



HCSA

HUMAN
CAPITAL
SOLUTIONS
AFRICA

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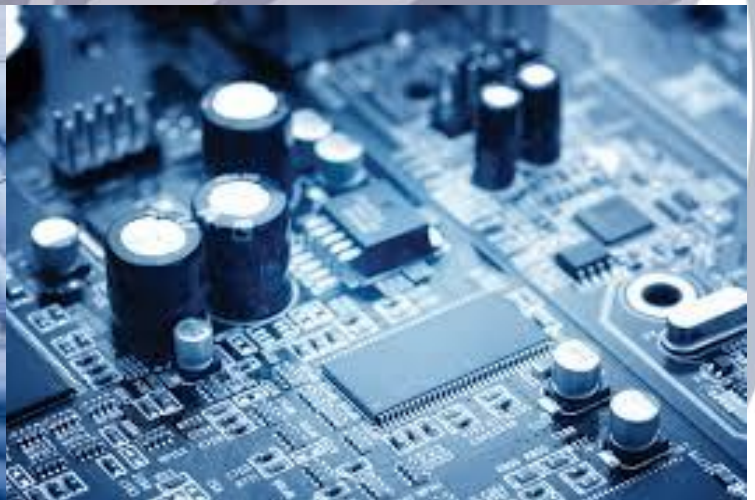
Mining, Gas and Oil Division

Mission and Vision

To be the preferred recruitment firm for our clients through consistency sourcing top talented professionals for our clients. Providing the highest quality recruitment experience for our candidates.

Human Capital Solutions Differentiators

- **Proven Recruitment Process**
- **Specialization in Recruitment Industry, Over 15 years.**
- **Professional and Discreet Services (NDA Contracts if required)**
- **Headhunting Process instead of Job Board Placements**
 - **Implicit knowledge in the Industries we serve**
 - **Extensive Follow ups with Clients and Candidates.**
 - **Long-Term Relationship Building Mentality.**



Human Capital Solutions

Human Capital Solutions is a Specialist Recruitment Agency that specialises in Mining, Finance, Information Technology, Civil, Structural, Mechanical and Electrical Engineering, Construction, Medical and Manufacturing industries. We aim at been the only recruitment firm our clients have to deal with by having multiple divisions that specialize in their industries to provide a full recruitment solution for our clients.

Human Capital Solutions has established itself as a renowned name in the HR realm by providing wide range of recruitment and selection services to diverse companies. Our team of expert consultants is dedicated towards magnifying the business potential of our clients by offering strategic HR services.

We partner with our clients to expand their business potential by providing solutions in Executive Search & Selection, Middle Management Hiring, Project Based Hiring and Recruitment Process Outsourcing. With over 15 years of expertise in the domain we have been successfully able to deliver solutions for all kind of industry specific demands.

We can align diversified and intricate HR needs of our clients by providing reliable and strategic staffing solutions. By understanding the significance of aligning talent strategy with business strategy we tend to offer workforce solution that drive businesses forward. Our capability in fast delivery has gained us the reputation of being a reliable and efficient executive search firm.



