tobago.

We operate across the Caribbean, Latin America, North America, Europe, and the Middle East, bringing over 20 years of collective experience in organisational strategy, talent acquisition, and workforce transformation.

Our clients range from growing SMEs to large, complex institutions at the national and international level. In every engagement, we operate with a singular focus: practicality, discretion, and disciplined execution.

- **Governance-First Thinking**

We build structures that are defensible and designed to deliver consistent results, not just sound advice.

- **Deep Regional Intelligence**

We understand the labour landscape, cultural context, and regulatory frameworks across the Caribbean and international markets.

- **C-Suite HR Leadership**

Led by a senior executive with a track record in complex organisational environments, public and private sector alike.

- **Confidential & Execution-Focused**

We operate with the discretion that executive engagements demand, and the delivery standard that results require.

20⁺

YEARS COMBINED
EXPERIENCE

5⁺

GLOBAL MARKETS
SERVED

“

Many aspects of business can be overlooked. Human Resources cannot. A city on a hill cannot be hidden.

CANDICE THOMAS-COA · MANAGING DIRECTOR & LEAD CONSULTANT

Three *lines of business*, one standard of excellence.

PROPEL-TT GROUP LIMITED · SERVICE ARCHITECTURE

TALENT ACQUISITION

- Executive & senior search
- Hard-to-fill technical roles
- Talent pipeline development
- Candidate assessment
- Workforce planning support

HR AS A SERVICE

- Outsourced HR function
- Policy & compliance frameworks
- Employee & industrial relations
- HR toolkits & SOP design
- Organisational design

CAREER SERVICES

- Resume & personal branding
- Leadership coaching
- Career strategy & positioning
- Interview preparation
- Market entry guidance

Designed to deliver *at every level.*

01

Talent Acquisition & Executive Search

We specialise in sourcing and securing talent for roles that demand precision: senior leadership, C-suite executives, and technically complex positions that standard recruitment cannot fill.

- Executive & C-suite search
- Hard-to-fill technical roles
- Competency-based assessment
- Succession planning support
- Regional & international reach

02

HR as a Service

For SMEs and growing organisations that need a capable HR function without the overhead of a full department. We embed as your external HR partner, covering the full spectrum of people operations.

- Outsourced HR management
- Policy & documentation design
- Compliance & risk management
- Organisational restructuring
- HR toolkits & SOP frameworks

03

Employee & Industrial Relations

Navigate the complexity of workforce relations with confidence. We provide proactive, legally sound support across the full range of ER and IR matters.

- Disciplinary & grievance handling
- Trade union matters
- Labour law compliance
- Retrenchment & restructuring

04

Career & Leadership Services

We support professionals in positioning themselves for advancement. From executive résumés to leadership coaching, we help individuals compete and win at the highest levels.

- Executive résumé & bio design
- Personal brand strategy
- Leadership & executive coaching
- Interview & market positioning

The difference is in *how we work.*

01

Scalable & Cost-Effective

Access C-suite HR expertise on demand, at a fraction of the cost of building an in-house team. We scale up or down as your needs evolve, giving you senior capability without fixed overhead.

02

Precision in Senior Talent

We go where standard recruitment cannot. Our networks and methodology are designed specifically for executive, technical, and hard-to-fill mandates across regulated and complex environments.

03

Regional & Global Fluency

We understand the labour landscape in Trinidad & Tobago, the broader Caribbean, and international markets, culturally and legally. Our reach extends across the Americas, Europe, and the Middle East.

04

Discretion Without Exception

Executive engagements require confidentiality. We operate with the highest standard of professional discretion across every mandate and relationship, from initial brief to final delivery.

Vision, Mission, *and Values.*

VISION

Elevating Standards

A business environment where strategy is executable, people systems are critical infrastructure, and organisations are structured to sustain long-term success.

MISSION

Driving Execution Through Structure

To support organisations in aligning strategy, structure, and human capital through practical, evidence-based advisory solutions that can be implemented, measured, and sustained.

APPROACH

Hands-On, Results-Driven

We do not simply advise. We embed, we build, we deliver. Every engagement reflects our commitment to practical outcomes, not theoretical recommendations.

01 Discipline Over Convenience

We prioritise structure, accountability, and consistency. Sustainable organisations are built through deliberate, disciplined action, not short-term fixes.

02 Clarity in Complexity

We bring structure to ambiguity, ensuring organisations have clear frameworks, defined roles, and aligned systems that support decision-making and execution.

03 Integrity Without Exception

Our advice is objective, our approach is transparent, and our work reflects a commitment to doing what is right, not what is easy or expedient.

04 Excellence as a Baseline

We do not view excellence as an aspiration. It is the minimum standard for our work. From analysis to delivery, every engagement reflects the level at which we operate.

The principals *behind every engagement.*

CTC

Candice Thomas-Coa

SPHRi · SHRM-SCP · MSc · BA

MANAGING DIRECTOR & LEAD CONSULTANT

A senior human capital and organisational strategy professional with over 15 years of experience across the Caribbean and international markets. Candice has advised executive leadership on governance, workforce strategy, and organisational transformation across both public and private sector environments.

She leads all PGL engagements with a focus on excellence, execution, and integrity, ensuring every solution is not just designed, but delivered.

CC

Christopher Coa

BA · Dip.

BUSINESS DEVELOPMENT & OPERATIONS

Christopher leads business development, client engagement, and operational coordination across PGL. His background spans financial services, administration, and HR support, including talent acquisition, policy development, business analytics, and client management.

He brings a structured, client-centred approach to the firm, supporting PGL's expansion across local and international markets.

Let's build something *that lasts.*

Whether you are looking to strengthen your HR function, find the right talent for a critical role, or invest in your own professional advancement, we would welcome the conversation.

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