A photograph of two men in business suits sitting at a desk. The man on the left is wearing glasses and looking at a tablet. The man on the right is smiling and pointing at the tablet. The background is softly blurred, suggesting an office environment.

**ROBERT WALTERS**

# **GUIDE TO HIRING CONTRACTORS**

**ROBERT WALTERS**



## ROBERT WALTERS SPECIALIST CONTRACT DIVISION

Robert Walters is one of the world's leading specialist professional recruitment consultancies with over 50 offices, spanning more than 20 countries. We place professionals in a wide range of contract, interim and permanent positions from mid-level to senior management. We also offer an end-to-end resourcing and payroll service.

### **The rise of contracting**

Contracting is fast becoming a popular staffing solution in South Africa, and a growing number of organisations are using us to meet their evolving business needs. Currently, we have 20,000 contractors working for our clients, placed by our specialist contract teams across the world. Businesses know they can rely on us to find the right contractor who can add value from day one. We recruit contract and interim professionals across a range of disciplines, including – but not limited to - accounting & finance, banking & financial services, human resources, information technology and legal.

However, we aim to do more than provide the right professional every time. We can also advise on a wide range of employment and resource issues, from increasing your organisation's responsiveness to managing changing workflow demands.



# WHY HIRE CONTRACTORS?

## Temporary cover

Businesses use contractors for a wide range of reasons:

- they have reached their permanent headcount ceiling
- they have to accommodate project orientated work
- they have to manage seasonal increases in workloads, such as year end reporting

Interim management professionals are often used by businesses undergoing a period of change or before or after a merger or acquisition.

## Specialist skills/experience

Contractors are able to bring with them a wealth of experience and skills, gained from the various organisations they have worked for, and can quickly adapt to their new role, adding value from an early stage.

## Assessment period

Contracting gives you the opportunity to assess the contractor while they are in their role before you commit to a permanent hire. This enables you to ensure that they have the required skills and cultural fit for your organisation.

## Support for high performers

Many organisations view contractors as a practical retention strategy for key staff, specifically by providing additional support to high performers.

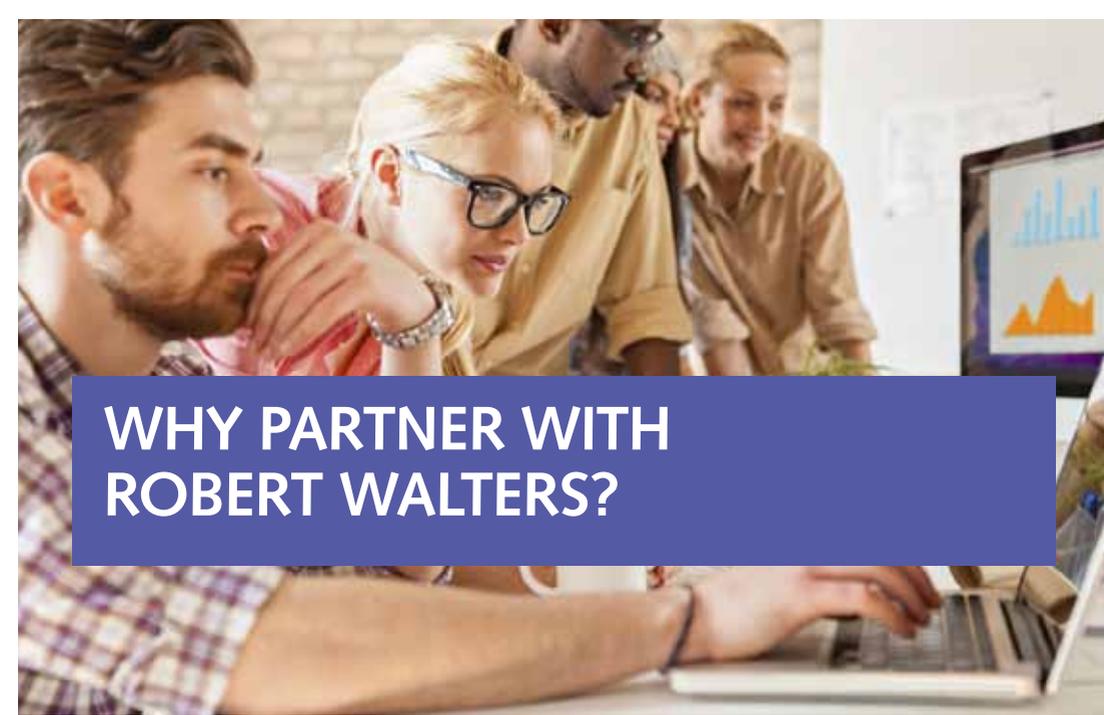
## Lower costs and quicker sign off

For organisations facing permanent headcount freezes, in the face of market uncertainty, hiring contractors can be a fast and flexible solution.



