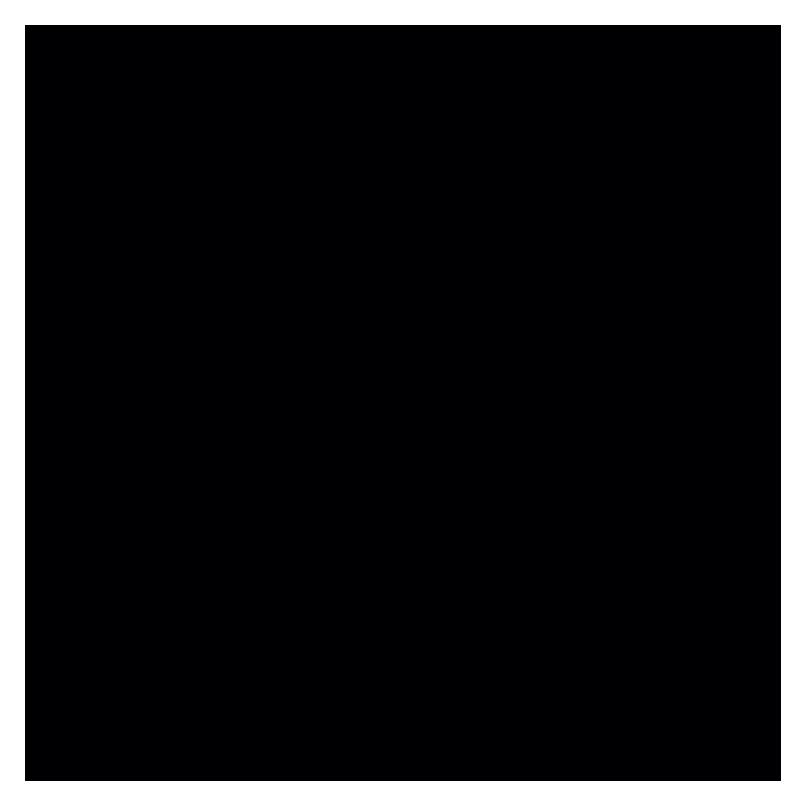
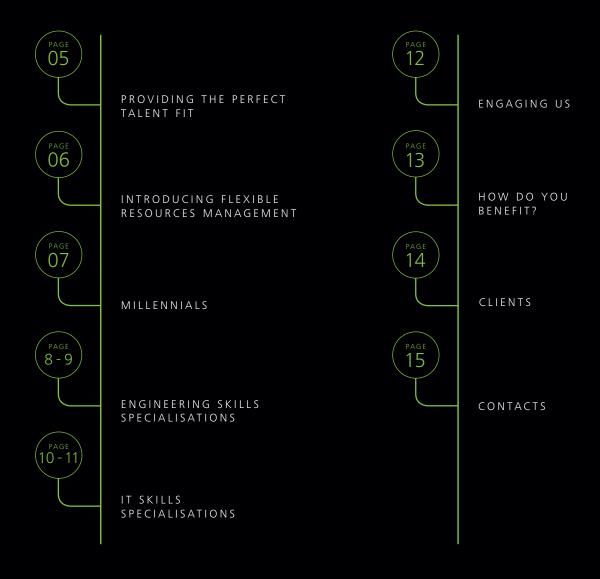
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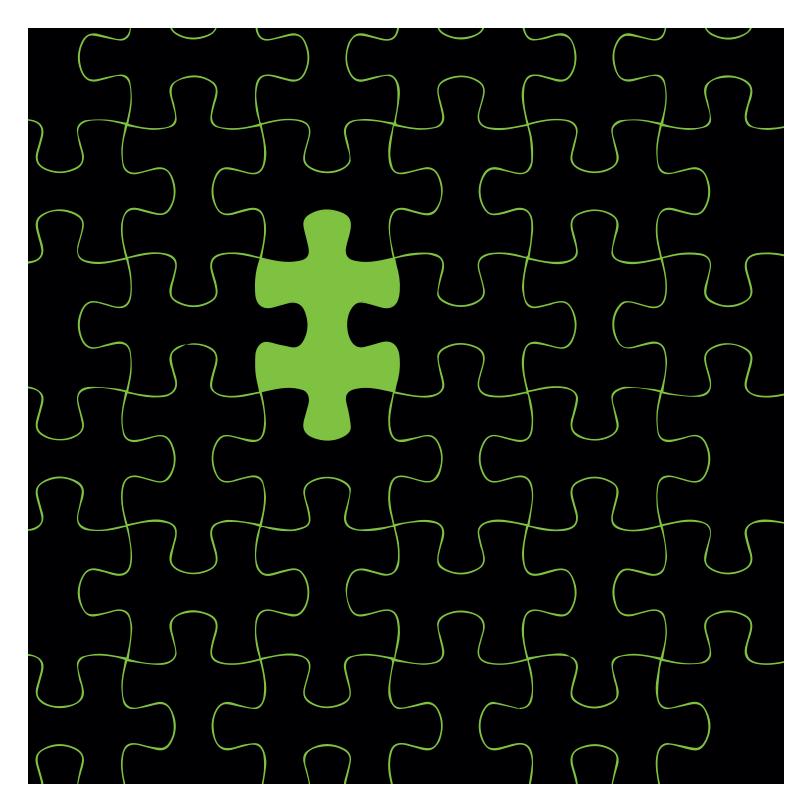


Flexible Resources Management



Contents





Providing the perfect talent fit

We provide the perfect talent fit in an ever-expanding and evolving market. We specialise across all levels of IT and Engineering recruitment, from specialist professionals to senior executives.

