

WORKFORCE PLATFORM FOR PROJECT-DRIVEN AND
FIELD TEAMS

CrewFoundry

Hiring, people operations
and resourcing on one
record, so who is qualified
and actually free stops being
a meeting.

HIRING

PEOPLE OPERATIONS

RESOURCING

EXPLAINABLE MATCHING

GOVERNED AI AGENTS



01 The short version

CrewFoundry is one place to hire people, run the people week, and put the right person on the right piece of work, without copying anybody between systems.

Most organisations that run on projects and crews keep their people in five to fifteen tools. The same person is typed in three times, the numbers never quite agree, and nobody can see the workforce as one picture.

CrewFoundry keeps a single record from the moment somebody applies. One continuous thread rather than five copies of the same human being.



THE PROMISE

One record per person, from first application to final pay record, and an answer you can defend to whoever asks.

01 Four numbers

1

One record

A person is entered once. Hiring, onboarding, resourcing, time, leave and pay all read the same row.

70/30

Shown working

Shortlist scores weigh skill coverage at 70 per cent and experience fit at 30, and print the reasoning on every row.

31

Tools for your AI

The workforce is published as 31 tools any Model Context Protocol assistant can use, with your permissions and no shared secret.

Free

Start at nothing

A free plan covers 15 managed profiles, so you can model your organisation before you pay for it.

Who it is for

Consultancies, agencies and professional-services firms

You bill by who is on which engagement. Staffing, utilisation and the bench are the business, and today they usually live in a spreadsheet one person guards.

Mid-market people teams of roughly 100 to 1,000

You have outgrown a basic personnel tool but do not want a multi-quarter enterprise implementation. Provisioning takes minutes.

Engineering, construction and field-service operators

Crews, certifications and shift work do not fit a desk-worker personnel system. Trade capability is designed to be first-class here.

Enterprise people teams consolidating silos

Three tools bought separately means three vocabularies and a re-keying step between them. One data model removes both problems at once.

Staffing and contract-workforce firms

Bench time is the largest controllable cost in the business. Availability, allocation and utilisation are computed from logged time.

Resourcing, delivery and operations leads

You are the person who has to answer who is available, who is qualified and who is over-committed. That question is the one this product was built around.

What breaks today

None of these are exotic. They are the ordinary friction of running people across more than one system, and every one of them is expensive in a way that never appears as a line item.

The same person is typed in three times

A new hire is re-keyed from the applicant tracker into the personnel system, then again into the staffing sheet. Transcription errors become policy.

- A posting, a candidate, an interview and an employee are one continuous record.

Who is free lives in somebody head

Answering who can take this work means pinging five people and reconciling three spreadsheets, usually on a Monday, usually badly.

- Ask for people holding every skill you need, in a department, across a date window. Approved leave is removed automatically.

Utilisation is discovered a month late

A contract ends and a consultant quietly goes to the bench. Someone else runs at 140 per cent. Both surface in the monthly report.

- A week-by-week utilisation picture per person, computed from time entries your team already files.

Two hundred applicants, no defensible order

Screening happens in whatever order the inbox arrived. When a rejected candidate or a regulator asks why, there is no answer that survives the question.

- Every live applicant is scored against the requirements on the requisition, with a written reason on each row.

What breaks today, continued

Hiring access and pay access are the same access

In most tools, letting a hiring manager post a job means letting them read every colleague salary, because permission is granted at the whole-product level.

- Pay records sit behind a permission of their own, and bulk exports require explicit, time-bounded consent.

Skills exist only as job titles

Staffing by title puts the wrong person on the work and hides the right one, because a qualified person is invisible when the requirement was worded differently.

- Skills attach to employees, candidates, postings and projects as one shared vocabulary.

Onboarding is four inboxes and a hope

Paperwork stalls, an account is missing, the manager forgets the welcome, and a good hire forms a bad first impression during week one.

- A five-stage checklist per hire, with an owner and a due date on every task and a live progress figure.

The audit trail is reconstructed from email

When somebody asks who approved that, who saw that salary or who was scored for that role, the honest answer is a search through inboxes and a guess.

- Every change is recorded with actor, target and result, with personal and compensation fields redacted before writing.

04 What you get

Nine areas, one workspace, one data model. Everything reads and writes the same records, which is why a number on one screen matches the number on another.

