



Global selection
with a consultative
approach

Get in touch

www.initiateinternational.com
contact@initiateinternational.com



Initiate International is a young and dynamic boutique recruitment agency, that benchmarks itself against the world's best recruitment practices to ensure that we meet the ever-changing needs of the markets in which we operate.

We take a consultancy style approach to the recruitment process and aspire to understand our clients long term objectives and what skill sets are needed to achieve them: a very different approach to finding a candidate to match a job spec.

Initiate International provides executive search and personalised recruitment services across a broad range of industries and disciplines to large international companies, as well as medium and small enterprises. Our company prides itself on living up to our values of honesty, integrity and high levels of professionalism in all our business relationships.

We currently recruit in the following sectors:

- ✓ Finance
- ✓ Information Technology
- ✓ Foreign Languages
- ✓ Marketing & Communications
- ✓ Gaming
- ✓ Property
- ✓ Contact Centre



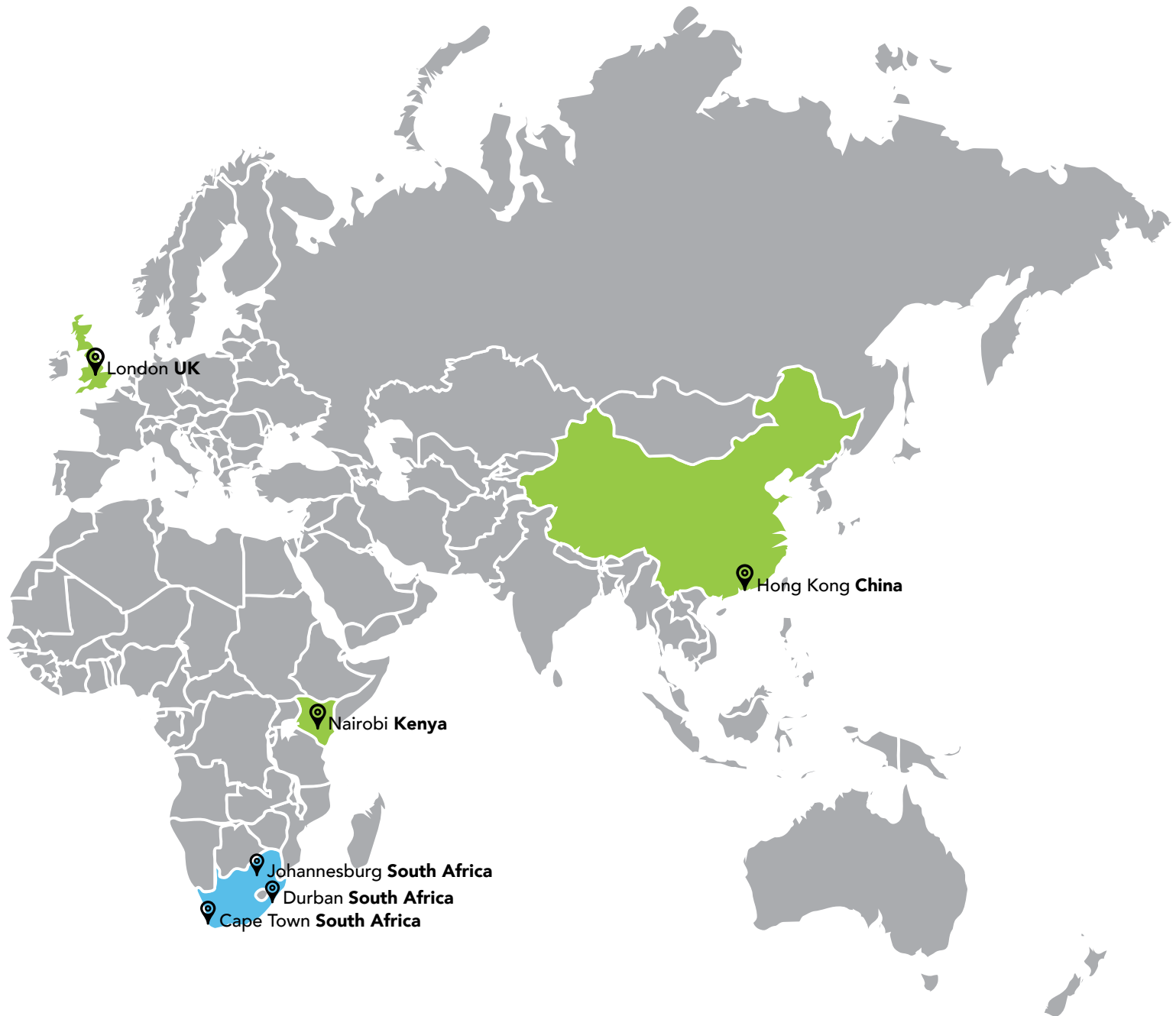
If you think it's expensive to hire a professional wait until you hire an amateur.

