



STAFFING SOLUTIONS

***"Your specialist recruiters for construction,
mining and engineering"***

"About Us"

We are a recruitment company specialising in technical staffing to the building, civil and mining sectors in Africa and the Middle East. SURGE was established in 2015 by a group of experienced recruiters with their own background in construction and who mentored top specialist recruiters for large, well known agencies.



"Our vision"

We take great pride in the speed and accuracy of our work and our purpose is to ensure that our clients have the upper hand by supplying them with the best staff around and who will bring real added value to their businesses.

"What we do"

Seeing a large lack of skill in the staffing industry, we have taken it upon ourselves to set a new high standard in recruitment.

We have revolutionised our industry by:

- Changing the way we source our candidates (we advertise on a massive scale and directly to your potential new employee as opposed to using the same methods of our competitors who "fish from the same pond" by using the generic job portholes)
- We spend far more on advertising than other agencies with the result of our client's vacancy ads being more widely viewed than any other agencies ads in sub Saharan Africa (by more than 1000 times that of our competitors)
- We find the people out there that aren't prevalent on public media and who's CVs you are unlikely to find elsewhere
- Because our candidates aren't sourced through traditional means, they aren't being contacted consistently by your competitors and other recruiters and therefore don't tend to be poached soon after starting with our client (You). Using this system, we are proud to report a zero incidence of this in the past 3 years which is, in itself, a staggering statistic for any agency



"Our Values"

Our agents understand that they are not selling cars but are dealing with people's careers and livelihood as well as the survival of companies and, that their actions affect a great many people. We also understand that a company's staff are its most valuable asset and should not be compromised with. It is for this reason that we approach staffing much like our clients do; with a great deal of care and responsibility; and we go through great lengths to ensure that our candidates are thoroughly vetted and we liberally apply the principle "Many are called for, few are chosen".



"REPUTATION IS EVERYTHING"

Too good to be true?

Here's what some of our clients had to say about us:



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Archie Rutherford; MD of Motheo Civils South Africa:

"I've made use of SURGE in recent years and have found their service to be fantastic. They know my industry and what I need and don't waste my time with irrelevant CVs. They are always pleasant to talk with and I feel confident that they can sort my staffing issues out. They are the first people I call when I need staff."

Janine Troskie; HR Executive for Freyssinet South Africa:

"We at Freyssinet would like to express our sincere appreciation by thanking you Surge Recruitment for your high quality of service given to us over the past 2 or more years.

We sincerely appreciate your responsiveness and the way in which you conduct your business.

Relevance, performance and responsive. Well done.

Thank you for the candidate benchmarks you have created and developed in order to assist recruitment within the industry. Your service benchmarks provide a professional and unbiased standard that the industry relies upon in taking critical business building decisions. Furthermore, your Candidate presentation benchmark will not succeed or exist over time if it is not precise to the client's business culture and environment – you have truly succeeded – Well done and keep it up. During these "tough" economic times that the industry finds itself in, we have seen that it truly is the talented individuals placed that ensures survival."

We look forward in doing business with you for many years to come. Thank you once again for your contribution to the industry.



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Mr. Anton Botha, former MD of Concor Civils and Murray and Roberts Building and current MD of Temi Construction:

"When I came into the market after 27 years with one company I did not hesitate to contact Surge and then met their Consultants.

I was immediately impressed with their professionalism and knowledge of the South African construction industry and the people they know in the industry.

They also understood my requirements and treated my situation with understanding and respect.

I never felt un-comfortable with any discussion or to share information as I knew they would be discrete in the sharing of such information.

I valued the continuous feedback and keeping me up to date with possible available positions and this made sure that I did not start to panic and make the wrong decisions.

With the help of Surge, I secured a good position where I enjoy every new challenge.

We have used Surge to fill several vacancies at my new company, because I trust them and their knowledge of the industry and their ability to source good quality candidates.

I will in future prefer possible candidates from Surge as I believe they can identify and promote good candidates available in the market suitable for our business.

In my view Surge are the market leader for staff placements in the construction industry, as they understand construction and only list quality candidates on their books for placements.

I can recommend Surge to solve your construction staff requirements!"



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"Our Message To You"

Top companies around the world got where they are today by hiring the right people. Don't be left behind - use us and Surge ahead. Our agents are always up to the task and stand ready to assist you.

Contact us now and prepare to be impressed!

www.surgestaff.co.za

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