

## CORPORATE PROFILE

In the dynamic world of corporate recruitment and executive search, The Corporate Hub stands as a testament to innovation, dedication, and staffing expertise. We have been the bridge connecting premier African and European entities with the industry's best talents for almost two decades.

### 1. ABOUT US

#### 1.1. Our Legacy

Founded in **2006**, The Corporate Hub has positioned itself as a strategic intermediary between top-tier corporate **African and European entities** and industry specialists in **Information and Communication Technology (ICT), Legal Risk and Compliance** services.

A clear objective drove our establishment: to streamline the connection between leading organisations and elite professionals. With years of rigorous operations, we have solidified our standing in the industry, catering to the recruitment and search needs of large to medium-scale corporate entities.

#### 1.2. Our Mission and Vision

At the heart of our operations lies a mission **to serve as an efficient conduit between Professionals and Companies**, championing **excellence and ensuring sustainable** career and business outcomes.

Our vision is clear: to set **unparalleled standards in the recruitment industry**, making The Corporate Hub the first choice for comprehensive employment solutions.

#### 1.3. Our Distinctive Edge

##### **Lasting Business Partnerships and focus on excellence:**

We are committed to **building lasting partnerships** with both our clients and candidates. To us, it's about more than just business - it's about delivering tangible benefits. A number of our candidates have stayed with our clients for extended periods of time and have helped to train and develop up-and-coming talent. This sustainability underscores our **attention to detail and meticulous approach** to matching candidates with the right team dynamics and business strategies.

We are committed to **excellence**, consistently exceeding expectations and achieving exceptional results.

### **Ethical Foundations:**

**Transparency and trustworthiness** are the foundation of our operations. We always strive to adhere to the highest standards and industry best practices. Our clients rely on us for guidance on potential risks during the recruitment process. We emphasise open communication, promptly addressing risks even if it means passing on a placement opportunity. Our repeat clients' continued trust and loyalty attest to the values we stand for.

### **People-Centric Approach:**

Beyond corporate engagements, we prioritise individuals, ensuring a personalised touch in every collaboration. As we **prioritise career development**, our brand attracts top talent. Numerous candidates we've worked with not only introduce their colleagues to us but often transition into becoming our clients.

### **Innovation and Technology Adoption:**

In an ever-changing business landscape, staying ahead requires more than mere adaptation—it demands visionary evolution. Once deemed sufficient, traditional sourcing, attracting, and recruitment methods now fall short in the face of modern challenges. We are at the forefront of this transformation, harnessing the vast potential of **Open Source Intelligence (OSINT)** - a method of gathering data from publicly available sources - and the precision of cutting-edge artificial intelligence **(AI) technologies**. This powerful combination gives us a competitive advantage, unparalleled insights and strategies, and access to hidden passive talent. By leveraging these tools, we position ourselves as industry pioneers, ready to navigate the complexities of the modern recruitment world.

### **Industry Reach and Footprint:**

Leveraging our **extensive footprint** in both commercial and online realms of Technology and Legal, Risk and Compliance sectors, we ensure our clients access a spectrum of top-tier candidates.

## **2. INDUSTRIES SERVED**

We made successful placements across industries **like Advisory, Business and Technology Consulting, Banking, Investment, Insurance, Fintech, Construction and Mining**. We also secured Preferred Suppliers Listing at various enterprise-sized companies.

The Corporate Hub leverages its expertise and understanding of each sector's unique challenges and opportunities. We have solid experience of unique in-country nuances, remuneration and benefits in the different countries.

### **2.1. Banking & Investment:**

With the financial sector undergoing rapid transformation, we've been at the forefront, aiding banking and investment firms in navigating this dynamic landscape by connecting them with top-tier talent.

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*Clients include Ashburton, FNB eBucks, FNB Fiduciary, FNB Wealth, RMB, Fortress REIT and FNZ (Headquarters in Edinburgh, Scotland).*

## 2.2. Insurance:

The insurance industry is marked by its complexity and the need for specialised knowledge. Our extensive network within this sector ensures we match our clients with candidates with specialist skills and a deep understanding of industry-specific challenges. *Noteworthy clients include Discovery, Hollard, Liberty and Telesure.*

## 2.3. Technology & Fintech:

As technology continues to reshape businesses and consumer behaviour, we've been instrumental in helping tech and fintech firms stay ahead of the curve. *Noteworthy Technology clients include Korbitec, Synerics and Yannitech (International Insurance Management Systems).*

## 2.4. Advisory/Consulting:

Our expertise extends to the advisory domain, where we've successfully placed candidates who have provided strategic insights and guidance to businesses, helping them achieve their objectives and maintain a competitive edge. *Noteworthy clients include Tasima and EY.*

## 2.5. Pan-African Landscape:

The continent is witnessing unprecedented growth and development, making it a hotspot for employment opportunities. We've successfully collaborated with candidates spanning various African nations, including Nigeria, Egypt, Ghana, Kenya, Tanzania, Zambia, Zimbabwe, Mozambique, Namibia, and South Africa. A notable client exemplifying our Pan-African reach is Cellulant Payment Platforms, with a widespread presence across the continent.