Get in touch

www.initiateinternational.com
contact@initiateinternational.com



We have access to an international talent pool
through our international offices



Get in touch

www.initiateinternational.com
contact@initiateinternational.com



Our client portfolio consists of a mix of big corporates & smaller enterprises

Our collaboration with the Initiate Recruitment Group has been a key factor in securing the recruitment of high-quality candidates for our business. The Initiate Recruitment Group is our preferred supplier especially in providing innovative solutions with regard to attraction of candidates with foreign language skills.

Katrin Kokott **HR Manager, Lufthansa**

Initiate is one of the very few recruiting firms more interested in the 'person' than the 'placement'. My recruiter Andrew Wicks had a number of meetings and conversations with me to better understand what I wanted to do, where I wanted to go, and the steps I needed to take to get there. Andrew was especially interested in how I would fit in the culture of the company, not in the quick placement. It really feels as though Initiate takes a unique, specialised, and individual approach to finding the right role. I would recommend any top performer who is seeking a new opportunity to work with Initiate International.

Claire Moorhouse **Private Banking, Investec**

Initiate International have been assisting us with both our recruitment and immigration needs for over a year. Their services are both professional and personable. They take a genuine interest in our business requirements and make a considerable effort to find the perfect candidates for our team in the least amount of time.

The immigration team is always well informed, thus providing swift and transparent support and advice.

Zaida Salie **Director of International Operations, DQ&A**

I have had a lot of experience in dealing with permanent and temporary recruitment agencies and have become cynical of the whole process. However, having been introduced to Initiate Recruitment after simply receiving a phone call in regard to a job advertisement, this changed.

Werner Fourie **Head of Design, iProspect SA**

Lufthansa

Investec

Standard Bank

Bloomberg

African Alliance

Argaam Capital

Sasfin

Justplay.com

Forwardslash

Media 24

Acceleration

First Technology

AguaOnline

Liquorice

Osiris Trading

Delta Airlines

DQ&A

Capitec

Sanlam

Lewis Stores

Mastercard

Tag Worldwide

Pam Golding

Clicks

Old Mutual

Mr Price Group

RCS

PEP SA

Direct Axis

ROI Media

iProspect

Get in touch

www.initiateinternational.com
contact@initiateinternational.com



10 reasons to recruit with a good recruitment partner

Good recruitment solutions are never cheap and surely anyone can place an advert? But have you ever thought of the extra time, the greater risk and the expense of recruiting yourself?

