



www.trajekt.co.za

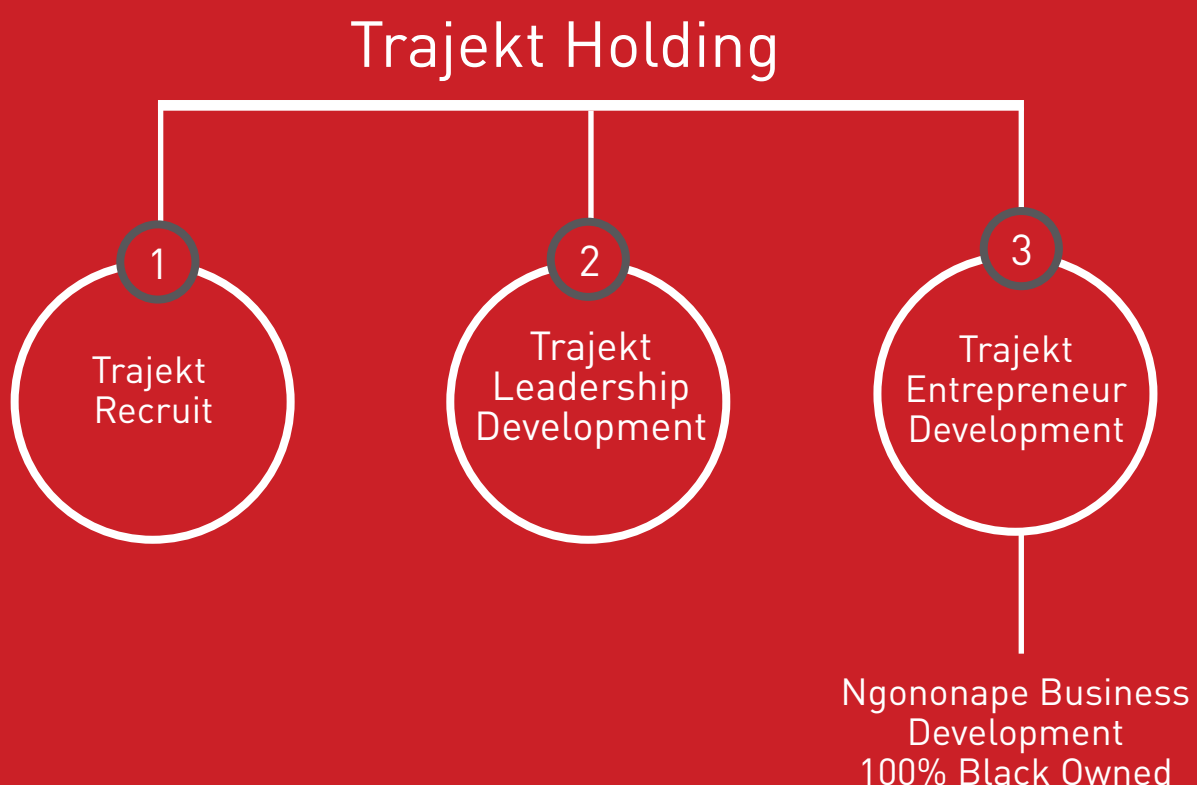


We wish to thank our Customers (existing and new), our Business Partners and all South Africans who share the vision of Trajekt in lifting up our Nation. Whether we can assist you through Recruitment, Leadership Development or Growing Entrepreneurs it is our honour to **walk a path of integrity, transparency and growth."**

South Africa has a population of approximately 55 million people but only **11.5 million are employed**, so we are committed to job creation, sustainability and growth of People and Organisations endeavouring to create a new generation of driven South Africans with skills that make us a force to be reckoned with on the Global Stage.

Who is Trajekt?

Trajekt Human Capital Consulting (Pty) Ltd was established in July 2008 to address the shortage of rare IT skills. This business unit was established to focus only on finding IT Resources; and then expanded into finding good Executives in the South African Market. The company grew into Leadership Development and in 2013 added a new business unit focusing on growing Entrepreneurs according to the BEE Codes as set out by SA Government. Trajekt Holding Group is a Level 4 BEE compliant company with Ngononape a Level 3 compliant company.



Trajekt Recruit Unique Approach



We offer a boutique hands-on attention service offering to each IT Candidate, Executive and Client who is hiring.

Job Movers

A Specialist Consultant is assigned to your Profile and works with you on your Job Move.