# 3. SERVICE OFFERINGS

## 3.1. Comprehensive Staffing Solutions:

Catering to a diverse clientele that spans medium-sized consultancies to corporate enterprises across the African landscape. We specialise in:

- **Permanent and contracting staffing:** Contingency recruitment in the Technology, Legal, Risk, and Compliance sectors.
- **Executive Search:** Retained searches leveraging a mix of referrals, online platforms, and in-depth industry research and mapping.

## 3.2. Talent Mapping & Market Intelligence:

Harnessing our top research capabilities, we navigate the complexities of the industry to offer:

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- **Strategic Talent Mapping:** Through meticulous analysis, we pinpoint candidates that align seamlessly with our clients' distinct requirements.
- **Informed Market Transfers:** We ensure that both our Clients and Candidates remain at the forefront, equipped with pivotal market and industry insights.
  - **Compliance:** Our methods are always attuned to the legislation and best practices relevant to specific countries.
  - **Advanced Intelligence Techniques:** Our strategies are bolstered by profound expertise in OpenSource Intelligence (OSINT), Social Media Intelligence (SOCMINT) and AI tools and methods, ensuring a comprehensive and informed approach.
  - **Market Knowledge:** We have a deep understanding of the job market, including salary benchmarks, hiring trends, and skills in demand. We advise our clients on how to position their job vacancies and attract the top candidates.

### 3.3. Psychometric Assessments:

We offer comprehensive psychometric assessments in collaboration with a panel of Registered Industrial Psychologists. This ensures that candidates are not only a technical fit but also align with the cultural and behavioural expectations of our clients.

### 3.4. Recruitment Process Outsourcing (RPO):

Beyond mere recruitment, we offer a comprehensive talent management outsourcing solution. Our services include:

- **Team Capacity building:** We carefully source and attract top specialists to enhance existing recruitment teams' capabilities to address organisations' recruitment demands. These individuals bring with them a deep understanding of the industry and its specific nuances and possess comprehensive knowledge in their areas of specialisation.
- **Process optimisation:** We support clients' in-house recruitment teams by auditing and refining their talent acquisition processes to ensure optimal efficiency.
- **Training and Development:** Offering recruitment training services.
- **Technology Integration:** Providing insights into the latest recruitment technologies, tools, methods and best practices.
- **Centralised Systems and Documentation:** Many smaller businesses' TA teams often struggle with a consistent method and disorganised documentation space. To address these issues, we focus on establishing a centralised document system and introducing standardised templates. This approach promotes a more organised and efficient recruitment environment, improving team members' consistency and collaboration.

### 3.5. DEI Recruitment:

Recognising the importance of Diversity, Equity, and Inclusion (DEI) in today's corporate world, we have specialised programs and strategies to ensure diverse candidate pools. Our DEI recruitment focuses on:

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- Sourcing candidates from varied backgrounds, experiences, and perspectives.
- Partnering with organisations and communities that promote diversity.
- Training our recruiters on unconscious bias and inclusive hiring practices.
- Providing clients with insights and best practices for fostering an inclusive workplace.

## 4. OUR APPROACH TO RECRUITMENT

### 4.1. Strategic Positioning in the Recruitment Landscape:

At The Corporate Hub, we pride ourselves on being a modern-day, innovative employment consultancy. Our team, comprising qualified recruitment consultants, is adept at navigating the challenges of contemporary ICT and Legal, Risk, and Compliance environments.

### 4.2. Understanding the Industry:

We prioritise staying abreast of industry needs, technological advancements, and the latest developments within trendsetting companies. This is achieved through:

- **Keeping Abreast of Current Business Trends:** We ensure our strategies align with the latest business movements.
- **Specialist Training:** Our team undergoes regular training in Executive Search, digital recruitment (Open Source Intelligence) and relevant industry legislation.
- **Extensive Industry Research:** We tap into the industry's heartbeat, ensuring we're always ahead.
- **Networking:** Leveraging our ties in the ICT and Legal/Risk/Compliance sectors, we benefit from skills transfer and referrals.
- **Online Presence:** Our visibility on leading platforms ensures we're always accessible.
- **Global Partnerships:** Engaging in global business and technical platforms, fostering partnerships, and exchanging crucial market information.

