



### **Multichoice**

**Location:** Angola

**Service:** Search and Selection

**Sector:** FMCG

**Positions:** HR Manager, Finance Manager, and General Manager

#### **The Client**

MultiChoice Africa is a company born and bred in Africa, with a firm commitment to the development of the continent. Their leadership in premium pay television technology and entertainment continues to keep Africa connected in real time with the world through the DStv platform.

#### **The Challenge**

Multichoice needed to make several high level hires within a short time to help their business grow in Angola. It was challenging for Multichoice to find the right candidates as they had to be Portuguese-speaking as well as have enough experience to run the business. Another challenge for Multichoice was that since they are not predominantly based in Angola and didn't have any local candidate search capability, it made it more difficult for them to suitable candidates.

#### **The Solution**

Global Career Company identified its Search and Selection services as the most effective way to find executive-level candidates with international experience for Multichoice. Portuguese speaking recruiters with knowledge of the local Angolan market used multiple attraction channels to find suitable candidates for Multichoice, including advertising, searching relevant databases, through networking with candidates and using job boards.

Global Career Company conducted in-depth interviews with candidates before sending a complete profile of each shortlisted candidate to Multichoice.

Multichoice also attended our Careers in Africa Recruitment Summit in Lisbon to interview candidates for other positions and at the same time interviewed a candidate for the General Manager position as the candidate was based in Lisbon.

#### **The Result**

Multichoice was able to interview high calibre candidates for all three positions and made hires within three months of retaining our Search & Selection services. As a result of the successful search, Multichoice have again retained Global Career Company on another Search & Selection assignment to find senior to executive-level candidates for their business in Africa and are regularly attending our Recruitment Summits to hire graduate to mid-career candidates as well.