

Danté Personnel Group

*We partner with businesses
in finding them the best
resources and skills.*

***Danté ensures that our
Clients stay competitive
in the modern world.***

TOUCHING YOUR FUTURE



Vision, Mission and Core Values:

OUR
VISION

To become the provider of choice
for Recruitment Services.

OUR
MISSION

To add value in all that we do.

OUR
VALUES

Honesty, Integrity, Passion for
what we do & Teamwork.

More than 20 years of Industry-leading expertise with a successfully tried and tested Danté Methodology that includes:

- » *Cater to multi-discipline staffing needs*
- » *Service all Industry realms*
- » *Professional and skilled Talent Management Specialists*
- » *Cutting edge CRM Technology*
- » *Recruit for an open source world*



Why Danté Personnel:



Benefits of Partnering with us:

- » *Our Value Proposition –Source – Access – Deliver*
- » *Continuous feedback throughout the process maintaining discretion and confidentiality*
- » *We actively recruit through the open source world*
- » *Speed + Urgency + Importance = Delivery*
- » *Collaborative approach*
- » *Extensive Knowledge base across Industries and Economies*
- » *Access to the latest hiring and assessment tools*
- » *Governed - Ethical, best business practices*
- » *Manage the fear of change*
- » *Control the process of on-boarding*

PERMANENT RECRUITMENT

Employee is employed on a full time basis, earning a monthly salary paid by the client

Danté's Process:

- Client briefing
- Research
- Searching and Sourcing
- Presenting and Interviewing
- Debriefing
- Vetting process before offer
- Placement
- After service care
- Continued Value Add

TEMPORARY RECRUITMENT

Employee is employed on Danté's payroll to complete a limited duration contract

Danté's Process:

- Danté administers the Payroll on clients behalf
- Client signs off timesheets for hours worked
- Temp is a Danté Employee outsourced to the Client
- After 3 months Client has dual responsibility as per Legislation

Payroll Services Include:

- Leave and Sick Leave Pay
- Payroll Administration
- SDL, UIF, PAYE
- COIDA
- Recruitment Fees

CONTRACT RECRUITMENT

Employee is hired with a pre-determined time limit. Employee is on employers payroll

A 'fixed term contract' is a contract of employment that terminates on:

1. Occurrence of a specified event;
2. Completion of a specified task or project;
3. A fixed date other than an employee's normal or agreed retirement age

For such contracts to be enforceable there are three main requirements that have to be met

Firstly, the nature of the work must be for a limited duration or there must be some other justifiable reason for fixing the term of the contract

Secondly, the fixed term contract must be in writing

Thirdly, the contract must specify the 'justifiable reason'

PROJECT RECRUITMENT

Recruitment of bulk positions (15 and more candidates) for various different projects

Project teams are built with specific skill level requirements to deliver on certain deadlines

Danté administers the Payroll on clients behalf

Candidate employed by Danté outsourced to Client

Rate includes the following:

- Leave Pay
- Sick Leave Pay
- Payroll Administration
- SDL, UIF, PAYE
- COIDA
- Recruitment Fees

Services Continued:

DISABILITY RECRUITMENT

Danté's specialised division for the recruitment of people living with disabilities

- Extensive candidate database
- Evaluation of emotional intelligence and competency
- Medical certification

Empowering people with disabilities to make life-changing decisions in a safe environment by providing excellent services and information regarding new career opportunities

Disability Services:

- Awareness Training
- Sensitisation Workshop
- Workshops to Managers
- Integration
- Awareness
- Audit
- Disclosure Process Management
- Recruitment

INTERNATIONAL RECRUITMENT

An employee is employed on either a contract or permanent basis

We place skilled resources in the following international regions:

- Africa
- Asia
- Australia
- Europe
- Middle East

We have a network of well-versed partners that co-ordinate:

- Employee Visas
- Visiting Visas
- Work Permits


VALUE ADDED SERVICES

- Risk Assessments
- Employee References
- Psychometric Testing
 - PAW
 - IP200
 - COPAS
 - IMI

CHECKS AND VERIFICATIONS

- AFIS Criminal Checks
- Combined Credit Checks
- Qualification Checks
- ID and Drivers Verification
- Global Verification
- Vendor Verification
- Risk Management





We take pride in our selection processes and the subsequent successful placement of numerous candidates across different industries. Danté Personnel adheres to a multitude of ethical codes and thus, apart from our guaranteed professional services, you can also be assured of the confidentiality with which we handle all positions and applications, thereby protecting the rights and interests of both client and candidate. Total commitment and an on-going relationship with our clients is an entrenched policy and procedure within the Danté Personnel Recruitment Group. We have a competitive fee structure with a secured guarantee period in place.

