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
- Ongoing training and development
- Flexible working opportunities

- Work-life balance more important than financial reward
- Loyalty lite and not motivated by salary benefits
- 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 Sickers
- Foremen (all disciplines)
- Geologists
- Minerologists
- Environmentalists
- Safety Officers

**Consulting Engineering**
- Consulting Engineers
- Contract Managers
- Design Engineers
- Environmentalists
- Quantity Surveyors
- Planners & Schedulers

**Oil & Gas**
- NDT Managers
- NDT Inspectors
- Project Managers
- Construction Managers
- Planners
- Estimators
- Safety Managers/Officers

**Infrastructure/Building/Roads**
- Engineers (all disciplines)
- Site Agents
- Foremen
- Quantity Surveyors
- Design Engineers
- Planners
- Construction Managers
- Contract Managers
- Land Surveyors

**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

**Engineering and Construction**
- Project Managers
- Multi-Disciplined Engineers
- Mechanical & Electrical Artisans
- Geologists
Flexible Resources Management | Engineering Skills Specialisations

**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

Candidates are sourced through:

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

1. The client sends a recruitment assignment to FRM

2. Mapping of the market

3. The client selects the candidates to be interviewed.

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

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

6. While the candidate is employed/contracted, Deloitte arranges regular feedback/meetings, and reports to ensure exemplary service delivery.
How do you benefit?

- Established and successfully operating for over ten years.
- Access to specialist senior IT and Engineering niche project skills.
- Access to the global knowledge and intellectual property base of Deloitte.
- Ongoing talent mentorship.
- Convenient and great value for money.
- Candidates with a track-record of successful delivery.
- Candidates carry the backing of the Deloitte brand. They are Deloitte consultants and have gone through Deloitte's rigorous vetting and accreditation process.
- We handle all the commercials, contract negotiations, contract management, onboarding, payroll management and timesheet and expenses.

Tried and tested methods of sourcing, matching and providing clients with Deloitte certified, high calibre candidates.

Continuous improvement, feedback and development of candidates to mitigate future risks.

All PAYE and statutory benefits administration is included in our payroll management, therefore eliminating employer/employee associated risks.
Clients
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