

CAREERS IN AFRICA

TALENT AGENDA SERIES

A Global Career Company Initiative

RECRUITING EXCELLENCE FOR AFRICA CONFERENCE

JOHANNESBURG, 21 NOVEMBER 2014

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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 Recruiting Excellence for Africa Conference website. You will be sent details to access the material.

FEEDBACK

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 Recruiting Excellence for Africa Conference as part of the Talent Agenda Series. Thank you to you all for being here, and thank you to our sponsors, endorsers, partners, and of course, our hugely exciting panel of speakers. Recruiting Excellence for Africa is the second 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.

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



As part of today's discussion we will draw from the results of the Recruiting Excellence for Africa Survey. The Survey was launched in September 2014 and shared with HR professionals based in Africa, from multinational, regional and local organisations operating in all industries and sectors. You will find in this programme some of the most interesting results.

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TALENT AGENDA SERIES
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RECRUITING EXCELLENCE FOR AFRICA CONFERENCE

JOHANNESBURG, 21 NOVEMBER 2014

HILTON SANDTON

Top HR and business leaders are here today to optimise their Talent Agendas on sourcing, engaging and selecting the best local, regional and international talent for Africa.

1: Recruiting Excellence for Africa: Leading-Edge Recruitment

In a market where the competition to recruit and retain the best is unprecedented, leading employers are seeking to create a Talent Agenda which supports their strategic objectives.

We will discuss:

- The significance of social media in sourcing top talent for Africa
- How far Employee Value Proposition can impact the Talent Acquisition process
- Whether new threats and new opportunities have created new selection techniques

2: Recruiting Excellence for Africa: Hiring the Outliers

In this session, our expert panel of recruitment specialists will explore the sourcing, engagement and selection methods delivering high potential, diverse Talent that fits company culture – the outliers.

We will discuss:

- Innovative, successful models for sourcing the rarest profiles and finding the most sought-after candidates
- Translating strategy into Employee Value Proposition and Employee Value Proposition into recruitment
- How to select beyond the CV for talent that will fit into your corporate culture



Social Sourcing: 60% of all respondents do not utilise social media to fulfil their talent sourcing needs. However, 30% will be sourcing more than half of all the talent through social media within 3 years.

FLOOR PLAN



08.30	Registration and Welcome Refreshments	
09.30	<p>Introduction Sarah Roe, Director and Co-Founder, Global Career Company</p> <p>Keynote Speakers Ade Ayeyemi, CEO Sub-Saharan Africa, Citibank Nhlamulo Dlomu, Partner, Management Consulting: People and Change, KPMG South Africa</p>	
10.15	<p>Plenary Session and Panel Discussion Recruiting Excellence for Africa: Leading-Edge Recruitment This session will focus on the approach to Talent Acquisition and Recruitment within the Talent Agenda.</p> <p>With the support of leading HR, marketing and management professionals, we will discuss:</p> <ul style="list-style-type: none"> • The significance of social media in sourcing top talent for Africa • How far Employee Value Proposition can impact the Talent Acquisition process • Whether new threats and new opportunities have created new selection techniques <p>Presenters and Moderators Alex Mugan, Marketing Director, Global Career Company Njambi Ngunjiri, Talent Acquisition Manager, Global Career Company</p> <p>Panellists John Saker, Chief Operating Officer and Chief Financial Officer, KPMG South Africa Samantha Schlimper, Head of Resourcing, Barclays Africa Steven Teasdale, Senior Manager: Leadership Strategy & Executive Talent, Eskom</p>	
11.15	Networking Break	
11.45	<p>Stream 1 Social Sourcing Can social media play a truly significant role in sourcing talent?</p> <p>Sponsored by  Career Junction.co.za <i>Better jobs. More often.</i></p> <p>Caroline Berns Head of Talent Acquisition Sub-Saharan Africa Ericsson</p> <p>Moderator Alex Mugan Marketing Director Global Career Company</p> <p>Panellists Kirstie Bean HR Business Leader for Southern Africa GSK</p> <p>Paul Byrne Managing Director CareerJunction</p> <p>George Honiball Senior Talent Manager Neotel</p>	<p>Stream 2 EVP for TA What impact can Employee Value Proposition have on the Talent Acquisition process, from analysis to recruitment?</p> <p>Elanie Kruger Regional HR Director, Africa G4S</p> <p>Moderator Njambi Ngunjiri Talent Acquisition Manager Global Career Company</p> <p>Panellists Stephen Tio Kauma Head of HR African Export-Import Bank</p> <p>John Ludike Talent Acquisition Head Yum! Brands</p> <p>Charlene Naidoo Talent Acquisition Lead Accenture</p>
12.45	Networking Lunch	