HIRING

Requisitions, candidates and interviews

Publish a role with structured requirements and a deadline. Interviews capture who met a candidate and what they thought.

ONBOARDING

Trackers that run to done

Five stages seed automatically, every task carries an owner and a due date, and completion rolls into a live progress figure.

PEOPLE

Directory, departments and teams

Employee records with role, manager, status and skills. Departments carry a head, headcount and budget.

CREW OPS

Leave, time and pay records

Typed leave requests with an approval trail, time entries with project attribution, and pay records for a period.

RESOURCING

Projects, allocation and utilisation

Allocation per person, a utilisation matrix computed from logged time, and bench and over-allocation counts.

COMMERCIAL

Clients, vendors and invoices

Which client a project bills to, what a vendor costs against it, and where each invoice stands.

INTELLIGENCE

Explainable matching and analytics

Scored shortlists with the reasoning attached, availability with approved leave subtracted, and analytics from live records.

GOVERNANCE

Roles, audit and quotas

Access checked before every request, an activity timeline with actor and result, and tenant isolation by default.

PREVIEW

Learning and talent marketplace

Screens exist and can be walked through, but the functionality behind them is roadmap. Preview, not shipped.

SECTION 05

Put to work

Four scenarios drawn from the product own use-case library, written the way they actually play out.

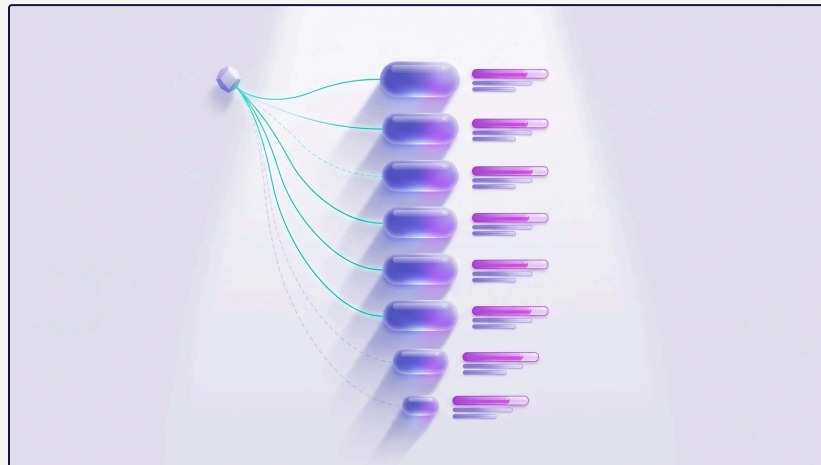


Rank two hundred applicants and show the working

The bind. A large applicant pool is a ranking problem, and an opaque score is impossible to defend to a rejected candidate, a hiring manager or a regulator.

Every live applicant is scored against the structured requirements: skill coverage at 70 per cent, fit with the experience band at 30. Each row shows both sub-scores, the requirements met, the ones missed and a sentence explaining the total.

- A ranked shortlist you can explain line by line, produced by a fixed rule rather than a model trained on your own past hiring decisions.



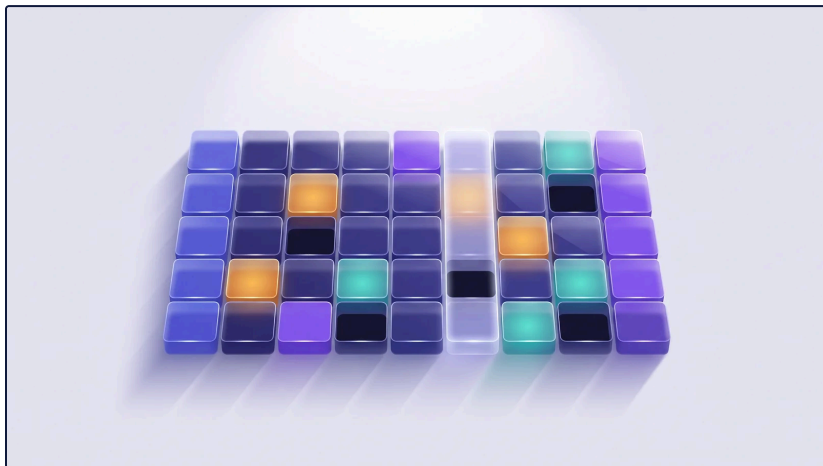
RESOURCING LEAD

Ask who is qualified and actually free

The bind. Who has the skill, who is free and who is already over-committed gets asked every week, in a meeting, from memory.

