

CAREERS IN  
**AFRICA**

**TALENT AGENDA SERIES**

A Global Career Company Initiative

**AFRICA EMPLOYER OF  
CHOICE CONFERENCE**

LONDON, 15 MAY 2015

HILTON CANARY WHARF



GLOBALCAREERCOMPANY

 #talentagenda  /careersinafrica

 Talent Agenda Series - Recruiting Excellence for Africa

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## IMPORTANT INFORMATION FOR DELEGATES

### MOBILE PHONES

Please switch off or mute your mobile phone in the Conference hall.

### BADGES

It is an admission requirement to wear your badge at all times during the Conference.

### PRESENTATIONS

The presentations will be available after the event on the Africa Employer of Choice Conference website. You will be sent details to access the material.

### FEEDBACK FORM

Please take a few minutes to complete the feedback form and hand it in at the check in desk.

## WELCOME NOTE



On behalf of us all at Global Career Company, it gives me great pleasure to welcome you to the Africa Employer of Choice Conference as part of the Talent Agenda Series. Thank you to you all for being here, and thank you to our hugely exciting panel of speakers. The Africa Employer of Choice Conference is the fourth in a series of Conferences that will get to the heart of the issues that matter in human capital, both within Africa and globally, and we are delighted to have you here, inspiring great debate and moving the conversation towards solutions for organisations throughout the continent.

Africa is the world's market to watch and human capital will be a key for the realisation of its potential. Initiatives like the Talent Agenda Series, and your experience and perspective feeding into it, will help to ensure that human capital becomes a true African asset. Through the speakers, discussions and networking of today, we will play a part in making that so.

Employer of Choice was chosen as the focus for today's Agenda because Global Career Company sees investment in differentiating as an employer as the solution to closing the talent gap, to winning the race for talent and achieving the potential of businesses in Africa. Whether through employee engagement, through recruitment activities which provide for Employer Brand promotion or through the creation and communication of a compelling Employer Value Proposition, this is where employers can gain a critical edge to find, keep and develop the African talent that will take their businesses forward.

Later today, we will reveal a tremendously exciting development for Africa's Employers of Choice. We will soon launch Careers in Africa Employer of Choice 2015, delivered in association with Towers Watson, a survey and report which will identify and reward those employers who stand out in the eyes of the Global Talent Pool. More on that later, and elsewhere in this programme.

On behalf of us all at Global Career Company, I wish you an informative and enjoyable day, and hope that the ideas generated turn into truly impactful initiatives in your organisation, both in the short term and in the future.

Best regards,



**Sarah Roe**

Director and Co-Founder  
Global Career Company

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CAREERS IN  
**AFRICA**

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A Global Career Company Initiative

## **AFRICA EMPLOYER OF CHOICE CONFERENCE**

**LONDON, 15 MAY 2015**

**HILTON CANARY WHARF**

Africa is a talent market where the competition to recruit and retain the best is unprecedented. The Employer of Choice Conference is Africa's forum for thought leaders and influencers from HR and across business leadership to discuss and develop a Talent Agenda that supports business growth. Today, with the support of leading HR and management professionals, we will discuss:

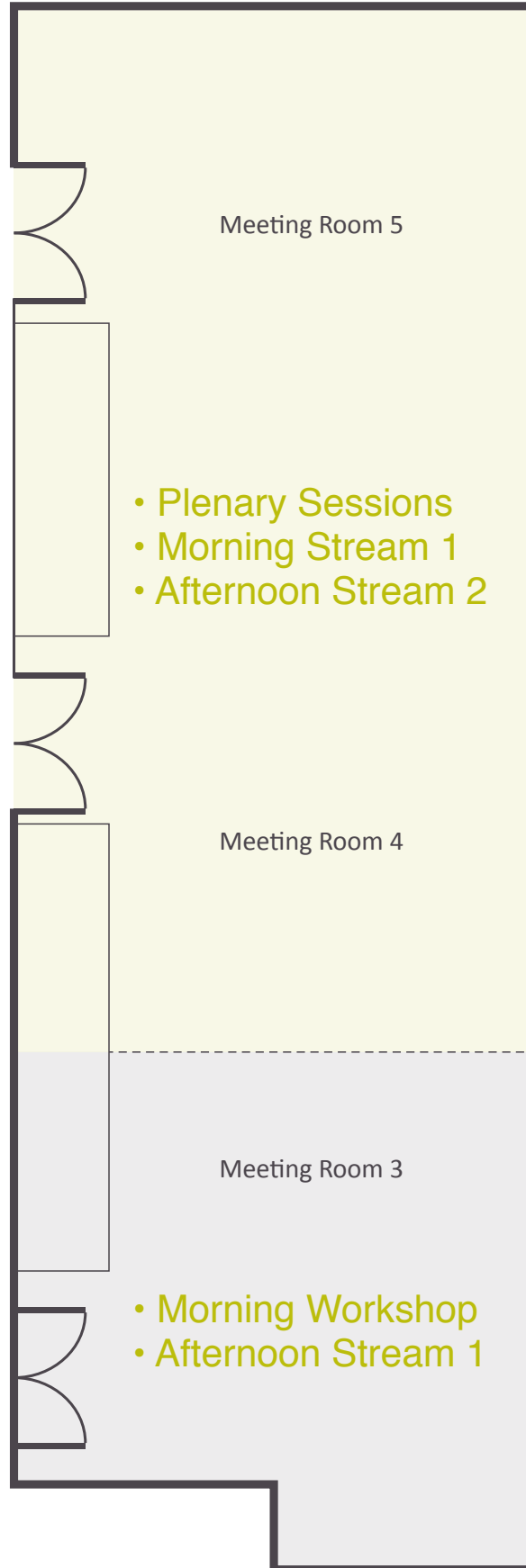
### **1: Leading-Edge Recruitment for Africa**

- How to harness transformative global trends across new talent landscapes for Africa
- Innovative techniques and processes to translate marketing into recruitment of the best talent for Africa

### **2: Closing the Talent Gap in Africa**

- International talent, local knowledge and leadership
- Knowledge Transfer and the African Diaspora

# FLOOR PLAN



# CONFERENCE AGENDA

08.45	<b>Registration</b>				
09.30	<p><b>Welcome - Sarah Roe</b> Director and Co-Founder Global Career Company</p> <p><b>Keynote Address - Arnold O. Ekpe</b> Chairman of Atlas Mara and former GCEO of Ecobank</p>				
10.00	<p><b>Plenary Session: Leading-Edge Recruitment for Africa</b></p> <ul style="list-style-type: none"> <li>• <b>Technology, demographic shifts and peer-to-peer dynamics</b> How to harness transformative global trends across new talent landscapes for Africa</li> <li>• <b>Employee Value Proposition and Employer Brand</b> Innovative techniques and processes to translate marketing into recruitment of the best talent for Africa</li> </ul> <p><b>15 min presentation</b> <b>Alex Mugan</b> Marketing Director Global Career Company</p> <p><b>30 min panel discussion</b> <b>Moderator - Scheherazade Zekkar</b> HR Director Global Career Company</p> <p><b>Panellists</b></p> <table border="0"> <tr> <td><b>Steve Brockie</b> Regional Director Johnson &amp; Johnson</td> <td><b>Sipho Gumbi</b> HR Executive Old Mutual Emerging Markets</td> <td><b>Jean-Paul Thill</b> Head of Francophone Africa KPMG</td> </tr> </table> <p><b>15 min Q&amp;A</b></p>		<b>Steve Brockie</b> Regional Director Johnson & Johnson	<b>Sipho Gumbi</b> HR Executive Old Mutual Emerging Markets	<b>Jean-Paul Thill</b> Head of Francophone Africa KPMG
<b>Steve Brockie</b> Regional Director Johnson & Johnson	<b>Sipho Gumbi</b> HR Executive Old Mutual Emerging Markets	<b>Jean-Paul Thill</b> Head of Francophone Africa KPMG			
11.00	<b>Networking Break</b>				
11.30	<p><b>Stream 1</b></p> <p><b>Sourcing through Employee Value Proposition and Employer Brand: differentiation, regionalisation and authenticity</b></p> <p><b>15 min presentation</b> <b>Ghita Kittane Belmaachi</b> HR and Communications Director SAHAM Group</p> <p><b>30 min panel discussion</b> <b>Moderator - Roberta Dutra</b> Client Services Manager Global Career Company</p> <p><b>Panellists</b></p> <p><b>Virginie Fernandez</b> HR Director Latin America, Canada, Africa &amp; Middle East Möet Hennessy</p> <p><b>Aziza Mzoughi</b> HR Business Partner Vistaprint</p> <p><b>Eric Pietrac</b> HR and Sustainability VP Subsea 7</p> <p><b>15 min Q&amp;A</b></p>	<p><b>Stream 2 – Workshop</b></p> <p><b>Social media in the recruitment of the best international, regional and local talent for Africa</b></p> <p><b>Workshop led by</b> <b>Alex Mugan</b> Marketing Director Global Career Company</p>			
12.30	<b>Networking Lunch</b>				

