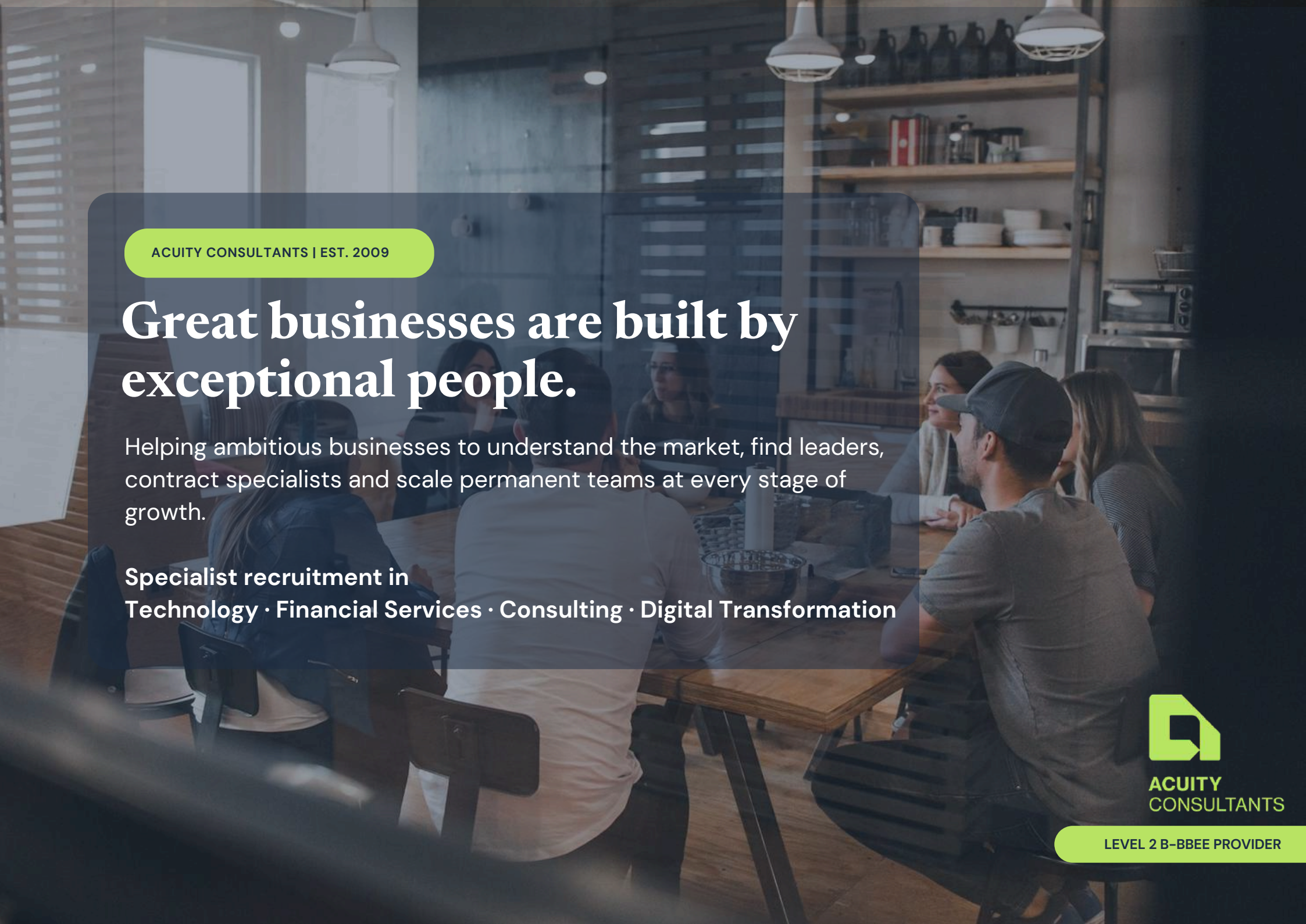


ACUITY CONSULTANTS | EST. 2009

Great businesses are built by exceptional people.

Helping ambitious businesses to understand the market, find leaders, contract specialists and scale permanent teams at every stage of growth.