Ask for active people holding every skill in a set, scoped to a department and a date window. Anyone on approved leave overlapping that window drops out, while pending and rejected requests do not block availability.

- Reproducible, because it is arithmetic over your own records.



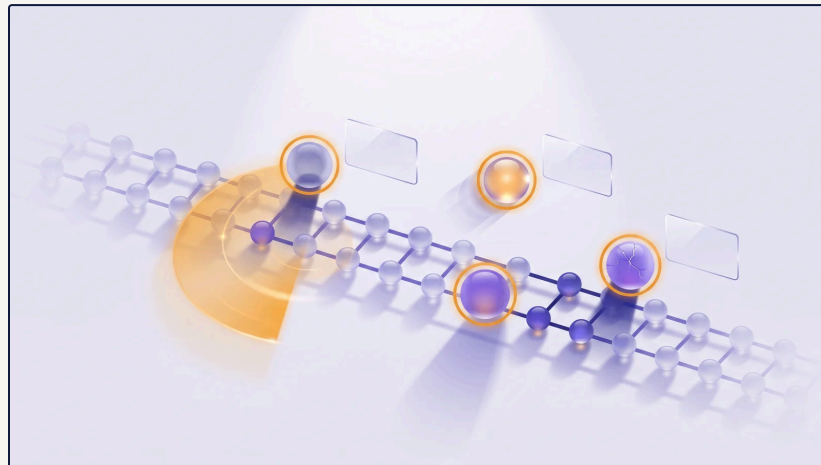
STAFFING OPERATIONS LEAD

See the bench and the over-booking as they happen

The resourcing workspace derives a per-person weekly utilisation matrix from real time entries and surfaces the average, the bench count, the over-allocated count and allocation per person.

Being honest about the boundary: today you go and look. A scheduled watch loop that raises findings for you is designed and committed but not shipped.

- The largest controllable cost in a staffing business becomes visible on the day it starts rather than at month end.





PEOPLE OPERATIONS LEAD

Run the people week: leave, time and pay

The bind. Hiring gets the attention, but leave, attendance and pay are what actually run every day, usually across three unconnected tools.

Because they share one workspace, an approved absence removes someone from an availability answer and logged hours feed project finance.

-
- One set of numbers for finance and people operations, and a week that is auditable rather than reconstructed from email afterwards.



SECTION 06

Built AI-native

Your records supply the facts, the model ranks and explains them, and an agent gets no capability the person behind it would not get.

THE POSITION

Staffing answers you can defend, not a score you have to trust

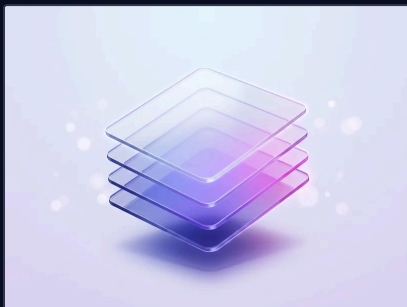
The part which is live is deliberately deterministic. A shortlist score is a fixed weighted rule, not a model trained on your historical hires. A model trained on past outcomes learns past bias and then defends it with a number.

Availability and utilisation are arithmetic over your own leave approvals and time entries, so any figure on the screen can be recomputed by hand.

Your records supply the facts. The model ranks and explains them. Nothing changes in your workforce without a person doing it.

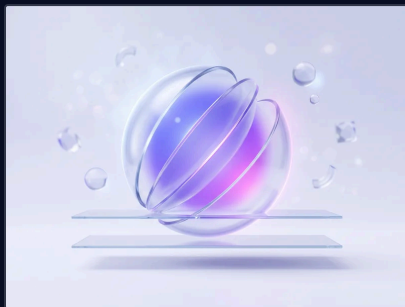


06 Four pillars



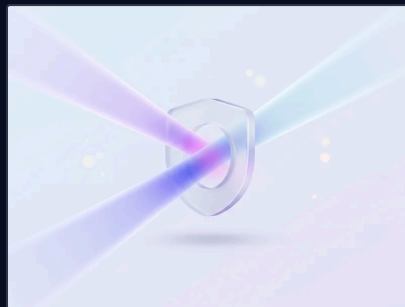
One workforce, not five stitched tools

People, projects, postings, candidates, time and leave sit in one workspace, so an answer about who is free cannot drift away from what is true.



