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CAREERS IN
AFRICA
TALENT AGENDA 2014
A Global Career Company Initiative

**TALENT AGENDA
2014 CONFERENCE**
FRIDAY 16 MAY 2014
LONDON, HILTON CANARY WHARF

#talentagenda2014 /careersinafrica

www.careersinafrica.com/events/talent-agenda-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 Talent Agenda 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

ONSITE TEAM



Alessandra Zorzato
Events Director
Global Career Company



Nicola Morgan
Consultant
Global Career Company

WELCOME NOTE



On behalf of us all at Global Career Company, it gives me great pleasure to welcome you to Talent Agenda 2014. Thank you to you all for being here, and thank you to our media partners, our attending associations, and of course, our hugely exciting panel of speakers. Talent Agenda 2014 represents the first in a series of discussions that will get to the heart of the issues that matter in human capital, both within Africa and globally, and we're 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 or a curse 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, networking and workshops of today, we will play a part in making that so.

This programme contains a variety of information to help you make the most of today, and also a look ahead to our next date in Johannesburg. You will also find an article written by our Managing Director,

Rupert Adcock, printed last month by our media partner IC Publications. In this article, we discuss our view of the evolving nature of recruitment needs across Africa, and how organisations can continue to adapt to meet changing objectives. We welcome your feedback on this viewpoint, which forms the foundation of our client approach. Please feel free to engage any of our team in debate about it throughout the day – that's why it was written!

On behalf of us all at Global Career Company, I wish you a productive 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

TALENT AGENDA 2014 CONFERENCE

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Talent Agenda 2014 focuses on Human Capital Excellence in Africa, and addresses the challenges hiring businesses face in finding, retaining and developing talent for Africa.

- Benchmark ideas around how best to develop talent into excellence
- Understand how to drive greater levels of employability in Africa
- Examine best practices in managing and accelerating change

1: Challenges Businesses in Africa face due to the Talent Gap

Africa's emerging markets are seen as the future. However, the challenge of sourcing and attracting talent to match the continent's rapid progress remains a threat to continued growth. The Talent Agenda 2014 explores issues around where the talent gap lies.

2: Skills and Behaviours Gap: Local Talent vs. Internationally-Experience Talent

Key causes for the African talent gap include under investment in higher education and a shortage of technical and vocational training. Talent with international experience as well as regional knowledge is paramount in a competitive business environment.

3: From a Blueprint of Skills and Behaviours to Training and Action Plans

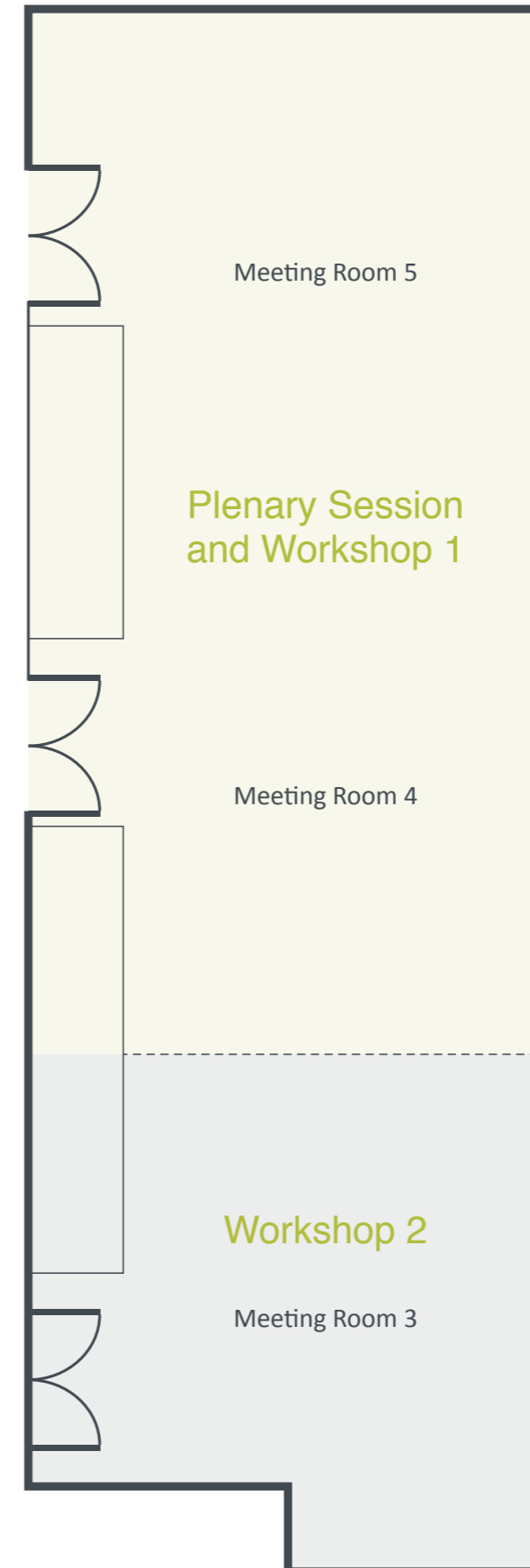
Identifying Africa's talent gap will form the basis of creating a sustainable blueprint – which will support companies with their talent agenda in this way. Talent Agenda 2014 paves the way towards bridging the skills gap.

