



Elite International Careers

Maximise human capital potential



Elite International Careers Overview

www.eliteic.net



Elite International Careers Group specialises in supporting Multinationals and large local companies to localise their workforce in emerging and developing markets.

Our team has been providing localisation recruitment services in emerging markets for over 8 years. Our Directors have met with Country Ambassadors, Ministers and Company Chief Executives who have praised and endorsed our specialised services.

We work with some of the worlds leading multinational companies, many of which have worked with us consistently for many years.

Put simply, we believe in uniting excellence through developing long-term relationships with both employers and candidates.

We are local content compliant in several markets with Group companies in Angola, Mozambique, Kenya, Nigeria, South Africa, UAE and the United Kingdom.

Recruitment Events

We provide a variety of recruitment events carefully designed to meet the individual needs of our clients.

Our unique solutions mean that all participants receive a step-by-step schedule of their activities and meetings, maximising their candidate interview time at our events. Candidates and companies meet, talk, interview and network together with many candidates receiving multiple offers of employment both on the spot and throughout the months following the events.

Recruitment Summits

Our international recruitment summits are focused, carefully managed, invitation only career events. They bring companies together with handpicked candidates in a prestigious venue for networking, company presentations and pre-scheduled interviews. Typically we organise and manage over 1,500 interviews over a two-day period.

Recruitment Forums

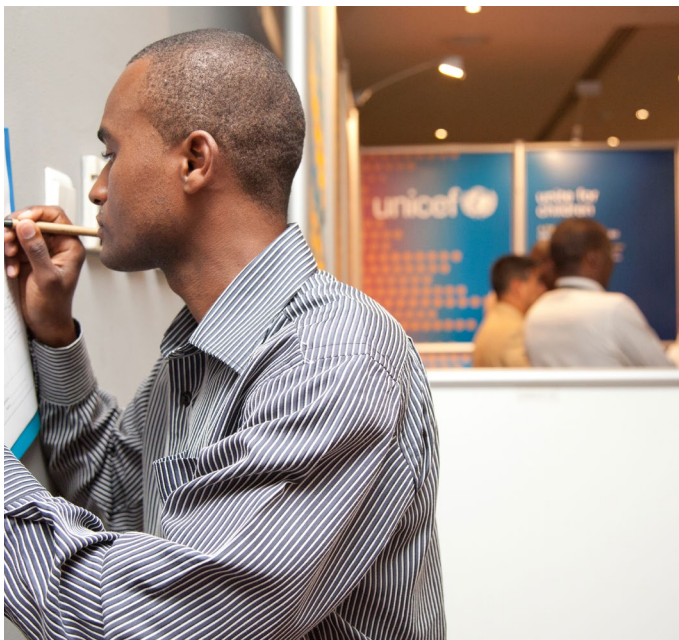
Our Recruitment Forums are the perfect opportunity to provide companies with access to the very best selected candidates in a local market.

These managed invitation only events are organised within country and provide an optimal platform for companies to publicise themselves as a local Employer of Choice. Over a two-day period, companies will have access to more than 1,000 candidates providing them with a unique opportunity to meet the very best local talent and create a comprehensive database to fill short, medium and long-term job vacancies.



The Benefits

- Meet top candidates under one roof
- Efficient Process
- Candidates attend company presentations and understand career opportunities
- Unlimited Recruitment
- Networking
- Maximum Exposure to Candidates
- Fixed Fee
- Tailored Participation



Recruitment Days

Our Recruitment Days are an exclusive tailored-made recruitment solution designed uniquely to meet the needs of the individual client.

In consultation with our Elite Team, a company specific event will be created with the aim of meeting your unique needs.

Clients will be assigned a dedicated Project Manager, Events Manager, Recruitment Consultant and Marketing Manager to provide continuous support in each step of the event delivery process, ensuring that client objectives are met and surpassed.

The Benefits

- Exclusive Recruitment platform
- Excellent networking opportunity
- Pre-screened candidates to match your needs
- Maximum Exposure to candidates
- Ad-Hoc in person interviews
- Excellent brand awareness and exposure exercise

Online Recruitment Forums

Our Online Recruitment Forum will allow you to interact with the very best selected candidates on a web-based platform using webcasts, chat functionality and/or email to exchange information about employment opportunities.

PROCESS

1

Candidate Pre-Register

Candidates signing up and apply on Elite website to participate in the online event

2

Pre-Selection

Candidates are pre-screened by our specialist recruitment team and only those meeting selection requirements of the participating companies are invited to the online platform

3

Online Event

Networking in company booths via live chat/email interaction, CV distribution, application to specific jobs, company presentation via webcasts with live Q&A in the online auditorium

4

Post Event

Follow up telephone and/or VoIP interviews.