### 4.3. APSO Membership:

Our association with APSO (Association of Personnel Services Organisations) grants us:

- Access to industrial relations advice, legal support, and contractual guidance.
- Insights into national and international trends.
- Opportunities for professional education, conferences, and networking forums.
- Platforms to ensure legislative compliance and promote industry best practices.

### 4.4. Candidate Acquisition:

Our approach to sourcing candidates is multifaceted:

- **Internal Resources:** Our internal database is meticulously curated, ensuring every candidate meets our high standards.
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- **External Resources:** We utilise advertising, online sourcing, referrals, and executive searches, always prioritising the privacy and interests of our candidates and clients.
- **Market Presence:** Our deep involvement in various sectors and social media presence ensures a steady influx of top talent, through referrals or direct outreach.

#### 4.5. Assessment:

Our recruitment approach is meticulous, encompassing detailed interviews, thorough background screenings, and diverse technical and psychometric evaluations to understand our candidates fully:

- **In-depth Interviews:** We conduct comprehensive interviews to gauge skills, employment history, career aspirations, and corporate fit.
- **MIE Checks:** Our checks encompass ID verification, credit and criminal record checks, employment history, and more.
- **Additional Assessments:** We facilitate technical evaluations and, upon request, psychometric testing to ensure a holistic understanding of the candidate.

## 5. THE RECRUITMENT PROCESS

The Corporate Hub uses a thorough, comprehensive and efficient selection process to identify candidates who align with clients' desired skills, attitudes, and business philosophy. This **tailored approach is adapted to meet unique needs**, always prioritising the individual preferences of each client.

### 5.1. Job Assignment: Tailored to Precision

A dedicated consultant oversees the entire job assignment process, ensuring a focused approach that includes: Hiring timelines, geographical considerations, salary ranges, and detailed job descriptions.

Emphasis on experience, qualifications, technologies, industry experience, and more.

### 5.2. Screening Phase: Ensuring the Best Fit

Our rigorous screening process involves initial CV-based interviews followed by in-depth discussions to confirm skills, employment history, and more. We prioritise quality over quantity, ensuring that only the best candidates move forward.

### 5.3. Interview Stage: Bridging Candidates and Clients

Post-screening, we facilitate interviews between clients and candidates, ensuring both parties are well-prepared and informed. Feedback is shared with both parties, keeping transparency at the forefront.

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## 5.4. Offer Stage: Sealing the Deal

Upon successful interviews, we extend employment offers to candidates, detailing all aspects of the job. We also assist candidates during their transition, ensuring a smooth onboarding process.

## 5.5. Post-Placement Mentorship: Beyond the Hire

Post-Placement Mentorship: Beyond the Hire

Our commitment doesn't end with placement. We maintain regular contact, ensuring candidates integrate seamlessly into their new roles. For contractors, we ensure monthly check-ins throughout their contract duration.

*At The Corporate Hub, our approach is not just about filling vacancies; it's about building long-term relationships, understanding the nuances of each role, and ensuring a perfect fit every time. Our methods, deeply rooted in best practices and innovative strategies, set us apart in the recruitment landscape.*

## 6. CLIENT TESTIMONIALS

### ❖ **Synerics Business Solutions (Enterprise Insurance Management Systems) –**

“Candidates provided by The Corporate Hub are of an exceptional quality and the team has an incredible ability to find candidates that are a great culture fit as well.

When dealing with The Corporate Hub we found that they didn't submit as many CV's as the other recruitment companies but the ones they did submit, we employed.

The Corporate Hub is our preferred recruitment partner as they minimize the time we have to spend reviewing CVs and only send quality candidates that has been well screened”. - Director Global Markets

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### ❖ **Head Investment Platform, Ashburton Investments -**

“I have been thoroughly impressed in all my dealings with the Corporate Hub to date; they have proven to be very focused in matching candidates to our specific requirements and ensuring that all candidates presented are of a high standard and a good fit to our specific needs.

They pay attention to getting the brief right by fully understanding the business needs and culture and then only putting forward the right calibre of candidates. Their follow-ups, level of service, and attention to detail continue to impress”. - Head Investment Platform, Ashburton Investments (FirstRand Bank)

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### ❖ **HR Business Partner (Group IT), Discovery Holdings -**

“The Corporate Hub was put through the Recruitment Partner Performance Measurement in maintaining their position on the DITM (Discovery IT) PSL.

