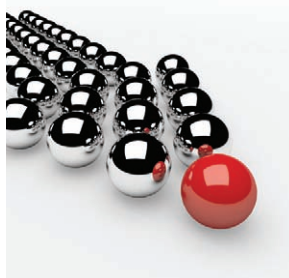


IN *TUATE* group

THE EVOLUTION OF THOUGHT

RECRUITMENT PROFILE



INTUATE GROUP PEOPLE SOLUTIONS

Intuate Group firmly believes that information technology (IT) should support your business and not the other way around. Based on this approach, it becomes clear that having the right people in place is a crucial contributing factor to a business' success.

More than a decade of experience, within the IT sector specifically, has given the organisation an insight into skills requirements and availability. In other words, we understand what you are looking for, what you need in terms of qualifications and experience, and where to find these people

Intuate Group's People Solutions division prides itself on sourcing top calibre IT and business resources for a number of South Africa's largest organisations and blue-chip companies, as well as for our own internal requirements.

What distinguishes our recruitment process, aside from our 12 years of experience in this sector, is the depth and professional skills of our consultants and candidate base. This maximises delivery capability into areas of specialisation within these broad markets and focuses on recruitment for all IT and business related resources.

PROJECT MANAGEMENT CONTRACTING SERVICES

Another area of focus for Intuate Group People Solutions is the sourcing and providing of experienced and knowledgeable project management contractors.

These applicants are exposed to the same rigorous, comprehensive interview process as other candidates, in order to ensure that they have the right skills set and culture fit for our clients.

WHY INTUATE GROUP PEOPLE SOLUTIONS?

- Strategically focused on IT recruitment;
- An established reputation for the high calibre of candidates placed;
- Our skilled consultants have a combined experience of more than 27 years within the IT field and other industries;
- A thorough and rigorous interview process, which includes detailed background checks;
- Access to a unique database of specialist IT skills set;
- Ability to attract quality candidates through networking, word of mouth and referrals;
- Refer no more than three to four quality CVs per job description;
- Ability to align our service with your company strategy;
- Accurately match our candidates' needs to our clients' requirements;
- Superior and ethical headhunting capabilities; and
- Association of Personnel Services Organisation (APSO) accredited.

Our meticulous recruitment process includes a thorough telephonic screening, face-to-face competency-based interviews, Discus assessments and job profiling, and a minimum of two reference checks performed on each candidate before a CV is sent to the client. Our applicants also undergo Managed Integrity Evaluation (MIE, previously Kroll) checks, which include ITC and Experian credit reports, and qualification and criminal record investigations.

The success of Intuate Group's People Solutions division has been built on solid, trusting relationships with our client base, to which we also provide value-added services such as ShadowMatch workforce optimisation and team- and individual-based profile assessments, optimisation and personal development plans.

FEE STRUCTURE AND GUARANTEE

- The standard fee charged for permanent placements is structured based on the volume and seniority of the annual package, including allowances or guaranteed commission or bonuses.
- The standard fee charged for temporary or contract placements, where the candidate is on the Intuate Group's payroll, is a percentage of the total cost to company of the candidate.
- A 90-day guarantee will apply to all candidates.



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