82%

African CEOs view availability of key skills as a threat to growth

*Source: 16th Annual Global CEO Survey by PwC, base 1,330 interviews with CEO's. 5th September – 4th December 2012.

FLOOR PLAN



09.30 **Registration and Welcome**

10.00 **Introduction**

Sarah Roe, Director and Co-Founder, Global Career Company
Omar Ben Yedder, Group Publisher, IC Publications

10.30 **The Success of African Business is African Talent
 The Talent Gap: Needs and Challenges**

Africa is in the international business spotlight. With competition and profits at an all-time high, local and internationally-developed African talent is pivotal for businesses to maintain a competitive edge and achieve success. With this come a number of business challenges. What are the key challenges that businesses face due to the talent gap and how do they impact on business success?

Chair: Njambi Ngunjiri, Talent Acquisition Manager, Global Career Company
Tony Hadley, Founder, Hadley African
David Lusala, Head of Risk & Compliance, Exim Bank (Tanzania)
Dayo Abinusawa, PhD Researcher, Cambridge University

11.15 **Q&A**

11.30 **Break**

11.45 **International Perspective, Regional Understanding
 A Blueprint of Employability Skills and Behaviours**

This session will focus on identifying the skills and behaviours required by businesses to achieve a competitive edge on the international platform, whilst remaining solidly rooted into the local business perspective. Identifying the current talent gap and filling it by developing employability skills: what is the change that needs to happen and how can the process be accelerated by businesses.

Chair: Njambi Ngunjiri, Talent Acquisition Manager, Global Career Company
Gemma Lines, Head of Resourcing, Citi
Kevin Cornelius, EMEIA Mobility Services Leader, EY
Ilze Zandvoort, Director of MBA Operations, Ashridge Business School
Ahmed Nasser, GM Gulf Countries, Henkel

12.45 **Q&A**

13.00 **Keynote Summary:
 The Talent Gap and its Impact on business**

Frank Braeken, Chief Investment Officer, Amatheon Agri Holding

13.15 **Networking Lunch**

14.15

Workshop 1:

**Identifying the Challenges Facing
 Businesses due to the Talent Gap**

What are the challenges that businesses face due to the talent gap?
 What are organisations currently doing to address these challenges?

Facilitator: Tony Hadley
 Founder
 Hadley African

Workshop 2:

**Identifying Employability Skills
 and Behaviours**

What are the business skills required to ensure employability opportunities for all?
 What are the skills and behaviours required to secure African human capital excellence for the future?