While most talent providers manage the administration side of talent deployment such as timesheets and leave, payroll and expense management, most do not manage the human side of talent enablement.

Skills are often not effectively matched to the roles and requirements of today's leaders and candidates are often not mentored or guided effectively. At Deloitte we aim to tackle this.

Introducing Flexible Resources Management (FRM)

Who we are and what we do

2006: Established as a team of two resourcing consultants, providing ERP skills to Deloitte only.

2018: Team size grown to 12 resourcing consultants, serving multiple clients, across various industries,

specialising in all levels of IT and Engineering recruitment.

Global market trends are driving the diversification of skills. As a resourcing partner to our valued clients, we are seeing this accentuated by the Millennial Generation.

Features:



Millennials

- It is anticipated that by 2020, millennials will make up 50% of the global workforce
- They have a keen interest in the Digital World
- Those with the right skills will be in high demand

- Employers need to remain competitive by doing away with the traditional employment models
- This talent is sourced from anywhere in the world via crowd sourcing and social channels
- Globalisation of talent and technology means employers can remain lean while filling critical skills gaps
- FRM are able to support an agile talent/"talent-on-tap" resourcing model

Engineering Skills Specialisations

We know where to find the right talent



2

Mining & Minerals

Mining Engineers
Master Sinkers
Foremen (all disciplines)
Geologists
Minerologists
Environmentalists
Safety Officers



Consulting Engineering

Consulting Engineers Contract Managers Design Engineers Environmentalists Quantity Surveyors Planners & Schedulers



Oil & Gas

NDT Managers NDT Inspectors Project Managers Construction Managers Planners Estimators Safety Managers/Officers



Engineers (all disciplines)
Site Agents
Foremen
Quantity Surveyors
Design Engineers
Planners
Construction Managers
Contract Managers
Land Surveyors



Power & Energy

Engineers (all disciplines)
Inspectors (all disciplines)
Contract Managers
Construction Managers
Commercial Managers
Planners
QA/QC Managers/Engineers
Supervisors/Foremen
Quantity Surveyors
Project Managers
Commissioning Engineers

Engineering and Construction

Project Managers Multi-Disciplined Engineers Mechanical & Electrical Artisans Geologists





Rail Infrastructure

Perway Engineers
Perway Supervisors
Electrical Resources Engineers
Civil Engineers
Land Surveyors
Quantity Surveyors
Cost Engineers
Planners
Safety Managers



Renewable Energy

Engineers (all disciplines)
Supervisors (all disciplines)
Project Co-ordinators
Project Managers
Turbine Inspectors
Safety Managers/Officers



inspection (AIA)

Resources
Coating Inspectors
Welding Inspectors
Fabrications Inspectors
Piping Inspectors
IPEs
CP s
QA/QC Inspectors
NDT Managers
NDT Technicians
(UT, MT, RT, WT, etc)
Vendor Inspectors



Methods of attracting talent



Quality Database of Talent



Deloitte alumni and networks



Social Media



Partnership with smaller consulting practices

IT Skills Specialisations

We know where to find the right talent





Data Management

Systems/Business Analysts Business Intelligence Data Architects Data Analysts Data Warehouse Design



SAP

Warehouse Management
Business Intelligence
Plant Maintenance
Human Resources
GRC
Finance
ECM
Hana
Sales and Distribution
Materials Management
Production Planning
Supply Chain Management
Quality Management
Environmental Health & Safety Consultant



Oracle

Financial Management Human Resource Management System (HRMS) Procurement Supply Chain Management Transportation Management

Engaging us

9...9...9 ···

The client sends a recruitment assignment to FRM

Candidates are sourced through:

- Mapping of the market
- Social media networks
- · Advertising if appropriate
- Searching within Deloitte extensive networks/alumni

4

The client selects the candidates to be interviewed.

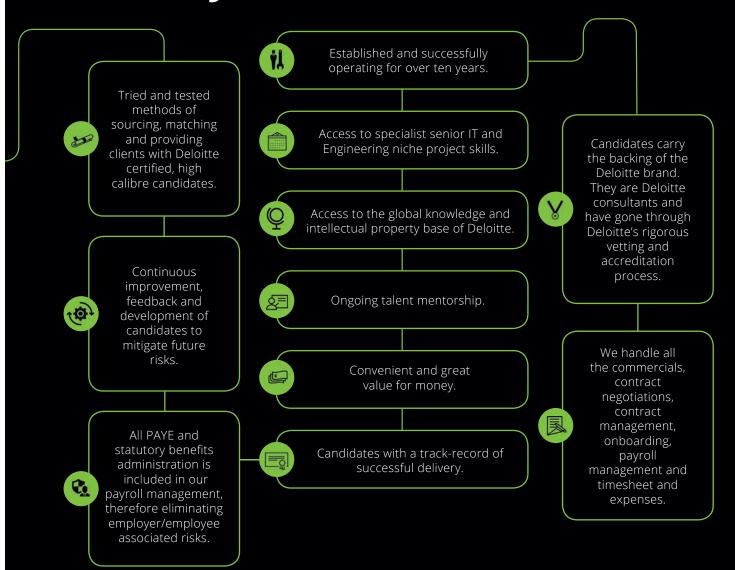
While the candidate is employed/ contracted, Deloitte arranges regular feedback/meetings, and reports to ensure exemplary service delivery.

Once the client selects a candidate, Deloitte:

- Facilitates negotiations and placement
- Assists with the onboarding process
- Informs successful and unsuccessful candidates of the outcome

Deloitte then arranges formal interviews with the client to perform background and integrity checks.

How do you benefit?



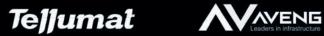
Clients

jda.

















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