14.00	<p>Plenary Session and Panel Discussion Recruiting Excellence for Africa: Hiring the Outliers In this session, our expert panel of recruitment specialists will explore the sourcing, engagement and selection methods delivering high potential, diverse Talent that fits company culture – the outliers.</p> <p>We will discuss</p> <ul style="list-style-type: none"> • Innovative, successful models for sourcing the rarest profiles and finding the most sought-after candidates • Translating strategy into Employee Value Proposition and Employee Value Proposition into recruitment • How to select beyond the CV for talent that will fit into your corporate culture <p>Presenters and Moderators Sana Chakir, Recruitment Director, Global Career Company Njambi Ngunjiri, Talent Acquisition Manager, Global Career Company</p> <p>Panellists Tswelo Kodisang, Chief HR Officer, Tiger Brands Cathy Sims, Executive Director, South African Graduate Employers Association (SAGEA) Hayley Walters, Managing Director: Accenture Management Consulting, Accenture South Africa</p>		
15.00	<p>Networking Break</p>		
15.30	<p>Stream 1 Sourcing the Hardest to Find Strategic thinking, effective techniques and sustainable processes to source diverse talent and support business growth.</p> <p>Carol Hondonga Principal Advisor, Talent and Diversity Rio Tinto</p> <p>Moderator Alex Mugan Marketing Director Global Career Company</p> <p>Panellists Kirstie Bean HR Business Leader for Southern Africa GSK George Honiball Senior Talent Manager Neotel Stephen Tio Kauma Head of HR African Export-Import Bank</p>	<p>Stream 2 EVP: Nature vs. Nurture Designing EVP strategically, and deducing the relative importance of who you hire and how you develop in ensuring your team embraces it.</p> <p>Sponsored by </p> <p>Graeme Taylor Chief HR Officer Puma Energy International</p> <p>Moderator Njambi Ngunjiri Talent Acquisition Manager Global Career Company</p> <p>Panellists Steven Teasdale Senior Manager: Leadership Strategy & Executive Talent Eskom Tana Greyling HR Director Colgate Palmolive Benthe Legg Regional HR Director Maersk Line</p>	<p>Stream 3 Selection for Culture How to identify the people who fit among the profiles that do.</p> <p>Sponsored by </p> <p>Alix Roe Head of Graduate Recruitment and Development Citi</p> <p>Moderator Sana Chakir Recruitment Director Global Career Company</p> <p>Panellists Cindy Erasmus HR Head Sub-Saharan Africa Citi Sharene Loupo Talent Acquisition Manager Yum! Brands Paul Norman Group Chief HR and Corporate Affairs Officer MTN Group</p>
16.30	<p>Break</p>		
16.40	<p>Close</p>		
17.00	<p>Networking</p>		




Ade Ayeyemi

CEO Sub-Saharan Africa, Citibank

Ade was appointed as the CEO for Citigroup’s Sub-Saharan Africa Division in September 2013, based in Johannesburg, South Africa. As CEO, Ade is responsible for managing Citigroup’s business in the Sub-Saharan region, where it has a fully established banking franchise in 12 countries, as well as, across another 27 Countries where business is conducted on a non-presence basis.

Ade is an alumnus of the Advanced Management Program of the Harvard Business School and the University of London. He is a Chartered Accountant and has a Bachelor of Science (Accounting) with First Class Honors from the University of Ife, Nigeria and is a trained UNIX Administrator and Network Operating Systems Manager. He has interests in Business Strategy, Economics, Process Engineering and Technology.

 [@Citibank](#)



Kirstie Bean

HR Business Leader for Southern Africa, GSK

Kirstie 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.