The Benefits

- Recruit for specific job openings
- Complement existing recruitment strategies
- Promote your employer brand
- Target candidates who are not always able to attend physical events due to visa and/or financial constraints
- Extend your company's social media reach
- Position your company as an innovative employer
- Measure your company's recruitment Return on Investment (ROI) through extensive metrics and post event reporting
- Reduce your company's carbon footprint by reducing travel

Search & Selection

Improving your potential

www.eliteicsearch.com

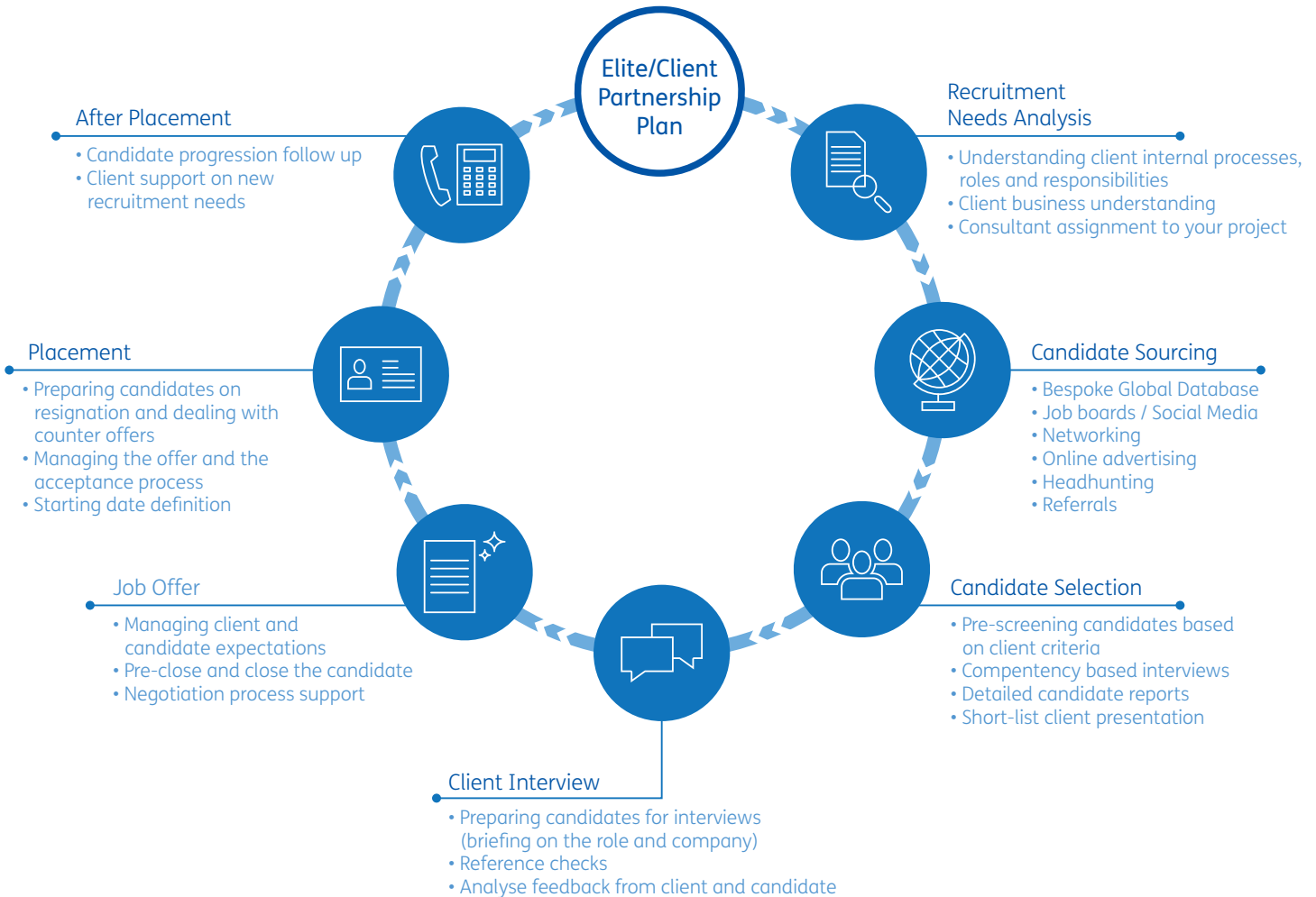
elite
Search & Selection

Our Search & Selection practice specialises in bringing together highly educated and skilled nationals and expats from around the world with leading companies operating in key industries across Africa.

