

RECRUITER **GUIDE**

Your handy guide to CareerJunction

March 2012

SOUTHERN EXPOSURE

TARGETED ADVERTISING SOLUTIONS

OUR KIND OF AWARDS

TOP RECRUITERS FOR 2011

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GO FISH

CASTING YOUR NET IN THE RIGHT PLACES

Quick ways to up your game.

TRAIN YOUR BRAIN

GET SOCIAL

JUNCTION.CO.ZA IS LIVE AND KICKING.

REACHING PEOPLE NETWORK OF INDUSTRY PARTNER SITES READ MORE INSIDE

"CareerJunction has once again proved itself South Africa's #1 Quality Candidate Provider and we continue to evolve and grow our services to stay ahead of technology. We are close to reaching the 2 million mark for the number of registered CareerSeekers on our database."

Caissa Veeran, National Sales Manager of CareerJunction.

2011 Was a difficult but interesting year in the recruitment business as most of us still felt the effects of the economic downturn. But the search for talent continued and so did our job of attracting good quality leads. I am glad to say that we succeeded in our role and continue to be South Africa's #1 Quality Candidate Provider. I would like to thank each one of you greatly for your ongoing support as it is essentially your business that has shaped us into what we are today.

We undertook some massive projects during 2011 in an effort to stay ahead of the trends. Technology is rapidly changing in South Africa and over the past three years we have seen a lot of transformation within the online recruitment space. As more Recruiters are making use of social media, mobile and video technology, our goal is to keep up with the changes and we are continually integrating these platforms into our services. Our latest and biggest development since 1997 is the launch of Junction.co.za.

Junction is a new professional and user generated content and social network around jobs as well as autos and property. It is a place for seekers and advertisers to come together, not only to do business but also engage with each other. The notion is to attract passive job seekers through interaction by way of a social media platform. Even more importantly, we believe that this will provide job seekers with the opportunity to discuss topics of interest with you which will essentially lead to more job applications. Why don't you participate in the conversation?

In addition to this we launched the Resume Wizard, a Resume quality rating tool which has had a significant impact on the quality of our Resumes. As it stands now, CareerJunction features amongst the top 20 biggest and most popular websites in South Africa. Furthermore, did you know that during any 1-month period, 10% of South Africa's internet users are on CareerJunction! What this means for you, as a valued client, is great exposure and extensive reach.

It is also a great pleasure to have seen continued growth in CareerJunction's Partner Network. We strive to constantly build new relationships with valuable organisations to allow for additional reach for your Job Ads. We now have over 35 CareerJunction Partners where your Job ads are aggregated to.

Our Focus For 2012

The two key points that have come out of our experiences during 2011 are:

- Recognising the absolute importance of continually introducing new functions and features to our products; and
- the importance of face-to-face engagement with our clients.

We have decided to make these points our focus for 2012. With that said, we have many positive changes in store for you and we look forward to seeing the results.

Without saying too much, we will be introducing many new product enhancements as well as doing many get-togethers during 2012. Please be sure to join us for these as it will be your opportunity to share ideas and raise any concerns you may have.

We look forward to seeing what 2012 will bring. From our side, you can expect some more exciting developments and continued enhancement as we work hard to remain SA's #1 Quality Candidate Provider.

Happy Recruiting!

Caissa Veeran
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CareerJunction | Better jobs. More often.
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 Use the keyword "CareerJunction Recruiter Services" to find and join our group on LinkedIn.

 Use the keyword "CareerJunction" to find and LIKE our group on Facebook.

 Use the keyword "Career_Junction" to find and follow our tweets.

 Use the keyword "CareerJunction" to find and follow our videos.

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The information in this online Magazine is subject to human error in the input of data concerning our products and services and as such cannot be used as a valid source of information. If there is any doubt concerning the accuracy of the information contained within this online Magazine, please contact marketing@careerjunction.co.za so a representative can help you.

If you notice an inaccuracy, please contact us on marketing@careerjunction.co.za and we will update the online Magazine as quickly as possible.

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OUR KIND OF AWARDS

SA's best Recruiters for 2011 honoured by CareerJunction and its CareerSeekers

The JunctionAwards is the biggest recruitment event of the year, established in 2004 to honour, recognise and promote service excellence in the South African recruitment industry. What makes this award so unique is that it is the only one of its kind in South Africa that truly reflects CareerSeekers' choice for Recruiter of the Year.

