



ARMOURVEST
GROUP

Company Profile

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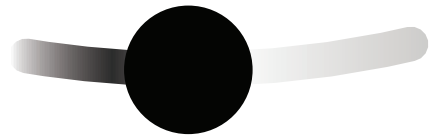
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About Us



Armourvest Group Consortium is a group of companies providing a professional and technology services comprising of security solutions services, engineering & technology services and human capital solution services for various sectors.

The Consortium is incorporating

amongst others Boikago Human Capital Group, Uncommon Favour Security Services, Cabani Consulting, Clyde Smarter Projects Consultants, Terra Cloud Technologies.

Our purpose is to provide sustainable solutions to our clients and enable them to establish their vision and mission



BOIKAGO GROUP

Boikago Human. Capital Group is a holding company with various subsidiaries which are Boikago Recruitment Agency, Boikago Training & Development and Boikago HR Consulting. We are a recruitment & staffing management and resourcing solutions, permanent recruitment and selection, professional services, managed services providers (MSP), functional outsourcing, HR consulting, analytics, advisory and training. We provide a significant value to clients through effective project management, professional services, training and development.



Human Capital Solutions Experience

We are a Human Capital Specialist consultancy offering a thorough, discreet and above all professional recruitment, training & development and HR consulting services to companies and individuals throughout Africa.

We have been in the Human Capital environment since July 2007. We are a member of APSO. We are a level 1 BB-BEE contributor. While the recruiter developing a client base, comprising mostly Engineering, Information & Communications Technology and Commercial corporations, our intention is to grow to such an extent that we are known as one of the leading Black Empowerment Human Capital firms, 100% Black owned business in South Africa. Our track record of networking, headhunting and exclusively representing the top calibre candidates from the engineering and industrial sectors speaks for itself.

We specialize in character-matching and

take the time to understand the business, the company and the people. We get it right.

We provide a valuable service to its clients by helping them attract and hire the top calibre of talent for their industry. Our partnership has a strong set of ethics and we have an ability to meet goals. We predominantly pursue individuals that would fit their clients' hiring needs.

Our aim from the start has been to deliver an outstanding recruitment service to individuals and companies in Africa and beyond who seek the best of the best.



Areas of speciality on permanent / Long-term Recruitment

Engineering Recruitment

We recruit for positions such as Artisans, Chemical Engineers, Civil Engineers & Technicians, Construction staff, Design Engineers, Electrical Engineers & Technicians, Factory staff, General Management, Instrumentation, I.T. Administrators / Consultants and Sales Specialists, Mechanical Engineers & Technicians, Mining Engineers, Procurement & Supply Chain staff, Production staff, Process Engineers, Quality staff, Safety staff, Sales, etc.

Information & Communications Technology Recruitment

We recruit for positions such as I.T. Architects, Database Administrators, and I.T. Consultants. I.T. Sales Specialists, Software Developers, Analysts and I.T. Project Managers

Commercial Recruitment

We recruit for Banking, Financial Services, Insurances sectors which includes Analysts, Financial Advisors, Sales Staff, Consultants vacancies.

Office Support Recruitment

We recruit for positions such as Receptionists, Secretaries, Human Resources, Marketing, Advertising, Administration staff and Financial Staff.

Executive Search

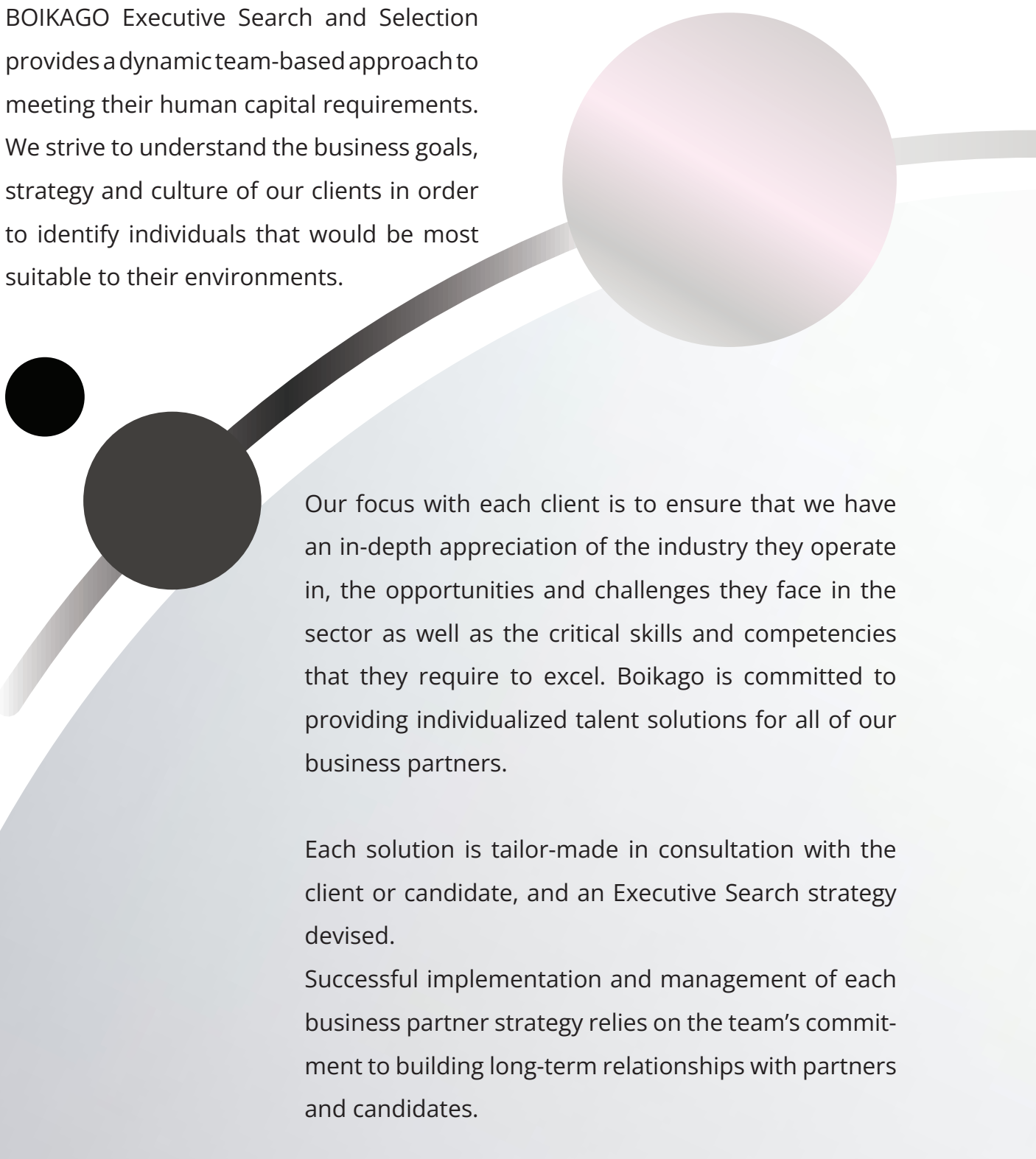
Senior Managers, Directors, CEO's, Executive Leadership placements