Specialist recruitment in
Technology · Financial Services · Consulting · Digital Transformation

ACUITY
CONSULTANTS

LEVEL 2 B-BBEE PROVIDER



Every growth story starts with people.

We help ambitious businesses find leaders, build teams and access the specialist capability they need to grow, transform and compete with confidence.

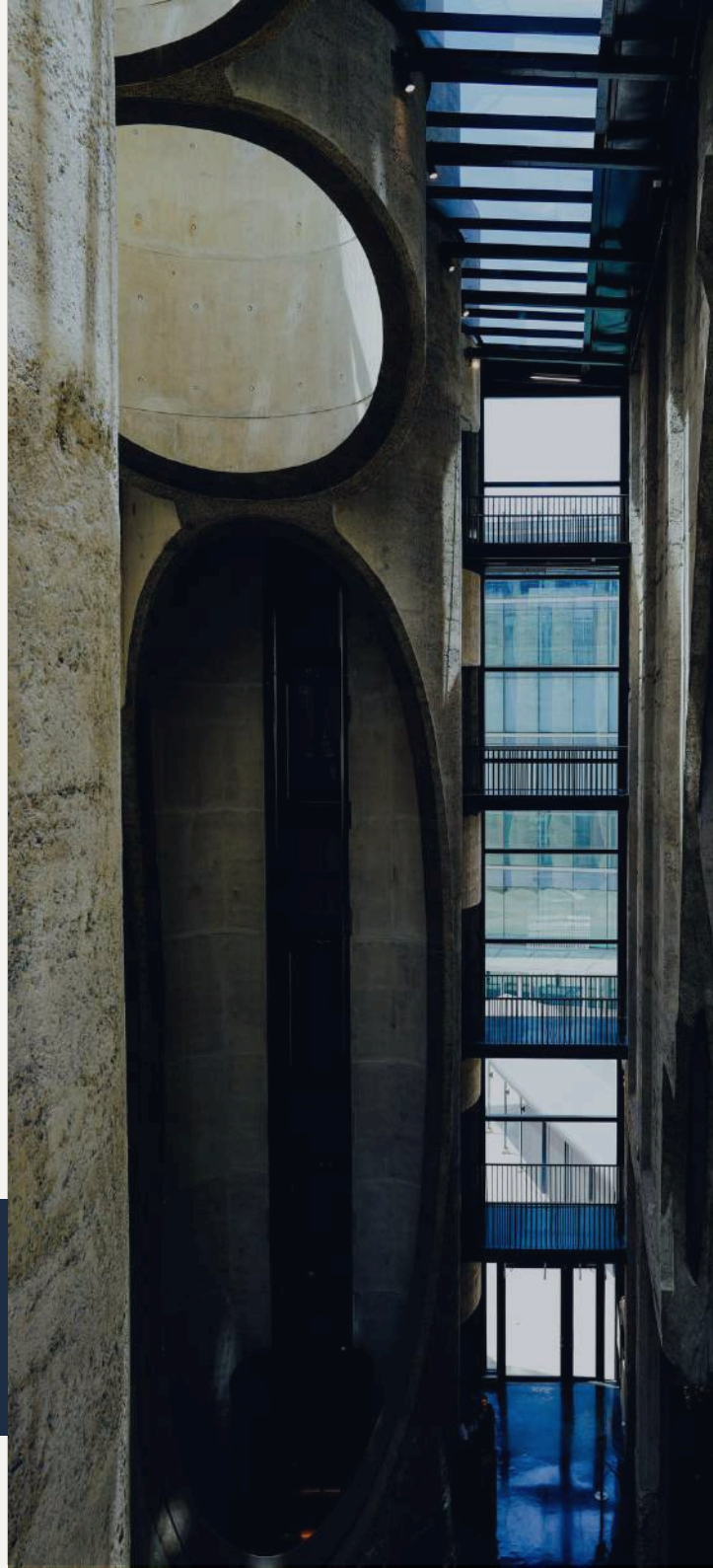
RECRUITMENT IN SOUTH AFRICA

Growth exposes exactly where your team is strong, and exactly where it isn't.