CareerJunction recently celebrated its 8th annual JunctionAwards ceremony on the evening of 14 September 2011, at The Venue in Melrose Arch, Gauteng. The crowd was welcomed by SA sensation Louise Carver and further entertained by mentalist Larry Soffer and comedian Alan Committie as the countdown continued to the announcement of the runners-up and finally, the winners of the 2011 Recruiter of The Year Awards

This year we managed to feed over 50 000 hungry orphaned South African children as ticket proceeds were donated to NOAH (Nurturing Orphans of AIDS for Humanity), a registered non-profit organisation.

The JunctionAwards winners were presented to Recruitment Agencies in three categories; small, medium and large. The Recruitment Agency size was determined by the average number of jobs advertised on CareerJunction over a period of 6 months.

Winners and runners-up for 2011

Large Agency Category

Winner: DAV Professional Placement Group

1st Runner Up: 1st Aiim Recruiting

2nd Runner Up: MPC Recruitment

Medium Agency Category

Winner: Kelly

1st Runner Up: Premier Personnel

2nd Runner Up: Quest Staffing Solutions

Small Agency Category

Winner: Emmanuels Staffing Services

1st Runner Up: Ambit Recruitment

2nd Runner Up: Mindcor

CareerJunction is pleased to announce that JunctionAwards will (from this year) be known as the CareerJunction 'RecruiterAwards' to better reflect your contribution and role in the local Recruitment Industry. Our vision however remains unchanged and we look forward rewarding recruitment excellence in South Africa, as voted by our online CareerSeekers.



TRAIN YOUR BRAIN

Did you know that you have about 100 billion brain cells and that one neuron in your brain fires about 200 times a second? Now that's fast thinking. Did you also know that the best way to keep your brain in tip-top shape is to train it throughout your life, trying new things, learning new skills?

As part of CareerJunction's philosophy of enabling our customers to create their own recruiting success, we offer free training sessions to all new and existing clients at our head-office in Cape Town as well as Johannesburg. We also schedule training dates in other provinces and cities, free of charge, as the need arises.

All new-comers to CareerJunction are strongly advised to attend our Introduction training module that goes a long way towards making sure you know what tools CareerJunction offer as part of your subscription service and make the most of these.

Subjects covered include:

- writing an effective online Job Ad using the 'AIDA' rule of advertising and copywriting techniques;
- loading and publishing an online Job Ad to CareerJunction and its partner sites;
- doing a basic Resume search;
- creating reports to track your advertising efficiency; and
- using great time-savers such as creating Job Ad templates, bulk-regretting candidates on the go.

Our training modules further include training on:

Resume Search: Resume Search is a popular feature on CareerJunction that all Recruiters need

to fully understand. Our comprehensive training module makes sure you understand how our accurate Resume Search works, explains the benefits of planning a search, applying filters and manipulating search results to find perfect candidates faster.

Resume Alerts: We also show you how CareerJunction finds accurate Resume matches for you by setting up automated Resume Alerts – letting candidates find you and not the other way around.

Filtering Tools: The final training module we offer teaches you how to use our intelligent Filtering Tools to automatically filter out unsuitable candidates – decreasing your daily workload of sifting through unsuitable applications and candidates.

The CareerJunction Index (CJI): Understanding the analysis CareerJunction does through the CareerJunction Index (CJI), including skills shortages in the South African labour market; general skills availability and more.

Training at CareerJunction is just another way we are working towards ensuring your maximum success.



REACHING PEOPLE

Our amazing network of Industry Partner Sites - attracting quality talent doesn't get better than this.

In today's diverse environment it pays to have your feelers out everywhere. But to have your finger in too many pies can be very costly and cause your exposure to be fragmented - the opposite effect of branding your company and associated jobs.

The marketing industry calls it having a mixed-media approach - and such an approach makes sense in today's saturated world of ads and in-your-face messaging plastered everywhere, from bus stops to loaves of bread. The trick is to have multiple advertising channels and mediums but focus on niche areas where you know the majority of your target audience move around in. As they say, all roads must lead to Rome, and that's the secret to CareerJunction's network of industry partner sites.

CareerJunction, for the past few years, have built relationships with key industry leaders to provide branding exposure for its clients' Job Ads, on their websites and publications, as part of its ongoing journey to ensure that our clients attract top quality candidates and in-turn, make more placements, faster.

How does it all work? Well, the industry websites 'introduce' functionalities (in this case job searching tools) to their websites, adding additional value to their site and to their users' online job searching experience, for free and without extra infrastructure needed (CareerJunction calls this a CareerZone).

