

New Vision

ADVERTISER SUPPLEMENT

HR EMPLOYMENT AGENCIES

Make job recruitment easy with

By Owen Wagabaza

Recruiting new employees can be a costly and time-consuming process. With employers in search of top talent that can drive businesses forward, human resource departments face a tricky task of ensuring they hire individuals suitable for the job and the culture of the organisation.

It becomes even more difficult in a market where employers are in competition with one another for the most skilled and experienced staff. To achieve the desired goal, specialist support becomes a necessity.

In Uganda, many employers have turned to professional human resource recruiting firms to help them find top talent that is guaranteed to deliver as required.

A professional human resource recruiting agency is a firm hired by a company to



Employment agencies help you find the right candidate for the job

help with its staffing needs.

Employment agencies find people to fill all kinds of jobs, from temporary to full-time, in a number of career fields. Whether a company needs a nurse, an administrative

assistant, a manager or a carpenter, an employment agency can find the right employee. Below are some of the reasons explaining how employment agencies are a necessity.

Ability to identify talent

Adonai Sseruyange, a senior lecturer of business administration at Victoria University Kampala says recruitment agencies help in identifying talent as they

RECRUITMENT AGENCIES HAVE SIGNIFICANT EXPERTISE AND JOB MARKET INSIGHT, WHICH EMPLOYERS CAN TAP INTO

work with both employers who are searching for talent and professionals who are on the hunt for career opportunities.

Knowledge of job market

They have extensive knowledge about individual segments of the job market and the talent that is available in particular localities. They also learn about employers'

requirements and goals. This means they can source talented individuals who are capable of doing the job.

"They are ideally placed to be in the know and operate as an intermediary between the two parties. They also possess enough and valuable knowledge on how to avoid hiring a bad candidate," Sseruyange says.

Lillian Bagambe, the Executive Director of Zoe Recruitment says attracting the desired talent for a client is one of the benefits that come with using a professional recruitment agency.

"We are able to attract certain talents through both advertising and head hunting. For head hunting, the person is not looking for a job but is very good at what they do and requires a lot of convincing for them to be attracted to another employer, but because we have strong networks and a clear idea of where to find these individuals, it is easier

Exquisite SOLUTION

•YOUR LOAD IN OUR HANDS•

24/7 CALL CENTRE BASED SUPPORT

Inbound • Outbound • Multilingual

Email: admin@exquisitesolution.com • Web: www.exquisitesolution.com • Plot 157, Kiira Road, Kamwokya, P.O.Box, 16128, Wandegaya Kampala • Tel: +256 414 533414

The New Vision • @NewVisionWire • www.newvision.co.ug

Make money from your farm by picking up valuable tips from 'Harvest Money' every Friday.

Pick up the New Vision countrywide OR Check it out online at www.newvision.co.ug

GET IT ON Google Play Download the Vision Group Store from Google Play today!

New Vision
HUMAN'S LEADING DAILY
A product of Vision Group.

employment agencies

for us than it would be for the employer," Bagambe explains.

Kanak Shah, the General Manager Premier Recruitment also says recruitment agencies help employers receive applications of the required caliber. "There are times when employers are looking for an experienced candidate with niche skills, but the CVs they receive simply do not hit the mark and this is often due to poor marketing; the high-calibre people they need simply do not see the advert. And if they are not aware of the opportunity, they cannot apply for the job," Kanak says.

Negotiate salaries

There are times when after a long recruitment process, the employer and the preferred candidate fail to agree on the salary and benefits. However, before entering salary negotiations, recruitment agencies can help you benchmark remuneration



Bagambe, executive director Zoe Recruitment

against other businesses in your industry and can provide valuable resources such as insights on current trends.

"Recruitment agencies can also negotiate salaries during the hiring process. They can negotiate on behalf of both parties and agree a mutually acceptable remuneration package. If both parties are aware of the other's hopes and expectations from the outset, it ensures there is a realistic prospect of sealing the deal," Sseruyange



Musinguzi head of business Q-Sourcing

explains.

Outsourced manpower

Recruitment agencies enable companies to focus on their core objective through the provision of outsourced manpower to clients. Michael Musinguzi, the head of business at Q-Sourcing says companies are increasingly finding outsourcing manpower more cost-efficient, preferring a specialist recruiter to manage their HR issues so that

they can focus on their core businesses.

"If a company's core objective is say cement production, the company can decide to focus on its core objective while leaving aspects like human resource to experts. Human resource management can be straining to a company especially when the numbers are many, and it is better that such a function is managed by a dedicated human resource agency," Musinguzi says.

