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Sage SkillsMap & Talent Solutions

SkillsMap is a membership-based, complete end-to-end recruitment application that offers you direct access to top talent in Africa & abroad for exclusive positions within your company. Our discerning members are looking for careers that match their ambitions. They're the best and the brightest, and our role is to connect them with you.

Why SkillsMap?

The career profile of each candidate is meticulously pre-filtered to ensure maximum suitability, while our purpose-developed software eliminates the need for a recruitment agency by allowing you to manage your entire recruitment process. The result is an efficient, affordable and mutually beneficial system that places the continent's highest performers just where you want them to be – on your team.

Recruitment today

The world of recruiting has undergone a massive change in focus from quantity to quality of hire. A crucial part of a company's integrated talent management system and key to the success of the company as a whole, recruitment these days is all about filling positions with the best performing candidates at the most effective nett cost, maintaining and leveraging relationships, and embracing a more collaborative approach in the placement of talent. In the hunt for top candidates, the process is often expensive, time-consuming and admin-intensive.

- Recruiting is more about maintaining and leveraging relationships than advertising job postings
- Hiring managers should play a central and highly active role in the recruiting process
- Recruiting is only one part of an integrated talent management system.

The difference between average recruiting departments and exceptional ones, lies in the ability to fill positions with the best performing candidate at the most effective net cost of employment.

Using purpose-developed Web based software, SkillsMap allows you to manage your own recruitment process entirely – filtering candidates, consolidating data
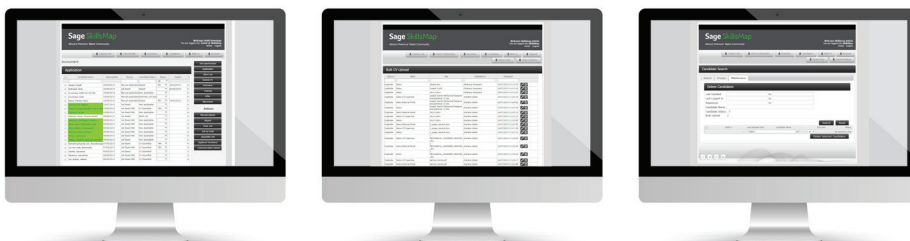
Let SkillsMap modernise your recruitment processes

- Recruitment software that's easy and simple to use
- Instant access to a reliable online recruitment platform
- 3-in-1 tool that targets the right candidates for each position
- Applicant Tracking System runs the recruitment process for you

Enjoy a total talent solution

- Placement of permanent personnel
- Placement of contract personnel
- Competency-based interviewing of applicants
- A range of other recruitment services

"A cloud-based, end-to-end recruitment solution. Find top talent with minimum cost and effort."

and tracking placements. Our integrated offering enables you to reach a broad candidate base throughout the African continent – at a fraction of the cost and a fraction of the administration effort.

SkillsMap is the first offering of its kind in the African market.

How it works?

Applicant Tracking System

The key benefit to our Applicant Tracking System (ATS) is allowing you, as the recruiter to effectively and effortlessly target as many candidates and letting our system do the filtering & screening on your behalf. SkillsMap ATS is a software application that enables the electronic handling of the entire Recruitment process from the requisition of a new position to Placement, making use of Best Practices and incorporating workflow to automate the Requisition-to-hire process – all without the need for a recruitment agency.

Key Features:

- CV parsing, enabling easy bulk upload of CV's and creation of CV templates
- Publishing of job ads to SkillsMap Talent Community, customised client career portal & social media like Facebook, Twitter, Google+ & Linkedin
- Bulk email & SMS functionality
- Automated candidate screening through skills weighting & configurable filtering tools
- Automated CRM functionality to manage communication with prospective candidates
- Reporting & dashboards

SkillsMap Public Talent Community

SkillsMap Talent Community provides a professional networking platform for candidates to map their current skill level and create a roadmap for their own development. This enables clients to target passive candidates that are not necessarily available in the job market.

Our continent wide Talent Community allows candidates to upload their CV's effortlessly through our CV parsing

system. An automatic skills filtering & weighting system ensures accurate matching of candidate skills with client requirements. Search Engine Optimisation maintains high level visibility for our client job ads. Social Media integration with Facebook, Linkedin, Twitter & Google+, and job alerts by location, industry & salary further facilitate the process – keeping candidates updated on opportunities, and companies confident of exposure.

Customised Client Career Portal

An interactive and self-managed client career portal offers companies the opportunity to attract candidates and grow their employment brand, allowing them to retain talent by promoting opportunities to existing employees first (via the intranet job portal), advertise positions on the company website, and build an internal skills database.

Business benefits include:

- *Enhanced productivity* – Easy-to-understand user interface makes it possible to work quickly and efficiently.
- *Access to precise, up to the minute information between recruiting branches* - Managers can make decisions with confidence through access to information on all facets of the recruitment operations
- *Scalability* – SaaS-based solution allows for unlimited sizing & scaling of users, and can be customised per client requirements.
- *Flexible and adaptable* – Various levels of customisation make it easy to add unique business requirements to a standardised system
- *Sales opportunity management* – Management of recruitment opportunities & communications with prospective candidates made effortlessly
- *Profitability* – Increased employee productivity, better communication with prospective candidates and business stakeholders through the applicant tracking system.
- *Integral CRM* – Uniform standardised candidate engagement process through the use of communication templates
- *Affordable & easy to implement:* As a SaaS application – access is instant with minimal efforts