In simple terms, it means adding a job section to a site that sits within a company's own look-and-feel so a user that is comfortable within a certain website never has to 'leave' that specific site to complete an Online Resume, set up email Job Alerts or to search and apply for jobs.

By giving these kinds of functionalities to the likes of SAICA (South African Institute of Chartered Accountants), CLASA (The Corporate Lawyers Association of South Africa) and FEDHASA (Federated Hospitality Association of South Africa), we ensure that your jobs

are seen on CareerJunction as well as industry partner sites for unparalleled exposure. This partnering also means that any of our Recruiters have their jobs automatically published to niche sites without any effort - jobs are published to industry partner sites automatically based on the industry. It's a clean and streamlined way to make sure job advertisers get the best return on investment without any additional work involved.

As part of this service which we supply to industry partners at no cost, we also allow job seekers to apply and submit their Online Resumes through these sites that are added to the main CareerJunction database pool which all our subscribing agencies can access.

So on the one side, CareerJunction is doing its bit to promote scarce and important talent to look for jobs online using CareerJunction and on the other side we give our paying clients benefits that no other job portal can offer - a continuous stream of quality talent to choose from. Now what can be a better way to reach people than using your own branded job advertising?

Our other industry partners include: Africa Telecoms, FMCG Retailer, ICB (The Institute of Certified Bookkeepers), LSSA (The Law Society of South Africa), SAIPA (A professional body of more than 6000 professional accountants), SAMDA (The mouthpiece of the junior and BEE mining sector in South Africa), SA Mining (South Africa's leading mining magazine) and Tickmarkers (A professional portal designed to bring together all aspects of the Accounting, Auditing, Finance and Tax industry).

For some jobs there are many fish in the sea, for others not so many – we look under the magnifying glass with the CareerJunction Index.

GO FISH

There's no excuse for falling behind on labour market trends with the CareerJunction Index (CJI).

With a sample size of over 2 million (both Job Ad and CareerSeeker numbers), we are able to examine the latest trends. So no more fishing in dry waters.

The CareerJunction Index (CJI), developed by CareerJunction in May 2008, is an analysis of online recruitment trends in South Africa and measures supply of and demand for labour over time. The volume of data processed on our website daily allows us to monitor and track online labour market trends.

The CJI has the ability to provide you with accurate insights into the availability of candidates matching a particular job requirement at a particular time. Understanding online recruitment trends in South Africa is just another step you can take to ensure you get the right candidates at the right time at the right place.

The CareerJunction Index typically holds the following benefits for Recruiters;

- the ability for Recruiters to assess regional trends of skills supply and demand in order to examine the availability of labour and detect potential relocation strategies;
- make internal adjustments to company structure pertaining to skills distribution;
- identify skills shortages within the labour market;
- guidance to alleviate difficult recruitment scenarios and skill shortages
- assess whether it would be more beneficial to up skill and multi-skill current staff, instead of creating new positions; and
- determine whether salary packages paid are market related when compared to the level of skills and experience of staff.

The CJI is an easy to understand and step-by-step analysis of labour market trends and has been specifically designed for HR professionals and Recruiters to use in their everyday recruitment processes.

CJI Executive Summary

The CJI publishes a free monthly Executive Summary. This gets published on the 15th of each month. It is free of charge and covers the latest developments and labour market trends for each industry. To download your free Executive Summary, click here...

CJI Job Reports

The CJI publishes quarterly CJI Job Reports. These are sector-specific and provide an in-depth insight into various trends experienced per occupation. CJI Job Reports are available at a fee.

CJI Job Reports are available for the top ten leading industry sectors:

- Information Technology
- Finance
- Telecommunication
- Engineering
- FMCG, Retail & Wholesale
- Building & Construction
- Mining
- Motor
- Human Resources & Recruitment
- Manufacturing, Production & Trades

CareerJunction now offers labour market analysis on an ad hoc basis upon request. Research is done using a sample size of over 2 million (both job ad and job seeker numbers).

For ad hoc requests, contact cji@careerjunction.co.za





SALARIES IN SOUTH AFRICA.

A review of the latest trends.

Our CareerJunction Index recently launched trends of Salaries in South Africa. The findings are based on information analysed from CareerJunction's database, and the online Job Ads you published in the last quarter of 2011.

