



Precision . Purpose . Progress



Precision  
Placement for Scarce  
and Specialised Skills



## The Need For A Specialist Approach To Talent Acquisition

Volatile markets and unprecedented levels of change have heightened pressure on companies to stay competitive. This makes it crucial to secure critical skills and future-fit leaders to navigate success in an uncertain future.

Facing a hyper-competitive labour landscape characterised by talent shortages, evolving expectations, and an exodus of skilled professionals, hiring the right talent leaves no margin for error.



In the competitive landscape for in-demand skills and recognising the strategic importance of securing the right fit, there is a need for precise alignment between businesses' hiring needs and the expectations of the most suitable talent for the job.

**We offer unmatched precision in fulfilling the hiring needs of top businesses and helping high-performing individuals achieve their career aspirations.**

Drawing on our 45+ year legacy as a highly acclaimed recruitment business, we have attained an enviable industry reputation, founded on precision, premium service and an exceptional success rate with our prestigious client base.




YEARS



B-BBEE



PROCUREMENT RECOGNITION

A photograph of a man in a light blue suit and dark tie, smiling as he works on a laptop in a modern office. In the background, other people are blurred, and the office has a bright, airy feel with large windows and modern decor.

**As Talent Acquisition Specialists,  
Our Place in This World is to  
Help Others Find Theirs.**

With deep specialisation, and a commitment to exceptional standards of delivery, DAV has firmly established itself at the leading-edge of professional, and executive recruitment.

PRECISION PLACEMENT FOR SCARCE AND SPECIALISED SKILLS



# How We Benefit Your Business

We celebrate a reputation for premium service and a high success rate, spanning almost five decades of specialised recruitment of professionals and executives with scarce and specialised skill-sets.

As your trusted recruitment partner, we seamlessly blend industry expertise with global best practices to consistently and reliably fulfill your critical resourcing objectives.

- ✓ Improve hiring accuracy and mitigate risks with precise candidate matching

We connect you with candidates who align closely with your operational requirements, strategic priorities, and organisational culture. This ensures improved retention and mitigates the financial and productivity risks associated with an incorrect hire.

- ✓ Filling critical roles faster with improved recruitment turnaround times

We offer exceptional efficiencies in recruitment processes, unlocked through scale, specialisation and technology-driven innovation.

- ✓ Broadening your recruitment reach with exclusive access to high-calibre individuals

Our established talent networks, cultivated through decades of experience, include passive candidates who may not be visible through traditional recruitment channels.

- ✓ Accelerate your employment equity goals by tapping into diversified talent communities

We have demonstrated success in supporting clients achieve their workforce Diversity, Equity and Inclusion goals at an executive and professional skills level.

Supported by the highest standards of integrity, governance, and ethics.

We maintain a rigorous governance framework that prioritises transparency and accountability, safeguarding interests and fostering trusted partnerships. Our ethical recruitment practices uphold the highest standards in every aspect of our process, ensuring a fair and unbiased experience for all candidates.



Where  
Client Expectations &  
Candidate Aspirations Intersect



# Our Areas of Specialisation

## Commercial Recruitment



Our seasoned specialists are dedicated to delivering top tier candidates across various commercial and business disciplines. We excel in sourcing professionals for roles such as accounts, finance, accounting and financial management, human resources, sales and marketing, secretarial/PA, shipping/export/import/procurement/logistics/insurance/operations/general management, and administrative support/pharmaceutical, and legal. Our extensive experience ensures that we can connect you with the talent that precisely matches your organisation's needs.

## Financial Markets Recruitment



Our deep technical understanding and expertise give us a distinct advantage in identifying talent within a highly competitive market. We specialise in recruiting across a broad spectrum of financial markets industries, including stockbroking, asset management, investment and corporate banking, financial planning and wealth management, insurance and employee benefits, actuarial and investment consulting, as well as fund services. This specialisation enables us to pinpoint the individuals who can drive your financial business to greater heights.