Bagambe adds that with outsourcing, the agency does the reference checking, risk management and can replace non-performing employees so as to meet the targets. She adds that though new in Africa and Uganda in particular, manpower outsourcing is gaining ground and many employers are embracing it. Recruitment agencies also give businesses the benefit of increasing or decreasing their employee levels as needed. They can identify professionals for full-

Interview candidates

With this scathing unemployment, an advert of a job opportunity can attract thousands of hopefuls and screening them to get the preferred candidate can be time consuming and it is here that recruitment agencies come in handy. According to Bagambe, recruitment agencies can

conduct interviews on an employer's behalf, saving the employer a lot of time and money. "It takes away a lot of administrative work, giving the human resource department time to focus on other strategic issues that can take the company to another level," she says.

time, permanent roles, but also individuals suitable for interim jobs.

It may be that emergency cover is needed for an absent employee, who has gone off ill or left at short notice. Or an employer may be concerned about a lack of capacity for a new project or initiative that is getting underway. Recruiters have candidates who are willing to hit the ground running, meaning there is no time wasted getting these professionals up to speed.

Offer industry insight

Another benefit of a recruitment agency is they spend all day, every day, working to provide staffing solutions for organisations across a range of industry sectors such as finance and accounting, financial services, interim management, technology and office administration.

Peter Okello, a human resource consultant says that as such, recruitment agencies have significant expertise and jobs market insight, internationally, nationally, and locally, which employers can tap into as they plan their recruitment strategy.

"Recruitment consultants understand employer needs, candidate expectations, and the impacts of supply and demand on the jobs market as a whole. This means they are ideally situated to help employers make informed decisions, which positively impact the company."

"The benefit of a recruitment agency, is they can help businesses and organisations access the skills and experience they need, in good time, without breaking the bank. This allows employers to free up time and monetary resources to help drive the business forward," Okello adds.



Q-SOURCING LIMITED

Q-Sourcing Limited is an internationally certified (ISO) manpower management, skilling, assessment & certification company. We provide quality employees & up-skill workers to improve labor productivity in countries of Uganda, Kenya, Rwanda, Tanzania, South Sudan and overseas. We have more than 12 years of experience in the industry.

Our services

Recruitment Services:

We source for potential and fit to work candidates, assess their suitability and proficiency to handle the job profiles as defined by the employers, conduct vetting and background checks to verify their academic documents, previous employment if any and any other checks as defined by our clients.

Employee Welfare and Payroll Management Services:

We take on the full HR function to include; recruitment, employee welfare management, performance management, payroll management and any additional organisational human resource burden

as may be defined by the client including advisory and consultancy services.

Integrated Project Management Services:

Q-Sourcing Limited implements, monitors and evaluates projects on behalf of our clients. Some of the projects we handle include; Logistics, plant commissioning and decommissioning, Factory Floor management, plant and facilities management, machine maintenance both electrical and mechanical to mention but a few.

Our main focus in all our operation is to provide quality services within agreed time lines, manage projects within budget, comply with legal and regulatory requirements and uphold the Environment Health & Safety Standards.

Our Clientele includes players in the Oil & Gas sector, Government and Non-governmental organisations, Fast Moving Consumer Goods, Manufacturing sector, Mining, Energy, Hospitality, Tele-communications, Agribusiness, Banking and financial sector to mention but a few.

For more details check on;

www.qsourcing.com or write to us on office@qsourcing.com
Tel: +256(0) 414 532 060 or +256 (0) 414 532 076
Plot 15, Martyrs Way, Ntinda. P. O. Box 12883, Kampala Uganda.

Resource Performance Safety



WHO WE ARE

Zoe Recruitment Ltd is an HR professional services company serving organizations and individuals mainly in Uganda.

Our Services:

Executive Searches

Informally termed as "Headhunting", this is when we seek out highly qualified candidates for senior level or executive positions on behalf of our clients. We also recommend this method for highly specialized roles. We help identify through a rigorous process, a shortlist of candidates who fit the clients' requirements from whom they are able to select the best fit.

Advertised recruitment

We advertise jobs on behalf of our clients on various networks, job boards, websites and media to attract potential candidates. We screen the candidates and provide the client with the best 3-5 candidates from whom they are able to select through their own process. This takes away the administrative burden giving the client more time to focus on more strategic business issues.

Learning and Development (L&D)

Our key L&D product is be-spoke Training and our training materials are accredited. We train organizations and individuals in various business skills, including but not limited to: Leadership, Business development, Relationship and Performance Management, Finance for non-Finance Managers, Supervisory skills etc. As necessary, we tailor our materials to suit the clients' need.

We also administer career assessments for both working people and students and help individuals develop professional resumes. On a case by case career coaching too. The idea is to help our clients identify suitable careers but also market themselves adequately in order to get a "foot in the door" of a potential employer or business opportunity. We are a member of the National Resume Writers Association, US.

Our clientele cut across sectors and size. They include financial services, professional services, manufacturing and oil and gas.

CONTACT US:

Email: info@zoerecruitmentug.com. Tel: 0774-659002 or 0753-779211
Plot 4 Parliament Avenue, Eco-bank plaza, 1st Floor Room 1R. P. O. Box 6673, Kampala
Website: www.zoerecruitmentug.com