[Engineering](#)

[Finance](#)

[Information Technology](#)

[Mining](#)

[Telecommunication](#)

[Motor](#)

[Manufacturing, Production & Trades](#)

[Building & Construction](#)

[FMCG, Retail & Wholesale](#)

[Human Resources & Recruitment](#)

Junction.co.za
Better options. More often.

Make yourself heard!

Junction is a network that's all about jobs, cars and properties.

CHECK IT OUT!

www.junction.co.za

Junction.co.za is live and kicking.
Why not participate in the conversation?

GET SOCIAL



Product enhancement is always at the top of our to-do list. As technology keeps evolving, our job of attracting top quality candidates becomes more challenging. But not to worry, we're on top of it.

Automated Resume screening and filtering – Check. Real-time Job Ad tracking – Check. Bulk-regretting – Check. Extended and targeted online exposure – Check. Up-to-date labour market trends – Check. Mobile advertising – Check. Targeted digital advertising – Check. And the list goes on.

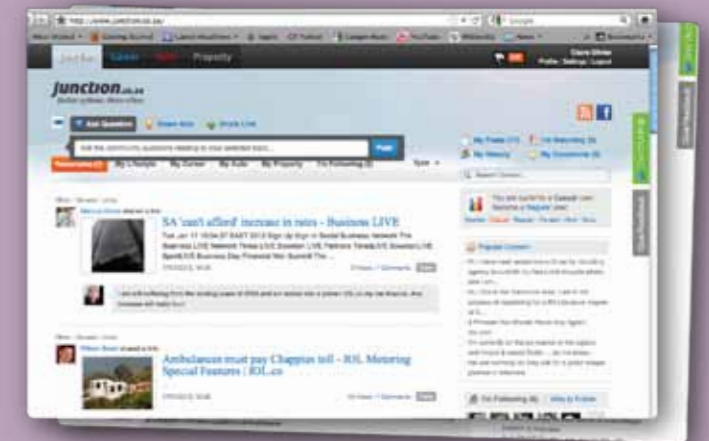
The launch of AutoJunction and PropertyJunction at the end of 2010 was a part of our strategy to expand our talent pool. Since then we have integrated the Resume Wizard to ensure top quality candidates. Junction.co.za, as we see it, was the finishing touch to our latest ventures as we integrated the social media aspect. Junction.co.za is our biggest and bravest venture since the launch of CareerJunction in 1997.

We want everyone to engage more with each other. Junction.co.za allows us to do just that and more. The notion is to attract passive job seekers through interaction by way of a social media platform. Even more importantly, we believe that this will provide job seekers with the opportunity to discuss topics of interest with you, which will essentially lead to more job applications. Why don't you participate in the conversation?

What is Junction.co.za?

Junction is a new professional and user generated content and social network around jobs as well as autos and property. It is a place for seekers and advertisers to come together, not only to do business but also engage with each other. The way we see it, Junction.co.za is positioned right between Facebook and LinkedIn as it brings together the social and business aspects of engagement.

Junction utilises social media elements such as Feed, Follow and Share features. Users can create profiles; receive targeted feeds; join existing conversations; add comments; ask questions and share ideas or links with the Junction community. What's more, everyone can upload his or her Resume.



Go on and participate in the conversation and be a part of this new way of engagement. We don't want you to miss out on the excitement. You can log in with your existing CareerJunction login details.



It's taken us a couple of years of curating talent, but today, CareerJunction hosts an impressive collection of quality candidates to satisfy any Recruiter's needs.