Facilitator: Ilze Zandvoort
 Director of MBA Operations
 Ashridge Business School

15.30 **Break**

16.00 **Workshop Feedback Analysis**

16.30 **Closing Remarks**

17.30 **Networking**



Sarah Roe,
Director and Co-Founder, Global Career Company

Sarah Roe, Director and Co-founder of Global Career Company, 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.

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Omar Ben Yedder,
Group Publisher, IC Publications

Publisher and Managing Director of IC Publications. After a short stint at investment bank Merrill Lynch, London, Omar joined the group in 2003. IC Publications was founded 40 years ago and is today one of the leading publishers in Africa, publishing a number of magazines such as New African and African Business. In 2008, the events division was officially launched and today the group also does communications advisory, media relations and contract publishing. A firm believer of Africans writing their own narrative, the group

has African roots and all the editorial teams are headed by Africans.

Omar's work and personal interests include media, development economics, leadership and education. Omar studied Economics and Languages at Durham University and also is a chartered management accountant. Omar is Tunisian, and is based out of London, spending two weeks a month on the road.

@AfricanBizMag #ICPublications #africanbusiness



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).

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Tony Hadley,
Founder, Hadley African

Tony Hadley is a Mechanical Engineer who graduated from London's Imperial College in 1980. He has been involved in Africa for over 25 years and running Cement operations in Africa since 1999.

For 18 years, Tony worked in the oil industry for Schlumberger in many roles, living and working in North and South America, Europe and Africa. In 1999, he joined Blue Circle Industries in the U.K. with responsibility for Africa. Following the acquisition of Blue Circle by Lafarge in 2001, Tony was appointed as Regional President for Lafarge's African Operations. Overseeing

cement-manufacturing operations in Nigeria, Benin, Cameroon, Kenya, Uganda, Tanzania, Zimbabwe, Zambia, Malawi and South Africa. In 2008 and 2009 he worked for the Dangote Group as CEO for the Cement Division based in Lagos and London. Dangote Cement has a strong Nigerian cement position and a portfolio of projects in other African Countries.

Tony now runs his own investment vehicle 'Hadley African' that invests mainly in Sub-Saharan Africa. He provides advise to selected companies on strategy, organisation and performance.

@careersinafrica #africa #hadleyafrican



David Lusala,
Head of Risk & Compliance, Exim Bank (Tanzania)

David joined Exim Bank in September 2011. Prior to joining the Bank, he spent at least 5 years studying and working in the United Kingdom. David is currently the Head of Risk & Compliance at Exim Bank. He is an ACCA with a MBA in Risk Management & Business Continuity/Crisis Management, and a Bsc. in accounting. He holds banking qualifications from the Tanzania Institute of Bankers.

David has over 7 years' experience in banking, a full rounded banker with hands on experience in banking operations, corporate relations, Credit Management, trade finance,

clearing and treasury operations. David's strength and rounded approach to decision making is based on his professional carrier that spans across various other industries, aside from banking. He has at least 5 years' experience in industries such as Information Technology, Telecommunications, Media and Hospitality, both in Tanzania and the UK.

David is currently a sitting Board Member representing Exim Bank on the Board of the Tanzania Mortgage Refinancing Company (TMRC) and sits on the TMRC's Board Audit & Risk Committee.

@EximBankTZ #bank #tanzania



Dayo Abinusawa,
PhD Researcher, Cambridge University

Following an early career in a \$2.5 billion energy, oil and gas business, Dayo was part of the management team that supported the development of a \$7 million start-up founded in London. Subsequent endeavours in strategy reflected this innovative view of business and led to collaborations with P&G on open innovation.

Some of Dayo Abinusawa's current activities include providing guidance to corporations, business angel investors, start-ups, and governments on strategy management and venture capital investments to improve coordination of resources for responding

to technological (and market) threats and opportunities. This has included work with the United Nations, and institutions in EMEA, Asia Pacific, and the Americas.