13.45	<p><b>Plenary Session: Closing the Talent Gap in Africa</b></p> <ul style="list-style-type: none"> <li>• <b>Recruiting and retaining Human Capital Excellence for Africa</b> International talent, local knowledge and leadership</li> <li>• <b>Sources, culture and integration</b> From skills to abilities</li> </ul> <p><b>15 min presentation</b> <b>Scheherazade Zekkar</b> HR Director Global Career Company</p> <p><b>30 min panel discussion</b> <b>Moderator - Alex Mugan</b> Marketing Director Global Career Company</p> <p><b>Panellists</b></p> <table border="0"> <tr> <td data-bbox="296 734 608 824"><b>Anisha Archary</b> HR Director Old Mutual Emerging Markets</td> <td data-bbox="667 734 951 853"><b>Javier Panizo del Valle</b> Global Head of Talent Learning and Development Puma Energy International</td> <td data-bbox="1051 734 1356 853"><b>Anne Sefu-Kobai</b> HR Business Leader for Africa Developing Countries, Asia GSK</td> </tr> </table> <p><b>15 min Q&amp;A</b></p>		<b>Anisha Archary</b> HR Director Old Mutual Emerging Markets	<b>Javier Panizo del Valle</b> Global Head of Talent Learning and Development Puma Energy International	<b>Anne Sefu-Kobai</b> HR Business Leader for Africa Developing Countries, Asia GSK
<b>Anisha Archary</b> HR Director Old Mutual Emerging Markets	<b>Javier Panizo del Valle</b> Global Head of Talent Learning and Development Puma Energy International	<b>Anne Sefu-Kobai</b> HR Business Leader for Africa Developing Countries, Asia GSK			
14.45	<p><b>Networking Break</b></p>				
15.15	<p><b>Stream 1</b></p> <p><b>Knowledge transfer: key to sustainable talent for Africa?</b></p> <p><b>15 min presentation</b> <b>Precious Murena</b> HR Director Lafarge Cement Zimbabwe</p> <p><b>30 min panel discussion</b> <b>Moderator - Roberta Dutra</b> Client Services Manager Global Career Company</p> <p><b>Panellists</b></p> <p><b>Stephen Tio Kauma</b> Director, HR African Export-Import Bank</p> <p><b>Abdul M. Kibuuka</b> Group Competence Development Manager Tullow Oil</p> <p><b>15 min Q&amp;A</b></p>	<p><b>Stream 2 – Workshop</b></p> <p><b>The African Diaspora: an asset not a liability</b></p> <p><b>15 min presentation</b> <b>Meryl Bengtsson</b> HR Director East and Southern Africa Region Bolloré Africa Logistics</p> <p><b>30 min panel discussion</b> <b>Moderator - Asma Trabelsi</b> Senior Talent Acquisition Consultant Global Career Company</p> <p><b>Panellists</b></p> <p><b>Kirstie Bean</b> HR Leader South and Southern Africa GSK</p> <p><b>Fredrick Kanga</b> Head of HR Exim Bank Tanzania</p> <p><b>15 min Q&amp;A</b></p>			
16.15	<p><b>Break</b></p>				
16.25	<p><b>Close</b></p> <p><b>Sarah Roe</b> Director Global Career Company</p>				
17.00	<p><b>Networking</b></p>				

