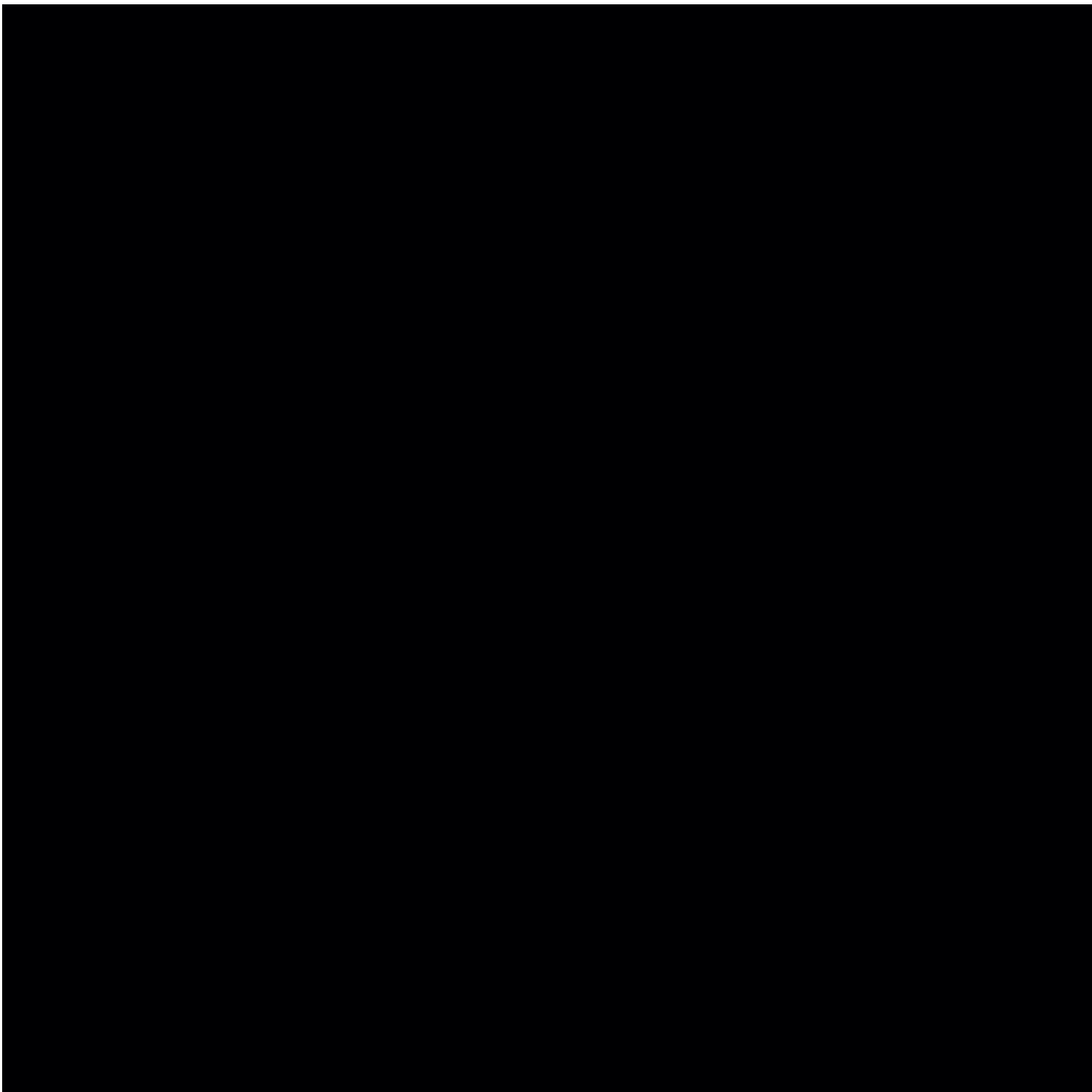


**Deloitte.**

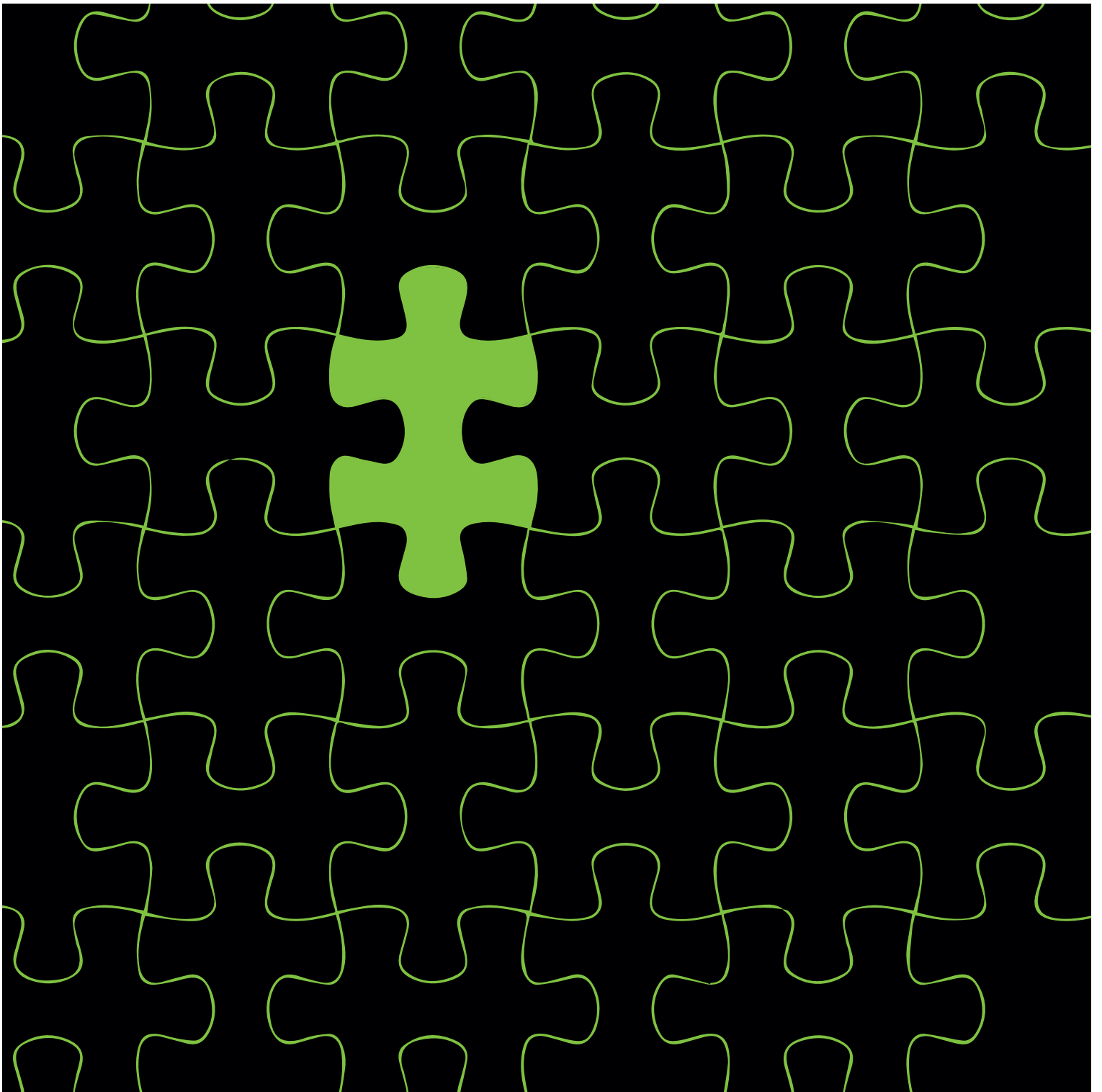


**Flexible Resources Management**



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# Providing the perfect talent fit

We provide the perfect talent fit in an ever-expanding and evolving market. We specialise across all levels of IT and Engineering recruitment, from specialist professionals to senior executives.

While most talent providers manage the administration side of talent deployment such as timesheets and leave, payroll and expense management, most do not manage the human side of talent enablement.

Skills are often not effectively matched to the roles and requirements of today's leaders and candidates are often not mentored or guided effectively. At Deloitte we aim to tackle this.

# Introducing Flexible Resources Management (FRM)

## Who we are and what we do

**2006:** Established as a team of two resourcing consultants, providing ERP skills to Deloitte only.

**2018:** Team size grown to 12 resourcing consultants, serving multiple clients, across various industries, specialising in all levels of IT and Engineering recruitment.

Global market trends are driving the diversification of skills. As a resourcing partner to our valued clients, we are seeing this accentuated by the Millennial Generation.