Across technology, financial services, consulting and digital transformation, ambitious businesses are facing the same tightening squeeze:

- **Leadership decisions carry more risk, and less room for error.** The wrong appointment at the top is expensive to undo, and slow to recover from.
- **AI investment is only as strong as the people behind it.** Engineering, cloud, data and AI capability move fast, and the wrong specialist costs far more down the line than the time it takes to find the right one.
- **The team that got you here, may not be the team to take you further.** Growth changes what a business needs from its people, often faster than plans account for.

Growth depends on people. From the leaders you appoint, to the capability you bring, in to the teams you build. That's why recruitment should start with where your business is going, not simply the role you need to fill.





WHAT WE HELP YOU ACHIEVE

Every growth ambition eventually becomes a people decision.

We exist to put the people you can't afford to get wrong where they matter most, giving the businesses that hire them confidence, certainty and a great deal less risk.

Our partners come to us for:

- Momentum when critical projects can't afford to stall
- Access to capability that's difficult to find
- Reduced risk when hiring decisions matter most
- Stronger execution against business priorities
- Confidence that critical work is in capable hands

LEVEL 2 B-BBEE PROVIDER

One partner, every stage of growth.

Whether you need to plan, lead, build or scale, here's how we can help strengthen your business.

Acuity Advisory

01. Curated market intelligence.

Salary benchmarks, market mapping and a consultant who knows your market, standalone or with our delivery behind it.

Executive Search

02. Find the leaders others can't reach.

Discrete executive search for businesses that can't afford to get it wrong.

Contracting and Payroll Services

03. Specialist contractors delivering from day one.

Specialist, delivery ready contract expertise with payroll and compliance handled.

Permanent Hiring

04. Build teams to stay, not just start.

High-performing permanent teams, built deliberately and for the long-term.

Direction, grounded in market reality

Growth, transformation and change almost never begin with a clear brief. They begin with a list of unanswered questions.

We go deep and wide on the market alongside you. Salary benchmarking, market mapping and hiring intelligence across South Africa, so the decisions in front of you rest on data-backed expertise rather than assumption.

Explore Acuity Advisory >

Book a confidential chat >

01. Advisory core

For businesses with a capable internal team who need the intelligence, not the execution.

- Market insights pack
- Salary benchmarking built on live market data
- Market mapping and competitor intelligence
- Role profile and job description support