**“CONTRACTORS ARE USEFUL AS A COST EFFECTIVE METHOD OF BRIDGING SHORTAGES OR SKILLS GAPS. THEY ARE ABLE TO BRING WITH THEM A WEALTH OF EXPERIENCE AND SKILLS GAINED FROM THE VARIOUS ORGANISATIONS THEY HAVE WORKED FOR AND CAN QUICKLY ADAPT TO THEIR NEW ROLE, ADDING VALUE FROM AN EARLY STAGE.”**

**Nic Sephton-Poultney**  
Country Manager at Robert Walters



## WHY PARTNER WITH ROBERT WALTERS?

At Robert Walters we pride ourselves on making sure we find out exactly what our clients need, and on having the biggest network of contract and temporary professionals so we can deliver the right professional every time. But that's not all:

- our consultants have a strong track record in recruiting across a wide variety of organisations, from multinationals to SMEs and from mid to senior level professionals across all industries
- every candidate we supply is pre-screened and interviewed by our experienced consultants, giving you peace of mind
- we give you access to candidates from both our domestic in-house database and our international network of offices
- we provide a highly professional and efficient payroll service and organise contractors' work visas on behalf of our clients, making the recruitment process seamless and stress-free



**"CONTRACTING OPENS WINDOWS OF OPPORTUNITY THAT ARE NOT ALWAYS AVAILABLE TO THE PERMANENT WORKFORCE WITHOUT COMPROMISING JOB SECURITY IN THE LONG TERM."**

**Tara Thomas**, Robert Walters Contract Candidate



## ROBERT WALTERS PAYROLL SOLUTION

### **The fast track recruitment payroll manager**

At Robert Walters, we can also offer efficient resourcing and payroll solutions to all our clients, regardless of size, industry, employment legislation, location or operational complexity.

We offer comprehensive end-to-end resourcing and payroll services, providing you with:

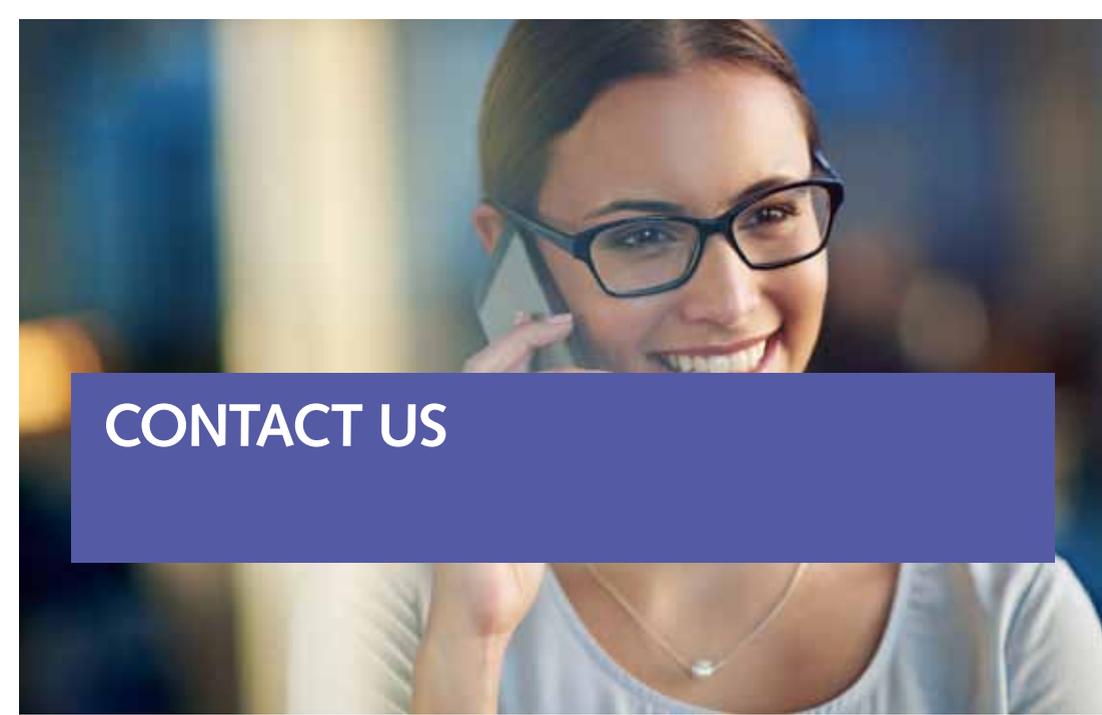
- a dedicated key account manager to handle all your contract requirement needs
- recruitment solutions that are 100% compliant with all relevant employment legislations, including country-specific regulations and audits
- e-timesheet functionality allowing completion and approval on mobile devices
- end-to-end, fully-insured payroll control
- accurate and timely management of statutory tax requirements
- guaranteed payment of all contractors three working days after month-end, subject to approved timesheets
- a consistent level of service and employment benefits for all contractors by Robert Walters
- business intelligence to enable better resource planning and management



### **CASE STUDY – PROJECT MANAGER, BANKING SECTOR**

One of the world's leading bulge bracket investment banks wanted to reduce management consulting fees for specialised IT and finance projects as part of a company wide cost-cutting exercise. The bank had tried to find a candidate for six weeks without success before they contacted us.

It was a challenging search process due to the number of non-negotiable qualities the candidate had to have. However, we were able to provide three top-tier candidates for interview, one of whom was offered the position.