How we add value

- Local presence across Africa - We are locally compliant with offices in Angola, Mozambique, South Africa & Nigeria
- Very detailed client briefing
- Project planning, research and market mapping prior to execution of recruitment processes - ensuring the best possible chance of a successful outcome.
- Database of over 50,000 local African candidates - If we don't know your next placement we will know someone who does.

Our process



Elite Talent Development

Smart Skills Solutions

www.elitetdevelopment.net



Elite Talent Development is a division of the Elite International Careers Group. Our diverse team of multilingual training specialists and consultants have a rich experience of working in Africa, as well as globally combining over two decades of expertise in skills training.

Our Commitment

Talented people want careers, not jobs. They demand new challenges, new opportunities, continued learning and development.

So we partner with our clients to ensure that everyone in an organisation is continually developed throughout their careers.

Our team of training consultants are experts in their fields. We co-design skills solutions and walk beside individuals on their talent development journey.

We make
a difference





Our Defining Edge

We provide a unique combination of world-class expertise with a deep understanding of the local culture, language and business environment in which our clients operate. We have an established reputation in skills development which has earned us the reputation as leading training consultations in the regions where we operate.

Long term partnerships with multinational clients have led to development of globally recognized training programmes, some of which are run in other parts of the world, including the UK and the USA.

Over the years we have worked with prestigious institutions in industries such as FMCG, NGO, Oil and Gas, Finance and Banking amongst others.



Our Philosophy

- Integrity and the value of relationships lie at the heart of all accomplishments;
- Our goal is to make an impact in the client learning environment;
- We believe in setting people up for success through incremental competence and on-going support;
- We believe in long term partnerships, relationships and collaborations with all our clients;
- We believe that every company/business is unique, so we customize all our programmes;
- We are passionate about and contributing to the emergence of a new African business identity and leadership style through our commitment to enhancing the skills, competence and business opportunities of the people of Africa.



Elite Digital Services

elite^e
African Careers

www.eliteafricancareers.com

Our Purpose

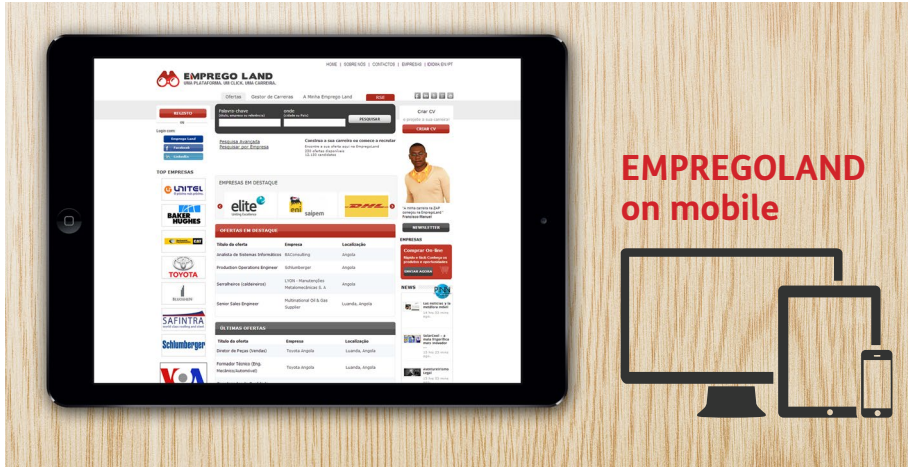
We provide online platforms designed to enable professionals from all experience levels across Africa the opportunity to find their perfect job that will enable them to further their career.





EMPREGOLAND

One site. One click. One career



EMPREGOLAND on mobile



Empregoland.com is one of the first international job boards in Portuguese speaking countries that provide recruitment services integrated with our specialist digital recruitment expertise to provide a focus on the quality of matching candidates and recruiters.

Our core job market spans across nine countries where Portuguese is the official language: Angola, Brazil, Cape Verde, East-Timor, Macau, Mozambique, Guinea-Bissau, Portugal and São Tomé and Príncipe and across 4 continents: Europe, Africa, Asia and (South) America.

How we make a difference

1. Our team has extensive knowledge and database in all core Portuguese speaking countries;
2. We are truly international as we treat the Portuguese job market as one, so more effective and faster results to you;
3. We provide a cost and time effective solution using our online platform to match clients needs with candidate talent.

www.empregoland.com

How we work

YOUR HR + CORPORATE NEEDS



Understand your staffing requirements



Source Candidates Internationally



Match + Screen Candidates



Success =

- Candidate placement ↗
- Reduce Cost ↘
- Support your growth plans



Expatriate Services



The process for expatriate mobilisation, can be a long and complex process. To save you time and money in these procedures, we have qualified professionals who can help you and your company.

