

Deloitte.

Quality technology talent
Flexibility in the age of flux



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Finding technology talent in the age of flux

Hyperspeed worlds characterised by constant change

Today's modern day environment is technology-enabled, where the touch of technology is ever present. The pace of change is constantly increasing and is causing the need and desire for organisations to be ever more agile and flexible. Business change, efficiency and growth are increasingly becoming enabled by the technology department with enterprise resource planning systems, cloud computing and enterprise mobile solutions amongst others, becoming common place in most modern day organisations.

In a world of skills deficits, the hiring environment becomes highly competitive. Many organisations often struggle to find high-quality technical candidates that can meet their changing business objectives. Technology leaders and professionals are becoming accustomed to the "new normal". The new normal is an environment of constant disruption, categorised by frequent organisational change, increasingly interdependent work, the rise of knowledge workers and a multitude of choice.

Frequent organisational change

Modern organisations have come to terms with the need to remain agile in order to gain advantages and remain competitive. The effect is that employees now undergo rapid and continuous change. Employees are becoming locked into a constantly rotating cycle of new roles, new technologies and new processes that if not managed effectively can derail productivity.



Work is increasingly interdependent

Operating in a "we think" world requires employees to collaborate more than they ever have. The pace of change not only requires the need to co-create, but demands it. Increasingly responsibility is being shared over numerous employees as skills bases become less generalist and increasingly more technical and niche. Integrating numerous skills to enable quick and effective innovation has become everyday reality. Employees increasingly need to collaborate, communicate and connect.



The rise of knowledge workers

Information is still growing at exponential rates and the rise of "Big Data" and the advancements in technology are fuelling more of a knowledge society. The world of work is increasingly requiring employees to be able to access and analyse information. Digital knowledge management is increasingly becoming relevant for enabling ease of knowledge retrieval and open innovation.



Shifting work landscape

The consumerisation of technology will increasingly play a role in the workplace. The trend of bring your own device (BYOD) poses risks to data security and numerous challenges for many organisations. In addition consumer technologies are creating a wave of "digital omnivores" as they shape the expectations of employees with regards to enterprise technology, particularly with respect to interface design. Technology departments are increasingly being expected to enable technology variety and choice for employees.

Finding quality technology talent to cater for constantly changing technology-enabled organisations is a constant challenge particularly given the global talent shortage and low levels of education in many countries globally and across Africa.

Remaining flexible yet effective – key talent issues for today's technology leaders

- The technology team need to create wide-scale value for the organisation under resource constrained conditions
- There are shortages in the market of mid - senior level technology talent
- There is a need for certain niche technology skills, but this need is often sporadic and full time resources are not required by the business in the long-term but are required for a specific project
- Modern day technology divisions are shape shifters, there is a need to be more flexible with the skills mix and there is a constant need to restructure, upsize and downsize based on different business needs and requirements
- Due to changing budget constraints a low cost and adaptable technology resourcing solution is increasingly needed



Usability, intuitiveness, and simplicity have moved from aspiration to mandate.

Business can now directly procure cloud services, digital solutions, and mobile apps that are “good enough” to meet their needs. In this open marketplace for IT services, business relevance and user engagement are competitive currency.

Many CIOs find their organisations lack the skills and craft to provide the tools and experiences many users expect.

— Wall Street Journal, Deloitte

Discover the Deloitte difference

Technology talent excellence

Technology leaders often find it daunting to seek out technology talent in today's market. There are numerous technology talent solutions providers offering up technology candidates with generic skills. While most talent providers manage the administration side of technology talent deployment such as timesheets and leave, payroll and expenses management, most do not manage the human side of technology talent enablement.

Technology skills are often not effectively matched to the roles and requirements of today's technology leaders and candidates are often not mentored and guided effectively. At Deloitte we aim to bridge this gap.



Exposure to knowledge leadership

Our technology candidates are exposed to our rich global knowledge leadership and intellectual property base which enables them to be informed and up-to-date with recent global technology developments.



Development programmes

In addition Deloitte focus on enhancing technology talent through continuous improvement, feedback and develop programs which enables future risks to be mitigated.



Specialised Team

Deloitte have a Flexible Resources Management team that are focused on sourcing and managing technology candidates with track records of successful delivery.



Accreditation process and candidate pool

Deloitte have rigorous talent selection and quality accreditation processes that ensure only high quality technology talent filters through into our talent pool of over 10 000 specialist mid-senior level technology professionals.

High quality technology talent on a flexible or permanent basis

- IT Project Managers
- IT Business Analysts
- Developers
- Oracle Functional Specialists
- SAP Functional Consultants



- IT Managers
- Business Analysts
- System Analysts
- IT Support
- Systems Engineers



How our service works

We work on a seamless methodology that is timeous, fairly priced and flexible in meeting your requirements. We employ the role of bridging the talent gap and ensure all the elements in sourcing and placing suited candidates with the applicable skills set for your specific business needs are attended to. Our service is attuned to provide resources for temporary assignments as well as permanent placements.



What are the benefits to our clients?

- The flexible resources management service provides for a centralised contracting business unit, thereby reducing your risk from a PAYE and labour law perspective.
- Meeting the Information Management Programme Manager (Applications) or the Information Management Programme Manager (Infrastructure) on a regular basis to discuss performance of contractors and plan for any possible future requirements and needs.
- Administering the contracts and payroll (this includes timesheet and leave management). Our flexible approach allows clients the ability to meet unforeseen resource demands without having to employ full-time resources. Our database of quality accredited talent means that the talent we provide is connected to the global knowledge and expertise of Deloitte. Access to consultants who are experienced across a broad range of clients and industries.
- Billing and reporting on a monthly basis.
- Ongoing skills development and knowledge renewal of candidates

Gain access to experienced technology skills across numerous industries

We have successfully deployed talent across numerous industries across Africa and the globe.

	A mining industry view	
	Snapshot:	Deloitte was assigned a mining technology implementation project based in Sierra Leone
	Challenge:	To provide technology talent to serve the first phase of the project in Sierra Leone
	Solution:	Deloitte was able to mobilise a team of IT resources in a very short period of time to be based in a remote location in West Africa
	Benefits:	Technical skills were provided onsite and the project was delivered within budget
	A banking industry view	
	Snapshot:	Deloitte was selected as one of two exclusive service providers for a business performance solutions strategic sourcing project
	Challenge:	The critical component was the actual sourcing and placement of approximately 170 – 180 candidates (specifically focusing on female talent) at middle and senior managerial levels within an 8 month period
	Solution:	Deloitte was responsible for providing innovative solutions to source large volumes of scarce skills
	Benefits:	By accessing new and various sourcing channels, Deloitte was able to place high level BEE project managers thereby enhancing their BEE statistics
	A technology and media industry view	
	Snapshot:	A large media and entertainment provider in Africa required technology and business project management resources to onboard IT / Financial ERP skills
	Challenge:	To onboard IT/Financial ERP skills on short notice
	Solution:	Provision of ERP financial skills
	Benefits:	Deloitte was able to provide the skills required which fast tracked the completion of the client's project
	A retail industry view	
	Snapshot:	Deloitte provided ongoing technology talent on a number of engagements at a large beverage manufacturer and distributor
	Challenge:	On a recent global roll out, this company required a large contingent of suitable SAP consultants
	Solution:	Deloitte provided and staffed a large number of SAP consultants needed for the global rollout
	Benefits:	The retail organisation was able to quickly and effectively hire high calibre individuals that had previous access to Deloitte IP, tools and project management methodologies

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