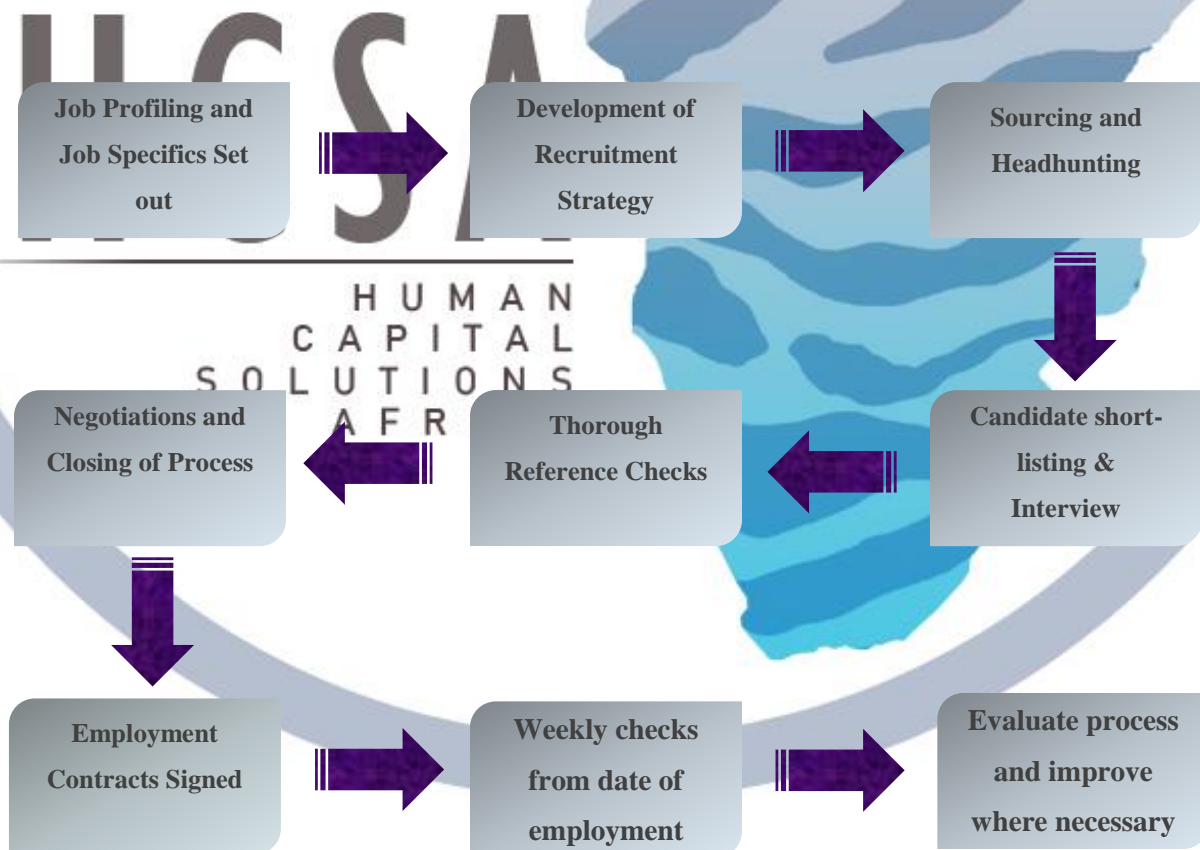
Our Recruitment Services

Human Capital Solutions current clients consist of some of the largest national corporations as well as businesses that are at the beginning of their start-up operations. Through our implicit industry-based knowledge, coupled with our extensive professional network of client and candidate relationships across South Africa, we can understand our clients' diverse cultures, technical operations, business strategies and industries.

Our continuous success has allowed the Human Capital Solutions to continually invest in the newest and industry leading recruitment technology, most creative social media techniques which helps us do some good old fashioned relationship building through quality service.

Our success within the South Africa market have allowed us to establish and continually develop our specialised recruitment divisions that allow us to continuous grow and improve in the serve we give both client and candidates.

Our Recruitment Process



Human Capital Solutions RPO Division

RPO = Recruitment process outsourcing

For many organisations, the option of an in-house recruitment team just doesn't make business sense.

This is where recruitment process outsourcing is the solution (RPO), depending on your current recruitment needs we have a dedicated recruitment specialist come spend time on site and spend time within your organisation to acquire more in-depth understanding of your organisation.



Benefits of using RPO

- **Highly tailored talent to your business as recruiter has in-depth understand of the operations of the organization.**
- **Cost effect only for organization that has a large amount of hires per year as the solution is a set amount payment regardless of amount hires.**
 - **Personalized and dedicated service**
 - **Accountability on new employees**
- **Recruiter is responsible for the transition period of the new employee into the new position, this takes stress off line managers and HR departments.**

Board Room Executive Search Division



Human Capital Solutions offers class-leading recruitment services to our clients by sourcing top-end professionals to assume roles from all senior level management to CEOs



Our Recruitment Specialists can provide

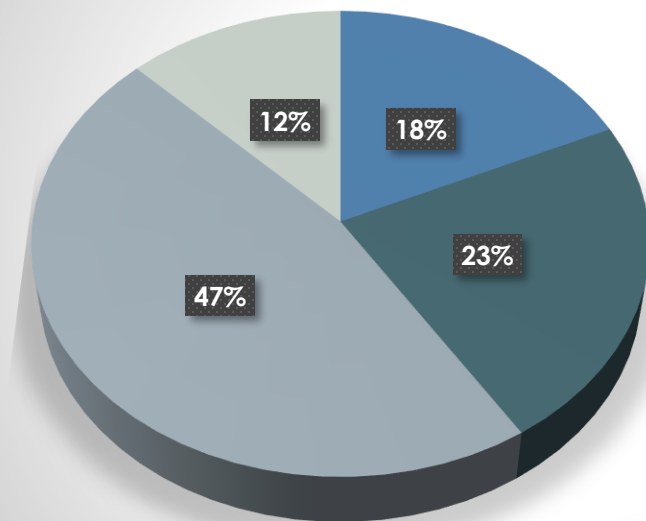
- Senior Level Management
- All C-Level Officers
- Managing Directors

What We Offer

- Discreet Services (Client and Candidate)
- Professional Top Talent
- Specific Talent Head Hunting service

Our repeat business says true to our high-level service we provide and results we produce.