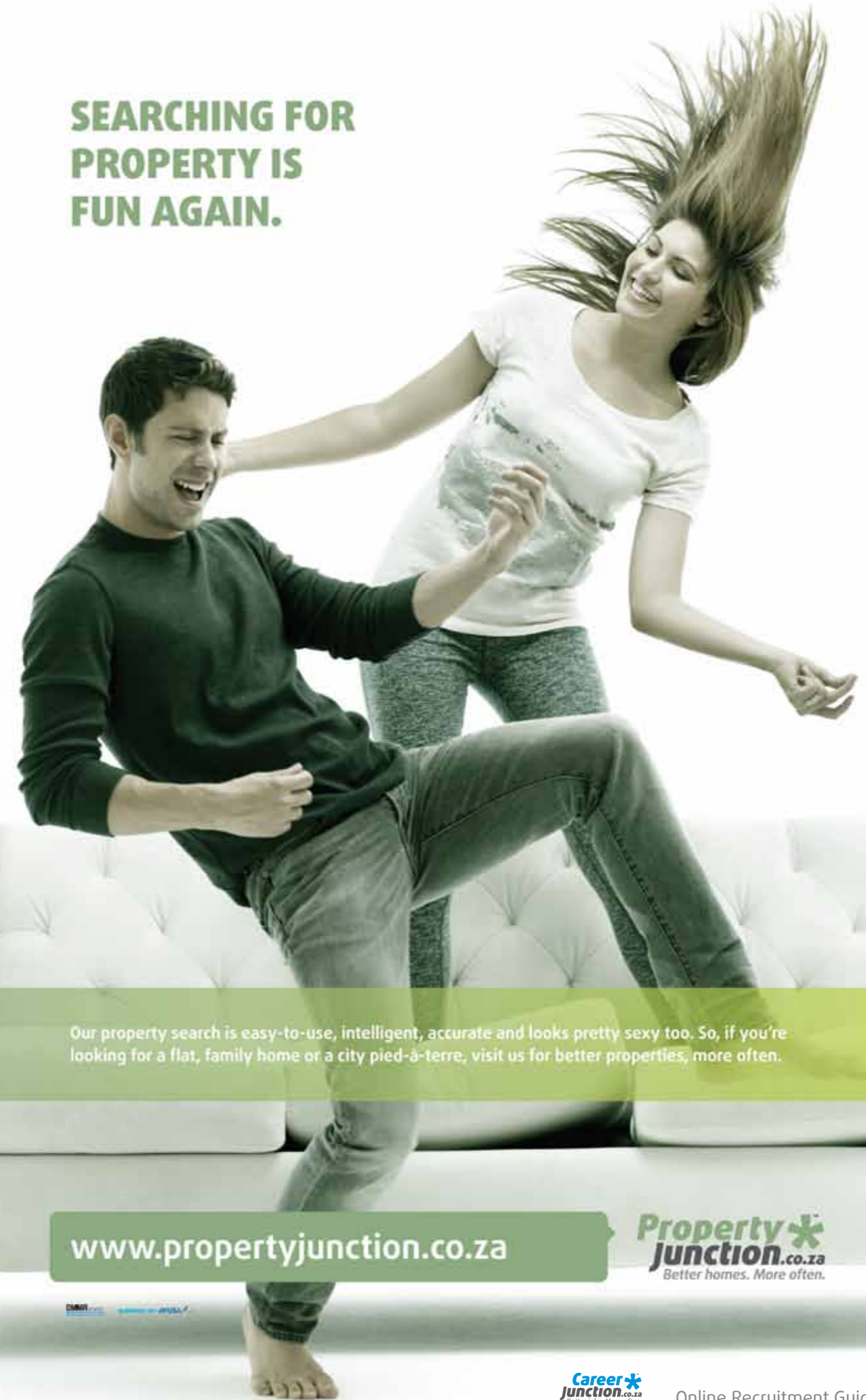
Demographics are important because they give general information about a population at any given moment in time. Through long term trend analysis we can use this information in market research as well as in economics to give vital statistics.

Not only do we research the people visiting our site, but also those users who are registered on our site - going to great lengths to decode all of this information.



CareerJunction has maintained the #1 position on Nielsen NetRatings under South African employment websites to date, and features amongst the top 15 most popular websites in South Africa.

SEARCHING FOR PROPERTY IS FUN AGAIN.



Our property search is easy-to-use, intelligent, accurate and looks pretty sexy too. So, if you're looking for a flat, family home or a city pied-à-terre, visit us for better properties, more often.

www.propertyjunction.co.za

Property Junction.co.za
Better homes. More often.

DID YOU KNOW?

We have nearly **2 million** registered users - if you printed out all of their CV's, it would form a pile higher than the Empire State Building!

Over **600 000** individual visitors / month.



Enough people to fill Ellis Park ten times over.



10% of South African internet users*



1,000

people register on CareerJunction every day*



60% Skilled level or higher

Use CareerJunction during any month.

Queries 4000 per minute*

Each job ad is viewed over **400** times on average.

Visitors spend approximately **10 minutes** (per user session) browsing for jobs on careerjunction.co.za



An average of **28 000** fresh job ads placed on CareerJunction by recruiters, every month during 2011.*

It's all **very impressive** - best of all is that they are all true. Our site statistics are monitored every month and verified by third-party company Effective Measures.



SOUTHERN EXPOSURE

As a company your brand needs to outshine the competition. With targeted advertising solutions you can do just that - and more.