02. Advisory & market delivery

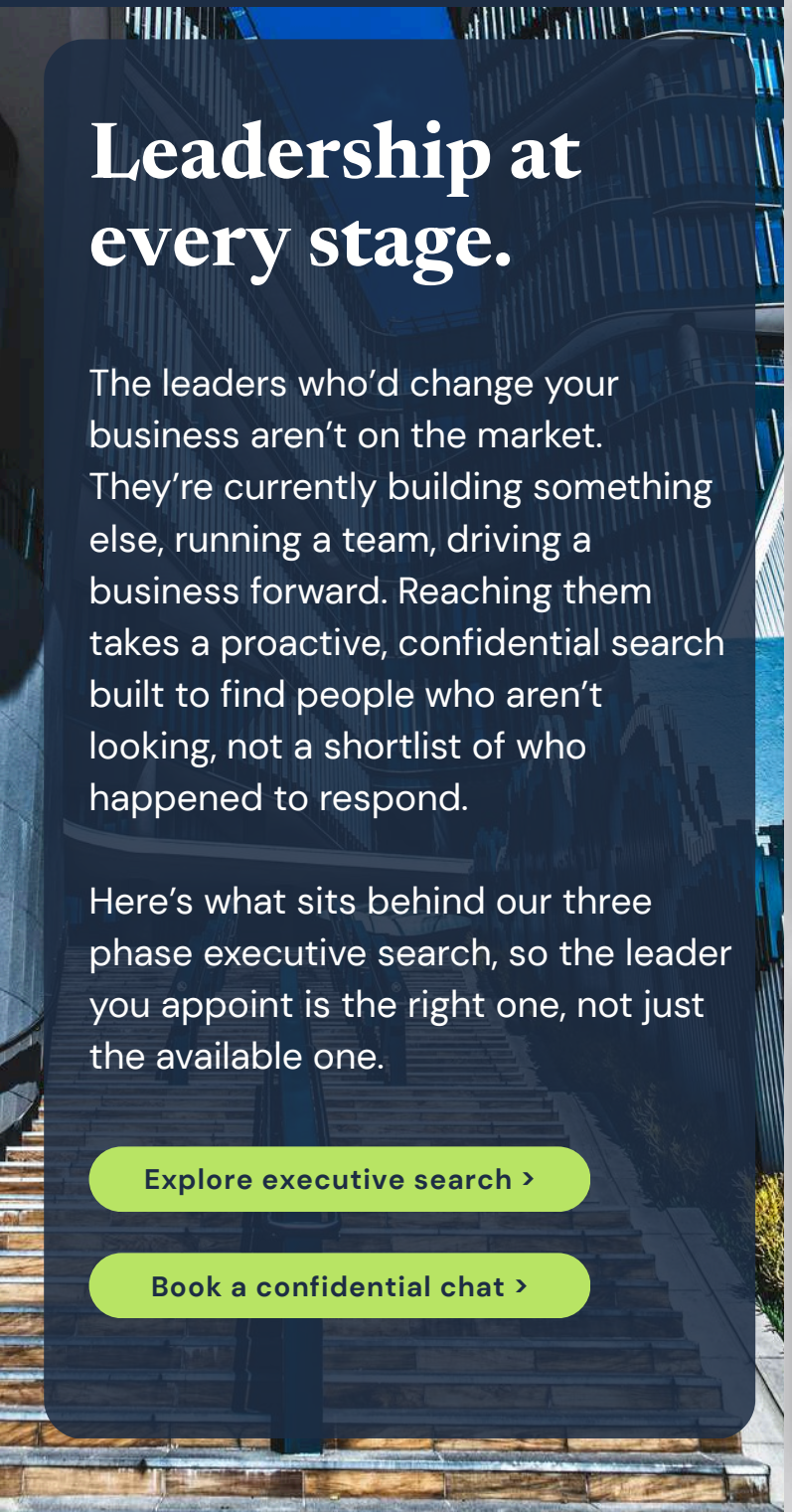
The core partnership, and where most clients land. Everything in Advisory, plus the delivery to follow through, so the consultant who mapped the market and shaped the role is the one who fills it.

- Interview processes designed to lose fewer people
- Hiring strategy sessions with your leadership and hiring managers
- Priority delivery on every role you open
- Formal quarterly reviews

03. Embedded advisory

We work as an extension of your team, building pipelines before roles open, tracking the health of the skills your growth depends on, and managing the process end to end. The function stays yours, but the heavy lifting doesn't.

- Everything in Advisory and Delivery
- Pipeline built ahead of demand, not after the brief
- Ongoing engagement with exceptional people not visible to the market
- Health tracking across your priority skill areas
- Monthly process analytics
- End-to-end management of the hiring process



Leadership at every stage.

The leaders who'd change your business aren't on the market. They're currently building something else, running a team, driving a business forward. Reaching them takes a proactive, confidential search built to find people who aren't looking, not a shortlist of who happened to respond.

Here's what sits behind our three phase executive search, so the leader you appoint is the right one, not just the available one.

Explore executive search >

Book a confidential chat >

01. Executive mapping

We take the time to truly understand what success looks like by mapping the market: not just who's applying.

- Confidential briefing with your board or leadership team
- A success profile defined beyond the job spec
- Full market mapping of leaders who fit, whether they're looking or not

