



# Your Talent Partner

We live and breathe the spirit of our  
emerging economy.



# About us

Cortez Executive Search was established in 2002 by Linda Cuthbertson, with the view to empowering organisations who are passionate about people. A passion she shares with her clients having committed over 2 decades within talent search. In 2016, Cortez Executive Search was acquired by EOH representing the search business within Nextec.

Cortez is an external Talent Partner leveraging extensive talent mapping and search expertise to address strategic talent challenges. A B-BBEE Level 1 business, we support the much needed transformation in South African organisations. Our expertise extends itself to Africa with Global reach.

## A proudly South African business

### Driving Passion and Purpose

#### Overview

Cortez is a well recognised professional talent mapping/specialist organisation who assists clients to consider their long-term talent needs. Executive Leaders are critical to spearhead the growth of our economy, but/while middle to senior talent, critical and scarce skilled talent are instrumental in building a solid foundation to support the executive leadership team. We expertly search and connect with extraordinary individuals to identify the right talent at all levels.

We are trusted partners to our client portfolio across industries, having completed major talent mapping projects to either place a successful candidate, or market mapping to understand the landscape of talent and develop succession planning and other internal analysis. We focus on both internal and external mapping, having the depth and breadth of understanding the talent fraternity. Our 'value add tool-to-market'/high quality advantage consists of researchers, who apply discreet telephonic research to obtain 'real-time'/'accurate' information, in compliance with the POPI Act.

#### Our Approach

Reputable talent partner who fills the gap with identifying talent with skill, longevity and sustainability. We've witnessed ebbs and highs of the business market and have gained insightful domain expertise, understanding industry trends and what to expect across the business landscape.

#### Our Edge

Meticulous real-time mapping bringing accurate and critical information to enable optimal business decisions. Cortez differentiates ourselves through partnership, customer experience, and authenticity supported by a digital platform which becomes available to our clients. A live digital tool designed with depth of IT capability, supported by one of the largest IT businesses in Africa.



*Great vision without great people is irrelevant.*

**Jim Collins**

#### Service Offering

- ✓ Talent Mapping
- ✓ Executive Search
- ✓ Non-Executive Director appointments
- ✓ Employee Value Proposition Frameworks
- ✓ Assessments

# Talent Mapping Offering

Talent Mapping is the cornerstone of our process, ensuring real-time knowledge and insight to uncover passive talent. Our talent mapping methodology is geared to the profiling and identification of talent across numerous tiers building out structures which is underpinned by a sophisticated technology platform that supports research, collecting, analysing and monitoring of relevant information which is captured through our live digital portal.

Utilizing state of the art tools to gather information that provides in-depth analytics that enables our clients, to remain relevant and ahead of critical trends understanding the nuances that influence people and their organisations.

A collated framework which acts as the fundamental blueprint that underpins immediate and future talent strategies, encapsulating industry intel and new data that serves to empower People Directors. Migration of data, analytics, salary benchmarking competitive intelligence and other talent requirements.

## Our Business Philosophy

Our business philosophy supports everything we do:

1

### Best Talent

Attract, develop and retain the best talent, led by great People.

2

### Right First Time

Ensuring professional planning and execution underpinned by integrity.

3

### Partner for Life

Nurture lifelong partnerships with our clients, candidates and business partners. Identify the external thinking of your Employee Value Proposition. Access to updated and quarterly refreshed data to articulate smarter business decisions.

4

### Sustainable Transformation

Drive transformational change through diversity and inclusion. Connect, share and integrate talent to align to your growth strategy. Increase engagement to empower talent to share and integrate their experience to compliment your business.

5

### Lead & Grow

Strive to be a leader in your domain whilst retaining an entrepreneurial edge. Improve on-boarding and retaining of top talent – both internal and external.

6

### Quality

Strategic quality sourcing comes with time and partnership. Develop, understand and craft extraordinary talent.



## How does Talent Mapping support People Initiatives?

Talent mapping supports and provides solutions for various talent initiatives other than the immediate hiring process. Talent mapping projects of this scale are specifically utilised to identify scarce skill within your business. Our talent approach and partnership addresses the following:

The Initiative	The Outcome
New Markets	Defining the talent / skills landscape in support of new growth strategies geared to new market segments or new territory penetration
Niche Markets	Identifying the number of resources available in a market with specialist skills within niche markets
Risk Mitigation	Addresses risks such as the loss of IP or critical resources as a result of internal restructuring
Retention	External market insights to support and deploy competitive retention strategies
Succession Planning	Understand the market to supplement potential gaps that may exist within internal succession plans
Supports Internal Talent Mapping	Provide a high level and detailed view of the external talent market as a seamless strategy to support your internal talent mapping for succession planning purposes
Competitive Analysis	Insight of the competitive landscape as a comparative study
Brand Awareness	Perception and management of brand in the current and new talent market focusing on brand awareness and Employee Value Proposition
Top Talent	Develop and project manage a strategic approach to build a meaningful pipeline of top talent and build in loyalty programmes with refresher models to ensure real time information is current and updated
Future Ready Talent & Onboarding	Providing the best talent in the market to meet your hiring requirements and managing the on-boarding of candidates



## Commitment to Excellence

Cortez is here to support and 'fill the gap'. Whether succession planning, competitor analysis, extraordinary talent, talent mapping, metrics of gender or equity parity... our talent mapping services a myriad of different talent needs.

Whether you are a Greenfields, SME or JSE Listed business, we support our community in retaining best talent. Compassionate Leaders who drive excellence and possess the capability of expanding a population across all levels and professions by developing multi-professional leadership capabilities and maximizing our resources. **Our commitment is flagged by:**



### Integrity

We are committed to openness and candor with our Clients, Candidates and each other.



### Client Focus

Our Clients and Candidates come first. Their satisfaction is the key measure of our success for both parties.



### Innovation

Anticipating and acting on our Clients' needs helps us think creatively and challenge the status quo.



### Teamwork

Shared goals and co-operation with clients optimising performance.

# what our clients have to say...



## Partner - Top 4 Consulting Company

I truly appreciate your support during the entire process. You and your team have been so professional, kind and accommodating and it was an absolute pleasure dealing with all of you.

## General Manager: Business Development

I am yet to see such. Throughout my career, I have never seen such compassion and professionalism. Appreciate the time, effort and content.

## Senior Technical Expert - IT industry - Logistics Industry

A true mind-set change dealing with a professional executive search organisation.

## General Manager: Business Development

Successful with level of engagement and exceptional professionalism in identifying and sourcing talent for critical positions.



## Get in Touch

**Cortez Executive Search**  
Managing Director

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*a member of the EOH Group of Companies (NEXTEC)*

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