# ARE YOU AFRICA'S TOP EMPLOYER?

**FIND OUT THIS YEAR**  
WHEN THE GLOBAL TALENT POOL SPEAKS

[CAREERSINAFRICA.COM/EOC](http://CAREERSINAFRICA.COM/EOC)

CAREERS IN  
AFRICA  
A Global Career Company Initiative

EMPLOYER OF  
**CHOICE**  
2015

in association with  
TOWERS WATSON 



## CHAIR



### **Sarah Roe**

Director and Co-Founder, Global Career Company

Sarah Roe is a BA Honours graduate of Social Anthropology with African and Asian studies. Sarah has extensive international experience in both the recruitment and the marketing sectors.

Sarah also has a breadth of experience in recruitment advertising having worked on European and Global Graduate & MBA Campaigns.

Alongside her work at Global Career Company, Sarah is also Vice Chairman of Friends of Education Africa, a South African based charity which helps to bring education to some of the poorest children in the country.

## KEYNOTE



### **Arnold O. Ekpe**

Chairman of Atlas Mara and former GCEO of Ecobank

Arnold O. Ekpe served as Group Chief Executive Officer (“GCEO”) and Executive Director of Ecobank Transnational Incorporated (“Ecobank”) until 2012. Mr Ekpe re-joined Ecobank as GCEO in 2005 having previously been Ecobank’s Chief Executive Officer (“CEO”) from 1996 to 2001. Between 2002 and 2003 he served as CEO of United Bank for Africa. From 2004 to 2005 he was a partner at Africa Capital Alliance. He was also previously a non-executive director at UAC Nigeria plc, Dorman Long Engineering and Virgin Nigeria Airways, and non-executive vice-chairman of ADC African Development Corporation AG.

He currently serves as non-executive director of the Nigeria Sovereign Investment Authority and chairman of its risk committee, non-executive chairman of Cellular Systems International (trading as Wari), non-executive chairman of Africa Strategic Impact Fund, non-executive director of Dangote Flour Mills plc, non-executive chairman of Multiverse Plc, and Honorary President of the Business Council for Africa.

He has over 30 years of African and international banking experience, including serving as a vice president and head of Structured Trade and Corporate Finance for sub-Saharan Africa for Citibank. He holds degrees in Mechanical Engineering and Business Administration from Manchester University and Manchester Business School, respectively.



### **Anisha Archary**

HR Director, Old Mutual Emerging Markets

Anisha Archary is the Human Resources Director of Old Mutual Emerging Markets, whose portfolio spans South Africa, the rest of Africa, Colombia, Mexico, India & China and has a combined workforce of 31,000 employees. Previously Anisha held the position of Executive Vice President Global Passenger Services, Product & Marketing of SAA where she spent 12 years. She holds a Masters Degree in Psychology and has completed Leadership Programmes in Switzerland, South Africa and

Harvard Business School. She has spent the last 28 years in the Corporate World learning and contributing across the Transport, Retail and Financial Services sectors. She has lived and worked in South Africa and India and her work has allowed for extensive travel across the African continent where her passion for building teams across boundaries and integrating new acquisitions into the Old Mutual business can be seen.



### **Kirstie Bean**

HR Leader South and Southern Africa, GSK

Kirstie Bean graduated from the University of Cape Town in 1994 with a B.Soc.Science with majors in Industrial Sociology, International Politics and Industrial Relations. Kirstie has worked in the pharmaceutical sector since 1997 and for GSK for 10 years. Most of her career has been in the commercial sector and, more recently, in commercial HR, Learning and Organisational Development, before moving into her current role. Kirstie also sits on the Board of Directors for GSK SA PTY Ltd.

