



Unconquered in the Face of Cyber Threats

This business powers exponential growth by providing cyber technology solutions to protect U.S. global defenses and critical infrastructure



CEO Jim Kelly

As cyber threats exponentially increase in number and complexity, so does the demand for cybersecurity skills to combat these threats. Invictus International Consulting, a cybersecurity services and technology solutions company headquartered in greater Washington, D.C., uses its exceptionally talented workforce to answer the call to duty every day. Invictus provides strategic and tactical solutions that protect U.S. global defenses and critical infrastructure.

Since its launch in August of 2014, Invictus (Latin for unconquered) has grown from three to 230 employees and now operates across 15 locations, including Seoul, South Korea and Stuttgart, Germany. Last year, the company was No. 103 on the Inc. 5000 list, with a 3,215 percent growth rate. This year, it is No. 10 on Inc.'s inaugural ranking of D.C.-area businesses. While the numbers are impressive, it is the people behind them that set Invictus apart: best-in-class cybersecurity experts and leadership that operates with honor and integrity.

BUILDING AN INSURMOUNTABLE TEAM

CEO Jim Kelly, a retired U.S. naval officer, says the company name is a tribute to his late father's favorite poem, "Invictus," by William Ernest Henley. The poem encapsulates Jim's Dad's belief that nothing in this world is insurmountable, especially if you believe in yourself and your unconquerable soul.

Kelly believes that everyone has a gift to share, and one of his roles is finding the right person for the right job, every time. Building

the right team, with the right people is one of his gifts, and he has been doing it since he was a young boy. Kelly looks for the person with the necessary skills and the proper motivation—the one who wants to conquer the world. These are the people of Invictus—the people he calls The Unconquered.

The company is also unique because nearly 70 percent of employees are veterans. They span all walks of life, and they have all persevered to achieve extraordinary careers. At Invictus, they fit together like a puzzle to make the company a sought-after partner for solving national security challenges.

BUILT ON A LEGACY

"The secret to recruiting some of the world's top cybersecurity experts is simple," Kelly says: "extraordinary people breed extraordinary people." Invictus leverages this exceptional talent to solve critical problems. As a result of this mission success, its reputation and growth has continued at a dynamic pace.

Prior to founding Invictus, Kelly built and sold two other successful businesses that also supported government clients. He has spent two decades cultivating relationships and bringing in superior talent, which has enabled him to help deliver unprecedented results for his partners. For instance, within 18 months of its launch, Invictus was on 40 subcontracts, an unprecedented feat. Each subsequent engagement paved the way for others and cemented the company's reputation for blending cybersecurity, data science, and intelligence to deliver the advanced technological and analytical solutions required for critical national defense projects. This year, the company is expected to surpass \$80 million in revenue, up from \$60 million in 2019. With the talent in the company, Kelly believes they could be a billion-dollar business within the next five years.

"The Spartans of Invictus will remain unconquered in the face of adversity, continually defending the gates of this great country of ours." Kelly says. "Invictus is built to last."

#10

TOP D.C. METRO COMPANY



#103

2019 INC. 5000

3,215%
PERCENT

3-YEAR GROWTH RATE (2016-2018)

#7

FASTEST GROWING VETERAN-OWNED BUSINESS IN THE U.S.

80M

REVENUE

PROJECTED IN 2020