 [@GSK](#)




Caroline Berns

Head of Talent Acquisition Sub-Saharan Africa, Ericsson

After graduating in Information Engineering at one of Germany’s highest ranked research universities, Caroline commenced a career in IT Project Management. She soon discovered that her real passion was within ICT recruitment and joined Experis, which is the IT Projects & Solutions sourcing subsidiary of ManpowerGroup. Caroline headed up Experis operations within the Basel and North-West Switzerland region as well as Austria, in addition to managing various pan-European resource delivery projects.

In 2012 Caroline decided to move to South Africa, where she joined Ericsson. Based in Johannesburg she oversees Talent Acquisition for the whole of Sub-Saharan Africa. Caroline is responsible for providing insights and strategy development for all talent acquisition activities, serves as the trusted advisor to the business stakeholders, drives key recruitment initiatives and ensures that the recruitment strategies align with Ericsson’s business objectives. Caroline is deeply passionate about driving diversity as well as graduate/intern programs and is member of various councils and committees.

 [@EricssonAfrica](#)

SPEAKERS



Paul Byrne

Managing Director, CareerJunction

Paul has been involved in the internet industry for 15 years. He joined CareerJunction in 2001 after three years of running his own medical placements job board in the UK. During his time at CareerJunction he has gained significant experience in both job board and corporate online recruitment technology solutions and has placed substantial effort into educating the local recruiter market on the

benefits of recruiting online. More recently he has played host to a number of seminars speaking about the changing trends in the world of recruitment and the role of the job board in the era of social recruiting.

 [@Career_Junction](#)



Sana Chakir

Recruitment Director, Global Career Company

Sana has been with Global Career Company for over seven years, joining through the company's graduate programme. Her qualifications include degrees gained in both France and the UK. During her tenure at Global Career Company she has project managed recruitment processes resulting in the hiring of more than 3,000 candidates, from graduate to C-Level.

Sana also supports the Sales Team in the development of Key Account Management models as well as the Talent Acquisition Team in developing and implementing relevant sourcing plans for each recruitment assignment and across all service lines.

 [@careersinafrica](#)



Nhlamulo Dlomu

Partner, Management Consulting: People and Change, KPMG South Africa

As a former HR Executive for Organisational Development for one of the largest banks in South Africa, Nhlamulo's experience spans culture transformations; designing, developing and leading large-scale leadership; and team and organisational effectiveness programmes.

Nhlamulo has also experience on Stakeholder Management and Change Leadership, coaching and managing senior level stakeholders needs, and linking strategic intents with people and HR requirements. Nhlamulo has worked as a

consultant across the HR value chain in areas spanning Talent Management, Transformation, Diversity Management, Employee Engagement, Employee Wellbeing, Performance Management and People Development.

 [@KPMG_SA](#)



Employee Value Proposition: 42% of multinationals design EVP centrally, rather than regionally or locally.



Cindy Erasmus

HR Head, Sub-Saharan Africa, Citi

Cindy is responsible for the human capital strategy and practices across the Sub-Saharan Africa business for Citi. There is a strong focus on the talent attraction, development and retention of Citi's high potential talent as they execute the business strategy across the continent. With over 15 years' experience in leading HR Teams in both global and local corporates, Cindy brings a wealth of experience and strong capability across the HR disciplines.

Cindy holds a Doctor of Philosophy (Ph.D) degree in Industrial Psychology, from the University of Johannesburg and achieved her Undergraduate and Honours Degrees Cum Laude. She obtained First-Class Honours on the National Examination for Psychologists. Her Masters and Doctoral Thesis' focused on workplace capability assessment of those with traumatic head injuries. Cindy has interests in business strategy, diversity initiatives, coaching and return to work initiatives for those with traumatic head injuries.



Tana Greyling

HR Director, Colgate Palmolive

At Colgate Palmolive, Tana is responsible for the East West Africa Region. She has over 20 years' experience in different industries such as FMCG, Telecommunication, Retail and Manufacturing. In her first 10 years she specialised in the Manufacturing and Retail environment where Industrial Relations was a big part of her scope. She was also responsible for a variety of HR generalist roles and expanded her career into Africa when she joined the Telecommunications Industry.

a specialist in Organisational Development, Change Management and Talent Attraction & Retention.

Tana holds a Bachelors Degree in Human Resources and also her Honors Degree in Industrial Relations & Psychology obtained at the North West Province University based in South Africa (Potchefstroom University).