Kirstie has a huge passion for development and leadership capability within the organisation and plays an integral role not only in the roll out of coaching capability, but also by working as a Job+ Coach within the global GSK organisation. As an accredited facilitator for Insights Discovery, Kirstie does a lot of work within the organisation on behavioural preferences and understanding how to leverage greatness from individuals through adapting, connecting and flexing styles in the changing workplace.



### **Meryl Bengtsson**

HR Director, East and Southern Africa Region, Bolloré Africa Logistics

Meryl Bengtsson has a wealth of experience in Human Resources, having started her career working for Coca Cola Bottling Plant in South Africa. Her passion for travel has seen her travel and work in such far-flung places as Los Angeles, Copenhagen, Czech Republic, the United Kingdom and Botswana. During her career, Meryl has had the opportunity to work in a variety of industries with human resource management responsibility of

different countries – particularly in Africa. This experience has garnered her valuable insight into different cultural contexts and the challenges that industry faces regarding the recruitment and retention of key talent in an emerging continent.

She holds a Master of Science Degree in International Human Resource Management from the University of Liverpool.

## SPEAKERS AND PANELLISTS



### **Steve Brockie**

Regional Director, Johnson & Johnson

Steve Brockie joined Johnson & Johnson in 1999 and first started working with sub Saharan Africa in 2001. In the last 14 years, Steve has built up incredible knowledge of the continent's healthcare sector and has overseen huge transformation of Johnson & Johnson's business and go-to-market strategy. Steve has

led the sub Saharan Africa region for the last 6 years and during this period both the business and sales force have trebled in size. Steve takes pride in his commitment to on-going people development and the creation of a strong and diverse talent pipeline.



### **Roberta Dutra**

Client Services Manager, Global Career Company

Roberta Dutra has over 10 years' experience in client management and support, headhunting, talent acquisition, talent mapping and various HR services to clients and candidates across

a full range of sectors. She has been working at Global Career Company since 2010 and placed over 200 senior level candidates into multinational companies across Africa.



### **Virginie Fernandez**

HR Director Latin America, Canada, Africa & Middle East, Moët Hennessy

Virginie Fernandez has a dual academic background in Business, from French Business School ESSEC, and in Human Resources Management from the Sorbonne University. In her position of HRD of Moët Hennessy for Latin America, Canada, Africa & Middle East, she has been travelling extensively to the African continent.

Due to her origins, life and career path, Virginie is passionate about diversity and cultural differences and her career has followed this passion.

## SPEAKERS AND PANELLISTS



### **Siphso Gumbi**

HR Executive, Old Mutual Emerging Markets

Siphso Gumbi is a mature HR Business partner with over 20 years working experience in different business sectors especially management consulting, telecoms and financial services. He has 7 years experience at senior management in most African countries and the Middle East focusing on building, shaping and embedding global HR

capabilities and practices with emphasis on HR business partnering, HR strategy management, organisational design, business transformation, culture change, EVP and business performance management. Siphso holds an MSc in Innovation and Change, MBA, BCom and Diploma in Journalism.



### **Fredrick Kanga**

Head of HR, Exim Bank Tanzania

Frederick Kanga is a successful Human Resources Professional with over twenty years experience spent in various challenging assignments in Tanzania, and mainly focused in transformation of successful and fast growing organisations. His vast HR experience has been in Manufacturing, Airlines, Telecommunications and Banking. He is currently leading the transformation agenda of Exim Bank, the fifth largest Bank in Tanzania and the first Tanzanian Bank to acquire footprint outside Tanzania.

He holds Bachelor of Arts (Public Administration) and a Master in Business Administration (Human Resources Management), both from the University of Dar es Salaam and he is a senior member of the Association of Tanzania Employers.



### **Stephen Tio Kauma**

Director, HR, African Export-Import Bank

Stephen Tio Kauma is an HR professional with 20 years of international business management experience. He has worked as a Business Advisor with KPMG, HR Consultant with PricewaterhouseCoopers, and Head of HR for Lafarge Cement (Hima Cement) in Uganda. Since 2008, he has been working

as Head of HR for the African Export-Import Bank (Afreximbank) a Pan-African multilateral Bank Headquartered in Cairo, Egypt. He holds a BA and MBA from Makerere University, Uganda and a Diploma in HR from Uganda Management Institute.