Soft Skills Training

Admin, Sales, Recruitment, Employee engagement, Change Management, Performance Management workshops, Effective Leadership workshops, Effective Team Building/Alignment Workshops, Bursars and Graduates - University and Workplace Survival Tool-kit Workshops, Employee "On-Boarding" coaching sessions, Designing Partnership Alliance (DPA) Workshop/Meeting, Safety Awareness/Improvement Workshops.



Executive Search



BOIKAGO Executive Search and Selection provides a dynamic team-based approach to meeting their human capital requirements. We strive to understand the business goals, strategy and culture of our clients in order to identify individuals that would be most suitable to their environments.

Our focus with each client is to ensure that we have an in-depth appreciation of the industry they operate in, the opportunities and challenges they face in the sector as well as the critical skills and competencies that they require to excel. Boikago is committed to providing individualized talent solutions for all of our business partners.

Each solution is tailor-made in consultation with the client or candidate, and an Executive Search strategy devised.

Successful implementation and management of each business partner strategy relies on the team's commitment to building long-term relationships with partners and candidates.

Our proposed value addition in Executive Search is:

- Proactively providing intelligence on talent-related trends in the sector
- Undertaking competency-based talent mapping exercises to identify the key contributors in the relevant sectors.
- Sourcing high-caliber individuals in an unmatched quality-oriented turn-around time as a result of the mapping exercise
- Giving advice on various assessment tools available.
- Undertaking Talent Retention Oriented Research Projects



ethics

We guarantee professional representation of your company. This is important as the Southern African market is very small and the spread of skills is limited. Our response handling is conducted in an ethical and effective manner using a fair, transparent and consistent process in accordance with the Labour Relations Act. Our headhunting is conducted in an ethical and effective manner using the latest international techniques.

Armourvest's ethics based on Ubuntu strictly ensures its business partners never to headhunt from client companies. Nor do we ever network with a candidate placed by us.

Discretion and Confidentiality

Armourvest will not disclose the client's identity until it becomes appropriate. Even then, re-leasing this information is discussed with the client prior to informing the candidate. Any information related to the client's business will be treated with utmost confidentiality. Likewise, we ask our client companies to limit circulation of information on candidates to those parties that are directly involved in the recruitment process.

Training & Skills Development

Our area of focus is to coach and equip individuals and/or teams within organisations to better understand and deal with organisation and relationship systems. We cover the following programmes below:

- Performance Management workshops (Developing: Individuals/Teams Planning; Implementation; Monitoring; and Recognition skills, very important skills required to achieve work goals).
- Effective Leadership workshops (Developing people's Emotional, Social and Relationship Systems intelligence).
- Effective Team Building/Alignment Workshops (Finding the voice of the Teams - deep democracy, working with toxins in teams, ironing out conflict and finding a common purpose).
- Bursars and Graduates - University and Workplace Survival Tool-kit Workshops.
- Employee "On-Boarding" coaching sessions (A process to align the employee with the new employer's vision, values, and culture).
- Designing Partnership Alliance (DPA) Workshop/Meeting (For Unions and Management, new mergers, and a new manager- creating the wanted rela-

tionship atmosphere in the working environment).

- Safety Awareness/Improvement Workshops.

Individual/Team Development Workshops to reduce waste creating behaviours in an organization (This process empowers individuals/teams to produce a high quality product, within their schedule and at low costs).

TECHNOLOGY SERVICES DIVISION

We are an innovative Managed Services provider focused on delivering effective ICT Managed Services Solutions that are customized, scalable and lead to cost-savings and improved performance. Our technology services division pride itself on delivering customer focused solutions which include end-to-end outsourced technology management and risk management, IT advisory services and infrastructure support services.

Our passion for providing the best quality end-to-end solutions from strategy to deployment and beyond has sustained the Company's sustainable growth since our founding. With a consistent retention rate and an uptime percentage that is as near perfect as you can get we believe our work speaks on our behalf. Our enterprise services span several corporate sectors and vertical markets, but we have achieved great success providing solutions in the Retail & Financial sectors specifically. Over time we have also invested and formed product relationships with large-scale software and product houses which enables us to translate value to our clients and provide best in market solutions





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