TalentAhead
Recruitment Specialists

COMPANY PROFILE

"To us, every minute counts!"

"Directing the best, that are heading for success!"

"Quality with a sense of urgency!"

TalentAhead (Pty) Ltd is a unique Broad-Based Black Empowered (30%), woman-owned organization offering a complete recruitment service to our Clients.

We are a generalist recruitment consultancy and recruit across the board from entry to management level, nationally and internationally for people with and without disabilities.

We believe in offering professional recruitment consulting services, which offers individuals and businesses an opportunity to successfully integrate specialised talent into the workplace. Simultaneously, we partner with businesses to source talent, manage the implementation into a company, and assist with staff management - ensuring the candidate makes an impact on a business' bottom line.

Services Offered

TalentAhead offers an integrated approach to recruitment in the form of:

- Contingency & Specialised Services
- Permanent, Temporary & Contract Recruitment
- Executive and Scarce Skills Searches
- Ad Response Handling
- Recruitment & Retention for People with Disabilities
- Search Recruitment
- Including consulting opportunities related to Labour Relations, Job Analysis, Outsourced Retrenchment Packages & Salary Surveys

In addition, we facilitate the establishment and implementation of recruitment strategies, processes and policies for various professions including (but not only limited to):

- Reception, Call Centre, Admin, Secretarial & HR
- Banking, Finance & Accounts
- Retail, Hospitality, Sales & Marketing
- Engineering, Insurance, Procurement, Manufacturing & Construction
- Technical & IT
- Medical

Based in Edenvale, Johannesburg, **TalentAhead** offers high quality delivery, competitive rates, and customized service provisions designed specifically to meet the unique needs required by corporate Clients at any given time.

Committed to excellence and integrity, **TalentAhead** prides itself on creating strong interpersonal Client and candidate relationships fostered through the development of trust, mutual respect, and consistent excellence in the meeting of target needs.

With the main aim of accurately matching individuals with companies, **TalentAhead** operates within a Target Selection methodology. Within this framework, the Recruitment Division conducts behaviorally based interviews, thoroughly verifies submitted references, and investigates all previous positions held by a candidate.

Our value-added services includes full reference checks, credit, criminal & qualification verification checks, psychometric evaluation, typing & PC literacy testing and numeric, logic & perception assessments.

Why TalentAhead?

TalentAhead is a true pioneer in recruitment within South Africa.

With over 26 years of experience in the recruitment industry, Ann Atkinson (neé Maitland-Stuart) - multiple 'Consultant of the Year' award winner - heads up the Recruitment for **TalentAhead** alongside the Operations Manager, Thandeka Nxumalo.

Some reasons why we remain a leader in providing efficient and professional recruitment services include:

- We provide quality with a sense of urgency to every spec received;
- Affiliated to and accredited by relevant associations, institutes and organisations including APSO;
- Certified **Level 4 BBBEE Contributor**;
- Dynamic, strong, skilled, dedicated and service-driven team of Consultants – all IPSC accredited – with experience in disciplines such as Strategy, Organisational Development, Human Resources Development, Finance and Training;
- Extensive experience and understanding in the Recruitment industry;
- Robust understanding in the integration of legislative requirements needed for people with and without disabilities and the business' requirements;
- Offer competitive rates and negotiated rebates;
- We make a difference to the life of a candidate by providing development opportunities and sourcing employment for people with and without disabilities;
- We pride ourselves on building long term relationships with our Candidates throughout their career tenure;
- Conduct weekly progress calls / post sales feedback to both Client and candidate from day 1 to week 12;
- We empower our Clients by providing them with highly skilled and motivated resources from our extensive talent pool across a broad range of categories and industries. We have a database of approximately 7000 candidates.

Equity Status

Ownership	*Staff*
Black 30%	Black 40%
Female 100%	Female 100%

BEE Status

Level4, APSO Member; Accredited IPSC; Compliant with Labour Relation Act; Adheres to APSO Code of Ethics and IPSC Code of Conduct. Specializing in the placement of Finance, Secretarial; Reception; IT; Sales; Service; Call Centre; Marketing; HR and Administration across all industries, but not limited to

Recruitment Process

Temporary Recruitment

The temporary and contract market is rapidly changing and to keep up to date with these trends, businesses should consider hiring top caliber temporary staff strategically, to account for headcount freezes and specific skills that are not needed on an ongoing basis.