Online advertising has come a long way. Since the Internet was conceived and the World Wide Web was born in the 1980's, it has been inevitable that companies would use online advertising to promote their products and services.

Since the big bubble burst however, marketers have matured their views on online advertising and its efficacy - with amazing growth and results.

For example, in 2010, companies and individuals spent around \$12.1 billion on online advertising in the first six months (that's up 11.3% from the first half of 2009**)

Although SA has some catching up to do, online advertising will grow in South Africa as bandwidth and Internet connection costs come down and market penetration goes up! With the success of search engines like Google, they've given power to users to search and locate almost anything they want in seconds.

When it comes to jobs, CareerJunction has you covered. In January 2011, the search term "Career Junction" was the 7th fastest rising search on GoogleSA. CareerJunction offers unparalleled exposure to your jobs and brand through its popular website. For instance, did you know that CareerJunction is consistently ranked in the top 20 of all websites in South Africa? Also, that South Africans spend more time on our site than any other recruitment/job website in South Africa? Banner advertising on CareerJunction is thus the ideal way to generate additional exposure for your Job Ads and/ or Company Brand - to a qualified quality audience.

An interesting statistic shows that 77% of browsers are employed full time and 58% of those browsers access the Internet from work. The demographic for CareerJunction is young, multi-cultural and educated with a relatively high LSM. While 50% of CareerSeekers have an associate's degree or further education, a

further 30% have bachelor or post graduate degrees. 43% of the browsers are English, followed by 14% Zulu and 12% Afrikaans. All CareerJunction advertising zones can serve expanding banners, streaming video and HTML interactive banners. A 120x600 skyscraper is available on the Homepage and a Box Ad (120x600) is now also available.

CareerJunction now also offers promotional mailers. These are mailers that get sent to an audience of your choice - selected from a database of over 500 000 subscribing CareerSeekers scattered across various industries, locations, earning brackets, job types and more. Promotional mailers are branded with your company branding and include your jobs as well as a banner. We also offer our clients the opportunity to sponsor our CareerSeeker Newsletter, which gets sent to every subscribing CareerSeeker within our database.

Our digital advertising now gets managed by Avusa Media Live which means that we now form part of the AML bouquet of news and entertainment websites, which include TimesLIVE, SowetanLIVE, SportLIVE and Sunday World, offering advertisers access to a world-class portfolio of leading web services and sites.

Simply put, advertising online just makes fiscal sense. With a little investment, online advertising and consequent branding can have many benefits. It is easy to have designed and set up, it can be tracked from the word go and your return on investment can be monitored almost real-time - and best of all, it runs itself with minimal intervention, so you can focus on other pressing matters. For more information about advertising on CareerJunction, please contact one of our Sales representatives.



*Information and Stats provided by Nielsen NetRatings - the world's authority on consumer & web statistics. Compared to all members of the DMMA (Digital Media and Marketing Association of South Africa). ** <http://mashable.com/2010/10/12/internet-ad-revenues-2010/>

GO GLOBAL

With The Network, you can source the best candidates in more than 120 countries.

The Network is a formal alliance of 49 leading recruitment job boards from over 80 offices committed to online recruitment in more than 120 countries.

CareerJunction, South Africa's #1 Job Site, is the South African representative of The Network. CareerJunction has nearly 2 million registered career seekers and has been associated with The Network since 2002, and a formal member since 2008.