## SPEAKERS AND PANELLISTS



### **Abdul M. Kibuuka**

Group Competence Development Manager, Tullow Oil

Abdul Kibuuka started his HR practice with The Royal Dutch Shell Plc in 2003 after graduating from The London School of Economics with a Master's Degree in Industrial Relations and Human Resource Management. His career at Shell spanned several roles that gave him opportunity to travel across Africa, Europe and The Middle East on various assignments. He headed the HR department at Shell Uganda until June 2008 when he joined Tullow Oil as the pioneer Head of Human Resources. He is currently Group Competence Development Manager for Tullow Oil Plc based at Tullow's head office in London where is accountable

for Tullow's Group's Talent Management, Performance and Training strategies. Abdul's interests and strengths are mainly in the areas of Performance Management, Organizational Development, Pay Dynamics, Talent Management and Leadership Development. He is a member of several local and international professional forums. Abdul was President of The Human Resource Manager's Association of Uganda (HRMAU) for two consecutive terms between 2010-2014. He has spoken at various local, regional and international forums on varied people management subjects.



### **Ghita Kittane Belmaachi**

HR and Communications Director, SAHAM Group

Ghita Kittane holds a Master's degree in management sciences from Paris I- Sorbonne university. She started her career in 1994 at the African Insurance Company where she created and developed the bancassurance business and also insurance for Individuals, supported by an innovative communication strategy oriented toward the wider public. In 2000, she joined the Royal Moroccan Insurance where she establishes the Communication Department. In 2004 she took charge of the communication of the new merged entity RMA Wataniya. Then

she has been actively involved in the creation of the last telecom operator in Morocco, Wana.

In 2007, with the wisdom that only comes from over 10 years of experience, she chose to break new ground to consult and assist large companies in the development of their communication and management strategies. Since late 2012, she joined SAHAM Group as the Group's Director of Communications and Human Resources.



### **Alex Mugan**

Marketing Director, Global Career Company

Alex Mugan's approach to the Marketing function centres on value proposition, the creation of a compelling story and the need to re-position Marketing at the core of the commercial approach in a changing business environment.

Alex has led Marketing teams focused on B2B and B2C across a variety of sectors, and specialises in working across the strategic and operational, from positioning the Marketing

programme within the wider business, to Marketing planning across digital and offline channels.

Alex heads up the team at Global Career Company, where his efforts support the delivery of Recruiting Excellence for Africa, by positioning the biggest brands to meet the brightest talent. He is a graduate of the University of Cambridge with an MA in history.



### **Precious Murena**

HR Director, Lafarge Cement Zimbabwe

Precious Murena has 10 years working experience in different industries: Mining, Manufacturing, Retail and HR Consultancy. She is known for her passion and drive for businesses to adopt workforce Diversity & Inclusion as a lever for competitive advantage. She focuses particularly on Gender diversity & Disability. She has addressed many leaders from various organisations at Key business forums in Africa around this topic.

She is also known for her celebrated achievements in Talent management and people development at Lafarge. Her extensive

work and focus on bringing value addition to the employee in Lafarge was what landed Lafarge Zimbabwe the prestigious Best Employer brand award in 2014.

Precious sits on the board of the Marketers Association of Zimbabwe. She has a Master's in Business Administration from the University of Zimbabwe, a Bachelor of Science Honors degree in Psychology from the University of Zimbabwe and a Diploma in Personnel Management from the Institute of Personnel Management Zimbabwe (IPMZ)



### **Aziza Mzoughi**

HR Business Partner, Vistaprint

Aziza Mzoughi started her career 16 years ago in business development but in 2009 decided to pursue her passion for human resources.

She joined Vistaprint, Tunisia in the same year and has since expanded her knowledge and role to include psychology and sociology. With Aziza's support, the business has fast grown

to employ over 500 and covers services in Portugal and the UK.