We guarantee efficiency and client expectation management throughout the process, from obtaining a visa, accommodation and payroll.

Our Services:

- Complete full visa, payroll and logistic services
- Coordination of all in-country HR processes
- Team of in-house bilingual experts
- We are fully compliant with country-specific legal and financial legislation



Clients Testimonials

Recruitment Events

“The summit was well organised, we are completely satisfied with the chosen venue and all the support given by all Elite Staff.”

Leonel Bizerra

Events Coordinator, Total E&P Angola
Angola Recruitment Summit, London 2013

“First of all, I would like to congratulate Elite for the organisation of the event throughout the weekend, as well for the new event location, which without a doubt, met the expectations of the all attending companies. Was according the expectation for the participating companies and also the new image that you recently adopted.”

Aisha Coelho

Selection, Recruitment & Development Coordinator
Eni Angola Production BV

“Elite and local staff were amazing at logistics support, before and during the summit. We are truly satisfied with the quality of the present candidates.”

Andry Sousa

Head of Department, Banco Angolano de Investimento

Elite Talent Development

“This Team Building activity was the best that has happened at Unicargas, therefore, I give it 20 points. It was worth it!”

José Mário da Costa Murça

Technical Area (Terminal)

“In my view it was very important in what concerns how people should interact in organisations, in relation to socialising in groups and working in teams.

The activity made us more aware that we should not only work together but that we can also socialise with each other, respecting the differences amongst us and each other’s opinions, taking into consideration that we interact with people of different ethnicities, religions, political parties and that is how people should act within the organisation and in the society.”

Carlos Alberto Fortes

Trafic Department

Search & Selection

“Elite is truly a partner in finding talent for Aon. They can always reach the exact market we look for and present information in a way that saves us precious time.”

Tiago Dá Mesquita

Country Manager - AON Angola

“We have been working with Elite for 6 years in job fair events with very positive results and have recently used their Search & Selection services. The service provided was very good and professional and achieved the objective we had.

FMC Kongsberg International A.G. would recommend Elite Search & Selection services to other organizations and would re-use their services ourselves.”

Taniana Maximino

Human Resources Manager - FMC Kongsberg International A.G.

“Elite has supported our Recruitment needs for over two years now. During this period they have provided Pluspetrol with sound and consistent recruitment solutions for positions we consider key to our business. Elite approach has always been to understand the exact needs of our business and to ensure the caliber of candidates presented reflects their professional yet flexible service. Excellent customer services as well support and feedback. I would recommend Elite professional Services at any moment.”

Maria Silva Fernandes

Human Resources Manager Angola - Pluspetrol



Some Companies we work with

- accenture High performance. Delivered.
- AkerSolutions
- Anadarko Mozambique Area 1, Lda
- angola LNG
- AON
- BAKER HUGHES
- Barroworld Equipamentos CAT
- BCI E. Group
- BANCO ESPÍRITO SANTO ANGOLA
- BancoBNI Banco de Negócios Internacional
- bp
- CAMERON
- Chevron
- Coca-Cola
- ConocoPhillips
- DHL EXPRESS
- DT Group
- eni
- FMC Technologies
- GE imagination at work
- HALLIBURTON
- McKinsey&Company
- Millennium Angola
- MOZAL
- NALCO Angola
- Nestlé Good Food, Good Life
- GPS
- pluspetrol
- pwc
- SASOL reaching new frontiers
- Schlumberger
- SHOPRITE GROUP OF COMPANIES
- SOGESTER Sociedade Gestora de Transportes, S.A.
- Sonangol Integrated Logistic Services SONIS
- Standard Bank
- Statoil
- TOTAL
- unicef
- UNITEL O próximo mais próximo.
- VALE
- zap A minha TV

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Steenberg Office Park

Cape Town, 7945

South Africa

Angola

Estrada do Patriota,

Rua dos Presentes n° 5,

Benfica, Luanda

Angola

Mozambique

Rua da Sé nº114, 1º Andar, Sala 111

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Moçambique

Find us at:

www.eliteic.net

www.eliteicsearch.com

www.elitetdevelopment.net

www.eliteafricancareers.com

www.empregoland.com

You can also find us on



[linkedin.com/company/elite-international-careers](https://www.linkedin.com/company/elite-international-careers)



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