Here are some considerations:

- 1. Save time** - Recruiting the right staff takes time. Outsourcing recruitment allows you to focus on your core business. This frees up your time to concentrate on developing and retaining your existing staff.
- 2. Access to passive job seekers** - A recruitment consultancy has access to a larger pool of candidates who may not know about your company or have seen your adverts. We have developed long standing relationships with passive job seekers who may be a better fit with your organisation than those who happen to be reading the paper that day!
- 3. Exposure across all New Media channels** - Many companies post their vacancies on their website's career section. Our business specialises in recruitment and our mobile-friendly company website is optimised to present your vacancy in the best possible way. We tap into the talent community by engaging on various social media platforms. We also attend sector specific networking events. Basically we are the all-seeing-eye in your industry; a well-timed sniper!
- 4. Professional interviewing and screening** - Recruitment consultants are usually better trained in interviewing and screening candidates than many line managers. It's their profession, they do it all day!
- 5. Happiness guarantee** - Low risk! We guarantee all our recruitment assignments and will replace within three months free of charge should you not be happy with the candidate.
- 6. In tune with the talent community** - Our specialist recruiters are experts in determining suitability and fit as they are active members of the talent community and interact with candidates every day. Keep in mind our consultants are also in touch with your competitors!
- 7. More cost effective** - When you add up the advertising costs and hours spent going through your inbox, using a recruitment consultancy is more cost effective than undertaking your own recruitment.
- 8. Maintain confidentiality** - Don't give away your competitive edge! By advertising vacancies, you offer your competitors insight into your company's direction and success. You can keep all this information fully confidential by using a recruitment consultancy.
- 9. Tap into our industry expertise** - Recruitment consultancies are not only recruiters, they can also offer support and advice on salaries, market trends and availability.
- 10. Motivation to succeed** - You only pay our fee, if we succeed in placing a suitable candidate. This means we will do everything to find the perfect match for you.

Get in touch

www.initiateinternational.com
contact@initiateinternational.com



Recruiting with Initiate International is different every step of the way

1. Job Spec

Prior to recruiting on a position, your designated consultant will contact you, to gather as much information as possible on the role. We make sure we don't just understand your staff requirements, but also your company culture.

2. Sourcing

With offices overseas and in South Africa, we have access to a big candidate pool. 63% of people search for jobs online. We use the full potential of mobile sites and social media platforms to head hunt for the perfect candidate and keep in touch with the talent community.

3. Screening

Our consultants are specialists in their field, which means they know the candidate pool personally, understand industry jargon and the skill sets needed to achieve certain objectives.

4. Interview

To ensure the candidate is truly motivated and suited to your company culture, we meet every candidate in person. Most recruitment agencies merely conduct telephone interviews.

5. Assessing

Skills assessment is crucial to ensuring the information in the candidate's CV is accurate. We have the resources to conduct technical interviews and assignments, thereby assessing the candidate's level of technical aptitude.

6. Reference checks

We save you time by doing all necessary reference checks. We can also undertake criminal checks, qualification and ITC checks.

7. Shortlisting

We focus on quality over quantity. This means that you will not receive hundreds of unsuitable CVs clogging up your inbox, but a handful.

8. Client Interview

We make sure our candidates are prepared for the interview, they have studied the job spec and researched the company and their product offering. This saves time and ensures that interviewer and interviewee are on the same page.

9. Resignation

Once a decision has been reached, we coach the candidate through the resignation process. This ensures that the new staff member in fact sticks with their decision to resign and rejects potential counter offers put forward by their current employers.

10. Support

Once the placement has been made, your recruitment consultant stays in touch with all the involved parties to ensure the first few months go smoothly. Should you not be happy with the candidate we will replace them free of charge.

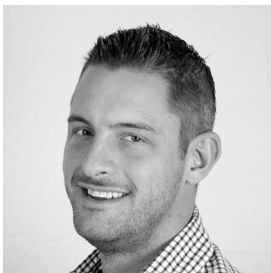
Recruitment Process

Get in touch

www.initiateinternational.com
contact@initiateinternational.com



Our management team



Andrew Wicks **CEO & Founder**



+27 (0) 11 243 1800

@ andrew@initiateholdings.com



andrew.initiate

For over a decade Andrew has applied his entrepreneurial spirit and business acumen to the establishment of several successful small to medium enterprises around the world. Whether it's IT, mobile distribution or advertising, Andrew's ability to spot business opportunities and understand a wide variety of markets which have led him from one success story to the next.

