

CAREERS IN
AFRICA

A Global Career Company Initiative



Recruitment Services

Recruiting Excellence for Africa



Our Company

At Global Career Company our simple philosophy is to attract high-calibre African talent from around the world, ensuring you recruit the best in the market.

As a leading international recruitment consultancy with a unique service offering, our mission is to help you create your own talent pipeline of internationally-oriented graduates and professionals and to recruit critical skills for your operations across Africa. Our international team has over 12 years experience delivering tailored recruitment solutions to multinationals and leading African companies.



Our Candidates

We focus on attracting hard to reach African candidates from around the world with that potent mix of international experience combined with local knowledge.

Our global attraction and rigorous pre-selection process ensures that only the most suitable candidates are selected. Each application we receive is assessed by our team and each step of the selection process is managed efficiently through our own proprietary database and CRM platform.

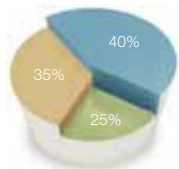
Our candidates combine a powerful mix of outstanding academic qualifications, relevant international experience and a comprehensive understanding of African markets. Our candidates also possess the following:

- Fluency in English, French, Portuguese or Arabic
- Up to 20 years of professional experience
- Strong managerial potential and/or technical skills
- Work authorisation for at least one African country

Candidate Demographic Breakdown

Experience

- 0-3 years experience (25%)
- 3-7 years experience (35%)
- 7+ years experience (40%)



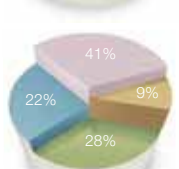
Geographic Locations

- Africa (30%)
- Europe (45%)
- North America (15%)
- South America (10%)



Nationality

- East Africa (22%)
- West & Central Africa (41%)
- North Africa (9%)
- Southern Africa (28%)



Our Network

The Careers in Africa network is a powerful global resource that includes a world-class database boasting thousands of African professionals.

Our relationships span far and wide:

- Over 100,000 high potential African candidates around the world
- Representatives from over 1,000 leading international universities, business schools and alumni networks
- African societies and professional associations

Our global attraction campaigns reach across this vast network and utilise the following:

- Global print and online media partners
- Trade shows
- Seminars and exhibitions
- Candidate referral systems
- Social networking platforms

Our Track Record

African professionals in our network	over 100,000
Candidates that have attended a Careers in Africa Summit	18,000
Candidates recruited into jobs	over 5,000
Successful recruitment assignments	over 300
Companies we recruit for	over 200
African countries we recruit into	40

Recruitment Services

Search and Selection

A tailored solution for companies seeking mid-career to executive level critical hires.

Search & Selection is a fully integrated recruitment service including candidate mapping, headhunting and traditional search methodologies.

A comprehensive selection process takes the appropriate candidate through the offer stage to successful recruitment. Our dedicated specialist recruiters take the time to understand your hiring needs, both technically and culturally and offer knowledge and expertise within their key markets. We work across a range of sectors and industries and tailor the breadth and complexity of our solution to meet your unique requirements.

Recruitment Campaigns

A custom campaign designed to meet your unique recruitment needs.

We develop targeted communication campaigns in order to attract the best candidates. Following your own recruitment process, our recruitment team handles all responses and manages all screening and selection processes to interview stage.

As a natural conclusion to a Recruitment Campaign, we can design and organise your own Recruitment Day which can incorporate interviews, presentations, business games and assessment centres.

Recruitment Summits

Unique invitation-only events that bring together world class companies with high calibre African talent from the international market.

Careers in Africa Recruitment Summits are held across Europe, Canada, the US, South America and Africa, and enable a consortium of leading companies to interview pre-selected candidates, ranging from graduates and early-career professionals to mid-career talent.

Through scheduled and spontaneous interviews, presentations and networking opportunities, you will have a unique opportunity to recruit international African talent, develop your business and strengthen your employer brand.

Talent Pool Resourcing™

Our Talent Pool Resourcing™ service creates a pipeline of talented African professionals enabling you to recruit the best in the market.

Global attraction campaigns drive candidates to your own company-branded microsite and our dedicated recruitment team screen and select suitable candidates for you to interview, enhancing your in-house capability.

Recruitment Advertising Services

Online Services

We offer the opportunity to display your high impact banner advertising, featured job listing, or promote you as a 'featured company' on our Careers in Africa website.

We develop and host your own strongly branded recruitment microsite, and position your brand as an employer of choice to the thousands of African career seekers visiting www.careersinafrica.com every day.

Print Advertising

Advertise in our own Summit Programmes or utilise our global and regional media partners to increase your exposure with some of the best African talent around the world.

Print advertising is a great way to compliment our Recruitment Services, and to promote your employer brand.



Our Clients

We have over 200 clients including:



“We have used Global Career Company for many years and will continue to do so; they have become an invaluable source of high potential talent for our business”

HR Director, SAB Miller

“If you have a presence in Africa you would be crazy to miss such an opportunity to tap into this talent pool”

HR Director, Stanbic Africa

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