The following 10 years were focused on the African environment and she has become

The most challenging and interesting aspect of her current role remains the sourcing, engaging and selecting of best talent across the African Region.



Carol Hondonga

Principal Advisor, Talent and Diversity, Rio Tinto

Carol has 16 years of human resources experience in leading multinational organisations in Africa, United Kingdom and Canada. Her career focus has been in talent acquisition, talent management, organisational learning and general HR management. She set up an African talent acquisition function which included designing and deploying strategies to attract and acquire scarce skills in various countries. In her current role she is responsible for the development of global strategies, standards, systems and processes that achieve

high quality talent attraction and sourcing of diverse talent. She holds a Masters in Business Leadership, Bachelor of Economics Honours and Diploma in Training.



Corporate Culture: 79% of the respondents agree that corporate culture determines the choice of workforce.



George Honiball

Senior Talent Manager, Neotel

George is an Industrial and Organisational Psychologist and has worked as a senior line manager and executive consultant for a number of blue chip companies in South Africa and in England. He is currently the Senior Talent Manager at Neotel and is responsible for Learning, Retention and Talent Acquisition. He has interviewed hundreds of candidates over the years; from CEOs and Directors to secretaries, salespeople and computer programmers.

 @NeotelSA



Stephen Tio Kauma

Head of HR, African Export-Import Bank

Tio 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 Import-Export 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.

 @afreximbank



Tswelo Kodisang

Chief HR Officer, Tiger Brands

Tswelo is a commercially driven international HR Leader who operates as a business partner and trusted advisor. He has developed good international experience having worked across Africa, Middle East, Turkey, Israel, Corporate HQ and Global out of London. During his career, Tswelo has achieved outstanding results in improving business performance through talent development, performance management, managing business change and building critical business capabilities. He is a completer finisher who develops strategy and executes it. He enjoys playing a key role in

business leadership teams and is a team player. His natural style is coaching with a good dose of pace setting. His purpose is to liberate the potential in people.

 @TigerBrands



Corporate Culture: According to 46% of the respondents, HR and the Boardroom 'own' corporate culture, with staff involvement at 18% and involvement of the marketing function at 12%. Other named functions include Operations (13%) and Finance (11%).



Elanie Kruger

Regional HR Director, Africa, G4S

Elanie is a registered Industrial Psychologist and holds a Master of Commerce (Industrial Psychology) from the University of Johannesburg. She is a key member of the G4S Africa Executive team and responsible for the delivery of profitability, growth and cash flow targets by driving best people practices.

Elanie has a strong and diverse career history in strategic human resources, talent, organisational development, industrial relations and change management having held several senior leadership positions in diverse industries in South Africa and the UK.

Her 24 years of experience in human resources, her exceptional leadership skills and her passion for Africa and emerging markets, have led to numerous significant achievements in her current position. Highlights include G4S being the only private security company to obtain Top Employer Africa Certification for two consecutive years, with more than 10 certifications, a significant reduction in reportable Health and Safety incidents across Africa, a 62% participation rate across Africa in the 2013 bi-annual Employee Engagement Survey (+/- 80,000 Employees) and a nomination as a finalist for Africa Institute of People Management – HR Team of the year in 2013.

 @G4SCareers



Benthe Legg

Regional HR Director, Maersk Line

Benthe Legg has extensive HR professional and leadership experience in all areas of HR. She currently heads up the HR team for the Sub-Saharan Africa Region of Maersk Line and Safmarine, operating in 36 countries.

The bulk of her experience was gained with Shell where she spent 22 years in various roles and offices including Namibia, South Africa and London.

 @MaerskLine



Sharene Loupo

Talent Acquisition Manager, Yum! Brands

Sharene is a Talent Acquisition specialist with over 10 years' experience across multiple industries such as Agency, Professional Services, Management Consulting, Financial Services and more recently Hospitality/QSR.

Sharene's experience spans across design and development of recruitment processes as well as automating and centralising recruitment functions. This means implementation of recruitment management systems, proactive sourcing of rare talent, defining and promoting

of EVP to provide a superior recruitment service to organisations, whilst promoting an enhanced candidate experience ensuring that the best and right skills are attracted to the organisations.