Clients

A Specialist Consultant is assigned to your Profile and engages with each relevant Stakeholder in the Process. In addition:

Trajekt Specialises in placing IT Executives – CIO, CTO and IT Manager level

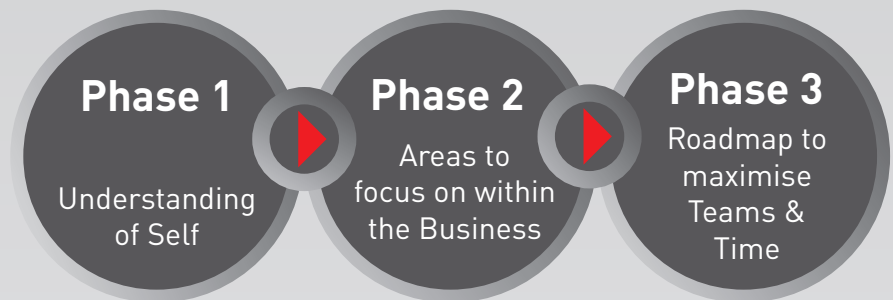
Technology Focus Areas we place:

- **Oracle** (Software, Programmers, DBA, Functional Consultants)
- **Microsoft** (Programmers, Software Implementers, DBA, Specialist Architects)
- **Programmers** (Visual Basic, Natural Adabas, Cobol, PHP, C#, MVC, VB.net, ASP.net, Business Intelligence – Cognos, Qlikview, ETL, SAS, Java, Delphi, SQL DBA/Developer)
- **Mobile Developers – Android and Windows Mobile**
- **Business Process Engineering**
- **Programme & Project Managers** - IT Business Analysts and Data Analysts
- **Software Testers and QA Testers**

2 Trajekt Leadership Development

Leadership Development in any organisation **guarantees the sustainability** of the Company and its staff. Trajekt focuses on working with Leaders from Business Units Levels through to Board Level on Transformation in alignment with Company Strategy.

Our Focus is from the Inside Out. We begin with understanding of your natural strengths, then move on to your expectations, then role within the business examining and defining how can you spend less unproductive time, with a greater impact to the business needs, including developing your staff.



Tools we use

Online Psychometric Assessments for Business Unit Leaders and above

Specialist **Leadership Coaches**

Mapping your Strengths

Guaranteed Outcome:

1

The Tests are Tailor Made for each Individual and Business Requirement

Leadership Profiling and Management Styles

2

Working Individually with you on your Journey

3

Role Positioning to Maximise value to the Business Strategy

4

Strong and Authentic Leaders that can advance the Business more rapidly

Trajekt Nation build

Grow Entrepreneurs

The key focus of Growing Entrepreneurs is to assist in **job creation**. Based on the recent Government Legislation Corporate Companies must spend their allocated Enterprise Development Budget or Skills Development Budget as part of the South African Transformation Scorecard. Failure to do so results in heavy penalties.

Trajekt has aligned with Specialist Partners in these areas, who are also MICT Seta, Training Seta and Services Seta in implementing the Programs. We have simplified the areas, therefore, once working with a Company we will expand in more detail on the requirements and processes. The Generic Codes have been allocated, however the ICT Charter Codes are still under discussion.

Skills Development

CSI Management Framework

Trajekt Focus Area:

We work with Certified Training Institutes around Interns, Graduate and Learnership Programmes

Our Partners are Black-Empowered and have from 7 years to 18 years specialising in Skills Development and Community Development – Specifically Matiisetso

Enterprise Development

Trajekt Focus Area:

Leadership Development

Business Model Analysis

Gap Analysis – Marketing, Sales, Business Process

Re-engineering, Balance Scorecard, and Accounting Systems and correct Staff placement architecture.

Capability and Capacity Analysis and Intervention where required

The 10,000 ft view of our Value Proposition

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Our Criteria for working with a Small to Medium Enterprise:

Must be majority Black-Owned – 51% or above

Must be in Business longer than 12 months

Must be on a growth path

These are the areas to **invest in**:

B-BEE Ownership

Management Control

Employment Equity

Enterprise Development

Skills Development

Preferential Procurement

Socio-Economic Development

Enterprise
Development
Model

- Optimisation Review
- Skills Development
- EDP Readiness Assessment
- Business Strategy Assessment
- Business Plan Creation
- Customer Retention Creation
- Sales & Marketing Analysis
- Leadership Development