



About Us

Sassens Executive Evolutions (SEE) was born out of a deep desire to provide our clients with a strong competitive advantage. The entrepreneurial roots of the shareholders imbedded in them the belief that 'people make the difference'. We wanted to create a business that eliminates process inefficiency in the recruitment industry, whilst retaining the 'personal touch' required to attract high-caliber candidates to businesses with growth potential. The question that dominated our waking moments and stalked our dreams was how to build a home-grown system that enhances the international database approaches but also taps into every bit of local talent that South Africa has. Our unique Talent Management System was born, a mosaic formed by the acquisition of the Search Business of Assessment Technologies International, a business with a 27-year history, blending that with combined Search and Recruitment Experience of more than 40 years to create a technology platform developed in South Africa for South African conditions.

Vision

We aspire to be known for:

If the skill is difficult to find, give it to SEE

Our trademark approach to building talent networks with candidates that are not 'active' gives us access to candidates that are often not available on local and international databases.

If you want it done fast, give it to SEE

Our Talent Management System makes compelling opportunities visible to South African candidates who might otherwise not have considered these opportunities.

To be invited to compete alongside international companies as an equal in important people placement opportunities that have an impact on the business landscape in South Africa.

Our Belief

One of the SEE Team's key differentiators is their exposure to entrepreneurial environments, specifically with supporting business owners in building their businesses, often from humble beginnings. The only way for small businesses to grow and compete with established businesses is to have talented people who are passionately aligned to a bold vision that gives them the opportunity to fully utilize their capabilities. This requires identifying talented people who are not actively looking for opportunities, and then to expand their horizons by making them aware of options that may align better with their career objectives.

Our Focus

Our networks consist of individuals with at least five years working experience who have a direct impact on the successful achievement of Business Strategy. This involves specific roles within three distinct groups:

- Top Management: Main or Subsidiary Board Level.
- Succession Candidates: Senior Managers who are ready to progress to the next level.
- Future Talent: Middle Managers in Mission Critical Roles with the potential to become Senior Managers.

We have extensive experience in General Management, Finance, HR, Marketing, Supply Chain and IT.

Our Approach

The Client's Strategy forms the cornerstone of our approach and helps to answer two critical talent management questions:

Expansion

Is there enough internal talent of the right calibre to expand into new markets without diluting the current talent pool?

We empower our clients with our web-enabled Talent Management System to track their projects remotely and in 'real time'. In addition, we can provide Line Managers and Executive Teams with a full understanding of the talent universe in a specific specialist area through easy-to-understand 'talent insight' tables based on empirical evidence.

Attrition

Does the client have the bench strength to quickly replace staff in mission-critical roles to sustain strategic momentum?

Our Services

- **Executive Search:** We partner with clients to identify not-so-easy-to-find individuals at Executive Level. We require a 20 Business Day Exclusivity and guarantee the first Shortlist after 15 Business Days.
- **Contingency recruitment:** Our Talent Management System enables us to make our extensive Succession and Future Talent Networks visible to Clients on a contingency recruitment basis in specific specialist areas (subject to very stringent confidentiality safeguards).
- Customising our Talent Management System to meet the requirements of Strategically Aligned Clients.

Credentials

SEE Shareholders have been involved in the rebuilding of Executive Teams in Private Equity Transactions, repositioning of Corporate Businesses, expanding the local assets of International Asset Management firms, BBBEE Transactions, and supporting High Net Worth individuals to improve business performance within their portfolios.