Placements



- C- Level Officers
- Managing Directors
- Senior-level Management
- Mid-level Mangement



Medical Division

Human Capital Solutions employees' also have extensive experience in assisting medical specialists.

Human Capital Solutions is considered one of the premier healthcare recruitment companies in South Africa that offer a wide range of solutions to both pharmaceuticals and medical device corporates.

We are a market leading company, aiming to offer a professional, reliable and timeous services.

We are here to assist you in all your recruitment needs to ensure the best candidate every time.



Our Recruitment specialist can provide

- Doctors
- Nurses
- Pharmacists
- Dentists
- Regulatory Affairs Specialist
- Clinic Research Associate
- Medical scientists
- Researchers
- And more....

Information Technology (IT) Division



In today's technology dependent world, finding, hiring and retaining talented IT professionals can be a challenge for any corporation. It's hard to hire the right IT specialist if you haven't accurately defined the combination of technical skills, experience and industry knowledge you need, not forgetting the IT culture. You're not just trying to fill a job, you're looking for a resource that can add value, enhance your bottom line and advance the objectives of the organization.

As our dependency on technology increases and the industry that drives this progress expands, sourcing the right IT talent for your organization is becoming an essential factor in the way a business operates. We appreciate the needs for targeted recruitment that focuses on the people you need, where and when you need them, and our specialists will carefully listen to your specific requirements before short-listing any candidates.

Our Recruitment Specialists can provide

- Java Developers
- C# Developers
- Oracle Developers/Analysts
- PHP Developers
- Full stack Web Developers
- Automation Testers
- IOS\Android Developers
- Programmers
- And more....



Construction and Engineering Division



We have a specialist construction and engineering division and we know the industry inside-out. We've worked in the industry and continuously keep up to date with developments in the construction and engineering sector.

We understand our clients' needs and save them valuable time by only sending through exactly what they need by using both our in-depth knowledge in the industry and by thoroughly understanding our clients' cultures. We've interviewed thousands of professionals over the years and know what separates the wheat from the chaff.



The top talent seldom responds to job adverts and these are precisely the kind of people we source, and we speak to on a regular basis. We can pick up the phone and speak to people who are outside of the normal reach of hiring managers.

Our Recruitment Specialists Services in

- Construction
- Marine Engineering
- Automation and control
- Power
- Renewable Energy
- Manufacturing
- Built environment

Legal and Finance Division

Human capital solutions provide specialist recruitment services to the financial and legal profession in South Africa. We act for a wide range of clients, from niche commercial firms to leading corporate companies. Our core focus in this division is the recruitment of financial and legal professionals in practice and corporates as well as superior support staff. We endeavour to provide real value in the recruitment process, rather than merely act as a job centre.



What our Specialist offer

- Financial accountants
- Equity analysts
- Business process analysts
- Attorneys
- Auditors
- Accounting Clerks
- Bookkeepers
- Fund accountants
- Legal advisers
- Paralegals
- Legal Secretaries
- Judges
- Legal analysts



A F R I C A

For our clients, this means working with connoisseurs of talent operating within a national network of financial and legal recruiters who have access to an industry specific database of financial and legal professionals. We understand the unique business demands within the industry and therefore offer a service, which hand picks intellectual capital to meet your specific requirements. We concentrate on saving you time, maintaining productivity, minimizing frustration as well as being cost effective.

Mining, Gas and Oil Division



Human Capital Solution Mining, Gas and Oil Division is a premier division within our recruitment firm , specializing in the Mining, Gas and Oil Industry.

We partner with national mining houses, exploration companies, suppliers and service providers. Our core focus is sourcing and headhunting only the best talented candidates with exceptional skills to perform the assignments in the complexity of this industry.



We recruit for harsh environment of this industry Our in-depth and specialized knowledge of the mining industry has helped us to deliver far more effective short-listing than our competitors, saving you time and money. You'll find we go above and beyond in our capacity as this division taking the time needed to better understand your business and specific recruitment needs.

Some areas that our Specialist are recruiting in

Traditional Power (Gas, Oil and Oil-Fired)

Nuclear power

Gas processing

Coal

Oil

Gold

Diamonds