 @yumbrands



Employee Value Proposition: 79% of the respondents work closely or very closely with their employees, whilst 69% of the respondents look at the marketing function as a close or very close ally when it comes to aligning the EVP with the talent market.



John Ludike


Talent Acquisition Head, Yum! Brands

John is an executive human resources practitioner and has gained the majority of his experience within the Financial Services, Retail, Telecoms and more recently Hospitality industries.

His pioneering HR talent management achievements within MTN have been recognised by the Human Capital Management Institute and have recently been published in the book titled Human Capital Trends, edited by Italia Boninelli &

Terry Meyer (2011) as well as Managing Human Resource Development: an outcomes based approach, edited by Marius Meyer.

John has recently returned back to Johannesburg, South Africa, to contribute to Yum! Brands Africa leadership talent management, and Yum! University Academy efforts.

 @yumbrands



Alex Mugan

Marketing Director, Global Career Company

Alex'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 sales 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.

 @careersinafrica



Charlene Naidoo

Talent Acquisition Lead, Accenture South Africa

Over the course of her career Charlene has worked across talent acquisition, covering the end-to-end subsets and including graduate recruitment, experienced hire and contractor recruitment.

Charlene's experience ranges from creating and deploying end-to-end talent acquisition strategies to strengthening the organisation's capabilities while managing strong relationships with senior business leaders. Her specialities lie in talent acquisition,

resourcing strategy, recruitment processes and infrastructure (people, process and systems), employer branding, leading teams. Charlene also sits on the Women's Forum Network in Accenture South Africa.

 @AccentureSA



Selection process: Selection processes are determined centrally for 40% of the respondents. However, the process is "regional" according to 24% of the respondents and local according to 36%.



Njambi Ngunjiri

Talent Acquisition Manager, Global Career Company

Njambi has over eight years of experience in international recruitment and talent acquisition for Africa, with a focus on East Africa. She earned an MA in African Studies from the School of Oriental & African Studies (SOAS) at the University of London and a BSc in International Business Administration from the United States International University (USIU).

 @careersinafrica



Paul Norman

Group Chief HR and Corporate Affairs Officer

Paul has been an executive at MTN since 1997. He has spent 20 years in the field of human resources and has worked extensively in the transport and telecommunications industries.

In 2012, Paul was recognised by the South African Board for People Practices (SABPP), with the Life Time Achievement Award. According to SABPP, the award was in acknowledgment of Paul's great contribution to the advancement of the Human Resources profession, not only in South Africa, but across MTN's 22 countries of operation.

Paul was also awarded HR Practitioner of the Year in 2003 by the Institute for People Management (IPM). He is a registered psychologist and has completed various executive development programmes at Wits Business School and IMD in Switzerland.

 @MTNza



Alix Roe

Head of Graduate Recruitment and Development, Citi

Alix is responsible for Citi's junior talent strategy across the Europe, Middle East & Africa region.

Alix has worked in the Graduate Recruitment space for over 12 years, having previously been at Deloitte and KPMG. Alix started her career at Citi 3 years ago as the Graduate Resourcing Partner for the Corporate and Investment Bank before being appointed as the head of the Graduate function.

Alix holds a degree in business management and a post graduate with the Chartered Institute of Personnel Development in the UK.

 @Citi



The Hardest To Find: 84% of the respondents say that technical skills are the hardest to find now as they will be in three years' time. Finding profiles with Management and Leadership skills also represents a challenge for 77% of the respondents.



Sarah Roe

Director and Co-Founder, Global Career Company

Sarah is a BA Honours graduate of Social Anthropology with African and Asian studies, with 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.



@careersinafrica



John Saker

Chief Operating Officer and Chief Financial Officer, KPMG South Africa

John joined KPMG in in 1987 and has covered a number of positions, including Partner Management Consulting, COO KPMG Africa Region – Africa Markets, Partner and Business Unit Managing Partner, and Country Managing Partner, before taking his current position as COO and CFO of KPMG Advisory South Africa. Before joining KPMG, John worked for its predecessor firm Peat, Marwick, Mitchell & Co.

John covered a pivotal role in establishing KPMG Africa Limited’s structures and the

operational integration of KPMG Africa Region, and has actively participated in transitions across Africa.

John has extensive experience in telecommunications and broadcasting industries, software and hardware sectors, and hospitality leisure and tourism. He is a trained statistical and computer audit specialist and focuses on providing a full range of business services, including Corporate Financial Advice, Transaction Support and Feasibility Studies.

@KPMG_SA



Samantha Schlimper

Head of Resourcing, Barclays Africa

Being business savvy and commercially astute with a passion for results are some of the ingredients that are required to transform Talent Acquisition for Barclays Africa. As Head of Resourcing for Barclays Africa, Sam is responsible for providing the strategy, direction and framework for Talent Acquisition. With a scope of 14 countries under her ambit she is required to be globally connected, regionally relevant and locally grounded.

She has an impressive track record having led Resourcing for the Enabling Functions at Standard Bank and was instrumental in the

turnaround strategy for Mindcor, as well as managing her own company. Her innovation in providing talent solutions not just for the now, but also for the future, sets her apart in her field. Her core experience lies in understanding the “as is” and “to be” talent requirements of clients both internal and external, and the design and implementation of solutions that successfully bring these about. In her last 10 years in the industry, she has brought about talent acquisition, training and flexible workplace solutions for a variety of corporate clients both in South Africa and in the United Kingdom.

@BarclaysAfrica




Cathy Sims

Executive Director, South African Graduate Employers Association (SAGEA)

Cathy’s talent management experience spans 20 years – 12 years in Human Resources at leading international management consulting firm Accenture, and 8 years as Deputy Director of Careers at the University of Cape Town. Cathy is the founding member and Executive Director of the South African Graduate Employers Association.

SAGEA is a not for profit professional association dedicated to connecting and advancing the graduate recruitment. SAGEA counts 160 organisations as members,

represented by South Africa’s top talent management specialists, who personally interact with one another at our regular events and conferences, sharing ideas and experiences. SAGEA’s members gain access to the latest research, trends and surveys, enhancing their ability to perform at their peak.

 #sagea #graduates #careers




Graeme Taylor

Chief HR Officer, Puma Energy International

Graeme is a senior, international, board-level Human Resources professional with a strong track record in leading organisations successfully through change. He has specific expertise in change management and HR business re-structures in numerous sectors (Transportation, Automotive, FMCG, Retail, Financial Services, Professional Services, Manufacturing).

Graeme has held line and corporate HR positions in 8 countries across 3 continents, and has significant M&A experience from the HR standpoint, including due diligence and post-acquisition review. He has experience of

working under private equity ownership and his major interest is in people development via team and individual executive coaching.

 #puma



Steven Teasdale

Senior Manager: Leadership Strategy & Executive Talent, Eskom

Steve currently occupies an executive role in the Eskom Leadership Institute with a primary responsibility for the leadership strategy and executive talent management for the organisation. In the past he also headed up the organisational effectiveness portfolio at Eskom. Steven was recruited in London by Eskom seven years ago where he was the Senior Manager for Strategy at an actuarial and investment consultancy. Before this he operated as a management consultant at a number of global organisations such as

Deloitte, Aon and Mercer. Steven is deeply passionate about supporting organisations to become highly effective systems and firmly believes the role of leadership is the fundamental component to executing organisational strategy.

 @Eskom_SA

SPEAKERS



Hayley Walters

Managing Director: Accenture Management Consulting, Accenture South Africa

Hayley joined Accenture after completing a Bachelor of Commerce (Honours) at the University of KwaZulu-Natal, Pietermaritzburg, South Africa. She was passionate about the supply chain then—and remains so 18 years later.

Hayley is a member of the Accenture Management Consulting leadership team in South Africa, leading the supply chain management service line and the strategic cost reduction campaign. Hayley has worked across all Accenture's operating groups with her main focus being in Products—Retail & Consumer Goods and Resources—Energy, Mining & Utilities.

Hayley has worked extensively in strategic sourcing and procurement and integrated supply chain management, having been involved in large transformation programmes, including those involving cost transformation, supply chain operating model design and strategic sourcing and procurement. She worked in Dublin on the Accenture Global Procurement team for four years (2002-06) during which time she was a team member for the establishment of Accenture Procurement Business Process Outsourcing unit.

 @AccentureSA



GLOBALCAREERCOMPANY



ASHRIDGE

How are hard and soft skills shortages affecting the ability of African organisations to compete successfully in their sectors?