02. Discovery

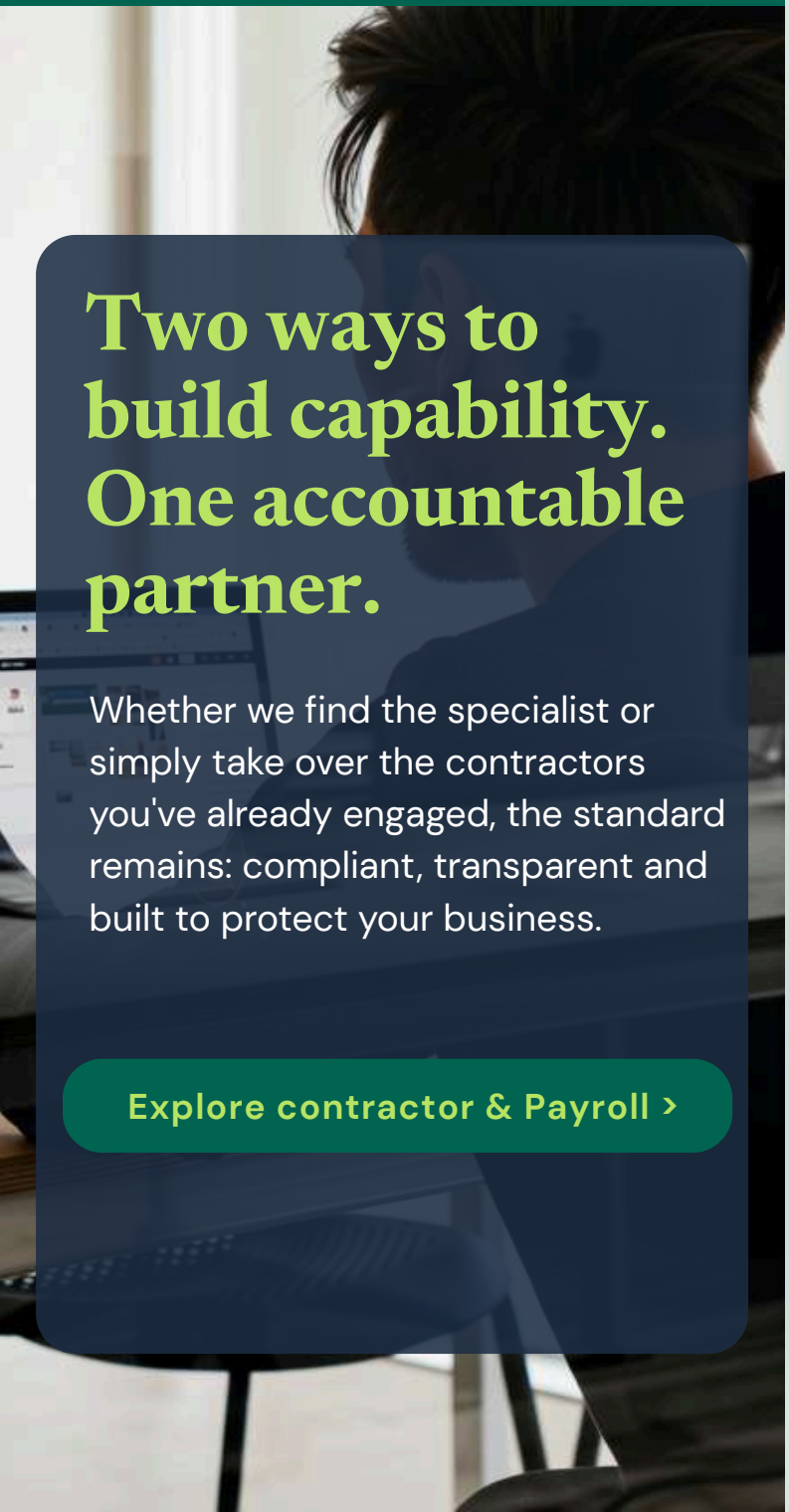
Discovery is where we find and understand what would move them, and open a confidential conversation. Only the strongest fits make it through to your shortlist.

- Discovery led search into leaders who aren't visible to the open market
- Confidential, direct approach, no ads or applications
- Every conversation is strategically assessed before anyone reaches the shortlist

03. Assess and appoint

We support rigorous interviews, leadership assessments and reference checks before you commit, then stay close through the offer and the first months in the seat.

- End to end process management and support including offer, negotiation and onboarding.
- Leadership assessments for capability, values and cultural fit
- Reference and background checks on the leaders you're considering



Two ways to build capability. One accountable partner.

Whether we find the specialist or simply take over the contractors you've already engaged, the standard remains: compliant, transparent and built to protect your business.

Explore contractor & Payroll >

INDEPENDENT CONTRACTING

We find the specialist. You own the delivery.

We source independent contractors for fixed-term, project based or rolling engagements, and stay your single point of contact for as long as the engagement runs.

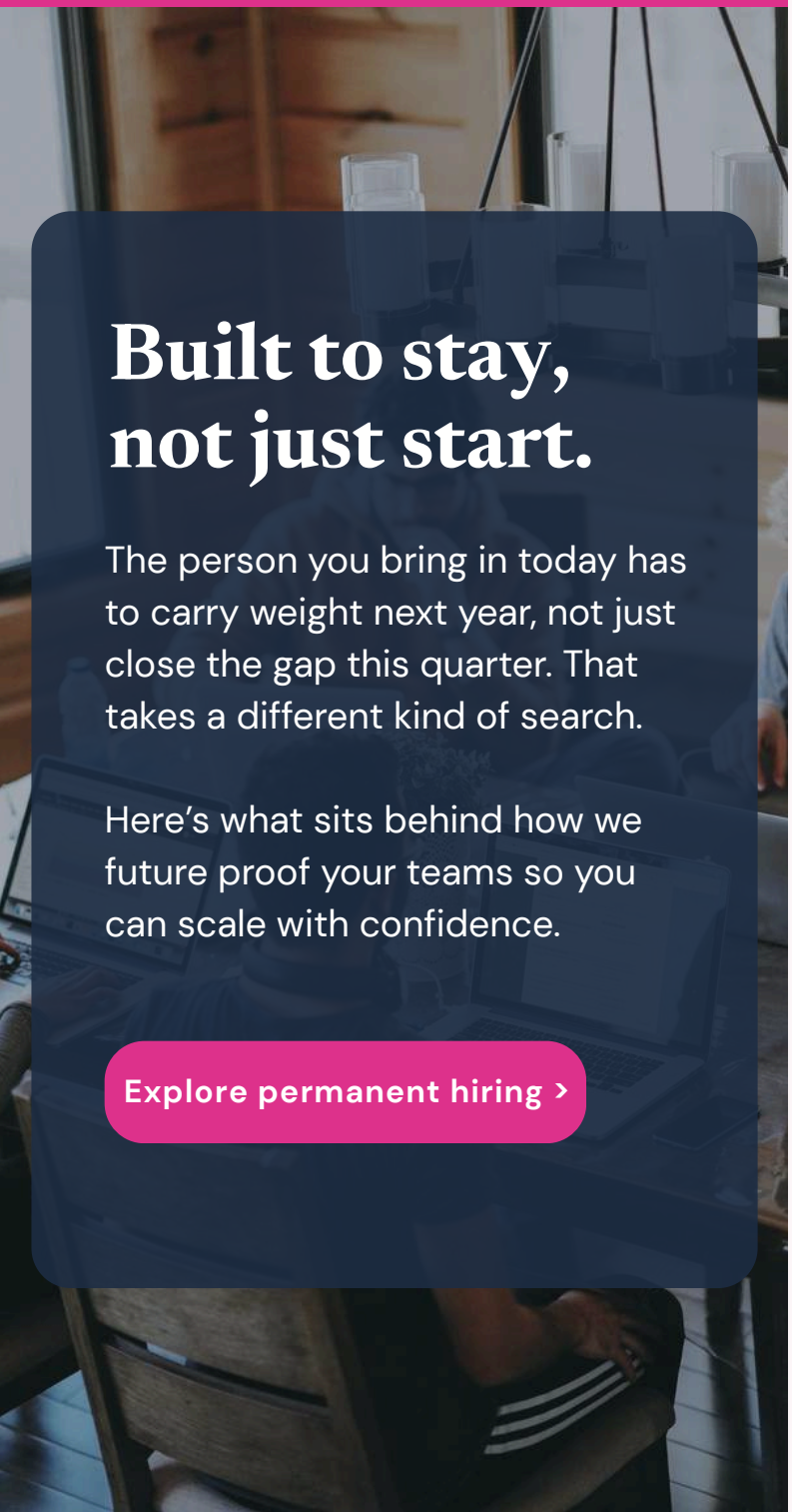
- Flexible contractors for fixed-term, project or rolling engagements
- Compliant contracting, PAYE and SARS administration handled
- Tax-efficient structures and long-term contractor support
- One senior Acuity contact throughout the engagement

CONTRACTOR PAYROLL SERVICES

You find the contractor. We handle the rest.

Our payroll service is built for contractors you've sourced directly, with no recruitment engagement required.

- Payroll for contractors sourced directly by you
- Full PAYE processing and payslip management
- Compliant independent-contractor structures
- Tax-efficient, transparent and audit-ready administration



Built to stay, not just start.

The person you bring in today has to carry weight next year, not just close the gap this quarter. That takes a different kind of search.

Here's what sits behind how we future proof your teams so you can scale with confidence.

Explore permanent hiring >

PERMANENT HIRES

We find the hires, you scale with the teams who stay.

We run the search end-to-end, from sourcing, screening and interviews to onboarding. One dedicated consultant managing the process from brief to your new hire's first day.

- End-to-end sourcing, screening and onboarding
- Fit tested against technical, cultural and commercial requirements
- Retained and contingency search models
- A dedicated senior consultant, from brief to onboarding
- We stay close after the start date, to make sure the hire beds in
- Market read and workforce mapping available on request
- Replacement guarantee where applicable



Our disciplines

IT

- Technology & Engineering
- Data Science & Analytics
- Data Engineering & Platforms
- AI & Machine Learning

Financial Services & Investment

- Quantitative Developers & Analysts
- Risk Analysts & Modellers
- Financial, Investment & Portfolio Analysts
- Treasury & Liquidity Specialists

Business & Delivery

- Product Owners & Product Managers
- Business Analysts, Agile, Technical, Financial
- Scrum Masters & Delivery Managers
- Programme Managers
- Project Managers, IT & Digital

Strategy & Transformation

- Practice leads – finance transformation
- Change & Transformation Directors
- Management Consultants
- Strategy & Innovation Leaders

Economics & Policy

- Transport Economics Directors
- Regulatory Economics Specialists
- Environmental & Social Economists
- Public Policy Analysts

Procurement & Sourcing

- Senior Procurement Managers
- Strategic Sourcing Specialists
- Supply Chain Directors
- Vendor & Supplier Relationship Managers

Actuarial, Risk & Compliance

- Actuaries & Actuarial Analysts
- Compliance Officers & MLROs
- Regulatory Risk Specialists
- Internal Audit & Governance Leads

WHY WORK WITH ACUITY

Deep expertise. Deliberate focus.

We are selective about the work we take on and deliberately focused in where we operate.

That focus gives our clients genuine sector expertise, access to leaders and specialists others cannot reach, and partnerships built to last.

100+
Businesses supported

17+ years
Supporting those who lead, build and scale

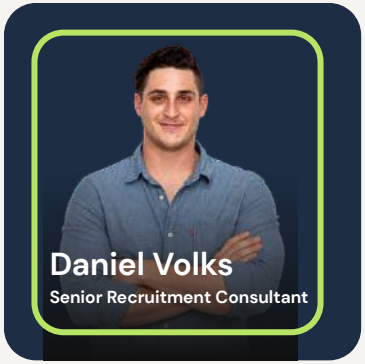
90%
Client return rate

Meet your team











Book a discovery call ›

WORK WITH ACUITY

Trusted by the names you know

We've partnered with startups, scale-ups and enterprises, including some of the brands you'd know, to solve leadership, capability and growth challenges.

Have a role you can't afford to get wrong? The right hire can change everything. Tell us who you're looking for and we'll help you find them.

Submit a vacancy >



"

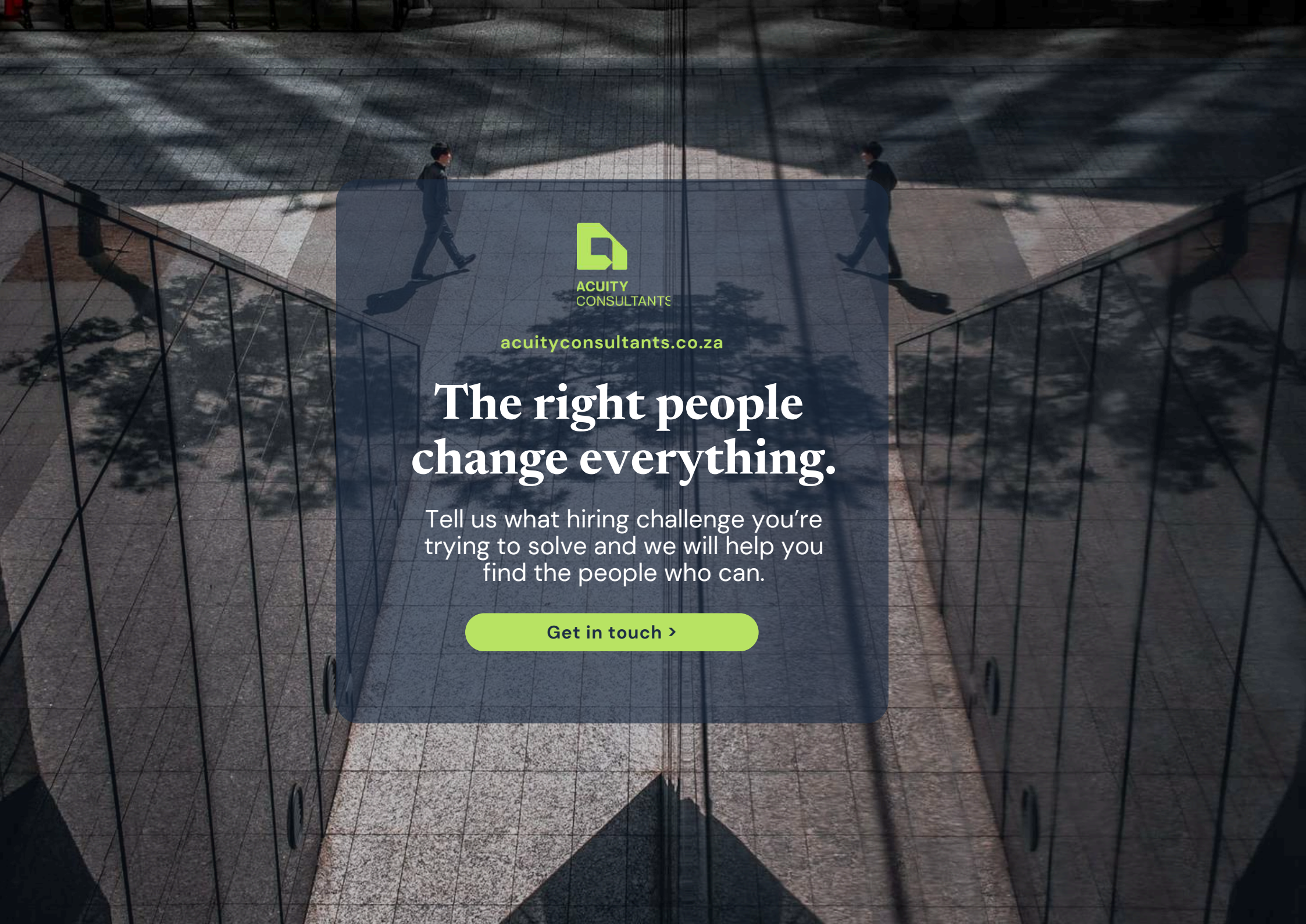
Modernising insurance technology comes with significant delivery pressure. These environments are complex, highly regulated and require strong engineering foundations, experienced people and the ability to scale delivery without compromising quality. In a short period, Acuity helped us assemble a multidisciplinary team of 15 senior professionals, including full-stack, backend and frontend engineers, engineering leads, cloud engineers and DevOps specialists.

What distinguished Acuity was the time they took to understand our technical requirements, delivery expectations, risks and organisational constraints. They did not simply fill vacancies; they worked with us to find people with the right capabilities and mindset to contribute from the outset.

Their support has played an important role in strengthening our engineering capacity and capability. Based on my experience, I understand why Acuity has maintained such a longstanding relationship with the Group.



FRANCOIS WIRTH
CIO: Insurance, South Africa
Standard Bank - Insurance and Asset Management


ACUITY
CONSULTANTS
acuityconsultants.co.za
The right people change everything.
Tell us what hiring challenge you're trying to solve and we will help you find the people who can.
Get in touch >