



KINETIC SOLUTIONS – ORGANISATIONAL PROFILE

Kinetic Solutions is a new age recruitment solutions company that has been trading since February 1998

OPERATIONAL OVERVIEW – RECRUITMENT SPECIALISATION

Primary Business Sector Focus: Financial Services Sector (RSA Nationally, Botswana and Namibia)

Sub Sector Specialisation: Asset Management / Investments, Banking (Specialist non retail), Life Assurance, Employee Benefits, Healthcare, Short Term and Reinsurance.

Placement Domain: -

Senior and Executive Management (Tactical and Strategic level), inclusive of retained search services

Distribution Channels (Sales, Management, Broker Consulting)

Risk Management (Audit, Financial Control, Legal Compliance, Underwriting and Claims)

Specialist Business Support (Project Managers, Business / Systems Analysts, Actuarial, Financial & Administration Management etc)

Office Support including executive secretarial and PA positions

The following is a list of commonly asked questions and provides a brief overview of our business methodologies: -

1.1. Is your organisation a member of any professional body?

Association of Personnel Service Organisations since 1998 (APSO).

Kinetic Solutions is also **registered** with the Department of Labour in terms of the previous "Guidance and Placement Act", and now the "**Skills Development Act**" **1998**.

1.2. What distinguishes your agency from other agencies?

In providing market leading recruitment services Kinetic Solutions focuses on the following **critical success factors:** -

- **Consistent delivery of quality referrals on time, every time**
- **A target referral to placement ratio of no more than 3:1**
- **Ongoing market research to develop ourselves as a "knowledge organisation"**
- **Maximum utilisation of technology to improve candidate / client matching as well as operational and strategic management**
- **Manage recruitment vacancy capacity on a ongoing basis, ensuring maximum delivery of total service solutions to select clients**

Our consultants are unique in that they: -

- **Have 45+ years of combined business and management experience, in a wide range of industries including Financial Services, Personnel Services and Information Technology**
- **Are all qualified academically and practically to manage the entire recruitment process, individually or as a collaborative team**
- **Pride themselves on the ability to align with each clients needs at all times**



Association of Personnel Service Organisations of South Africa

As each of our clients have inherently different internal cultures and value systems we are committed to a **total solutions approach** which allows us to align ourselves with the individuality of each of our clients needs. Simultaneously, in our dealings with each customer, it is our core objective to become the **"benchmark" service provider** against which our clients compare the services of other recruitment agencies.

The Kinetic Solutions team are **relationship builders** and strive to establish **business partnerships** with our clients that enable us to intuitively understand and equip ourselves with enough information to effectively and efficiently satisfy all our clients needs. Our aim is for our clients to regard us as a **partner** in their growth process, counting on us and our comprehensive and **result orientated approach**, to respond to their unique business needs.

We believe that we have **evolved** to represent the **next generation of recruitment firm** by virtue of our ability to **respond to our clients needs** immediately, judiciously and with the utmost confidentiality. We set high standards for ourselves, which reflects in the service we give to our clients. Our service goes beyond a comprehensive recruitment delivery process. We are in the **solutions business** and focus on **adding value** at all times when doing business with our customers.

1.4 Candidates from groups designated under the Employment Equity Act

Kinetic Solutions was founded in the New South Africa and fair and non-discriminatory selection has and will always take place, resulting in an applicant base that is fully representative of the demographics of the regions we operate in.

In our pursuit to attract the best applicants in the market we ensure that the widest response is received by utilising various forms of media (print and Internet based) that reaches all sectors of the population, whilst attracting the best people to fill that position. Extensive networking with applicants from designated groups is undertaken in an attempt to attract other quality applicants who are similarly aligned.

KINETIC SOLUTIONS: BEE PROFILE AND STRATEGIC GROWTH OBJECTIVES

EME – Exempt Micro Enterprise, Level 4 Contributor to B-BBEE (refer B1SA.CO.ZA)

It is our intention over the next 5 years to grow our business into a medium sized specialist recruitment solution provider with BEE representation at operational, management and shareholding levels.