The Temporary Division at **TalentAhead** prides itself at being able to provide our Clients with a fully integrated package of human capital, employee benefit and recruitment service. Our Temporary Consultant Desk is professional, experienced and APSO accredited, therefore, committed to ensuring that your short-term resourcing needs are satisfied **immediately**. We at **TalentAhead** assure you of a tailored and flexible solution to benefit your temporary requirements.

Why your business should consider using temporary staff?

- By utilising **TalentAhead**'s extensive database of temporary candidates, your company will pay for highly skilled resources and productive time only, thanks to our attendance, productivity and performance management systems.
- We have a proud reputation for supplying on demand top caliber temporary workers from entry to management level positions.
- Supplementing professional staff to give management adequate time to prepare new initiatives i.e. launching special projects until permanent staffing needs is determined.
- Supplementing temporary accounting staff during busy periods.
- Obtaining higher candidate levels utilising permanent placement techniques and combining the roles.
- Outsourcing various departments with top calibre candidates.
- We monitor and manage all administration for the temporary candidates including Payroll.
- Handle and take on the full risk of labour issues of the candidate i.e. disciplinary hearings, CCMA cases, strikes etc.

Disability Recruitment

Approximately 5 million South Africans are disabled – less than 1% of this group are successfully employed.

TalentAhead is committed to assisting candidates with disabilities in finding employment. Disability Recruitment thus involves "the selection, integration, accommodation and development of People with Disabilities in the workplace in a manner that is consistent and fair." Having worked with a Disability Specialist Company for almost 3 years, we too have become Specialists in the field of placing People with Disabilities.

To achieve our goal of assisting our Clients in placing People with Disabilities, **TalentAhead** has formed a close relationship with **Beena Chiba** – *Director of the Gauteng Provincial Association for Persons with Disabilities* and **Andy Scott** - *the Chairman of the Mandeville Sports Club for the Disabled, the Nedbank Chief of Sponsorships for the Nedbank National Championships for the Physically Disabled, and also known to many as "Mr Paralympics".* **TalentAhead** has also formed a close alliance to share resources and combine their expertise in both Recruitment and Training to therefore offer our Clients a Total Disability Solution.

We have successfully placed People with Disabilities at various Top SA Corporations including **Mitsubishi, Barloworld, Bombela, Jacobs Engineering** and **Hytec** to name a few.

Some of the major challenges facing disability management today include:

- Tokenism and ill-profiled casual appointments resulting in high turnover for people with disabilities;
- No alignment of disability management solutions to organisational strategy and legislative intent;
- Little return on investment for the business community and people with disabilities.

TalentAhead are thus subscribed to a variety of internet based recruitment portals that can assist with screening for disabled candidates. We conduct needs analysis with our Clients to ascertain their specific requirements, which include workplace and site assessments, pre- and post-recruitment assistance etc.

Value Adds

Conduct criminal, credit & qualification checks using the Afiswitch Criminal Check equipment	Conduct criminal checks either at our premises or the Clients (for candidates that you have sourced)	Offer Retrenchment Outsource Programme to assist with the procedures of retrenchment should the Client require it

Clientele

4Elements	**Afrox**	**Arup**	**Baroque**
Bombela	**Constantia**	**Cullin Africa**	**DSM**
Econorisk	**Energizer**	**EOH**	**FG Trading**
GlenMark Pharmaceuticals	**Hellman**	**ID Logistics**	**Imperial**
Jacobs Engineering	**KCI**	**Lomaen Medical**	**Mackinnon Anderson Inc**
Minolta	**Namlog**	**Offix**	**RS Components**
SAB	**Timberland**	**Tolcon**	**Whirlpool**

Recruitment Team

Managing Director – Ann Atkinson
Operations Manager – Thandeka Nxumalo
Senior Recruitment Consultant – Carol Mendes
Senior Marketing Consultant – Tanya Ferreira
Senior Office Administrator – Nolitha Mashigoane

Contact Details

Ann Atkinson
(cell): 083 252 6692
(e-mail): ann@talentahead.co.za

Thandeka Nxumalo:
(cell): 082 404 0325
(e-mail): thandeka@talentahead.co.za

Carol Mendes:
(cell): 082 924 7975
(e-mail):carol@talentahead.co.za

Tanya Ferreira
(cell): 083 624 4510
(e-mail):tanya@talentahead.co.za

Office Lines
(cell): 061 234 2848
(land lline): 011 454 2848
(fax): 086 628 0484 / 086 510 2454

Company Details

Company Registration Number: 2014 / 070750 / 07