## Supply Chain Management



Our specialist consultants consistently deliver high-quality candidates poised to drive efficiency and innovation within high-performing teams. We specialise in uncovering top talent in the fields of supply chain, export and import, procurement, and logistics, both across Africa and South Africa. Our relentless commitment to identifying exceptional talent in these sectors ensures that your business is positioned and enabled with the professionals it needs to succeed in today's competitive market.



# Our Areas of Specialisation

## IT & Telecoms Recruitment



We're not just observers of the ever-evolving ICT landscape; we're the navigators, constantly charting new courses to source the most sought-after talent. Our recruitment prowess spans across a diverse array of industries, a vast canvas where we paint the future of your business with innovation. Our dedicated teams are your strategic allies, specialising in handpicking C-suite and senior management professionals with dynamic, forward-thinking skill sets. Our team boasts a wealth of experience in recognising the next-generation of leaders within fiercely competitive talent markets.

## Engineering Recruitment



Founded on a solid foundation in specialised engineering recruitment, we excel at sourcing talent ranging from professionals to senior executives, offering unmatched industry insight and expertise. Our recruitment services span across various industries, including but not limited to, Renewable Energy, Manufacturing, Automotive, Construction and Mining. We pride ourselves on connecting your business with the right engineering talent available, ensuring your business goals are led by individuals who understand your industry.

## Executive Search



We transcend traditional recruitment with our specialised focus on Executive Search. Our team is not just dedicated, but passionate, about enhancing your leadership expertise. We prioritise high-impact C-suite and senior management recruitment with intricately tailored solutions, ensuring that every placement is not just a match but a transformative decision. Our wealth of expertise lies in recognising visionary leaders who are driving the future in competitive talent markets. With us, you're not just finding leaders; you're uncovering the architects of your organisation's future success.



# Where Client Expectations & Talent Aspirations Intersect

**As preferred talent partners, we help top achievers realise their ambitions.**

We have an established reputation as a first-choice career partner for a high-performing talent community. We offer specialised support and trusted guidance to assist top talent identify opportunities that align to their skills, lifestyle, and aspirations.





# Leveraging data, technology and expertise, we excel in sourcing Africa's top candidates.

**Our unique processes, benchmarked against global standards, deliver the top candidates to meet your priorities.**

## Specialised Expertise

Our passionate recruitment consultants are deeply experienced in their respective markets to hold informed insight into industry skill and compliance requirements.



## High-touch Personalised Service

We hold ourselves accountable to the highest standards of service and are committed to ensuring exceptional candidate and client experiences at every stage of the process.



## Meticulous Process

Through a relentless pursuit of continuous process optimisation, we offer streamlined, robust recruitment processing, ensuring expedited turnaround times and reduced hiring risks.



