



Emerging Search
Consultants

RECRUITMENT ACROSS AFRICA



Emerging Search Consultants (Pty) Ltd
A **Level 1 BEE** accredited company

ABOUT US:

- History and Purpose
- Why E.S.C.?
- The ESC Difference

SERVICE OFFERINGS:

- Talent Acquisition
- Client References



Our clients received **135%** procurement recognition when partnering with us

ABOUT US

- Emerging Search Consultants is an **African Recruitment business** that focuses on Middle Management to Executive level placements across Africa. With over **15 years of successful recruitment experience** across Africa, the Middle East, the UK and mainland Europe, our work ethic, international exposure and cultural diversity enables us to add much value to our clients.
- With a national foot print across South Africa, we also have a strong network and track record of success across **Southern Africa, North Africa, West Africa, East Africa, Central Africa, Middle East and the United Kingdom**



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ESC is a **LEVEL 1 BEE** accredited Company which means that our clients and partners get **135% procurement recognition in South Africa.**

We represents clients and candidates at mid to senior levels across all disciplines within the following sectors:

- ✓ Information Technology.
- ✓ Retail and consumer.
- ✓ Telecommunications.
- ✓ Water utilities, chemicals.
- ✓ FMCG.
- ✓ Agriculture.
- ✓ Banking, Financial Services.
- ✓ Insurance
- ✓ Engineering



MODUS OPERANDI



THE ESC DIFFERENCE

ENGAGE: We first listen and understand your requirements and recruitment challenges.



CONSULT: As market experts, we advise on the BEST solution for your business.



DELIVER: Every assignment has an agreed Service Level Agreement ensuring that we deliver, to our clients, the agreed solution within the time scales discussed.



SUSTAIN: We are dedicated to a true partnership with our clients and candidates thus we have a “post placement follow up model” which helps us sustain all new recruits and manage our clients R.O.I

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SERVICE OFFERINGS



At Emerging Search Consultants, we pride ourselves in being able to truly consult with our clients. We thereafter apply our expertise to effectively advise on the most appropriate solution to match your requirements.

ESC is flexible and adaptable, we understand the ever changing business climate and as such we will always structure a service or solution that accommodates our clients.

We employ three different models of engagement:

- **Search and Selection**
- **Contingency Recruitment Services**
- **Project based recruitment**

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SEARCH & SELECTION



❖ **Search and Selection:** Our team has a proven track record of providing innovative search solutions to address the senior and executive management talent challenges, of our clients. With over 15 years of experience and success across Africa, the UK and Europe, we have become a partner of choice when it comes to either very niche or very sensitive recruitment projects.



Search Team: Our Consultants are regional Specialists thus they have an unrivalled knowledge and experience of their individual markets. Combine this with the infrastructure and network of ESC and we have the capability to handle any assignment. Mandates are always handles by a single point of contact.

What's sets us apart from traditional search firms is our flexible approach to search and selection

CONTINGENCY & PROJECT BASED



- ✓ **Contingency:** When it comes to strong candidates that are proactively seeking employment, Emerging Search Consultants employs a model that ensures that we are one of the first agencies that they speak to. Our service delivery time is impeccable and unmatched, in addition to our local sourcing efforts, we also have **offshore and international capabilities** thus ensuring that we are covering job boards **24 hours a day**.



- ✓ **Project Based Recruitment:** When you need to recruit high volumes of talent in a specific specialism, or in a part of Africa where you have limited access to the best, Our recruitment teams ensure that the process is seamless, stress-free and constructed to dovetail with your broader talent acquisition strategy.

Please enquire for further information for this service offering

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FEATURED CLIENTS

“In a very short period of time, we were helped to secure some of the best talent in the industry”
Regional Director Africa



TIGER BRANDS



“The service was the most professional that I have ever encountered from a recruitment company”

Senior Candidate placed by ESC

L'ORÉAL



“Over many years I have recruited many people and more than often dealt with recruiters. Is no traditional recruiter. .attention to detail, transparency, honesty and engagement are the most valuable skills for any person in the recruitment business.”

CEO EMEA



Reckitt Benckiser



ARJOHUNTLEIGH
GETINGE GROUP



Barloworld
Leading brands



TEMENOS
The Banking Software Company

