

Recruitment Outsourcing

Your Gateway to Talent

Our Recruitment Outsourcing solution ensures you have a global sourcing mechanism to bring you high-calibre candidates quickly and efficiently. Supported by a strong presence on our website and a dedicated recruitment team accessing our unique attraction channels, this proactive approach creates a talent pipeline enabling you to recruit the best in the market.

Our Service

- Dedicated recruiters specialising in the sector and countries you operate in
- On-going recruitment drive for your company
- Fully customised recruitment process for your company
- Constant pipeline of talent created for all of your business to enjoy

Tailored recruitment microsite

- Up to 5 pages with your own company branding, hosted by Global Career Company
- Pages of your microsite can include: company overview, opportunities for career development, who should apply, list of jobs and an introduction from a high ranking executive
- Example: www.globalcareercompany.com/microsite

Targeted attraction campaigns

- Link to microsite from globalcareercompany.com which has 67,000 visitors per month
- Direct access to our proprietary database of over 100,000 African graduates and professionals
- Generation of candidates by utilising hundreds of marketing and attraction channels

Candidate management and selection

- You get the use of our Candidate Management System
- Dedicated recruitment team with regional specialisation, that pre-select CV's and conduct telephone screening
- Shortlists of relevant candidates are sent to you at agreed intervals
- At your request we can organise first round interviews anywhere in the world
- Measurement and analysis is conducted



www.careersinafrica.com

www.careersinafrica.com/standardbank

Why Global Career Company

Our Team

- Our recruitment team speak English, French, Portuguese, Arabic and over 20 African dialects
- We specialise in Africa with in-depth knowledge of the markets we operate in
- We give you an international perspective whilst maintaining a regional understanding
- Our team will work hard to get it right for you

Raw talent

- First access to Africa's future business leaders
- Delivers candidates specific to your requirements via targeted attraction campaigns
- Provides you with a pipeline of African candidates with that rare blend of international experience combined with local and regional knowledge
- Fast and effective sourcing of African talent

Cost and time savings

- We spend US \$1million per year on global attraction campaigns that you benefit from through this service
- A sophisticated Candidate Management System – no need to invest in back-end processes or sift through hundreds of CVs
- Fixed-fee sourcing ensures costs are capped but number of potential hires are unlimited
- A team of recruitment professionals, able to select suitable candidates through specialised knowledge of your company and the markets you operate in

Brand building

- Participating at our Summits and featuring your brand within our regional websites positions you as a 'specialist' in that region
- By combining a number of services across a variety of markets over time will establish your company as an 'Employer of Choice' within Africa

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The Process

1) Multiple Attraction Channels

- Our Global Proprietary Database
- www.careersinafrica.com
- Recruitment Summits
- Networking
- Global Media Partnerships
- Regional and Functional Jobsites
- E-marketing
- Search Engine Optimisation
- Universities and Business Schools
- Societies and Associations
- Advertising
- PR
- Social Networking Websites
- Lifestyle & Career Portals
- Alumni Networks

2) Microsite



Company branded microsite, which sits within www.careersinafrica.com

Company logo and profile with information about available positions

Clear call-to-action on every page asking candidates to APPLY

3) Online Application

Candidate details and CVs are captured in our Candidate Management System through your own dedicated microsite ready for recruiters to pre-select.

4) Pre-Selection

Your own dedicated Global Career Company recruiters pre-select CV's of suitable candidates on a regular basis, giving you a constant pipeline of talent for a country or region.

5) Selection

Our recruiters will conduct telephone interviews. Once qualified, we send you candidates at agreed intervals and you decide whether you want to take it further directly or ask us to conduct more in-depth competency based interviews.

6) Interview

We can organise interviews for you either 'in-country', over the phone, via video conference or at one of our Recruitment Days or Careers in Africa Recruitment Summits around the world.

For more information, please contact our Business Development Team on contactus@globalcc.net or call +44 (0) 20 7348 9097