After 7 years in Europe, Andrew returned home to South Africa and founded Initiate International. He is fully involved in Initiate and in a very short time has driven the expansion of the company across three continents.



Lois Bright **Managing Director**



+27 (0) 11 243 1800

@ lois@initiateholdings.com



lois.initiate

Having graduated with an Honours Degree from the University of Warwick, Lois' recruitment career spans over 10 years, predominantly within the Financial, Real Estate and Construction, and more recently Gaming, industries. She has travelled extensively and has held positions in the UK, mainland Europe and South Africa as well as having extensive knowledge in placing professionals in every corner of the globe.

In her role as the Managing Director for Initiate International, Lois manages the Cape Town, Durban, Johannesburg, East Africa, Asia and UK operations and plays a leading role within the company's search function. She is able to draw upon her research skills, global knowledge and cross-market expertise to build and strengthen existing relationships and to identify and develop new business across the group.



David Bernstein **HR Director**



+27 (0) 11 488 9800

@ david@initiateholdings.com



david.initiate

Having graduated from the University of Cape Town in 2003 with a degree in Industrial Psychology and Labour Relations, David became a lecturer and internal marketer at varsity college whilst consulting in the fields of ergonomics, labour relations and conflict management.

David's passion for people and performance made an invaluable contribution to the company's Human Resource Department, while working for a leading recruitment company, as well as Asset Sales and Services Company. Under his leadership, Alliance Group Capital was awarded the CRF Best Employers in South Africa award in 2007. David joined Initiate International in 2012.

Get in touch

www.initiateinternational.com
contact@initiateinternational.com





Michaela Gabriel Marketing Director

+27 (0) 11 488 9800 @ michaela@initiateholdings.com S michaela.initiate

Originally from Germany, Michaela graduated from the University of Munich with a Bachelors degree in Business Administration before moving to Cape Town to do an MBA.

Being an experienced marketing allrounder with extensive background in online marketing, Intiate International's clients benefit from Michaela's digital expertise and innovative candidate sourcing skills.