### Features:

Career progression and development



Work-life balance more important than financial reward



Ongoing training and development



Loyalty lites and not motivated by salary benefits



Flexible working opportunities



Decide on how, when and where they work



# Millennials

- It is anticipated that by 2020, millennials will make up 50% of the global workforce
- They have a keen interest in the Digital World
- Those with the right skills will be in high demand

- Employers need to remain competitive by doing away with the traditional employment models
- This talent is sourced from anywhere in the world via crowd sourcing and social channels
- Globalisation of talent and technology means employers can remain lean while filling critical skills gaps
- FRM are able to support an agile talent/"talent-on-tap" resourcing model

# Engineering Skills Specialisations

We know where to find the right talent



## Mining & Minerals

Mining Engineers  
Master Sinkers  
Foremen (all disciplines)  
Geologists  
Minerologists  
Environmentalists  
Safety Officers



## Oil & Gas

NDT Managers  
NDT Inspectors  
Project Managers  
Construction Managers  
Planners  
Estimators  
Safety Managers/Officers



## Power & Energy

Engineers (all disciplines)  
Inspectors (all disciplines)  
Contract Managers  
Construction Managers  
Commercial Managers  
Planners  
QA/QC Managers/Engineers  
Supervisors/Foremen  
Quantity Surveyors  
Project Managers  
Commissioning Engineers



## Consulting Engineering

Consulting Engineers  
Contract Managers  
Design Engineers  
Environmentalists  
Quantity Surveyors  
Planners & Schedulers



## Infrastructure/Building/Roads

Engineers (all disciplines)  
Site Agents  
Foremen  
Quantity Surveyors  
Design Engineers  
Planners  
Construction Managers  
Contract Managers  
Land Surveyors



## Engineering and Construction

Project Managers  
Multi-Disciplined Engineers  
Mechanical & Electrical  
Artisans  
Geologists





### Rail Infrastructure

Perway Engineers  
Perway Supervisors  
Electrical Resources Engineers  
Civil Engineers  
Land Surveyors  
Quantity Surveyors  
Cost Engineers  
Planners  
Safety Managers



### Renewable Energy

Engineers (all disciplines)  
Supervisors (all disciplines)  
Project Co-ordinators  
Project Managers  
Turbine Inspectors  
Safety Managers/Officers



### Inspection (AIA)

Resources  
Coating Inspectors  
Welding Inspectors  
Fabrications Inspectors  
Piping Inspectors  
IPEs  
CP s  
QA/QC Inspectors  
NDT Managers  
NDT Technicians  
(UT, MT, RT, WT, etc)  
Vendor Inspectors



### Methods of attracting talent



Quality Database of Talent



Deloitte alumni and networks



Social Media



Partnership with smaller consulting practices

# IT Skills Specialisations

We know where to find the right talent



## Cyber Skills

Security Analysts  
SIEM Administrators  
Vulnerability Managers  
Governance Consultants  
Senior Solution Architects  
IT Security Consultants



## Digital

Mobility  
Adobe Skills  
Web Developers



## Advisory

Governance  
Solution Architects  
IT Strategy  
Project Management



## Testing

Functional Testers  
Testing Managers

## Custom Build

**Developers**  
Software Engineers  
Enterprise Architects  
Integration Architects



### **Data Management**

Systems/Business Analysts  
Business Intelligence  
Data Architects  
Data Analysts  
Data Warehouse Design



### **SAP**

Warehouse Management  
Business Intelligence  
Plant Maintenance  
Human Resources  
GRC  
Finance  
ECM  
Hana  
Sales and Distribution  
Materials Management  
Production Planning  
Supply Chain Management  
Quality Management  
Environmental Health & Safety Consultant



### **Oracle**

Financial Management  
Human Resource Management  
System (HRMS)  
Procurement  
Supply Chain Management  
Transportation Management

# Engaging us

1

The client sends a recruitment assignment to FRM

2

## Candidates are sourced through:

- Mapping of the market
- Social media networks
- Advertising if appropriate
- Searching within Deloitte extensive networks/alumni

3

The client selects the candidates to be interviewed.

6

While the candidate is employed/contracted, Deloitte arranges regular feedback/meetings, and reports to ensure exemplary service delivery.