He received an MBA from Glasgow University; a BA honours degree in Marketing, and a Certificate in Entrepreneurship from East London University. He holds 2 diplomas: one in Public Relations and International Marketing Management from the London College of International Business Studies, and another in Management from Port Harcourt University.

@DayoAbinusawa #innovation #cambridgeuniversity



Gemma Lines,
Head of Resourcing, CITI

Gemma is Head of Resourcing for Citi where she runs hiring for the bank across all products and countries in EMEA. Prior to HR, Gemma was involved with the marketing of people and learning based businesses including serving as Director of Marketing and Communications for BPP College and Cass Business School. Before going in-house Gemma was a marketing and communications consultant advising clients such as Microsoft, 3M and IBM.

@Citi #people #ideas



Kevin Cornelius,
EMEA Mobility Services Leader, EY

Kevin has extensive human capital experience including global mobility advisory, international tax and social security; creation of international human resources strategies and processes for expatriate management programmes; designed relocation packages, assignment compensation plans and policies, international stock option plans, tax and social security costs and risk control management programs; clients include Novartis, Merck-Serono, Novo Nordisk, Caterpillar, Bacardi, Abbot Laboratories, Pfizer, Accenture.

Kevin has a Bachelor in Economics, Honors, University of Wales, College of Cardiff. He is a member of the UK Association of Tax Technicians, and of the Swiss American Chamber Board for Doing Business in Switzerland.

@EY-Africa #ernst&young #humancapital



Ilze Zandvoort,
Director of MBA Operations, Ashridge Business School

Ilze's work focuses on the interface of strategy, leadership and culture and her strengths lie in helping organisations develop and deliver tailored programmes to develop their talent pipeline, to make future strategies happen, and to cultivate change and learning throughout their organisations.

Ilze is also Director of MBA Operations at Ashridge. In her role she works closely with Corporate and Public Sector Clients in defining their specific strategic challenges, and in developing short-term MBA projects that create value through delivering on key

objectives. She designs and facilitates a variety of tailored leadership development programmes and runs large group events across Europe, Asia and Africa with multi-national companies.

Ilze is currently completing her Doctorate in Business Administration at the University of Liverpool, with their Laureate Online Education Partner, and her research focus is on the challenges faced by organisations around sense-making in complexity, subsequent decision-making and also the role of middle management in complex organisations.

@AshridgeUK #talent



Ahmed Nasser,
GM Gulf Countries, Henkel

Ahmed Nasser is the General Manager of Henkel GCC business based in Dubai. He has spent 19 years with Henkel.

Ahmed's introduction to Henkel came early 1995 when he joined the sales division in Egypt, after earning a bachelor degree in law from Cairo University. He had participated in several leadership and strategic management programs, the latest in Strategy: "Building and Sustaining Competitive Advantage" from Harvard Business School in Boston. Ahmed spent a large amount of his career in Henkel Egypt where he held several positions. In 2004 he moved to Henkel Saudi Arabia to assume

the role of Sales Director, then moved back to Egypt in July 2005 as Sales Director for Egypt. To further enrich his practices, he moved to Vienna, Austria in 2008 and joined Henkel CEE as senior international brand manager together with added responsibility as KAM role for Metro chain in CEE region covering 31 countries. His competences span from management to implementation, operation, and support of sales & marketing functions. He held the position as the Regional Sales Director, MEA for three years from 2010 until March 2013, prior to being appointed as the General Manager of Henkel GCC May 2013.

@henkel #employers #henkel



Frank Braeken,
Chief Investment Officer, Amatheon Agri Holding

Frank Braeken is currently the Chief Investment Officer of Amatheon Agri Holding, a Berlin based company committed to building a leading Agro Foods company operating across Africa. He also holds a number of non-executive roles, the most notable one with the Switzerland based Buhler Group.