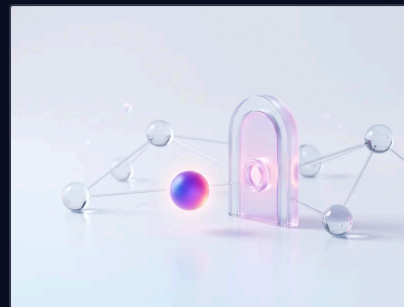
Explainable by design, not by disclaimer

Every ranking arrives with both sub-scores, the skills matched, the skills missing and a plain sentence saying how the number was reached.



Permissions the AI cannot step around

The assistant and any outside agent see exactly what your own login sees. One set of rules for people and machines.



Bring the assistant you already use

A published Model Context Protocol server, so your own assistant can work your workforce, signed in as you and limited to your permissions.

What the AI can actually do

Scored shortlists for every open role

Rank the live applicants on a requisition, best first, with anyone already hired or rejected left out and an adjustable minimum score.

Utilisation, bench and over-allocation

A week-by-week utilisation picture per person, the average, how many people are on the bench and how many are over-allocated.

A written reason on every ranked row

Each row names the requirements covered, the ones missed, both sub-scores and how the total was reached.

31 workforce tools over MCP

A published Model Context Protocol server grouping the workforce the way you think about it, plus a one-call overview for orientation.

Personal details never touch the score

Scoring reads skills and years of experience and nothing else. Name and contact details are never part of the sum.

The assistant is handed no personal data

What travels with a question is the page you are on plus a neutral marker and its identifier. It knows you are looking at a candidate record without being told whose.

And what keeps it in bounds

One permission model for people and AI

Every request is checked against your roles before it runs, whether it came from the app, the assistant or an outside agent.

No prose is written about a person

The system ranks and explains, it does not generate a narrative summary of a candidate or an employee.

Pay sits behind its own permission

Payroll requires a permission of its own rather than general workforce access.

Never fitted to your hiring history

The score is a fixed rule, not a model trained on past outcomes, because such a model learns past bias and then defends it with a number.

A history kept without the personal data

Changes are logged with personal and financial values blanked first, because the history outlives the record it describes.

Pay, offers and terminations never run alone

Nothing touching compensation, an offer or a termination will execute without a person, on any roadmap.

06 In numbers

70/30

Skill coverage carries 70 per cent of a shortlist score and experience fit carries 30 per cent.

2

Scoring reads exactly two things: skills and years of experience.

31

Workforce tools are published over the Model Context Protocol, across stdio and HTTP transports.

0

Names, contact details, pay figures or message contents travel with an assistant question. It carries a route and an opaque record identifier.

15

Usage quotas are enforced at the interface edge before an operation runs.

STATED PLAINLY

What is not here yet

There is no AI that proposes a crew for a project role, shortlists a posting on its own, prioritises skill gaps or drafts interview feedback. Those proposals are designed and committed, not built.

The scheduled watch loop is a design. Canonical skills with aliases and proficiency are a design. The offboarding tool exposed to external agents is authorised but not confirmation-gated, and closing that is committed work.

Who does what

People operations lead	Owns the workforce record end to end, and is the only seat that can remove one.
Talent acquisition manager	Runs the front of the funnel and hands a hire across without a re-keying step.
Hiring manager	Reviews candidates for their own open roles and records structured feedback.
Resourcing and project lead	Puts the right people on the work and keeps the capacity picture honest.
Onboarding coordinator	Carries a new hire from offer accepted to productive on day one.
People analytics lead	Reads the whole picture and reports on it, without changing anything.
Compliance reviewer	Answers audit questions from evidence rather than from memory, and writes nothing at all.

08 Under the hood

CrewFoundry is API-first. Product state is served over a single federated GraphQL interface that the web application, the in-product assistant and any external agent all use. There is no privileged back channel that skips the checks the web app passes through.