Global Career Company has been working in partnership with Ashridge Business School to develop a deeper insight into the specific skills gaps that exist in the region and how these can best be tackled.

We have been talking to HR and talent professionals from local, national and multinational organisations across Africa to find out what impact skills shortages are having on the ground.

Our research and conversations are helping us unearth new ideas and emerging best practices that can help the region tackle some of its most pressing talent challenges.

The full findings will be shared in a Talent Agenda white paper, due to be published in December this year.

If you would like to contribute to our ongoing research or to register an interest in receiving a copy of the white paper, contact conference@globalcc.net

CareerJunction



CareerJunction started out as a really good idea. It just so happens that it was the company's name as well.

RGI Worknet started operating in 1997 out of a small office complex, in a sleepy harbour town near Cape Town, affectionately called 'The Republic of Hout Bay' by locals.

It's here where founder, Kris Jarzebowski, lived at the time and still resides today.

As with anything new, the venture was off to a bumpy start as South Africans were still coming to grips with the internet and the opportunities it created. Over time this little start-up, which was one of the first job boards created in South Africa, grew into the country's largest database of over 1.6 Million searchable CVs and over 2.4 Million registered CareerSeekers.

Not resting on our laurels since our inception, our ridiculously smart team has been driving innovation in the online recruitment space for over a decade, creating industry firsts, such as our award-winning online filtering and interviewing tool 'Prof!ler', now fully integrated and standard on all CareerJunction Recruiter tools.

Acquired in 2000 by Avusa (now known as Times Media Group), one of South Africa's biggest media companies, we're now one of South Africa's top 20 websites, host the country's most popular mobile job site, and serve on average over 1 Million unique users per month.

With social media and mobility becoming the new normal (which we're embracing and using to connect with our users even more than before) we're all pretty excited to see how the next decade of online recruitment unfolds, in South Africa and around the world.

Please join us on

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FLEXIBLE PACKAGES

FREE TRAINING + SUPPORT

A SOLUTION THAT MATCHES YOUR EXACT NEEDS AND BUDGET.



Search CareerJunction's 1.4 Million content-rich online CV database with unparalleled access and control in matching quality candidates accurately to your jobs. Combined with our superior filtering and bulk-response handling tools, backed up with amazing support, we're here to help you place more quality candidates, more often.

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*Mobile Traffic analytics by Effective Measure for September 2014.

Citi



Citi first established a presence in South Africa in 1958. Since then, we have grown to become the country's largest foreign bank and the sixth largest commercial bank in terms of assets. Citi employs over 300 people in South Africa and has a significant presence in Johannesburg, which also serves as the headquarters of Citi's Africa Division, as well as Cape Town and Durban. Citi South Africa offers a complete range of corporate and investment banking services to top tier local and multinational corporations, public sector entities, and financial institutions. The firm offers a broad range of products and services such as corporate finance, cash management, trade services, and treasury products such as foreign exchange and derivatives. Citigroup Global Markets Inc. is a registered sponsor and member of the JSE Securities Exchange in South Africa.

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- Leading, arranging, and participating in landmark Black Economic Empowerment transactions that have made a meaningful contribution to the economic transformation in South Africa
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Puma Energy



Puma Energy International is a rapidly expanding, midstream and downstream oil company operating in close to 45 countries and employing over 8,000 people across 5 continents. Headquartered in Geneva (Switzerland) with regional offices in Johannesburg (South Africa), San Juan (Puerto Rico) Tallinn (Estonia) and Singapore, we are a responsible supplier and storage facilitator of high-quality petroleum products. Puma Energy is part of the Trafigura Group – one of the world's largest independent commodity traders.

Our midstream line of business unlocks value with storage capacity of 5.6m m³. This will be significantly increased over the coming year in accordance with the capital investment programme currently being implemented and various investment opportunities being originated. It makes Puma Energy one of the largest independent fuel storage operators.

Puma Energy's downstream activities include the distribution, retail sales and wholesale of the full range of refined products, with additional product offerings in the lubricants, bitumen, LPG, aviation and marine bunkering sectors. Puma Energy currently has a global network of over 1,800 retail service stations and directly serves over 40 airports. It also provides a robust platform for independent entrepreneurs to develop

their businesses, by providing a viable alternative to traditional market supply sources.