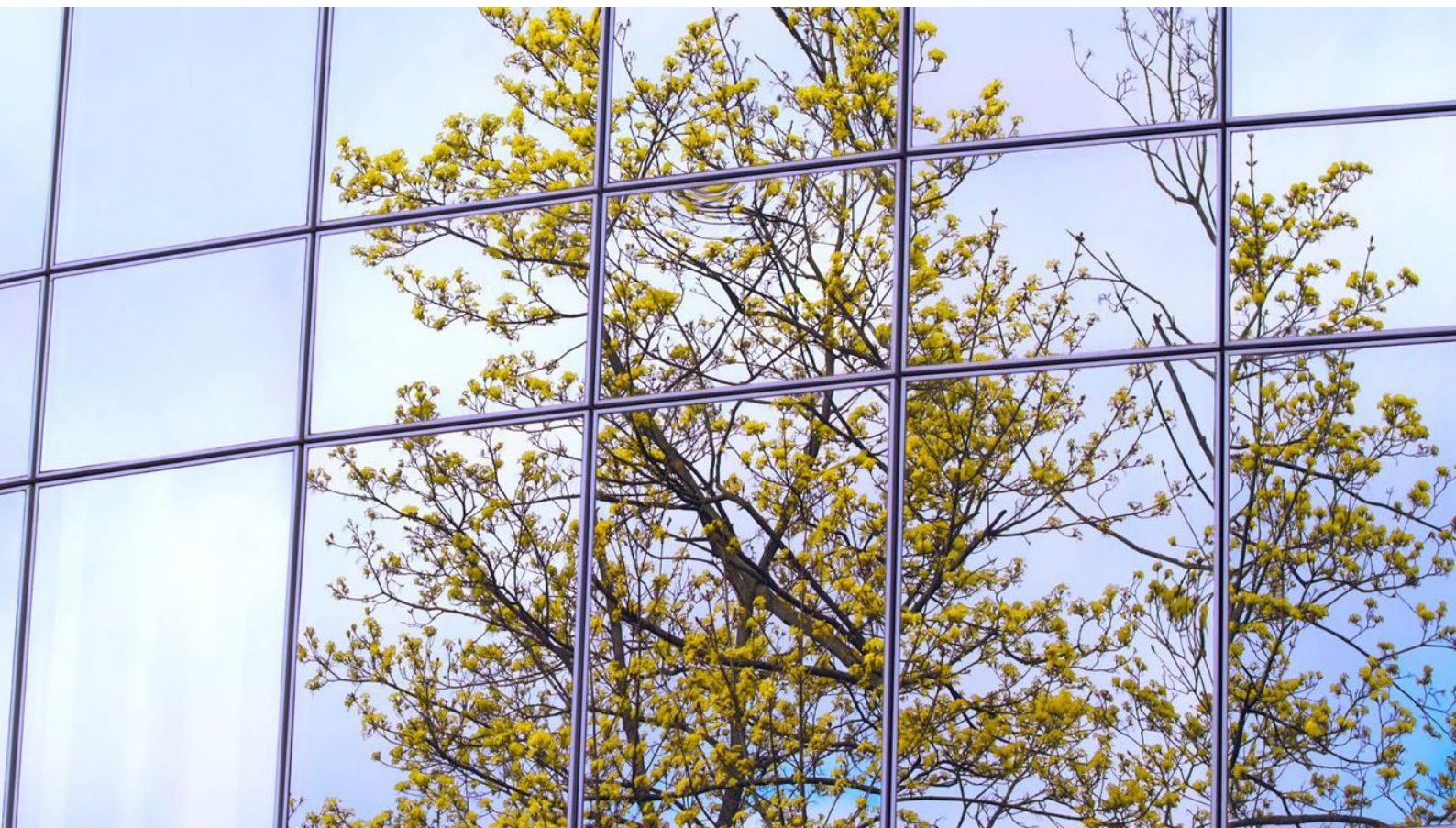


Bernadette Kruger Partnerships Manager

+27 (0) 11 243 1800 @ bernadette@initiateinternational.com S partnerships.initiate

Partnerships is a unique area within our business that is entirely focused on growing our relationships with businesses, associations and networking communities. Bernadette, with her drive for connecting people from all backgrounds, and passion for knowledge sharing, is dedicated to this area of Initiate's growth.

Bernadette has worked in South Africa and Europe and is a natural people's person. With a background in Recruitment, having worked for 2 years recruiting within the Marketing & Communications sector for Initiate, Bernadette is well placed to tackle this unique role with gusto.



Get in touch

www.initiateinternational.com
contact@initiateinternational.com



Get in contact

Southern Africa

Cape Town

Third Floor
16 Loop Street
Cape Town, 8000
South Africa

+27 21 488 9800



Johannesburg

Fern Manor Office Park
10 Hunter Street
Randburg, 2152
South Africa

+27 11 243 1800



Durban

Third Floor, The West Palm
Palm Boulevard
Umhlanga Rocks, 4320
South Africa

+27 31 940 7100



East Africa

Nairobi

7th Floor Delta Tower
Chiromo Road
Westlands, Nairobi
Kenya

+254 73 011 2108



Asia Pacific

Hong Kong

Level 19, International Finance Centre
8 Finance Street
Central, Hong Kong
China

+852 3101 7040



Europe

London

17th Floor, Dashwood House
69 Old Broad Street
London, EC2 M1QS
UK

+44 207 993 6070



Do you want to know more about our current partners, or how you can become a partner?

Request a Partnerships Profile to find out more information.

In partnership with:

