red·head·s
ENGINEERING SOLUTIONS

www.redheads.co.za

The Redheads Group is an international provider of software engineering and IT staffing services to industrial, commercial, retail, institutional and government sector clients.
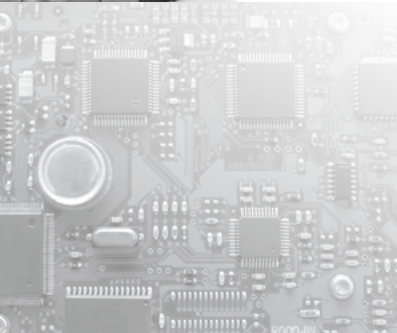
The Redheads Group was founded in Germany, and has a strong South African presence. Our South African office is located in Gauteng, from where we cover the Southern African market.

We are the IT and software engineering partner of small, medium-sized and large companies with an absolute quality orientation, carrying out projects in cooperation with our international partners.

Redheads Engineering Solutions (Pty) Ltd can assist you on projects of various types and sizes in all their phases, bringing to the team valuable experience and skills in applying a broad range of state-of-the-art technologies and know-how.

Our main service offerings are the following:

- **Consulting**
  - Business Strategy Consulting
  - Process Optimisation
  - Organisational Consulting
  - Packaged Solution Integration

- **Development** through our Software Solutions Offering, where we take on projects or subprojects and complete solutions on a subcontractor basis
  - Custom Application Development
  - Major Enhancements

- **Recruiting**
  - Provision of recruitment and selection services for IT professionals such as:

    - Solutions Architects
    - Software Engineers
    - Developers
    - Software Testers
    - Consultants
    - Business Analysts
    - Project Managers
    - Integration Engineers
    - Sales Engineers
    - Support Engineers

- **Contactors / Secondments**
  - Provision of IT Professionals of the same professions as listed above to your organisation on a temporary basis in terms of our Secondment Offering

Consulting

We offer business consulting services, specialising in Business Strategy, Process Optimisation and Process Reengineering, as well as Organisational Consulting including Change Management and Packaged Solution Integration.

Through our Business Strategy Consulting we ensure that your IT strategy is aligned to your business goals. Process Optimisation and Process Reengineering lays the groundwork for your business process and their depiction in your IT systems, and Organisational Consulting ensures your Organisation is aligned with your Business Strategy.

Packaged Solution Integration will assist in your Package Selection and Implementation of for instance ERP and CRM packaged solutions such as SAP and others.

Software Solutions Offering

For clients who wish to outsource software engineering work, we offer complete solutions – from the Solution Outline, through the Design and Build Cycles to Deployment. Through our international group, we can resort to a knowledge and resource network that enables us to deliver our services to you in a quality that conforms to international best practice.

Current Solutions developed are Windows, Linux, Android and MacOS based, using rich client and web technologies on Java and .NET basis and various frameworks such as GWT, Spring and Hibernate.

Secondment Offering

If you require IT resources on short notice or on a temporary basis to increase your software engineering capacity or to provide specific know-how, we can assist you with our secondment offering. We can offer you the services of our own staff on a temporary basis, drawing from our extensive international network where required.

We pride ourselves on fast reaction times.

Your benefits of contracting temporary staff through our personnel services offering include:

- Flexibility in resource management: you can bridge periods of peak demand for staff with our temporary staff.
- Fast access to skills and know-how.
- Access to skills and know-how in short supply.
- Your fixed costs for manpower become variable costs.
- Your HR administration and HR issues will be reduced significantly.
- You can use contracting as a "working interview". Arrangements can be made for you to take over our temporary staff in your service on a permanent basis if you would like them to become permanent employees of your organisation.

What sets us apart from other temporary staffing providers is that

- We generally employ our staff on a permanent basis which gives them more job security and stability.
- Our staff has benefits such as paid leave and sick leave.
- Our staff can join our Medical Aid and Group Retirement Annuity.
- We provide training to our staff.
- Our innovative work time account allows us and our clients to manage capacity requirements flexibly without affecting security of income of our employees

Recruiting

Where our clients wish to fill permanent positions within their organisation with skilled personnel, we can assist with our recruiting services. We are specialised in the recruiting of IT professionals such as Solutions Architects, Software Engineers, Developers, Software Testers, Consultants, Project Managers, Integration Engineers, Sales Engineers, Support Engineers and related professions.

By means of our large database, extensive contacts and if required the global reach of the Redheads Group we have a wide variety of sources for candidates at our disposal.

We firmly believe in adding value to the recruitment process of our clients by doing a thorough selection of shortlisted candidates, and we endeavour only to submit candidates we are convinced will suit your requirements well. Through a variety of assessment tools at our disposal (both technical and psychometric) we can assess candidates as required, and as needed by our clients we will verify qualifications, credit worthiness, criminal history and references.

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