

# Talent That Transforms Organisations

Specialist talent acquisition for South Africa's most dynamic organisations — powered by proprietary AI, guided by human expertise.

**LEVEL 1 B-BBEE · 100% BLACK-YOUTH-OWNED**

INTRODUCTION

# Who We Are

<p><b>2020</b></p> <p>FOUNDED</p>	<p><b>L1</b></p> <p>B-BBEE LEVEL</p>	<p><b>100%</b></p> <p>BLACK-YOUTH- OWNED</p>	<p><b>8+</b></p> <p>SECTORS SERVED</p>
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Afrikye Recruitment is a specialist talent acquisition firm headquartered in Durban, South Africa. Founded in 2020, we provide customised recruitment solutions to South African employers across a broad range of sectors, combining deep industry knowledge with a commitment to service excellence. We are a **100% Black-Youth-Owned and managed enterprise**, accredited as a **Level 1 B-BBEE contributor**.

## Our Story

Afrikye Recruitment was founded by Kern and Monique Oakes — a husband-and-wife team who established the business following retrenchments during the COVID-19 pandemic in 2020. Rather than a setback, this became the catalyst for building a recruitment firm grounded in resilience, personal accountability, and a genuine understanding of what both employers and candidates experience in the labour market.

Kern brings extensive experience in the recruitment industry, having been an integral part of the DAV Professional Placement Group team where he was recognised as a **top biller across the firm's national operations**. Monique brings more than a decade of corporate experience from the travel industry, where she managed a branch for South Africa's leading retail travel group and was known for building smooth-running, client-centred operations.

**Our founding ethos:** Afrikye Recruitment is our resurgence into the corporate world. Our ambition is to be known for one-of-a-kind service, superb work ethic, and the kind of personal accountability that only an owner-managed firm can deliver.

## Why Afrikye Recruitment?

As an owner-managed SMME, every client engagement is handled personally by Kern and Monique. You are guaranteed fine attention to detail, a service tailored to your business, and a communication structure that keeps you informed at every stage. We have a proven track record of placing candidates in roles across the country, and we bring industry expertise, the correct systems and processes, and an active candidate database to every brief.

We are client-centred, flexible, and solutions-oriented. We are young, yet experienced — which means we adapt and grow alongside our evolving clients and the broader industry.

OUR FOUNDATION

# Values, Vision & Mission

## OUR VISION

*To be known as the most innovative, interactive, approachable, and partner-centric talent agency in Africa.*

## OUR MISSION

To work in fellowship with our clients, thoroughly comprehending the requirements and preferences of all invested partners, and consistently delivering a recruitment service that is second to none — guided by integrity, empathy, and collaboration.

## Our Core Values



### INTEGRITY

We make responsible decisions based on professional standards. We maintain all aspects of our business in line with our clients' values and ethical expectations. Every placement we make reflects our commitment to honesty and transparency.



### EMPATHY

We care about all of our stakeholders — candidates, clients, and suppliers alike. We build longstanding relationships with every partner we work with, understanding that recruitment decisions have a profound impact on people's lives and livelihoods.



### COLLABORATION

We achieve more when we work together. This ensures all our partners are satisfied from the first briefing call through to post-placement support. We view every client relationship as a genuine partnership, not a transactional engagement.

As an owner-managed firm, **Kern and Monique Oakes remain personally accountable for every client account.** When you engage Afrikye Recruitment, you work directly with the founders — not a junior consultant or account manager.

## INNOVATION

# Technology-Augmented Recruitment

## ▶ HUMANS IN THE LOOP — EVERY STEP OF THE WAY

Afrikye Recruitment has developed a **proprietary AI-powered candidate sourcing and screening platform**, purpose-built for the South African market. Unlike generic AI tools, our platform is trained specifically on the requirements, culture profiles, and performance benchmarks provided by our own clients — meaning it learns what *your* organisation values in a candidate, not just what the broader market considers a match.

The platform accelerates two of the most time-intensive stages of the recruitment lifecycle: initial candidate sourcing across multiple channels, and first-pass screening against the agreed brief criteria. This allows us to surface a higher-quality, more tightly calibrated shortlist in a shorter timeframe.

**Critically, humans remain in the loop at every step.** Our AI does not make hiring decisions — it surfaces and ranks candidates for our consultants to evaluate. Kern and Monique personally review every shortlist before it is presented to a client. No candidate profile reaches your desk without having been assessed, contextualised, and endorsed by an experienced human consultant. The AI handles the volume; we apply the judgement.

## AI + Human Capability Matrix

Capability	What the AI Does	What Our Consultants Do
<b>Candidate Sourcing</b>	Scans job boards, LinkedIn, and our internal database simultaneously	Validate source quality and identify passive candidates through direct outreach
<b>Brief Matching</b>	Scores CVs against agreed criteria and flags anomalies	Review scores, apply contextual judgement, and override where appropriate
<b>Screening</b>	Generates structured screening questions tailored to the role	Conduct all interviews personally and assess cultural fit
<b>Shortlist Preparation</b>	Ranks and formats candidate profiles	Review, edit, and approve every profile before client submission
<b>Post-Placement Learning</b>	Captures outcome data to improve future matching accuracy	Debrief with clients after each placement to refine the model

Our platform is **continuously refined** based on placement outcomes and client feedback, meaning it becomes more accurate for your specific organisation the longer we work together. This gives our clients the best of both worlds: the speed and breadth of AI-driven sourcing, combined with the nuanced, relationship-based assessment that only experienced human recruiters can provide.