BEE STATUS

Broad – Based Black Economic Empowerment Act no. 53 of 2003 & Government's Black Economic Empowerment Strategy – as per the Codes of Good Practice released by DTI, 9 February 2007.

WE HAVE PROUDLY QUALIFIED:

*Level 2 contributor
Value Added Services
B-BBEEE procurement recognition level of 125%*

Precision Recruitment:



OUR DELIVERY VALUES ARE SECOND TO NONE:


- » *We boast a highly experienced Team of Talent Management Consultants and a Management Team actively involved in the day-to-day operational process*
- » *We use state-of-the-art software to ensure fast and accurate delivery to the needs of our clients*
- » *Danté is able to assist with all the talent needs of our clients be it Entry, Mid or Executive - level*
- » *Our exposure in working with all Industries separate us from the norm*
- » *Whether you run a small business or a large organisation, we guarantee to deliver the same service levels, high quality staffing solutions throughout our business relationships*

COMPANY PROFILE

Global Footprint



Our 70 000+ strong candidate base empowers us to successfully place skilled resources globally.



Our clients trust our world-class service to maintain their brand values and enhance their access to exceptional talent - locally and abroad.



We guarantee results, a world class service and a partnership experience.



Client Portfolio:

“Touching your Future”

Businesses, Communities, Individuals and Economies Globally.

- » *Our Client relationships are the centre of everything we do, making us a trusted Recruitment Partner*
- » *We have over 2500 clients that we have serviced successfully on our database – including major global brands*
- » *85% + of our 2500 clients have enlisted our services on more than one occasion*
- » *A large amount of our customers has been on our serviced database in excess of 3 years*
- » *We are Generalists with a Specialist understanding of various Industries and niche markets*

COMPANY PROFILE

Screening Process

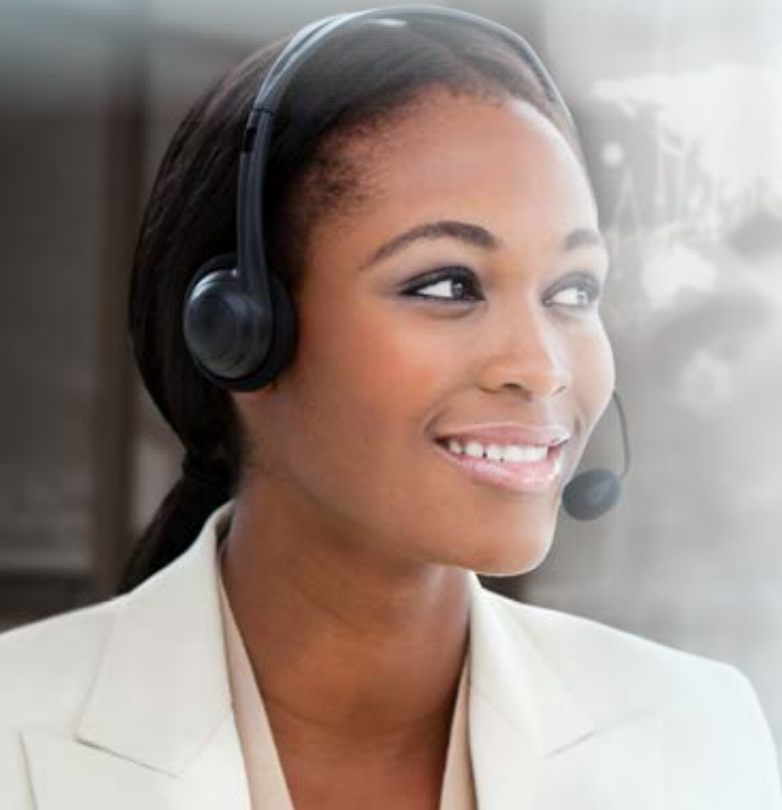


Institute of Customer Service:

- » *75% of our Business comes from Referrals*
- » *97% of Clients said we met and exceeded their expectations*


Overall Customer & Candidate Satisfaction Rating:

- » *Professionalism – 89%*
- » *Quality and Efficiency – 87%*
- » *Ease of doing business – 92%*
- » *Understanding needs – 95%*
- » *Satisfaction rate – 97%*



COMPANY PROFILE

Our Expectations

- 
- » *Mutual agreement on business terms*
 - » *Providing of correct business information. (Vat. / Reg. / Accounts etc)*
 - » *Understanding of the businesses internal recruitment process and status*
 - » *Clear and concise briefing on requirements*
 - » *Sign off on recruitment requisition*
 - » *Feedback within 2 x business days on CVs & Interviews*
 - » *Written offer to be extended through Danté to ensure vetting process is completed in compliance*

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