From the above performance review, The Corporate Hub has consistently been one of the top-performing recruitment vendors on the DITM PSL, from the time of its inception.

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Their applicants are almost always on every shortlist submitted to business. The Corporate Hub engagement is always professional, with a strong focus on customer needs. They have never “flooded” DITM with CVs of applicants with a mismatch of skill or Discovery fit.

Their success, I believe, can be strongly attributed to the fact that The Corporate Hub has immersed themselves in understanding what makes Group IT “tick.” This success can be further attributed to The Corporate Hub’s support of and commitment to Discovery as a brand, which permeates their every engagement.

DITM engagement with The Corporate Hub has thus far been a professional relationship built on trust through exceptional delivery. I strongly support and recommend The Corporate Hub as a vendor”.

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❖ **Head of HR, eBucks (FNB) –**

“I am writing to recommend The Corporate Hub. FNB eBucks has been working with The Corporate Hub since 2010 and they have been successful in placing a number of candidates at the Company. They are very professional, ethical and always strive to provide a very efficient service. They take time to understand the job requirements and the organisational culture and to supply us with candidates that meet those requirements in line with our culture.

I have no doubts you will be exceptionally pleased with their work”.

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❖ **Executive Head: Governance Risk and Compliance, Hollard International -**

“The services I received (both recruitment and placement) have been of an exceptionally high standard. The individuals placed in my team through the services of The Corporate Hub are perfectly suited for their roles, not just from an experience and qualifications point of view but also from a corporate culture point of view.

There is regular interaction and feedback. Interaction and feedback are effective in focusing on the client’s needs.

There is regular follow-up to ensure new employees meet the set requirements. My feeling is that follow-up is also done in an effort to ensure a continuous understanding of how the service that was rendered met the client’s needs to ensure continued service excellence.

The greatest strength is the fact that The Corporate Hub focuses on building relationships with clients to ensure a good understanding of the environment and client needs. This avoids unnecessary time spent by the client to review inappropriate CVs.

I always use The Corporate Hub for recruitment. I often recommend The Corporate Hub to colleagues and friends”.

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❖ **CEO, Korbitec –**

“I found this company to be passionate, very competent and obsessed with customer service”.

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❖ **CIO, eBucks, Discovery, Liberty –**

“The Corporate Hub is a great source for finding quality candidates. They make an effort to understand requirements and don’t just fill up one’s Inbox with CVs that have no relevance to the job profile. Working with The Corporate Hub was a pleasure; they have always been very professional. I got the impression that they spend a lot of time on understanding the customer’s needs, hence the good quality of candidates that were presented to me”.

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❖ **Project Manager, RMB Private –**

“I have found The Corporate Hub to be professional, punctual and understanding in all her dealings. They really go out of their way to assist you in every way possible, take their time to understand your demands and expectations, and always deliver above expectations. I would highly recommend their services to anyone in need”.

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## 7. THE TEAM:

The Corporate Hub, a specialist recruitment agency, was established by Yolande van Eeden (<https://www.linkedin.com/in/yolande-van-eeden/>) in 2006. With a foundation in psychology, criminology, and marketing, Yolande naturally gravitated towards recruitment. The Corporate Hub, a specialist recruitment agency, was established by Yolande van Eeden in 2006. With a foundation in psychology, criminology, and marketing, Yolande naturally gravitated towards recruitment. She is fueled by the desire to achieve business success and deliver lasting results for her clients. Yolande considers herself an extension of her client's brand, which is critical in today's competitive market for attracting top talent. She is equally passionate about career development and finding candidates the perfect fit where they can excel, grow, and mentor others. Implementing intelligent strategies, risk assessment, and driving good practices are at the core of her work methods. Yolande's clients are informed of risks at all stages of the process, earning her their trust as a reliable supplier. As a lifelong learner, she is dedicated to learning and development.

The Corporate Hub also boasts a senior member with a rich background in business consulting and experience in managing multifaceted enterprise teams. Armed with an Industrial Engineering degree and an MBA, he plays a crucial role in technical, senior executive, and board placements.


Compliance is paramount at The Corporate Hub. We collaborate with a CA (SA) to ensure adherence to all SARS tax mandates and BBB-EE regulations.

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## 8. CONTACT DETAILS:

### The Corporate Hub – Information and Communication Technology Skills CC

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