



## specialist provider of ICT resources

**We provide the best talent, we understand our clients' challenges, and we take real pride in our service.**

Syncwize, a Level 1 B-BBEE supplier, is a specialist provider of ICT resources to corporate South Africa.

Established in 2004, we have been awarded preferred supplier status by a number of leading South African companies. Our track record over the decade since our establishment attests to our reputation as a professional organization that consistently delivers on its commitments. We are proud to boast dependably strong resources, and fiercely maintain the highest standards in everything we do.

Our singular focus is IT resourcing. Everything we do is aimed at providing high calibre, proven professionals proficient in a broad range of IT skillsets. Our selection process has received commendation from many pleased clients, and we can provide specialists on various resourcing models, depending on the need.

Underscored by our 'can-do' approach, the secret to our outstanding track record is three-fold:

- our highly consultative approach;
- strongly collaborative relationships; and
- our in-depth understanding of the IT industry and demands of the corporate environment, supported by our management team's prior experience as IT professionals.

To meet your unique resourcing challenges, we can address your needs through the following resourcing models, or a combination thereof:

- **freelance (contracted) professionals;**
- **flexible resourcing models; and**
- **permanent staffing (at specific request of our clients).**

Our reputation with our clients speaks for itself, but we remain careful to retain our entrepreneurial, service oriented and highly responsive mindset. Your experience with us will always be quality-driven, relationship-rich and handled with a sense of ownership you will not find elsewhere.

## our niche:

Program managers  
Project managers  
Project administrators  
Business architects  
Business analysts  
Process engineers  
Systems analysts  
Data analysts  
Systems architects  
IT Specialists  
Database administrators  
Software developers  
Network engineers  
Data warehouse specialists  
Test managers  
Test analysts

## why consider syncwize ?

As a private company, syncwize is driven not by a short term agenda of maximizing sales, but by a long-term view to sustainability.

Yet we understand intimately the dictates and challenges of the corporate market, and have the will and means to meet these needs.

As such, the value we add as a trusted resourcing partner is underscored by an indisputable business case:

- Level 1 B-BBEE supplier with 57% black ownership and 30% black women ownership;
- Excellent year-on-year growth, even in a stagnant economy;
- A decade of consistent growth on a marketing strategy based solely on word-of-mouth referrals;
- A senior management team boasting cumulatively close to a century's worth of hands-on IT and operational experience;
- Belonging to a group of complementary organizations offering a comprehensive suite of IT services,

products and expertise covering technical services, data-base management services, hosting, cloud services, software development, GRC solutions and consulting, change management consulting and training, and IT project turnkey resourcing;

- Responsiveness, flexibility and an entrepreneurial mindset no longer evident in most companies;
- Diligent and responsible resourcing, irrespective of the final employment model, with a substantially higher - than-average placement track record;
- Quality-driven sales model, with account managers rewarded on placement rate—indicative of quality—rather than volumes of candidates presented;
- Realistic and fair pricing;
- Ability to provide the full HR function from sourcing and recruitment to placement and payroll management, supported by constant on-site presence;
- And a service-oriented value system that takes you and our professionals seriously.

## our credentials:

since 2004

level 1 BBEE  
rating

accredited  
member: ITA &  
APSO

established  
reputation

run by IT  
professionals

## service you can count on

At syncwize, we are always mindful of our roots as IT, project and operations professionals in the corporate sector. This means we know what makes you tick... and what makes your blood boil.

We have tailored our business to ensure you get what you really need.

With us you will always get...

### • Thoroughly screened resources:

Candidates who are carefully sourced, pre-and post-screened, interviewed in person, crosschecked against thorough background screening and meaningful personal referrals.

Thorough 'hygiene' screening: criminal and credit history, identity, education and tertiary qualification checks. Any blips are fully disclosed and explained up front.

Our management team—all of whom have substantial prior experience in IT—still ratify our account managers' assessments before finally selecting the top candidates.

You will always receive full curricula vitae summarizing pertinent information relevant to your specific requirement, with our own assessment of the candidate and their fit to your requirement and the organization.

### • Fair and transparent pricing:

Certainty as to our pricing model, and the assurance of fair rates.

We prefer to operate in as transparent and predictable a fashion as possible. Our fees for both permanent, contract and flexi-placements are based on good business sense, with a view to building long-term relationships.

### • Facilitative placement process:

We take pains to understand your organization intimately, effectively facilitating interactions, including placements, negotiations, paperwork and on-boarding.

Insofar as contract resources, we engage timeously and pro-actively concerning contract extensions, meet regularly with both you and our resources, provide responsive and responsible intervention in the case of challenges, and actively manage the contract life cycle.

All contract assignments are preceded with thorough on-boarding, we escort new assignees in on start day and hold follow-up sessions with both you and the new contractor within the first 6 weeks of commencing an assignment, as well as on an ongoing basis thereafter.

### • Recruitment and HR:

Handling of all payroll-related matters for contractors, including remuneration structuring and advice, taxation, PAYE, workmen's compensation, payroll management and expense processing—with your only involvement being approval of timesheets.

### • The extra mile:

Objective and comprehensive skills assessments with recognized third party assessment partners.

Computer facilities for our contractors: loan laptops and basic software at a nominal fee.

Work-related training and certification for our contractors.

The will and the wherewithal to work with you to design and service a resourcing model that works for you.

## let us help you stand out

Good leaders surround themselves with excellent people: as a manager, your performance is determined by the quality of your team.

But at the same time finding top quality resources at an acceptable bottom-line cost is time-consuming and painful.

That's where we come in. Let us show be your right hand.

Put our expertise and years' experience to work for you, in securing top performing people who have been rigorously screened and hand-picked on the basis of established and verifiable track records.

We hold ourselves to the highest standards and will relish the chance to show you why our clients have such good things to say about us.

## our clients say:

*"Syncwize have demonstrated a professional client focus whenever requested to provide resources... they take time to ensure thorough understanding of resource requirements, ensuring optimal, quality resources are proposed"*

*"Syncwize have conducted themselves professionally at all times during the process, effectively managing the resourcing process and our expectations. I demand high standards. The resources I have employed from syncwize have exceeded my expectations"*

*"I would recommend syncwize as a company with good ethics and service orientation, to any company looking to use their services, and their resources."*

*"excellent all the way... I have never come across a non-performing syncwize resource"*

*"resources provided have been skilled, professional and have added great value to my teams. I have no doubt that syncwize have the knowledge and proficiency to provide the right resources"*

*"I feel like they partner us. they have built a great pool of resources with great skills. Always eager to assist, they touch base regularly and request feedback often."*