Aziza has travelled extensively in Europe, the Americas and North Africa, thus acquiring a knowledge and understanding of different cultures and backgrounds.



### **Javier Panizo del Valle**

Global Head of Talent, Learning and Development, Puma Energy International

Javier Panizo Del Valle is a senior highly international Human Resources professional with over 15 years experience developed in multinational companies in the industrial, IT and financial services sectors. He has experience working in Western and Eastern Europe, US, LatAm, Sub Saharan Africa, SE Asia and Australia. Javier has broad strategic

HR management experience in key global roles, in culturally varied and international environments. He has strong customer and results focus, with sound knowledge of multiple disciplines within HR. Javier is accustomed to working in dynamic, ever changing environments, acting as a solid coach and advisor at senior executive level.

## SPEAKERS AND PANELLISTS



### **Eric Pietrac**

HR and Sustainability VP, Subsea 7

After 10 years as an engineer in France and in Argentina for Saint Gobain, Eric Pietrac decided to make HR a second career. He has 15 years of experience in various sectors like

manufacturing, professional services, real estates and oil and gas. Eric has written 2 books and numerous articles on employer branding and on emerging markets.



### **Anne Sefu-Kobai**

HR Business Leader for Africa, Developing Countries, Asia, GSK

Anne Sefu-Kobai is an international, senior HR professional with extensive experience in FMCG, Telecommunications and the Pharmaceutical Industry.

Her role at GSK is focussed on enabling the business achieve its vision of reaching 80% of the region's population with GSK medicines and products, and ensuring that they are no. 1 healthcare employer of choice in the region by 2020.

Prior to joining GSK, Anne worked as Senior HRBP at Vodafone Group in United Kingdom. Most of her earlier career was with The Coca-Cola Company, where she held several Senior Human Resources positions at Local, Regional and Group level.

Anne has a Bachelor of Education degree, from Kenyatta University, in Kenya and a Masters Degree in HR Strategy and Change from Kingston University, Surrey UK.



### **Jean-Paul Thill**

Head of Francophone Africa, KPMG

Jean-Paul Thill has been Head of Francophone Africa since October 2012. Before then, between 2005 and 2012, he was Chief Executive Officer, KPMG EMA region. He was also Chairman of the EMA Management Team, Member of KPMG International Global Executive Team. Jean-Paul is former Chairman of the Supervisory Boards of KPMG India, CIS/Russia and Turkey. He is an audit partner in

KPMG's member firm in France and based in Paris. He graduated in Business Studies from the Institut d'Etudes Politiques (Paris) and joined Peat Marwick & Mitchell in Paris in 1985, becoming a partner in 1995. Jean Paul has been the Lead Partner for some of the largest French companies. He was formerly Head of Global & EMA Industrial Markets and a member of the French Executive team.



### **Asma Trabelsi**

Senior Talent Acquisition Consultant, Global Career Company

Asma Trabelsi has been part of Global Career Company's international team since 2014. She is responsible for the Maghreb and African attraction, for recruitment strategies implementations, for finding new attraction channels and for delivering African talent market analysis. Asma comes from a scientific

background: she holds a PhD in Microbiology from the University of Pierre and Marie Curie (France). She has experience in technical and scientific recruitment within different international pharmaceutical and research institutions working with the African diaspora.



### **Scheherazade Zekkar**

HR Director, Global Career Company

With a Masters in Human Resources from a London university and a Masters in Coaching and Change Management from a French University, Scheherazade Zekkar has spent many years working as an HR Professional and Talent Director in different places around the world. She has worked both in-house and as a consultant across industries and for organisations ranging from tech start-ups to large global multinationals. She has managed people from different cultural backgrounds

across continents and helped companies succeed in their growth and international development by putting together talent strategies that are adapted to today's globalised world. With Global Career Company, she brings together her passion for talent development and diversity by placing her skills and experience at the service not only of her internal clients but also Global Career Company's client and candidate base.