## Technology

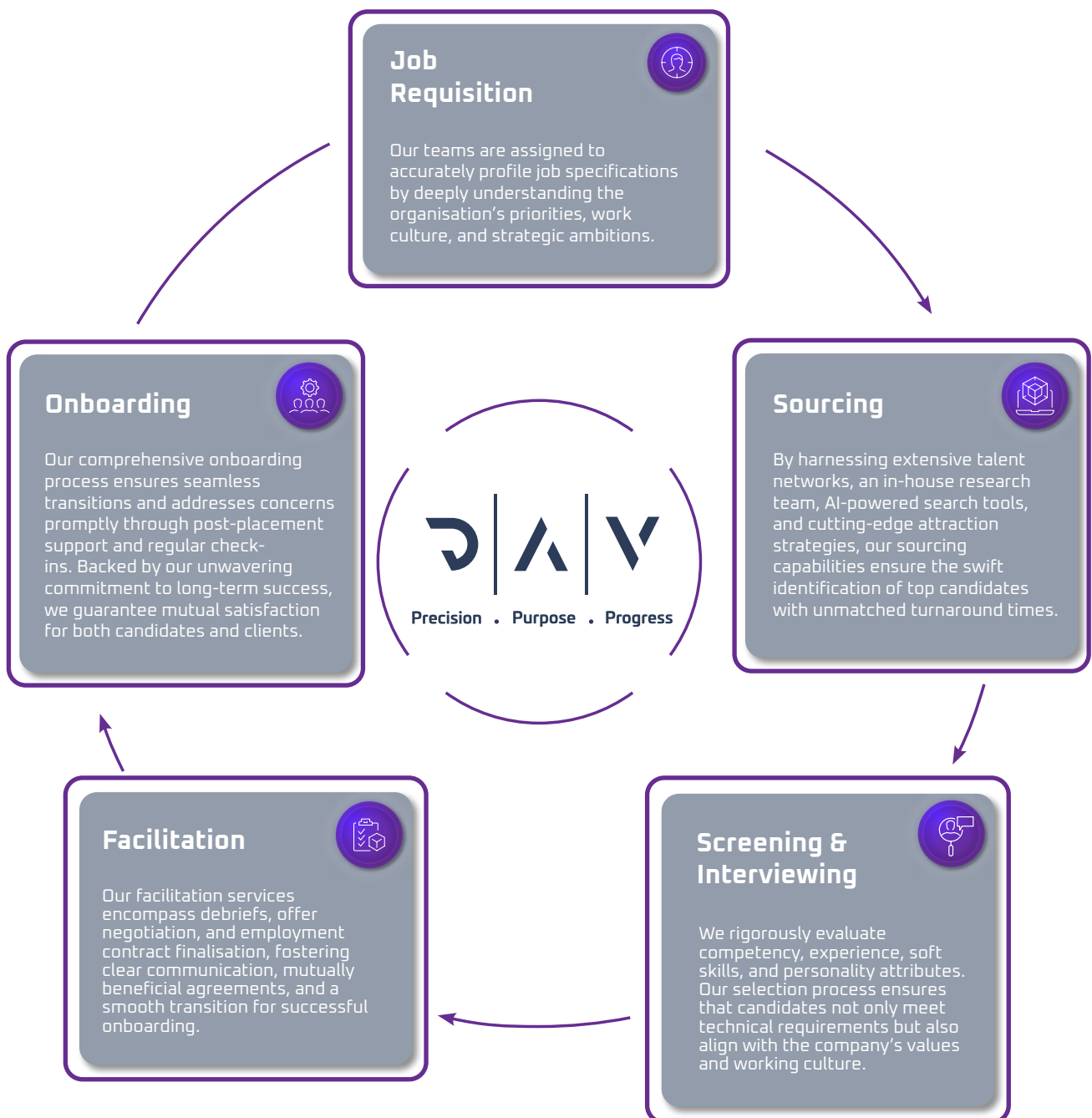
We embrace cutting-edge recruitment technology to streamline processes, enhance candidate engagement, and optimise talent acquisition strategies.

- Advanced sourcing tools, powered by unique search algorithms and AI technology, provide unparalleled speed and accuracy to identify the top 20% of exceptional candidates in their respective fields.
- Digital processing engine securely manages and securely archives all relevant documentation, ensuring seamless compliance and transparency.



# Our Process Efficiency Model

Our unique approach is built upon a solid foundation derived from almost five decades of experience in placing exceptionally skilled talent and pioneering leaders.





IS PROUDLY AN ADCORP COMPANY



Founded in 1975 and listed on the JSE Limited in 1987, Adcorp Group is a pre-eminent provider of advanced workforce solutions, enabling agile, focused and skilled workforces for the future.



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

## Engage With Us

Our team of seasoned experts are ready to help you address critical talent gaps and navigate the dynamic talent landscape. We are dedicated to delivering exceptional results and ensuring you have the unwavering support of a trusted partner who is aligned with your strategic vision and wholeheartedly committed to your organisation's success.

- ✓ Access exclusive talent networks
- ✓ Reduced time-to-fill for critical positions
- ✓ Enhanced candidate experiences
- ✓ Preferential procurement recognition

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