

As a professional services firm we know that the success of any organization today is **hiring and retaining great talent.**

To ensure consistent results and true customer service our unique value proposition entails continuous assessment of clients' business needs, competitive analysis and a methodical research approach. We call this Performance-based Hiring – a systematic process for hiring top talent.

### SERVICES

#### ■ Project Sourcing

Our project sourcing services will assist your organisation in sourcing your next SAP or Microsoft technology project by utilising our permanent and contractor resource pool. These projects can typically be run on a fixed or labour price basis. Our senior consultants have extensive experience in developing and implementing systems for the top 100 South African corporations.

#### ■ Contract Resourcing

This service offering entails the provision of professional IT services on a labour broking basis. Our background in systems integration enables us access to the best pool of resources for your most complex requirements.

#### ■ Permanent Resourcing

SMC's executive search methodology is customised for ICT resources; providing a complete end to end recruitment service to our customers.

a professional services firm that **implements, develops and supports** business software solutions



## OUR VALUE PROPOSITION

Our value proposition encompasses the following key commitments:

- Assisting our clients to make hiring top talent a business system through performance based hiring.
- Talent Centric Sourcing -Find the Best at lowest Possible Cost/Time
- Solution Centric Resourcing – tailoring solutions to your resourcing needs
- Sharing the risk of hiring top talent through partnerships with the hiring manager
- Evidence-based Assessment to predict on-the-job performance
- Head Hunting – We identify and engage the best candidates whether they are looking or not.

## SMC SOURCING PRINCIPALS

**The Law of Positive Energy** - The more passive the candidate the more active and creative the recruiters need to be.

**Recruiting Persistence** - We believe that only the recruiter or hiring manager has the right to disqualify a candidate (the candidate can't disqualify themselves) Candidates saying "No" means they need more info. We never give up until candidate has enough info to decide.

**Recruiting Inflection Point** - Point when candidate moves from buyer to seller (wants to drive!) Our methodology facilitates recruiter to take a candidate to this point – comfortably shifting thinking from short term tactical (Money) to long term job stretch and career growth.

## TAKING THE ASSIGNMENT

Most job descriptions are too vague, they define jobs in generalities. These helicopter view job descriptions allow for a false sense of understanding and require too many candidates to be seen. Performance Profiles define the real job, what people will actually do. This helps to attract, assess and hire top people.



## CANDIDATE TYPES

- Active candidates 15%  
They need a job and look aggressively.
- Semi-passive candidates 25-50%  
They are fully-employed and look infrequently, generally on bad days.
- Passive candidates 25-35%  
They are fully-employed and seldom look.  
They work hard, work well with others  
and consistently achieve superior results.



### Are you sourcing the best talent or the most active?

Passive candidates don't generally respond to adds however will listen to potential opportunities if personally contacted. You can't make a great hiring decision if you don't have great candidates to choose from.

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