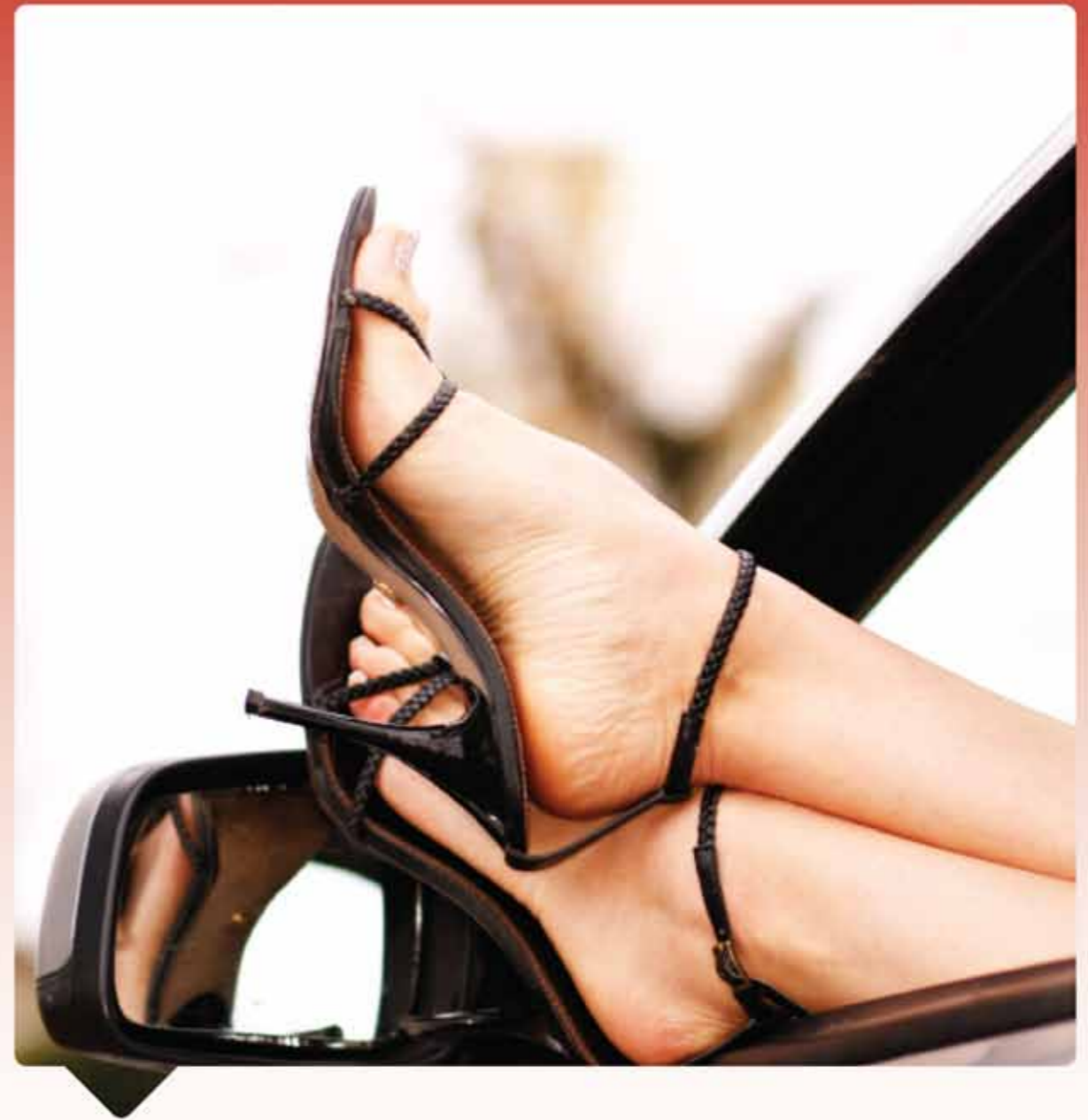
The Network is the biggest online recruitment solution in the world, used by more than 1,000 customers, with access to a pool of over 100 million CareerSeekers across more than 120 countries. Recruiters can post their vacancies on any of the sites linked to The Network by means of a single contract and through a single point of contact, whilst benefiting from local recruitment expertise, services and support in each sector of the market.

Benefits

- Target leading local job sites in all sectors of the market.
- Advertise your jobs once only, by posting it to multiple sites.
- Benefit from local support in all sectors of the market.
- Keep a detailed track of usage under a single contract.
- Optimise the effectiveness of your recruitment campaign.

Features of The Network

- A single point of contact for global appointment needs, serving over 70 markets: single contract, point of billing, point of posting and single account manager.
- Unparalleled local market brand recognition with CareerSeekers & Recruiters.
- Access to the largest candidate pool of registered CareerSeekers in key recruitment markets, worldwide.
- Services, support and expertise from online recruitment leaders in their respective markets.
- Access to Best of Breed Sites in 120 countries.



Searching for a car has never been this easy.

Our car search is easy-to-use, intelligent, accurate and looks pretty sexy too. So, if you're looking for a car, visit us for better cars, more often.

Auto*
Junction.co.za
Better cars. More often.

Search for cars and homes in one super-safe space at www.autojunction.co.za

What our Clients have to say...

At CareerJunction we are proud to work with a host of great local and even a few international clients. Over 800 Recruitment agencies choose CareerJunction as their Online Recruitment Partner and quote "superb service", "high calibre candidates" and "excellent support" as some of the reasons why. Here is some of the feedback we have received from our clients.

