



MASTECH

Helping Companies Become More Valuable



Updated January 2023



About Us

Vision Statement

- To be a global leader in the people recruitment business.

Mission Statement

- To build long term and mutually beneficial relationships with all stakeholders, including our clients, candidates and staff.
- To supply quality candidates that will optimise our clients' human capital investment.
- To earn a worthwhile return for our shareholders and business partners

COMPANY HISTORY



- Mastech Recruitment, a subsidiary of Mastech General Trading with principal offices located in Johannesburg which was formed in **2007**. Mastech is black wholly owned company with vast experience in Recruitment, SAP consulting, electrical engineering, construction and Logistics business.
- Mastech Recruitment since 2007 has established an extensive network of resources. Our extensive database of resources is our first port of call for resourcing. Mastech also uses the referral and references system to place resources which have resulted in the company placing many resources and acquiring new customers. The company has subscribed to major databases available on the internet to aid the company's recruitment.
- The company strives to provide the best suitable applicant for prospective employer by making sure we understand our client's expectation. Mastech provides a more thorough and comprehensive orientation on workers prior to deployment to achieve better understanding to avoid post deployment misunderstanding. Mastech is dedicated to exceed client expectations and provides a flexible approach to recruitment

Years of Experience

- Head Hunting – 11 Years
- Executive Search – 11 Years
- General Recruitment – 11 Years
- Temporary Recruitment – 9 Years
- Response Handling – 5 Years

Main clients

- 1) Eskom Holdings SOC
- 2) Financial Intelligence Centre
- 3) Joburg Market
- 4) Mhlathuze Water
- 5) MICT SETA
- 6) SA National Space Agency
- 7) Trans Caledon Tunnel Authority
- 8) Independent Regulatory Board for Auditors
- 9) Nambiti Technologies
- 10) Setheo Engineering
- 11) Mothapo Consulting Engineers
- 12) Kopanang Power Technologies
- 13) SARAO

OVERVIEW OF OUR SERVICES

Talent Search

- to headhunt Top Management positions such as CEO/CFO/CTO/ VP/ GM/ Functional Head(s) on exclusive basis.
- Assists in selection and ensure to join as per the commitment.

Talent Source

- Source talent for Midlevel and Junior Level management positions.
- Placing the candidates as per the agreed norms.

Talent Fresh

- Source the fresh talent from various premier institutes as Management trainee / Graduate Engineer trainee.
- Assists in organizing technical / Psychometric tests and group discussions
- Well experienced in volume hiring also.

Talent Shop

- Source experienced / fresh talent relating to shop floor such as Fitter, Turner, Electrician, Welder, Machinist etc. after thorough back ground verification.
- Helps in conducting technical and general tests and in selection of proper talent.

Talent Apprentice

- Source talent as per the Apprentices act, ITI, Diploma, Graduate trainees.
- Organize selection process as per the norms.
- Ensure proper onboarding and documentation for Reimbursement of stipend from statutory authorities.

Our Services



Core services

- Recruitment and selection of permanent general, middle management and executive level staff, from advertising the position to finalizing terms and conditions of employment.
- Provision of short term staff for holiday cover, seasonal support, or ad hoc projects.
- Provision of medium or long term contract staff, which relieves you of all statutory reporting, administrative, performance management and industrial relations procedures.
- Analysis of human capital requirements and creation of appropriate and cost- effective recruitment solutions, ranging from handling advertisement response to the provision of dedicated in-house talent scouts.

Short Term Staffing Solutions

- Our Short Term Staffing Solutions division is equipped with a team of suitably qualified, tried and tested candidates who are available at short notice to solve your short term staffing problems.
- We understand that you might need flexible staff on occasion due to illness, seasonal requirements, specific projects, or to fill a gap between permanent placements.
- We take equal care to match the short term staff we send you as we do with your permanent and contract positions.

CON. SERVICES

Recruitment sectors

- Finance and administration
- Legal, Regulatory Affairs and Human Resources
- Information Technology
- Sales, Marketing and Communications
- Supply Chain
- Manufacturing
- Logistics and Customer Services

Executive Search



- Identifying and approaching talented individuals who may not actively be seeking a new position is a hazardous and potentially damaging pursuit.
- Our approach to head-hunting is non-intrusive, very discreet and maintains the total confidentiality of all parties.
- Our goal is to attract top performers, to whet their appetite for a new career challenge, and to invite them to consider a position with you, our client.
- We have a strict ruling that we never approach any employee of one of our own clients on behalf of another client.

