

Company Profile

Phanda Personnel has been operating since February 2002, we are a generalist recruitment company with special focus on Executive Search, Recruitment and Selection solutions. We recruit the most sought-after EE candidates in their particular fields of expertise.

Phanda Personnel is a 100% black woman owned and managed enterprise that focuses on developing potential in the corporate space. We are a level ONE contributor.

We are a member of APSO (Association of Personnel Service Organisation) since 2005 that is committed to the upliftment and professionalization of the Labour Recruitment industry in South Africa.

We believe in:

- Maintaining strong client and candidate relationships;
- Upholding and encouraging the highest ethical and professional standards of operation within the company and among our clients;
- Fostering close working associations with other Human Resources Consulting Companies;
- Strengthening the developments and on-going knowledge and changes in the business practices, labour law changes, amendments through our skilled team that participate in legislation understandings.

Recruitment Process

- **Database search** – We have a huge database of mainly EE candidates situated across the country from different fields including the Legal, Risk and Compliance, Communication, Technical, Finance, Admin support, Commercial and Information Technology.
- **Advertising** - each job spec will be advertised in the relevant media where it will get maximum exposure and able to attract the right candidates. (e.g. Sunday Times, Work Place, LinkedIn, Careers24, Pnet, Career Junction, Executive Placement etc.)
- **Access to Talent** – Our wide networks, associates, and word of mouth referrals adds to our database a wider pool of talent pool that we can access.
- **Sourcing quality candidates** – by understanding the industry that our clients operate in, we are able to source candidates to suite your business environment and can adapt easily in terms of culture and job fit.

Accreditations and qualifications for the supply of the goods or the services:

- Association of Personnel Services Organisations (APSO), since 2005 www.apso.co.za
- Western Cape Business Opportunities Forum (WECBOF), since 2007 - 2012
- Board member of WECBOF, since 2008 - 2011
- Solani Lidzhade board member of the Services SETA as a Vice Chair of the Labour Recruitment Chamber, since 2008 - 2011
- Proudly SA member, since 2007

Contact details of Consultant:

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