JOHANNESBURG, 19-22 NOVEMBER 2015

HILTON HOTEL, SANDTON

THE MUST-ATTEND RECRUITMENT EVENT OF 2015

THURSDAY 19<sup>TH</sup> NOVEMBER

## DISCOVER

### *Careers in Africa Employer of Choice 2015 - The Results*

What motivates top African talent and who does it best?  
Find out from this first-of-its-kind survey and report.



## RECOGNISE

### *Careers in Africa Employer of Choice 2015 - The Awards*

A gala ceremony to recognise and celebrate the continent's top employers across multiple categories, as chosen by the Talent Pool.



FRIDAY 20<sup>TH</sup> NOVEMBER

## DISCUSS

### *Talent Agenda Series - Recruiting Excellence for Africa Conference*

Pan-African, regional and local perspectives on recruiting and retaining the best, discussed in a high-level, interactive one-day Conference.



FRIDAY 20<sup>TH</sup> - SUNDAY 22<sup>ND</sup> NOVEMBER

## RECRUIT

### *Careers in Africa Recruitment Summit, Johannesburg 2015*

Recruit exceptional talent from our Global Talent Pool in Africa through the continent's leading Recruitment Summit.



Achieve multiple objectives at the must-attend African HR event of 2015  
Packages are available for you and your team to be a part of it

Contact [bdteam@globalcc.net](mailto:bdteam@globalcc.net) for details  
[careersinafrica.com/jhb](http://careersinafrica.com/jhb)



# RECRUITMENT SUMMITS

## CALENDAR 2015



GLOBALCAREERCOMPANY

ACCESS OUR GLOBAL TALENT POOL FOR AFRICA, YEAR-ROUND & WORLDWIDE

### WHAT TO EXPECT

- Meet the highest-calibre pre-screened talent at consortium events delivering ROI through multiple hires
- Meet, interview and recruit the top 10% of the talent pool in each location
- Complete recruitment process, including Mapping, Sourcing, Pre-Selection, Assessment, Selection and Recruitment
- A worldwide, multi-channel employer brand showcase across the Summit and the months before
- See the results through multiple hires for pipeline & critical roles across all functions and regions

**PARIS**  
10-12 APRIL  
Now in its **11<sup>th</sup>** year  
CAREERS IN AFRICA | CAREERS IN MAGHREB  
A Global Career Company Initiative | A Global Career Company Initiative

**LISBON**  
24-26 APRIL  
Now in its **6<sup>th</sup>** year  
CAREERS IN AFRICA  
A Global Career Company Initiative

**LONDON**  
15-17 MAY  
Now in its **13<sup>th</sup>** year  
CAREERS IN AFRICA | CAREERS IN MAGHREB  
A Global Career Company Initiative | A Global Career Company Initiative

**NEW YORK**  
6-8 NOVEMBER  
Now in its **5<sup>th</sup>** year  
CAREERS IN AFRICA | CAREERS IN MAGHREB  
A Global Career Company Initiative | A Global Career Company Initiative

**JOHANNESBURG**  
20-22 NOVEMBER  
Now in its **7<sup>th</sup>** year  
CAREERS IN AFRICA  
A Global Career Company Initiative

### WHAT SETS GLOBAL CAREER COMPANY SUMMITS APART?



High-Calibre Pre-Screened Candidates



Complete Recruitment Process



Specialist Support & Management

“ A GREAT EXPERIENCE AND SET OF RECRUITMENT OUTCOMES. ”

HR Director, GSK

### OUR 550+ SUMMIT CLIENTS INCLUDE:



For more information, please contact our Business Development Team:  
Call +44 (0) 20 8834 0300, visit [careersin africa.com](http://careersin africa.com) or email [bdteam@globalcc.net](mailto:bdteam@globalcc.net)

# ATTENDING ORGANISATIONS



**Bloomberg**



*Johnson & Johnson*



MoëtHennessey



Steelcase



TOWERS WATSON *tw*



#talentagenda /careersinafrica

Talent Agenda Series - Recruiting Excellence for Africa

Contact Us: Tel: +44 20 8834 0300. Email: [conference@globalcc.net](mailto:conference@globalcc.net)