Headhunting

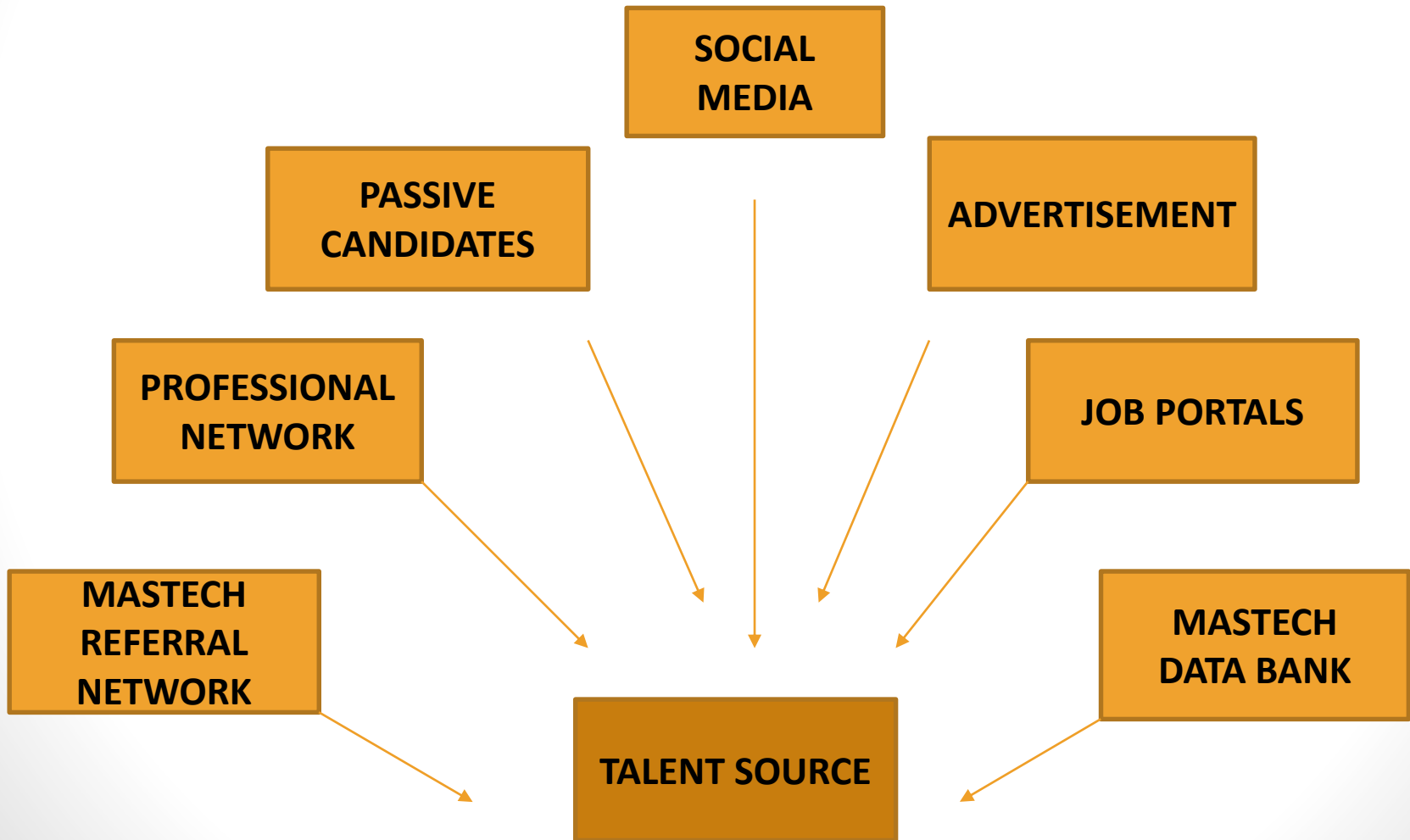
Improved technology and communications have made the world smaller.

Mastech uses a broad array of online candidate acquisition methods to identify suitable candidates for your role.

Mastech National talent bank of over thousand pre-screened executives, drawn from over +20,000 applications, means that in all likelihood we already know and have screened a candidate who is perfect for your job, making our service much faster than headhunting.

Our talent bank is constantly updated by our candidates and grows by thousands each month.

TALENT SOURCE



Mastech Recruitment Process



Why Choose **Mastech**?

- We at Mastech believe that our role is to be a strategic partner with our clients as opposed to simply another recruitment company offering a service to you.
- We invest time, energy, money and resources to understand your core business, values, and corporate culture.
- This allows us to attract the best possible and most well-matched talent to meet your most exacting job specification, whether it is for a permanent, contract, or short term staffing solution.



Customers

- **Eskom**
 - Mhlathuze Water
- South African National Space Agency
 - Setheo Engineering
 - Ryancris Trading
 - Nambiti Technologies
- Hages Business Solutions
 - The Great rocks
 - Mothapo Engineering

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