Frank spent 26 years with Unilever, living and working in 9 countries on 4 continents. His last role up to 2013 was Executive Vice President for the Africa region. After obtaining a law degree and an MBA, his early career was in the Finance function. With his on the ground experience in Poland, Russia, China, Colombia

and Africa, Frank is very much a 'frontier market' man with extensive experience in formulating market entry strategies and on the ground execution. His particular industry strength is obviously in FMCG but he has also acquired a good understanding of the agricultural sector in Africa. Specific operational expertise is in developing markets, sales and distribution strategies and systems, FMCG value chain analysis, multi-tier brand strategies for straddling the income pyramid, and talent and organisational strategies that cater for fast growing and developing organisations.

@careersinafrica #africa #fmcg

Trends in African Recruitment: THE LIFECYCLE VIEW

By **Rupert Adcock**, CEO of Global Career Company



African business is firing the imagination of the world, so it is no surprise that recruitment for Africa is a hot topic. The irony is that while this debate gathers followers, its value to the industry itself has been in decline for some time, and a broad brush view of recruitment in Africa is no longer appropriate.

When we founded Global Career Company in 2002, our business

case was based on a handful of markets and on one or two profile needs. We were working in South Africa and Nigeria, finding candidates around the world who were interested in returning to opportunities within a handful of sectors, like energy or mining. At that point, taking a view of recruitment in Africa as a whole was perhaps more useful, with nuances and markets yet to emerge.

Now, though, the picture is considerably different. We have recruited into 45 African countries, the specific examples of which provide an insight into how we should define and analyse trends across the continent. What we see now is a much greater number and diversity of interesting recruitment markets, each with their own challenges. Taking South Africa as an example, our work there is largely defined by BEE legislation, with the pressure on companies to diversify their workforce. This is against the backdrop of a diverse, stable economy with established players in all sectors. In this climate, headhunting thrives, and there has been a proliferation of agencies of all sizes entering the various local South African markets.

Nigeria, another key market for us starting out, is in a different place now. With a massive Diaspora throughout the world and a solid education system, there is no shortage of professionals ready to take up the opportunities on offer with companies swimming in the financial wake of the oil and gas sector. With a majority of wealth created by oil and gas, Nigeria shares characteristics with Angola as a market. They are not the same though, and it is here that we start to understand how to really look at trends in recruitment for African markets.

While we were recruiting professionals from Europe and the US back into Nigeria, Angola remained in a state of civil war. Although the timeline is different, as stability has brought investment and multinational firms, so too has Angola's

growth followed the sector by sector pattern that shaped Nigeria. First the oil, of course, but then someone needs to pay, so in come the banks, before the infrastructure brings construction, IT and telecoms. Infrastructure, money and development increase consumption, so the FMCG firms roll into town, and then all of these multinationals think that they could probably run their businesses smarter, and the professional services firms open the doors of their regional offices.

Of course, this is a simplistic view and it focuses on the industries which are central to the business of international recruiting. There is a longer tail of industries, and the pattern is not so formulaic, but that path to diversification from the platform of stability is one that is widely recognised and analysed by the UN, and one that affects the challenges of recruitment. To provide another example and bring the discussion up to date, look at Rwanda. Without oil money to propel it, but with a terrible legacy of war to overcome, Rwanda's stability and growth has taken time to establish. Now though, our Francophone desk is fielding regular enquiries from candidates and clients keen to take advantage of opportunities in the country. The cycle there is underway.

Market by market, the story we see as we recruit for African business, is one of lifecycles. That movement from stability to diversification, sector by sector, as economies grow and develop. It is not a simple trend, every market is different, and as experience in Francophone West Africa has shown, the lifecycle can be interrupted and regress when instability upsets the path to growth.

The challenge for recruiters in developed and diversified economies versus those at earlier stages is very different, and that is where our lifecycle view takes us next. It is not only markets that follow a path, but industries and clients too. In all cases, the challenge is different and the opportunity for all involved is as well.

