



## ABOUT BEYOND LIMITS RECRUITMENT

### COMPANY PROFILE

Beyond Limits Recruitment, founded in 1990, is a specialist local and international recruitment company with national coverage in 9 South African provinces.

Our professional recruitment consultants focus on the selection and recruitment of high quality **permanent** and **contracting** staff, from medium to senior management and executive level positions in the Financial, Information Technology, Telecommunications and Engineering industries.

Beyond Limits Recruitment restricts its recruitment efforts to an exclusive, select client base to ensure personalized, quality services. The client confidence and trust that Beyond Limits Recruitment enjoys is evident in the number of sole mandate agreements with, and inclusion on preferred supplier lists of some of the top 200 companies in South Africa.

Top priority is placed on attracting and retaining top talent in our focus industries (IT, Financial & Engineering and Telecommunications) as we believe that superior job performance is a primary contributing factor in setting a company apart from its competitors.

Beyond Limits Recruitment envisage becoming an indispensable recruitment partner by assisting our clients in realizing business objectives through an intimate understanding of client requirements, principles and culture.



**BLACK ECONOMIC EMPOWERMENT**

Beyond Limits Recruitment is supporting Government in the development of Black Economic Empowered Initiatives and strives to enhance the competitiveness of Black Economic Empowered organizations in the industry. Beyond Limits Recruitment is rated a Level 3 BEE **contributor**.

Beyond Limits Recruitment is further supporting the Affirmative Action initiative by promoting placements of candidates from Previously Disadvantaged Groups, otherwise referred to HDI's.

Our placement ratio reflects our support of Affirmative Action initiatives as set out below:

	<b>PERIOD                      PLACEMENT RATIO</b>		
2003 / 2004	70% Black	10% Indian and Coloured	20% White
2004 / 2005	70% Black	20% Indian and Coloured	10% White
2005 / 2006	70% Black	20% Indian and Coloured	10% White
2006 / 2007	70% Black	23% Indian and Coloured	7% White
2008 / 2009	60% Black	10% Indian and Coloured	30% White

**CLIENT PORTFOLIO**

Beyond Limits Recruitment's current client base and marketing efforts are focused on the following areas:

- Corporate companies
- Multinationals
- JSE listed companies
- Top 100 companies
- Blue chip companies

**PROFESSIONAL ASSOCIATIONS**

Beyond Limits Recruitment is an accredited member of APSO (Association of Personnel Services Organization). We strive to uphold the APSO Code of Ethics and Conduct and we adhere to principles and guidelines of the Labour Relations Act.

Relationships with professionals across sectors and associations such as ABSIP, BMF as well as ABASA have been established and networking and introductions continue on an on-going basis.



## MISSION, VISION AND VALUES

### MISSION

Acting as a Business Partner to our selected clients, we recruit top talent across the IT, Financial, Engineering and Specialized Business Sectors.

### VISION

To become a leading, International Specialist Recruitment Company and the BBBEE recruitment company of choice in South Africa.

### VALUES

- Partnership
- Integrity
- Accountability
- Commitment to Excellence



## AREAS OF SPECIALIZATION

### FINANCIAL

**Banking:**

Merchant, Corporate, Commercial and Private Banking

**Financial Services:**

Investment, Asset Management, Treasury, Insurance

**Financial Services/Accounting:**

Chartered Accountants, Auditors, IT Auditors, Forensic Auditors, Cost and Management Accountants, Financial Managers, Tax Consultants, Accountants.

### ENGINEERING

**Engineering:**

Electrical, Electronic, Mechanical, Civil, Chemical, Industrial, Mining, Telecommunications, Cost Engineering, Quantity Surveyors, Project Management.

### INFORMATION TECHNOLOGY

Programming, Software Development, Business/Systems Analysis, Project Management, IT Support, IT Auditing, Business Development, Business Process Re-engineering, Systems Integration and Systems Implementation.

### TELECOMMUNICATIONS

Telecommunications specialists, Systems Engineers, Network Engineers, Radio Planners, Specialist programmers, Analysts, Project and Program managers.

### MARKETING

Brand Management, Customer Retention & Loyalty management, Strategic and Business Development management.



## **CLIENT FOCUS**

### **SERVICE LEVEL AGREEMENT**

Beyond Limits Recruitment adheres to strict client service level agreements and recruitment best practices to ensure placement of long-term, high caliber employees.

Our stringent selection criteria, along with the procedures followed in the recruitment drive are transparent, in line with the requirements of our clients and in accordance with the stipulations of the Labour Relations Act.

Any information relating to clients' business is treated with the utmost confidentiality.

### **SPEED AND DELIVERY**

Turn-around time is 3 -10 working days for supplying the client with suitable candidates – depending on the complexity of the job description and the availability of the required candidates in the market place.

This fast turn-around time is made possible through our e-recruitment and executive search capability.

### **GUARANTEE PERIOD**

We uphold a guarantee of 90 days on permanent placements.

### **RECRUITMENT FEE**

A placement fee of 17% is levied on permanent placements.  
A fee of 20% is levied on head hunting assignments/placements.



## SELECTION PROCESS

### DATABASE AND ICT SOLUTIONS

Beyond Limits Recruitment boasts a database of more than 15 000 candidates in the Financial, IT and Engineering sectors. We subscribe to live internet databases hosting over 200 000 active job seekers nation-wide and internationally.

We maintain a **sourcing network** through relationships with key professionals in relevant industries.

### IDENTIFYING AND SCREENING CANDIDATES

- Pre-screening
- Interviewing
- Skills assessment
- Credit check (ITC), Verification of qualification (MIE), Criminal checks
- Reference checks
- Psychometric testing
- Short listing for client approval
- Follow-up and feedback



## THE TEAM

The Beyond Limits team comprises of 6 Executive Search Consultants, 2 Research Consultants, 2 Support and a financial administrator.

All of our employees undergo intensive in-house and external training that paves the way for them to carry out their duties professionally.

Recruitment staff is IPSC trained and accredited and all staff adheres to the APSO Code of Conduct.

Management recognizes staff retention as of strategic importance and adopts measures and fair process to build loyalty and pride in the Beyond Limits brand.

## CONTACT DETAILS

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