Underneath sits one workforce data model: sixteen domain entity types. They are relations in one model rather than synchronised copies across separate products, which is why a candidate can become an employee without a transfer step.

Anything a person is asked to act on can be recomputed by hand, which is the property you want underneath a decision about somebody job.



THE SPLIT THAT MATTERS

Your records supply the facts. The model ranks and explains them. Nothing changes in your workforce without a person doing it, and pay, offers and terminations never run without one.

Standards and integrations

OPEN STANDARDS IT SPEAKS

- GraphQL, as one federated schema across the product and the services it consumes
- OpenID Connect single sign-on, so identity comes from the provider you already run
- OAuth 2.0 authorization-code and device-authorization flows
- Model Context Protocol, over both stdio and HTTP transports
- TLS 1.3 in transit, AES-256 at rest, and time-limited signed URLs for every document read
- Accessible interaction: keyboard navigation, a command palette, screen-reader semantics and a high-contrast theme

PLUGS INTO

- Any OpenID Connect identity provider, for single sign-on
- Any Model Context Protocol capable AI assistant, using a real user login
- Calendar for interviews and leave, with Outlook and Google
- Payroll and employer-of-record providers, so statutory filing stays with a specialist (roadmap)
- Applicant-tracking imports from Greenhouse, Lever and Workable (roadmap)
- Signed webhook delivery for hiring, onboarding, lifecycle and resourcing events (roadmap)

09 Security and trust

Personnel data is among the most sensitive material a company holds, so the controls below are the ones that had to exist before anything else did.

Authorisation at the interface edge

Every operation declares the action, resource and scope it requires, and the check runs before the request reaches the domain.

Pay behind a dedicated permission

Gross pay, net pay and deductions require a permission of their own rather than general workforce read.

Consent-gated bulk export

Exporting employee, candidate or payroll records requires explicit, time-bounded delegation consent.

Redacted audit trail

Every change is written with personal and compensation fields blanked first, because the trail is immutable and outlives the row.

Tenant isolation

Strict per-workspace boundaries by default, with dedicated tenancy and self-hosting available under Enterprise terms.

Quota enforcement before the fact

Fifteen usage quotas are checked before an operation runs rather than reconciled afterwards, so there is no silent overage.

STATED PLAINLY

CrewFoundry is pre-launch and holds no security certification today

Controls are designed against SOC 2 criteria and modelled on the ISO 27001 framework, but there is no completed audit and no third-party report to send you. A SOC 2 Type II engagement is targeted from late 2026 with a report during 2027, and ISO 27001 certification is targeted for 2027.

Two further limits: beyond the payroll split, role granularity is coarse, so a reviewer seat should be treated as a privileged oversight seat; and there is no self-service employee tier yet. Splitting the product into per-sensitivity resource types is the committed fix for both.

One product, many front doors

The web workspace is the complete product today. Everything else is specified, sequenced and labelled as arriving with launch.

AVAILABLE TODAY

Web workspace

Dashboards, hiring, people operations, onboarding, resourcing, commercial records and analytics.

AVAILABLE TODAY

Composed product surface

CrewFoundry composed into the shared application shell and administration surfaces.

PUBLISHED

MCP server

31 workforce tools plus grounding resources, authenticated as a real user. Packaged release lands with launch.

IN PROGRESS

Documentation site

Product guides, API reference and integration tutorials.

WITH LAUNCH

Command-line interface

Device-code login and bulk or scripted operations for automation and pipelines.

WITH LAUNCH

Node and Python SDKs

Typed clients with multiple authentication flows and automatic token refresh.

WITH LAUNCH

Mobile and desktop apps

Native iOS and Android for schedules, approvals, leave, time and field check-in, plus a native desktop workspace.

WITH LAUNCH

Webhooks and extensions

Signed event delivery, plus an editor sidebar and browser panel for headcount, open roles and pending leave.

11 Plans

Priced by the number of people you manage rather than by administrator seat, with a free tier that covers a real small organisation. CrewFoundry is pre-launch, so plans open when the product does.

FREE

\$0

Evaluation, pilots and very small teams.

15 managed profiles

1 live job posting, 100 candidate records

Full governance, audit and isolation included

STARTER

\$99 / month

Small businesses professionalising people operations.