In Africa, Puma Energy employs over 3,700 employees across 17 countries with a strong focus on employing and developing locals. Our business in Africa spans the full Puma Energy offering with significant business covering retail operations in Angola, Botswana, Malawi, Zambia, Tanzania, Namibia, Ghana and Zimbabwe. We have major terminal operations in Ivory Coast, Benin, Senegal, DRC, Congo and Mozambique with widespread business to business sales and distribution in most of our countries across the continent.

We are a new breed of global energy company, focused on bringing reliability in fuel supply to emerging markets, a company that stands apart through the talent and unified spirit of more than 8,000 Puma People. To do this, our employees demonstrate accountability to their own and to their team's performance with a 'can-do' attitude that creates innovative solutions to business challenges. Together with our international scope and our local in-country expertise, we possess a breadth of experience and range of expertise that underpins our competitive edge.



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More than 8,000 of us are hard at work in over 45 countries across five continents. Handling over 21 million m³ of oil products with a turnover of \$14 billion. Our global network consists of over 50 bulk storage terminals, 40 airports and 1,800+ service stations.

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Namib desert, Dune number 7,
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Neotel



Neotel is a telecommunications network operator that caters for wholesale, business and home customer needs. We deliver services that reduce the cost of doing business through the optimal use of advanced technologies. It is South Africa's first converged telecommunications network operator. This means that voice, data and Internet is now offered over a single connection.

Neotel provides a range of value-added voice, internet and data services for business, wholesale network operators, network providers and consumers. In other words from the telephone handset at home to the data centres that have become the epicentres of local and international business.

Additional services include Virtual Private Networks, hosting and satellite services. Neotel's various telecommunications licences, Electronic Communication Network Service License and Electronic Communication Network License, allow them to provide the entire range of telecommunications services. Neotel covers all major metropolitan areas of South Africa. The coverage expands on a regular basis.

Diversity – South Africa's strength is reflected in our shareholding. United in purpose, our shareholding embodies vast global as well as local telecoms experience, giving us greater impetus to achieve our objectives.

Neotel's strategic equity partner, the Tata Group of India – through VSNL and Tata Africa Holdings Pty (Ltd) – brings immense expertise derived from its worldwide telecommunications operations. This partnership gives Neotel access to international best practice and the latest technical innovations.

Nexus Connexion, our Black Economic Empowerment (BEE) equity partner, has a broad based constituency which includes women and youth groups. Developmental NGOs, labour unions and businesses are represented by individuals and corporates.

One private consortia – Communitel brings additional international and African experience through their various shareholders, including TelecomNamibia.

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Aptis



Aptis has been developed by the British Council, a trusted organisation with more than 70 years' experience in English assessment. The British Council's status as a global leader in English testing makes choosing Aptis the right decision for your organisation's English development needs.

Aptis is used around the globe by corporate businesses, government organisations, educational institutions and NGOs. It is a business-to-business product for sale to organisations, rather than individuals, used for:

- Benchmarking students or employees
- Language audits to identify training needs
- Filtering potential employees for interview
- Filtering current employees for promotion
- Identifying strengths and weaknesses of people seeking employment
- Evaluating language- development projects

The flexibility in structure and delivery of Aptis also means affordability, as you only pay for the skills you want to test. You can administer Aptis, or we can do it for you, with results available in as little as 24 hours.

Customisation can be done to suit cultural context and languages, and we are able to offer joint branding and local language translation on the instruction page*. For example, we could provide an Australian English version of the test, or remove specific cultural references.

We can also adapt the content of Aptis, developing items suitable for a specific domain, such as for teaching or travel and tourism. Aptis can test what you want it to.

Candidate performance in each skill is mapped to the Common European Framework of Reference for Languages (CEFR). An Aptis candidate will receive a score on a numerical scale (0–50) for the grammar and vocabulary section, and a score on a numerical scale (0–50) and CEFR level (A1–C) for each skill they take. This will make up the candidate's profile of language proficiency. This approach to scoring has the effect of giving a very accurate indication of a candidate's ability.

More accurate results help you to achieve increasingly effective and focused English training and recruitment. It also ensures standards can be raised and maintained at personal, organisational and regional levels.

*There is a cost associated with this customisation.

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