

MINING IT AND OT RECRUITMENT SPECIALISTS



ABOUT EMVELISO

Emveliso, a subsidiary of Intuate Group, believes that Information Technology (IT) and Operational Technology (OT) should support both your business strategy and daily operations, 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's success. More than 22 years of experience within the IT and OT sectors has given us insight into skills requirements and availability. We understand what you are looking for, what you need in terms of qualifications and experience, and where to find these resources.

Emveliso, a level 2 B-BBEE company, prides itself on sourcing top-caliber IT, OT and business resources for several of South Africa's largest organisations and the leading mining organisations in the country. This relationship spans in excess of two decades.

Aside from our years of experience in this sector, what distinguishes our recruitment process is the flexibility and scalability of our offerings. The nature of our solutions allows you to solve capacity shortage challenges to deliver business requirements within the required timelines. By choosing Emveliso, you can adapt your workforce to integrate seamlessly with the changing nature of your business requirements.

RECRUITMENT MODELS

Emveliso's established digital footprint allows us to rapidly source and identify required skills. We have a database of qualified candidates with specific Mining OT and IT skills, allowing for expedited turn-around times on resources.

Our clients can choose from the following engagement models:

PERMANENT PLACEMENTS

This is the traditional recruitment model, where the client requires a specific resource, and we manage the recruitment process to source, identify and propose suitable resources. We prefer our clients to be intimately involved in this process to ensure that the exact requirements are met and that the best candidate is identified.

A placement fee is agreed upfront based on a percentage of the individual's yearly CTC. We are flexible in our financial models and ensure that the outcome is suitable for all parties involved.

FIXED TERM CONTRACTING

Our contracting model ensures we can provide suitably qualified resources at affordable prices. This model, developed specifically for one of our mining industry clients, has proven to be very cost-effective.

Emveliso appoints candidates as Fixed Term Contractors (FTC). Employees report to the client's management and/or team leads for their daily operational management. We manage all HR queries and payroll and align policies and procedures with clients' policies. We are responsible for booking all site-specific training and work closely with the health and safety team, thus ensuring compliance at all times. We provide mentorship and coaching to our employees, thus ensuring each individual achieves their goals and has personal growth within both organisations.

Our FTCs are treated like permanent employees. We provide provident fund and medical aid to our team and run wellness campaigns aligned to that of the site/client where required.

The CTC of the employee plus a markup determines the rate. All additional expenses covered by the agreement, such as standby, travel, and site-specific training, is a pass-through; no margin is levied on that.

ITA CONTRACTING

These are typically our "Blue blood" contractors. This solution allows clients to contract resources based on the demand of the business. These contractors are provided on an hours worked hours paid model, which results in effective cost management as resources can be turned on and off on demand.

We take a standard markup on the contractor's rate. The percentage markup is determined and agreed upon upfront.

MANAGED SERVICES

We have two options for our Managed Services.

The first option is to provide dedicated consultants who will supplement your in-house recruitment resources and manage the sourcing, engagement, and administration of temporary, contract and other non-permanent employees.

The second option is to provide resources to take responsibility for a particular set of technical tasks within a business unit and improve operations by partnering with the client.

The offering and scope are agreed upfront and costed accordingly. We manage the team and adhere to SLAs set and agreed.

OUTSOURCING

Our outsourcing model allows us to find the best quality resources, at a more effective cost saving. Outsourcing allows you to focus on more critical areas in your business and will free up your current in-house resources.

Under this subscription model, the client or customer is the entity that owns or has direct oversight of the organisation or system being managed. Emveliso provides the external resources and takes responsibility for the planned or existing IT or OT activities related to a particular organisation or system.

An Outsourcing Services Agreement will define the services, SLAs and service fees.

HYBRID SOLUTION

The client determines the type of support and staffing options that would work for them. This solution could be a combination of the above offerings or a new model specifically designed around the client's unique requirements and business needs.

BUSINESS BENEFITS

- Flexible workforce (increase/decrease resources as business needs change).
- Scalable models that can adapt in accordance with your business requirements.
- Scalability to meet the demands of high turnover and rapid growth.
- Cost containment and the need to focus on core business operations.
- Lower operational costs.
- Superior workforce capabilities.
- Improved candidate quality and Talent Pooling.
- Rapid deployment of qualified and experienced IT and OT resources.
- Enhanced Stakeholder engagement through pre-agreed SLA.
- Improve compliance.
- Elevate the IT and OT departments to be seen as an enabler to business due to fast and reliable delivery.

WHY EMVELISO?

- Strategically focused on IT and OT recruitment for the mining industry.
- An established reputation for the high calibre of candidates placed.
- Ability to tailor a workforce based on your needs.
- A thorough and rigorous interview process, which ensures we find the right talent for your business.
- Access to a unique database of specialist IT skills and mining related experience.
- Ability to attract quality candidates through networking, word of mouth, referrals and head-hunting.
- Refer no more than three to four quality CVs per job description.
- Ability to align our service with your company strategy and culture.
- Accurately match our candidates' needs to our clients' requirements.
- Superior and ethical headhunting capabilities.
- Association of Personnel Services Organisation (APSO) accredited.
- With our Digital reach we are able to source talent and scarce skills in remote locations.

The success of Emveliso has been built on trusting relationships with our client base to which we also provide value-added services such as Habit, Skill and Team Analysis, Graduate Programmes and Workforce Productivity Analytics.



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