5

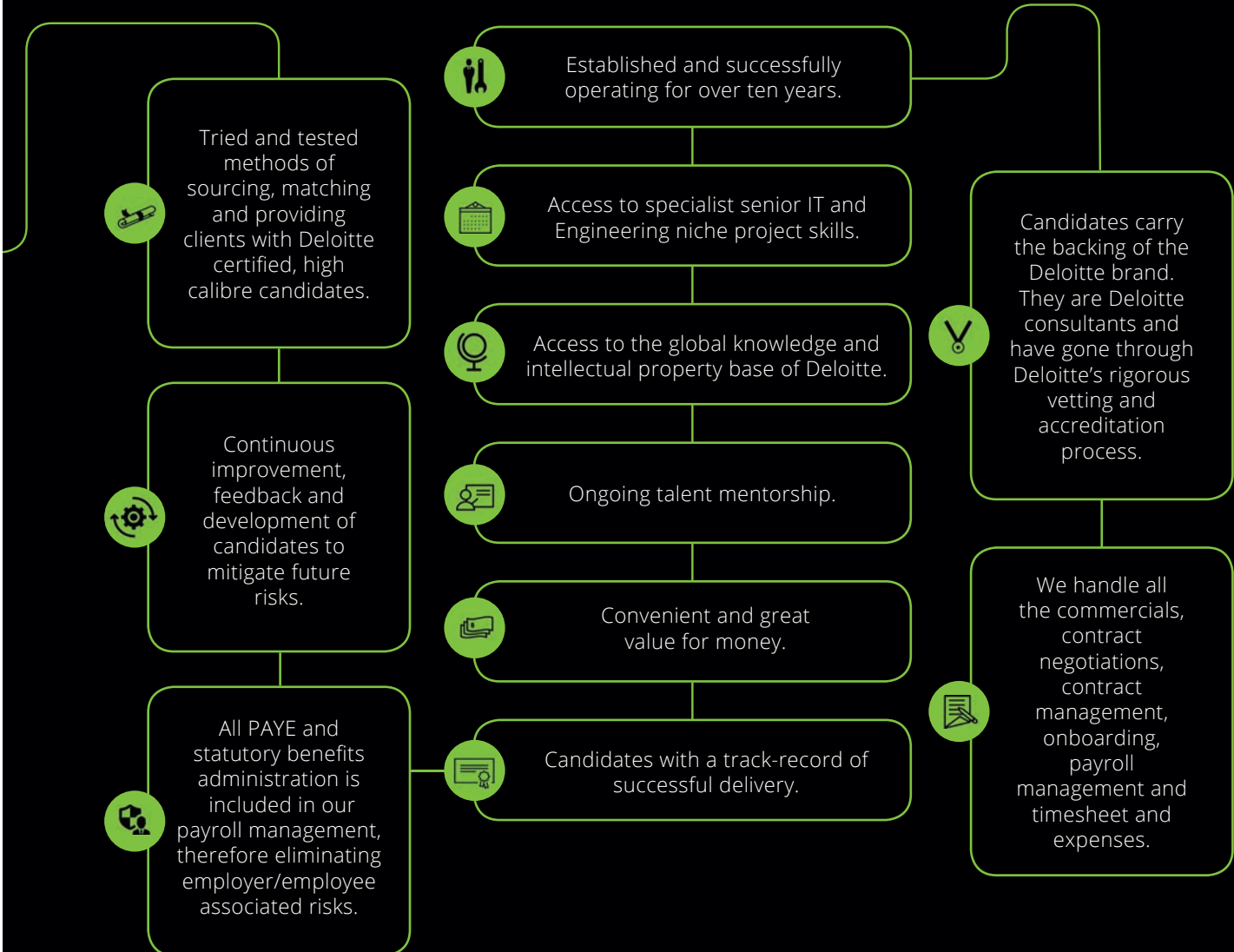
## Once the client selects a candidate, Deloitte:

- Facilitates negotiations and placement
- Assists with the onboarding process
- Informs successful and unsuccessful candidates of the outcome

4

Deloitte then arranges formal interviews with the client to perform background and integrity checks.

# How do you benefit?



# Clients

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jda.

  
ABSA

  
AVS  
Confidence in Your Digital Information

  
ALFA  
LAVAL

*Tejjumat*

  
AVENG  
Leaders in infrastructure

  
ANGLOGOLD ASHANTI

 LIBERTY

  
AIR  
PRODUCTS

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