WHAT WE OFFER

# Our Services

Afrikye Recruitment offers a comprehensive **360° recruitment service**, structured to meet clients at whatever stage of the hiring process they require support.

### Retained Search

Exclusive senior and specialist appointments. A structured search process with dedicated consultant time and a milestone-based fee arrangement.

### Contingency Recruitment

No-placement, no-fee recruitment for mid-level roles. Risk-free engagement with full search and screening support.

### Executive Search

C-suite and board-level appointments requiring discreet, targeted headhunting with confidentiality at every stage.

### Expatriate Placement

Sourcing and placing international candidates for South African roles, including immigration advisory referrals.

### Talent Pooling

Building and maintaining a pre-qualified pipeline of candidates for anticipated future roles.

### International Recruitment

Cross-border sourcing for clients with regional or global operations across Africa and beyond.

### CV Screening

Structured first-pass screening against agreed brief criteria, delivered as a standalone service.

### Candidate Verification

Background checks including criminal, qualification, ID, driver's licence, and credit verification via V-Report.

## Sector Expertise

We recruit across a broad range of South African industry sectors:

Engineering

Information Technology

Telecommunications

Finance & Accounting

Supply Chain & Logistics

Commercial & Sales

Marketing

Human Resources

Office Support & Administration

## HOW WE WORK

# Recruitment Methodology

## 1 Brief & Discovery

We begin every engagement with a structured briefing session to understand the role requirements, organisational culture, team dynamics, and the specific competencies that define success in the position. This forms the foundation for all subsequent search activity.

## 2 AI-Augmented Sourcing

Our proprietary platform simultaneously searches PNet, Careers24, CareerJunction, LinkedIn, and our internal database. This is supplemented by direct headhunting for specialist and senior roles. All sourcing activity is reviewed and directed by our consultants.

## 3 Structured Screening

We use a tailored initial screening form for each role, designed on Google Forms. Responses are scored by our AI platform and reviewed by our consultants. Interviews are conducted via telephone, Zoom, Microsoft Teams, Skype, or face-to-face.

## 4 Verification & Due Diligence

All shortlisted candidates undergo a minimum of two reference checks with previous employers. Background verification is conducted through

### V-Report

and covers criminal records, qualifications, identity documents, driver's licences, and credit history. Psychometric testing is available on request.

## 5 Shortlist Presentation

Every shortlisted profile is personally reviewed and endorsed by Kern or Monique before submission. We present a concise, well-structured shortlist with our consultant commentary on each candidate.

## 6 Placement & Post-Placement Support

We manage the offer and acceptance process, and remain available to both client and candidate throughout the guarantee period. Post-placement debriefs inform our AI platform's continuous improvement.

DELIVERY & COMPLIANCE

# Ability to Deliver

Our infrastructure is completely in place to meet all your recruitment needs. We are fully equipped with regard to IT hardware, software, career portals, and internet access. Our proprietary AI platform and structured methodology ensure consistent, high-quality delivery across all role levels.

## Turnaround Times

Our indicative turnaround times vary by role level. Specific timelines are agreed at the point of engagement and may vary based on brief complexity and market conditions.

<p><b>10</b> WORKING DAYS C-Suite / Executive</p>	<p><b>6-8</b> WORKING DAYS Mid to Senior Management</p>	<p><b>3-5</b> WORKING DAYS Junior Management &amp; General Staff</p>
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## Guarantee & Replacement Terms

**3-MONTH REPLACEMENT GUARANTEE**

All placements are covered by a **three-month replacement guarantee**. Should a placed candidate leave or be dismissed for performance reasons within the guarantee period, Afrikye Recruitment will conduct a replacement search in accordance with our standard Terms and Conditions. Guarantee terms are negotiable to suit individual client requirements.

## B-BBEE Accreditation

<p><b>Level 1</b> B-BBEE CONTRIBUTOR</p>	<p><b>100%</b> BLACK-YOUTH-OWNED</p>	<p><b>1 wk</b> COMPLIANCE DOCS TURNAROUND</p>
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Afrikye Recruitment is a **100% Black-Youth-Owned and managed enterprise**, accredited as a **Level 1 B-BBEE contributor**. Appointing Afrikye Recruitment contributes directly to your organisation's procurement scorecard. Full compliance documentation is available within the same week of appointment.

Engaging Afrikye Recruitment means engaging a firm where **the founders are personally invested in your outcome**. Our reputation is built one placement at a time, and we treat every brief with the same level of commitment regardless of seniority or volume.

# Engage With Us

Our team of established experts are ready to aid you in addressing crucial talent gaps and navigating the vast South African talent landscape. We guarantee first-class service, outstanding results, and steadfast commitment to every client engagement.

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### BOOK A CONSULTATION

[calendly.com/monique-oakes-afrikye](https://calendly.com/monique-oakes-afrikye)