When we think about lifecycles across industries from a recruitment perspective, we see a different challenge in mining or oil and gas for example, from professional services. Those early stage sectors arriving when the resources are discovered are obviously a challenge of volume and speed for recruiters. Large numbers of qualified staff are needed quickly to take advantage of opportunities. This is a goldmine for recruiters, hence the number of providers heading into this area, and the popularity of recruitment events. Initially, many firms are happy to rely on expats to get the skills they need, but this does not last, and in the case of East African

oil and gas, local content initiatives mean it is not always possible. This layer of complication creates a challenge for recruiter and client alike.

A client we recently worked with in professional services experienced a different situation. Responding to the need for their services in Angola, they set up a regional office using their highly skilled Portuguese team. This client had employer branding and recruitment initiatives worldwide, but the need to Angolanize their workforce in Luanda had been a major headache. When you add specific nationality requirements to their exacting skills requirements, the challenge is considerable, even in a time when 67% of our Angolan candidates around the world are telling us they want to return in 2014.

In all cases, the lifecycle for industries follows a path from opportunity, to a high-volume rush to take advantage, to a more considered 'replace and grow' approach as local content, increased complexity and greater competition slow them down. In terms of recruitment services, this sees a move from recruitment events and campaigns through to search and selection, as the focus switches from 'finding many' to 'finding the one'.

This too brings challenges, as experience in Angola shows, where the problem for companies is becoming more about retention than identification. With Angolans flooding back into the country, thanks to a push from weak western economies and a pull from the country's massive potential, local talent markets there are strong. Easy to find people then, at least relatively, but hard to keep them when employers are turning to headhunting firms, who will move candidates around locally by offering salary increases. The best people are always in demand, and the challenge for employers is to retain them in a local market dominated by headhunting.

All of these market and industry challenges feed into the picture for the individual employers who must adapt to them. A lifecycle view is appropriate here too. For that professional services firm in Angola, the path from establishment with expats to localising the workforce intersects with the growth and stability of their own business. For others who have already begun localising a workforce that has been in place for some time, the challenge today is to take ownership of their human capital. This often starts with recruitment responsibility passing from European, Asian or US HQs to individual business units in Africa. Human Resources Directors who previously sat in Europe now sit in Africa for

Lafarge, Danone and Renault. In other cases, for GE and Phillips for example, recent years have seen them create whole teams for centralising African HR requirements. Wherever these are based, their specialisation is a far cry from the early days of expat hiring to capitalise on opportunities.

The lesson in this series of intersecting lifecycles is a clear one for recruitment professionals. Markets, industries and companies are engaged in a constantly changing climate around the maturity of their opportunities and operations. Their human capital needs rarely go away, or even diminish, but they certainly change. The successful recruitment professional, and the successful company, will be the one that maps these lifecycles and delivers across them, through a service mix that works market by market and client by client, wherever they are in their lifecycle.

Let me close with a couple of examples of where those lifecycles are taking us now in certain markets as they respond to human capital challenges. In Angola, parastatal energy giant Sonangol has a stake in the newly-founded higher education institution ISPTec. This science and technology institution is a response to a new stage of lifecycle maturity. Angolans are returning to Angola, but they are still studying abroad. This could change that. Moreover, ISPTec will facilitate continued professional development for those who have returned, building a skills base that can grow and adapt with the changing needs of companies moving through their lifecycles in Angola. Sonangol and ISPTec are changing the game again, and recruitment professionals will have to align to that.

Another example of a lifecycle stage we have not seen before is Africa to Africa relocation. Historically, the Diaspora was outside Africa and moved back to hubs like Nigeria and South Africa when opportunities allowed. Now, as more markets across Africa become viable and cross-border initiatives develop, candidates can take their skills from market to market. For our Johannesburg Recruitment Summit in November, we had applications from 25 different countries throughout Africa, with hundreds coming from countries like Cameroon, DR Congo and Kenya, far from the SADC. Looking at that event, perhaps we will soon be thinking in terms of recruitment for Africa again. This time though, we will not be talking about one continent with a couple of interesting markets, but of one market spanning a continent, with skills following opportunities across borders. Now that would be something worth talking about.

