



D | A | V
by **adcorp**

Partnering with the
best in business
to deliver the **best to**
business

RICH AND TRUSTED LEGACY FOR

45+ years

BBBEE STATUS

BO, BWO, Level 1

PROVEN TRACK RECORD IN

**Executive Search
Specialist
C-Suite
RECRUITMENT**



**As one of Africa's leading recruitment firms, our
place in this world is to help others find theirs.**

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by **adcorp**

Specialist precision permanent recruitment

DAV, a member of the Adcorp Group, is a Black-Owned, Black-Women-Owned, level 1 B-BBEE firm delivering permanent placement solutions throughout Africa to the continent's leading firms. Incorporating the power of The Personnel Concept, Financial Industry recruitment specialists, DAV helps shape the future of the professional placements industry on the African continent. Harnessing the technological and services prowess of the Adcorp Group, DAV delivers powerful talent acquisition solutions to the best in industry.

Partnering with national and international blue chip firms, DAV provides specialist recruitment services in the following segments:

	<p>Commercial recruitment A team of consultants who focus on providing high calibre candidates across all commercial and business disciplines.</p>
	<p>Financial markets recruitment As specialists in the financial markets industry, we have the technical understanding and expertise to identify talent nationally in a highly competitive market.</p>
	<p>IT & Telecoms recruitment With the ever-changing ICT arena, this division utilises the latest recruitment Techniques and ICT marketplace expertise to provide leading edge skills to organisations.</p>
	<p>Engineering recruitment Employing technical expertise and specialist selection techniques to lead the field in all levels of engineering recruitment, from specialist professionals to senior executives.</p>
	<p>Supply Chain Management Specialist consultants ensure consistent delivery of high-quality candidates to our clients, on time and at the right time.</p>
	<p>Executive Search Our clients utilise our skills for both senior level roles as well as critical skills placements. We assign a fully dedicated project team who are able to prioritise the assignment. The resources and expertise which are additionally incorporated into our retained search assignments save our clients time and money.</p>

The company's unique recruitment process, benchmarked against the best in the world, identifies the most exceptional candidates – the **top 20%** in their respective field. For its expertise, customer service and results DAV has won more than **50 awards** over the years from organisations such as **PMR, National Business Awards, Career Junction and Deloitte's "Best Company to Work for"**.

Why should you **do** **business** with **DAV**?

We offer



Highly competent and passionate people

Highly competent and passionate recruitment specialists that understand you and the markets you operate in and that have a clear understanding of your priorities, your workforce culture and your ambitions.



Attract and match the highest quality candidates

The ability to consistently attract and match the highest quality candidates best suited to deliver your business growth strategies and produce consistent successes for you.



Deep partnerships with leading corporates

We partner with the best in business to deliver the best to business.



Unrivalled reach and world-class technology

Unrivalled reach, scale and world-class technology.



Diversity, Equity and Inclusion

Demonstrated success in supporting our partners achieve their workforce Diversity, Equity and Inclusion programs.

Recruitment Methodology

Job Requisition

- Detailed organisation investigation
- Assign specialist team
- Identify key indicators

Onboarding

Postplacement service

- Candidate onboarding
- Service calls to candidates and clients
- Candidate and client management

Facilitation

In-depth

- Debriefs
- Offer negotiations
- Employment contract finalisation
- Resignation period

Sourcing

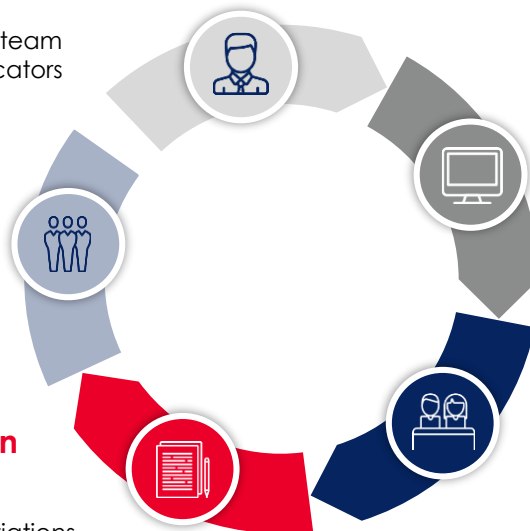
Enables

- Specialist Research Team
- Most advanced technology
- Sourcing candidates with elite and scarce skills
- Unmatched turnaround time

Screening & Interviewing

Accuracy

- Competency based recruitment
- Verification checks: criminal, credit, qualifications



Introducing Adcorp

As a business whose strength is its people, DAV is part of the JSE-listed Adcorp Group of companies. Adcorp is a workforce solutions provider with a **total managed workforce of more than 45 000 employees and assignees**. The Group's strong leadership and global industry expertise helps clients to **enhance productivity, flexibility and improve compliance**. This is enhanced by the Group's ability to **increase employability** by **connecting people** with job opportunities whilst supporting the **skilling and reskilling of Africa and Australia's workforces**.

We are a **culmination of specialist placement partners** with a proud and long history in talent acquisition and professional placements. We cover a range of industries, holding strong relationships with key stakeholders – ensuring the right-fit and true solution is created for each of our clients and candidates.

As an Adcorp Group firm, DAV is galvanised by our Group's Purpose to enable agile, focused and skilled workforces for the future, workforces that are inclusive of people of all abilities, genders, ages and ethnicities; workforces that make a positive contribution to society.

The logo for KELLY, featuring the word "KELLY" in a white, sans-serif font on a dark blue background. A small white circle with a dot inside is positioned above the letter "Y".

Rapid, personalised placement solutions! For more than 50 years now, Kelly has been at the forefront of successful service delivery within the recruitment industry. We focus on the permanent recruitment of general administrative and office support personnel together with sales and service professionals with a particular focus on higher volume roles.

The logo for talentCRU, featuring the word "talent" in a white, lowercase sans-serif font and "CRU" in a white, uppercase sans-serif font on a dark blue background.

We are a talent acquisition and management company that helps progressive and growth-obsessed firms solve staffing problems of consequence, specifically through embedded Recruitment Process Outsourcing (RPO) solutions for permanent recruitment and Managed Service Provider ("MSP") solutions for external workforces.

The logo for Quest, featuring the word "Quest" in a white, sans-serif font on a dark blue background. A white wavy line is positioned above the letter "e".

A brand that is synonymous with the placement of quality front and back office temporary professionals across multiple industries. Sound corporate governance underpins our service delivery, as well as efficient rapid talent deployment of temporary staff.

The logo for PARACON, featuring a white cube icon to the left of the word "PARACON" in a white, uppercase sans-serif font on a dark blue background.

A leading IT personnel resourcing and project management brand that sources high-end IT contractors from multiple IT disciplines and procures these for clients on temporary contracting and on a permanent placement basis. We focus on Business transformation and strategy delivery.

The logo for Charisma, featuring a white square icon with a stylized 'C' inside to the left of the word "Charisma" in a white, sans-serif font on a dark blue background.

Primarily a niche nursing, medical staffing and sundry medical services provider to the private healthcare sector. Additional services include medical wellness screening and medical fitness assessments.