



# Deutsche Arbeits Vermittlung

## About us

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DAV is proudly known as South Africa's leading permanent recruitment company. We have a focused commitment to understand the industry, culture and management style of every organisation we engage with. Our dedicated innovative approach has led to our clients partnering with us since inception, 39 years ago. We have built strong relationships with our top quality candidates who trust us with their careers.

At DAV we are extremely proud of the unparalleled network and referral base we have established, which is managed with the utmost integrity and backed by sophisticated research teams. We work to align our clients' strategic objectives and vision with the aspirations and needs of our candidates, within the following areas of specialisation:

- Executive Search
- Mid to Top Management
- Financial Markets
- Commercial
- Foreign Language Experts
- Engineering
- IT & Telecoms
- Africa & Emerging Markets

Our unique recruitment process, benchmarked against the best in the world, identifies exceptional candidates... the top 20%. We are a proudly South African company who is socially responsible and genuinely committed to and care about every client and every candidate.

## Value proposition

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DAV partners with our clients to ensure that the best calibre candidate is placed every time, which ultimately creates long term value for their organisation. We commit to doing this in an honest and ethical manner whilst having their business objectives top of mind.

## Services or products offered

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Based on the expertise that we have developed through nearly 4 decades of service, we specialise in permanent recruitment in the following divisions:

- Mid to Top Management and Executive Search - This division specialises in recruitment across the board; excelling at targeting outstanding professionals for middle to senior management and board level appointments throughout South Africa.
- IT & Telecoms - In tune with the ever-changing ICT arena, this division utilises the latest recruitment techniques and ICT marketplace expertise to provide leading edge skills to technology-driven organisations.
- Commercial - This division focuses exclusively on providing high calibre office support and administration staff across all industry sectors in South Africa.
- Engineering - Employing technical expertise and specialist selection techniques to lead the field in all levels of engineering recruitment, from specialist engineering professionals to senior executives.
- Financial Markets - Provides specialist recruitment of high calibre professionals to clients within the financial arena both locally and internationally. Our client base includes organisations within Stock Broking, Asset Management, Investment Banking to name but a few.
- Foreign Language Experts - This division focuses on servicing internationally based and internationally linked South African companies with top-class foreign language speaking staff across all business sectors.
- Africa and Emerging Markets - The Africa division consultants bring value to any organisation with their combined detailed market knowledge as well as years of practical experience. Our services extend beyond the African continent to as far as Brazil, Russia, India, China (BRIC) and the Middle East. Disciplines include: Engineering, Information & Communication Technologies, Management and Executive Search as well as Financial

## Key individual

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Elise Ronquest

## Contact person

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Elise Ronquest

## Contact details

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**Tel:** 011 217 0000  
**Email:** sla@dav.co.za  
**Web:** www.dav.co.za  
**Address:** 3rd Floor West Tower, Nelson Mandela Square, Sandton, Johannesburg

## Regions supported

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- Cape Town
- Johannesburg
- All of South Africa

## Referencing and pricing

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Please indicate a reference code to be used by financial advisers when making use of your service and the applicable discount rate as agreed.

Reference code: Allan Gray Adviser Services  
Discount on market price: 7% Discount.  
Total Fee: 18% Total Annual Cost to company.