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CAREERS IN AFRICA

TALENT AGENDA 2014
A Global Career Company Initiative

TALENT AGENDA 2014 CONFERENCE

20-21 NOVEMBER 2014

JOHANNESBURG

Tapping into the knowledge and experience gathered at Talent Agenda 2014 Conference in London, over 200 HR Leaders will join us on 20 and 21 November to discuss the present and future of Human Capital Excellence for Africa.

The **Talent Agenda 2014 Conference, Johannesburg** will take a further step towards addressing how to maximise talent attraction, development and retention in your business, and to write the future talent map for Africa.

1: Attract, Develop, Train and Retain

CEOs in Africa have especially ambitious goals when it comes to development and retention of their staff: 86% of CEOs intend to increase the amount they spend on staff training, while 72% intend to spend more on keeping their staff healthy. The Talent Agenda 2014 Conference Johannesburg will discuss how these statistics are translated into human capital and business growth in Africa.

2: Gender, Diversity and Women in Leadership

Diversity at the top of corporations correlates with better performance. Women in leadership and challenging corporate culture are hot topics when global workforce is the subject matter. Women constitute only 23% of full-time employees worldwide. Talent Agenda 2014 Johannesburg will discuss the relevance of these statements and their impact on business in Africa through the knowledge and experience of women business leaders.

3: Talent Management and HR as Business Partners

Talent Agenda 2014 Johannesburg will focus on how HR must transform from a business function into an engine to support strategy and growth. Business-minded HR is at the centre of diversity and leadership, and of attraction, development and retention of Human Capital Excellence for Africa.

- Benchmark ideas around how best to develop and retain exceptional talent
- Understand how to drive greater levels of employability and retention in Africa
- Examine best practices in managing and accelerating change

FOR MORE INFORMATION

conference@globalcc.net

#talentagenda2014



ABOUT CAREERS IN AFRICA

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 20 years' experience delivering tailored recruitment solutions to multinationals and leading African companies.

Our Track Record

500,000+

Professionals in our African network

200,000

Interviews conducted

7,500+

Candidates recruited

500+

Successful recruitment assignments

350+

Companies we recruit for

45

African countries we recruit into

Recruitment Summits

Unique, invitation-only recruitment events that bring together world class companies with high calibre African talent in an efficient platform.

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.

Search and Selection

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

Search and Selection is a fully integrated recruitment service including candidate mapping, headhunting and traditional search and selection methodologies, taking your candidates through the offer stage to successful recruitment.

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 customised 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 Campaigns and Recruitment Days can run at any time of the year and across any geographic location.

Digital and Direct Sourcing

Utilise our global and regional websites and candidate newsletters to advertise your company and your roles at any time of the year in order to reach millions of visitors and career seekers.

We can design, build and host online employer profiles within our market-leading websites, allowing you to post opportunities and source candidates directly, or via our other recruitment services.

We can also support you with online and offline advertising through our media partners and social media channels.

Consultancy Services

As experts in international recruitment, we are keen to support our clients through a range of consulting services.

We can help design and develop graduate programmes, organise and run international assessment centres, conduct employer branding focus group workshops and customised surveys, assist with training and mentoring programmes and advise on development strategies.

86%
CEOs intend to increase the amount they spend on staff training*

72%
CEOs intend to spend more on keeping their staff healthy**

40m
is the number of highly skilled workers needed by 2030 worldwide. An equal employment rate for women would close almost all the gap.***

*Source: 16th Annual Global CEO Survey by PwC, base 1,330 interviews with CEO's. 5th September – 4th December 2012. **Source: Women Matter 2013: Gender diversity in top management. Moving corporate culture, moving boundaries, McKinsey & Company. ***Source: The World at Work, McKinsey Global Institute, 2012

Full Coverage



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