## CONTACT US

We would love to hear from you. Contact our recruiters in South Africa to discuss your contracting, temporary or interim recruitment needs.

For more information on contracting, please contact:

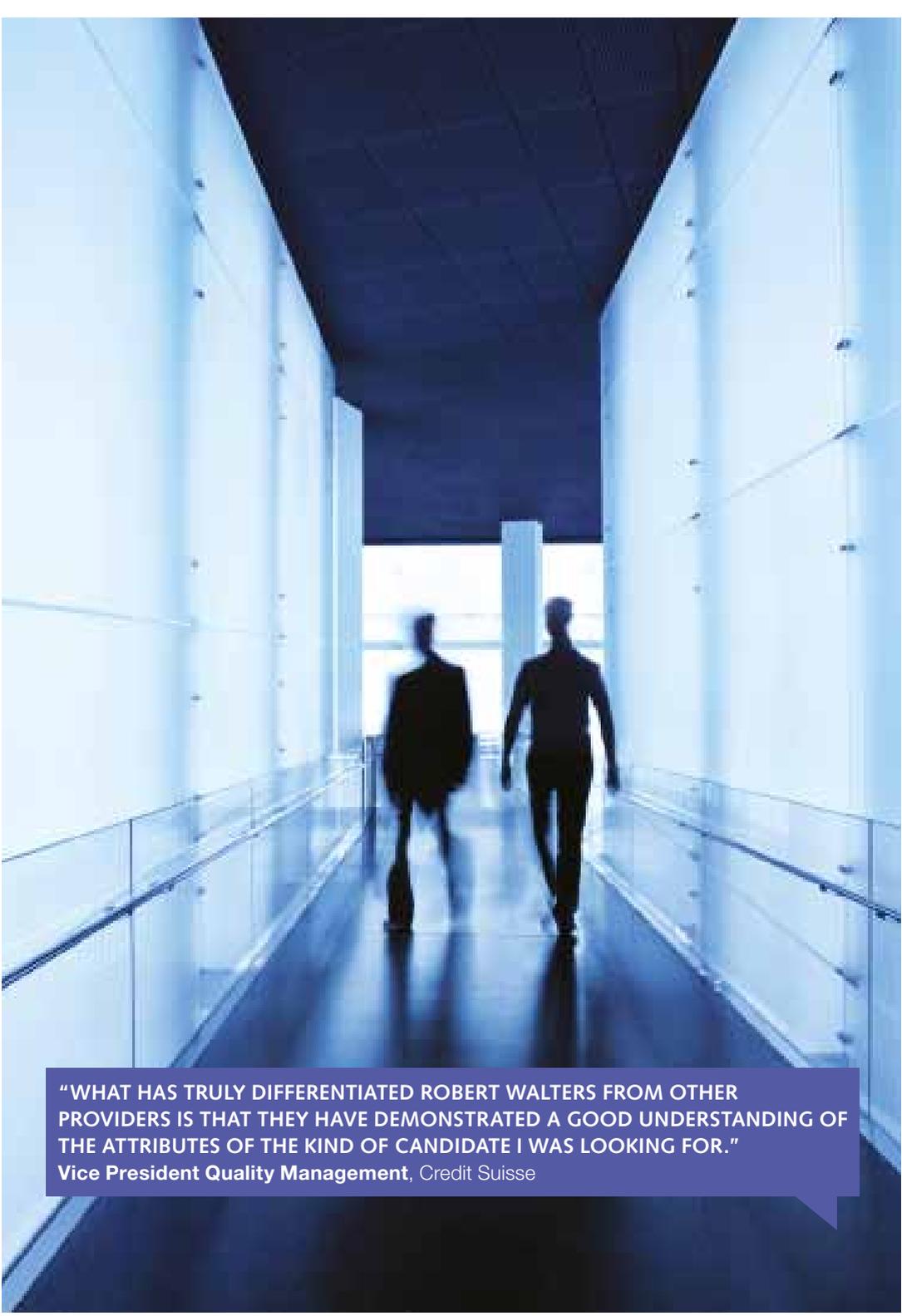
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**Country Manager**

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**[www.robertwalters.co.za](http://www.robertwalters.co.za)**



**“WHAT HAS TRULY DIFFERENTIATED ROBERT WALTERS FROM OTHER PROVIDERS IS THAT THEY HAVE DEMONSTRATED A GOOD UNDERSTANDING OF THE ATTRIBUTES OF THE KIND OF CANDIDATE I WAS LOOKING FOR.”**  
**Vice President Quality Management, Credit Suisse**

**AUSTRALIA  
BELGIUM  
BRAZIL  
CHINA  
FRANCE  
GERMANY  
HONG KONG  
INDONESIA  
IRELAND  
JAPAN  
LUXEMBOURG  
MALAYSIA  
NETHERLANDS  
NEW ZEALAND  
SINGAPORE  
SOUTH AFRICA  
SOUTH KOREA  
SPAIN  
SWITZERLAND  
TAIWAN  
THAILAND  
UAE  
UK  
USA  
VIETNAM**