50 managed profiles

3 live postings, 2,500 candidate records

25 projects, 2,500 stored documents

GROWTH

\$399 / month

Scaling companies running hiring, resourcing and development together.

250 managed profiles

15 live postings, 25,000 candidate records

Higher analytics, export and AI operation limits

BUSINESS

\$999 / month

Established companies needing full workforce control.

1,000 managed profiles

Unlimited live postings, 250,000 candidate records

Unlimited monthly pay-record runs

ENTERPRISE

From \$12 per employee / month

Large organisations with governance, procurement and residency requirements.

\$9 per employee a month on annual terms from 250 employees

Dedicated tenancy or self-hosting

Contact sales, not self-serve

Annual billing is 20 per cent below monthly list. Four global pricing bands with local currency. Fifteen quotas are enforced before an operation runs, so you are told you have reached a ceiling rather than billed for passing it.

Why teams choose it

The resourcing loop, not just the personnel record

Availability by skill and date, per-project allocation and a utilisation matrix ship today. Personnel suites stop short of operational staffing.

Governance standard, not a configuration project

Role checks, workspace isolation, a redacted audit trail and consent-gated exports are on from day one, at every price point including free.

One record from application to pay record

Most suites are an applicant tracker bolted to a personnel system with a manual transfer step in between.

Your own AI assistant is a first-class client

You are not obliged to use the product own AI in order to get AI value out of it.

A ranking you can actually defend

A property of the calculation rather than a sentence in a policy document: matched and missing requirements named, personal fields never read.

Roadmap items are labelled, not implied

Every capability is marked as shipped, in progress or roadmap. Learning and the talent marketplace are previews, and are described that way.

Honest answers to hard questions

**You are pre-launch.
Why would I bet on you?**

You should not bet more than the evidence supports. Hiring, onboarding, people records, leave, time, pay records, projects, allocation and explainable matching are in the build and can be walked through. There are no reference accounts, no adoption figures and no certifications.

Can it actually run our payroll?

Not as a statutory engine, and that is a deliberate boundary. Pay is kept as records, and the intent is to integrate specialist payroll and employer-of-record providers rather than replicate their tax and filing depth.

**Your AI sounds thin next to what
everyone else is announcing.**

It is narrower on purpose. In a domain where an unexplainable decision about somebody job is a legal problem, we would rather ship less and be able to show the working.

**We already have an applicant
tracker and a personnel system.**

Then the real question is whether the transfer between them costs you more than a switch would. If you re-key hires and cannot answer who is free without a meeting, that is the gap this fills.

Where it sits against the alternatives

VS ALL-IN-ONE HR, IT AND FINANCE SUITES

They optimise HR administration across the whole company. CrewFoundry optimises putting people on work. They lead decisively on global payroll depth and device management, neither of which we attempt.

VS ENTERPRISE HUMAN CAPITAL MANAGEMENT SUITES

They are the reference standard for headquarters. CrewFoundry is reachable instead: published pricing, a free tier, provisioning in minutes. At very large global scale they remain the right answer.

VS BEST-OF-BREED APPLICANT TRACKING SYSTEMS

They stop at onboarding, whereas here the same record continues into allocation, time and pay records. But they lead on structured interviewing, scorecards and hiring analytics depth.

VS PROFESSIONAL-SERVICES AUTOMATION AND RESOURCING TOOLS

They resource well but have no hiring funnel and no personnel record underneath. The concession: their scheduling, forecasting and financial reporting depth is more mature than ours today.

START TODAY

See whether the loop closes for your team

CrewFoundry launches in 2026 and is in waitlist mode today. The fastest way to be early is to join the list.

- Join the waitlist. It is free, carries no commitment, and you are told the moment access opens.
- Read the use-case library, where every scenario is marked as in the build or a shared platform service.
- Talk to sales for Enterprise terms, dedicated tenancy, self-hosting or migration off your current tools.

JOIN THE WAITLIST

crewfoundry.com/waitlist

USE CASES

crewfoundry.com/use-cases

HOW THE AI WORKS

crewfoundry.com/ai

TALK TO SALES

sales@crewfoundry.com



CrewFoundry

CrewFoundry is a product of Burdenoff Consultancy Services Pvt. Ltd. Capabilities marked roadmap or preview are not available today.