TESTIMONIALS

Veronica Matlaila from Ubuzwe Talent Solutions

Overview of Ubuzwe Talent Solutions

Ubuzwe Talent Solutions is a unique and passionate provider of talent solutions.

Amongst others, the industries that Ubuzwe Talent Solutions recruits for, are Engineering, Transport & Aviation, FMCG, Hospitality, Business and Management Consulting, Marketing and Sales, Finance and Banking, IT, Human Resources, Supply Chain Management and Logistics, filling roles from Admin and Office Support right through to Executive Management roles.

Veronica Nobuzwe Matlaila, Owner of Ubuzwe Talent Solutions holds a B.Com in Human Resource Management and has worked in Human Resources since 1994. She has worked for successful global organisations such as Research Surveys, Accenture (previously known as Andersen Consulting) and later Barloworld Logistics where her scope of work included divisions such as: Supply Chain Management, Freight Forwarding & Clearing, Corporate Management, Transportation & Warehousing as well as Business Consulting. The gap in the management of demand and supply in the recruitment industry has been Veronica's driving force in establishing Ubuzwe Talent Solutions.

Ubuzwe's promise to their clients is supporting their strategic endeavours and by doing this, providing a consultative approach and ensuring the delivery of the right person to the right position at the right time.

As they do not believe in "one size fits all", Ubuzwe focuses on understanding the client's culture, keeping abreast of recruitment trends and gaining insight into the company's ethos as well as identifying the "profile" of the candidate that will be best suited for the organisation – looking at a holistic picture for the organisation in terms of recruitment and retention.

Client Feedback

Since joining CareerJunction in 2010, after her establishment of Ubuzwe in 2009, Veronica felt the market was moving into a different direction in terms of candidate search and finding quality talent. "That is where my target market is" are her feelings towards online recruitment as she feels people have long moved away from newspapers.

With the recent social media uptake of candidates in the past few years; individuals have come into the new age with mobile facilities; the likes of iPad's, Galaxies and "in the pocket" facilities to apply for jobs. The bottom line for her being "I cannot search on The Workplace newspaper for candidates; I also do not have the manpower to screen 1000 CV's that will come via fax and email".

Veronica was exposed to CareerJunction when she worked in corporate and people were using the portal to look for jobs. When deciding to move out and build her own empire in recruitment, she felt the need to understand how CareerJunction operates. She felt the service at sales point was impeccable. She appreciated the professionalism and that CareerJunction has taken her on a journey of great client service until she was comfortable with the portal.

Ubuzwe confirmed that the quality and calibre of candidates CareerJunction holds is of a high standard.

The external social functions that CareerJunction holds, such as "The Junction Awards" and "Client Breakfasts", are also beneficial to the growth of her company. It allows her to interact with competitors and people of the same industry, sharing the same pains and concerns, and gives her the ability to share a space with people filled with ideas that she can use in her business.

Ubuzwe have made use of CareerJunction's free training sessions and has a Super User to help others with any search.

"The quality of response is great and the return on investment is evident. I'm in love with the search facility on CareerJunction" says Veronica.



Andrea from The Career Hub

Overview of The Career Hub

The Career Hub believes your career is important. They therefore act as career advisers and guides, building long-term relationships with candidates, which lead to successful placements and referrals.

They are passionate about their candidates, and love being able to find great employment for them. They have a number of vacancies available at national and multinational clients and thrive on connecting people and providing excellent customer service to both career-seekers and clients alike. The Career Hub offers a range of specialised and professional services, from traditional Permanent Recruitment and Executive Search, International Placements to Interim and Forensic Recruitment.

They focus within the FMCG/Retail, Pharmaceutical, Engineering/Mining, IT/Telecoms and Financial Services industries.

Client Feedback

Andrea Gastaud, Managing Director of The Career Hub, believes that CareerJunction has the largest database of quality candidates available, when compared to other job portals. Andrea also prefers to recruit online as she feels that the candidates she is targeting are online. CareerJunction provides the means to finding these quality candidates.

Having investigated other job portals, Andrea decided to go with CareerJunction due to the high number of quality candidates on the database. As someone who searches daily for candidates, and publishes frequent job ads on CareerJunction, Andrea sees the broad reach of candidates and number of responses as being of greatest benefit to The Career Hub. When in need of qualifier questions, she is also able to make use of the Profiler tool.



SUGGESTIONS.

We'd love to hear from you and your suggestions in making CareerJunction a better recruitment site.
info@careerjunction.co.za

