



Absolute Advocates for Uncapped Potential



Capital Assignments is the South African pioneer of exclusive executive search for the Financial Services Industry. We paved the original way into this niche market since 1995, and we've continued to push boundaries by introducing meticulous methodologies and adding unique value. To this day, Capital Assignments sets the pace when it comes to finding optimum employment solutions in Financial Services, in South Africa, Africa and abroad.

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Knowing our market

With such concentrated focus over the longest time, Capital Assignments is unrivalled in its aptitude to truly understand our market. We have proven capacity to adapt deftly to critical business cycles and trends; to anticipate future needs while responding meaningfully to the imperatives of the moment. We are alive to the nuances of our clients' businesses, and well positioned to deliver more than they expect.

Building relationships that last

We have sustained trusted relationships with major South African and international financial institutions and top financial services businesses for over a decade because of our commitment to doing principled, thriving business. We fully appreciate the longevity and success that values such as fairness, honesty and confidentiality afford us.

Focusing on talent

Capital Assignments respects and enjoys talent. We know well the exciting difference that exceptional people make when they are matched with excellent opportunities. We appreciate that the talent our clients value is uncommon and of the highest caliber. We enjoy the professional challenge of searching for, engaging and retaining top people on their behalf.

Uncapping Employment Equity potential

From the outset, Capital Assignments has had a particular vision of engaging outstanding employment equity candidates for the Financial Services market. For many, Capital Assignments facilitated their first jobs in Financial Services and then maintained long-term mentoring relationships with them as they built their careers. The success of this strategy is evident in the number of Capital Assignments candidates who after breaking first ground in Financial Services in 1995, are now captains in the industry.

Adding value

To our core offering of executive search and exclusive representation, we add value to clients and candidates through strategic business consultation and supportive coaching services. Our investment in developing and sustaining enriching relationships yields both immediate and long-term benefits for all. Our approach towards our clients and candidates is straightforward –we are invested in fulfilled people doing mutually-beneficial business.

OUR SERVICES



Executive Search

In the fast-paced, highly competitive Financial Services market, where exceptional candidates are at a premium, executive search is a critical service. Capital Assignments attracts professional people who value genuine, confidential relationships with a discreet executive search expert who understands their preferred career path and comprehends the extent of their uncapped potential in the Financial Services industry over the long term.

We draw on considerable expertise and knowledge of the Financial Services industry, as well as our leading executive search methodologies to source and nurture such talent for the benefit of our client base.

We invest in ongoing exploration, training and development, both locally and internationally to ensure that our ways of operating are global best practices. Our search techniques are innovative, in-depth and meticulous. Our screening processes are thorough and precise. We sensitively marry our particular appreciation of the candidates we represent with a detailed command of our clients' corporate culture, business objectives and staffing requirements.

OUR SERVICES

The Benefits of Executive Search

- Research shows that retained executive search delivers faster, more effective results than contingency recruitment;
- Executive Search is a committed, process-driven approach with clearly defined deliverables and deadlines;
- The process includes agreed reporting structures and full performance accountability;
- The client benefits from a specialist partnership providing exclusive service and professional representation in the marketplace;
- Executive Search is a comprehensive process that greatly reduces the client's own time and management of the recruitment process – the client is serviced by one dedicated contact at one firm which handles one brief and covers the entire market.

Strategic Consultation

Capital Assignments optimises on its expertise in the Financial Services market by offering clients a unique variety of value-added strategic consultation, facilitation and training services.

These services support clients in future planning, determining business objectives, modeling changes, understanding and anticipating staff requirements. We assist our clients in devising improved internal processes and procedures to ensure that they attract and retain the talent that they require. Each intervention, arising from a trusted partnership, is tailor-made to meet the client's specific needs. Areas of expertise include:

- Organisational development
- Change management
- Strategy and action-planning
- Human resource management - interviewing, recruitment and staff retention

Coaching for Our Clients

Globally, the value of coaching in the organisation is now well-proven – testimony to this is the rise of corporate investment in entrenching coaching skills along management and key business lines by either building internal expertise or through partnerships with coaching practitioners. Capital Assignments founder and leader, Phryne Williams is a professional coach, providing clients with leadership and management development coaching, as well as connecting them to a valuable network of experienced coaches.

Coaching interventions are based on clear briefs with agreed goals, processes, deliverables, timelines and feedback structures. They include supporting new employees, peer coaching and transformational intercessions.

OUR SERVICES

Exclusive Representation

Capital Assignments specialises in the exclusive representation of top calibre individuals, teams and employment equity candidates working across key areas of the Financial Services industry. We believe in the proper protection of sought after talent and conduct our long term relationships with candidates with utmost sensitivity and uncompromising confidentiality.

We are able to provide candidates with unique insight into different corporate and team cultures as well as the particular demands of any position we are searching for. This allows for the accurate assessment of whether a potential opening is truly a wise and enriching move for the candidate.

The majority of our placements are of employment equity candidates. Our commitment to placing and empowering these professionals is at the forefront of our business practice.

Coaching for Our Candidates...

Capital Assignments fosters supportive coaching and mentoring relationships with candidates who benefit from long-term exposure to its enriching personal development approach. Coaching provides ongoing assistance with issues such as life purpose, career planning, time management emotional intelligence, relationship, leadership and management skills, organisational cultural and diversity sensitivities. This ongoing service helps candidates to clarify their career goals, prepares them to fit their dream positions well, helps them to make fruitful transitions and supports them on-the-job as they maximise their opportunities and realise their potential.



AREAS OF SPECIALISATION



ASSET MANAGEMENT

Retail Investments
Institutional Investments
Fund Management
Investment Marketing
Research & Analysis
Private Client Portfolio Management
Economics

INVESTMENT BANKING

Corporate Finance
Private Equity
Leverage Finance
Project Finance
Specialised Finance
Debt Capital Market
Legal & Compliance

INSURANCE/RE-INSURANCE

Structured Products
Pricing & Research
Valuations
Employee Benefits
Legal & Compliance

BANKING

Treasury
Risk
Private Banking
Corporate and Commercial Banking
Retail Banking

STOCKBROKING

Equity Analysts
Fixed Income Analysts
Institutional Clients
Private Clients
Trading
Research Sales/Institutional Equity Sales
Sales Trading
Economics
Legal & Compliance

MULTI-MANAGEMENT

Fund Managers
Research & Analysis
Investment Marketing
Economics
Legal & Compliance

OUR GIVING FOUNDATION



Capital Assignments channels its corporate social investment through Our Giving Foundation that supports the innovative South African Social Investment Exchange – SASIX. An online giving portal offered by the Greater Good South Africa Trust, www.sasix.co.za offers social investors the opportunities to ‘buy shares’ in carefully vetted development projects that yield returns in terms of social capital – a better, brighter South Africa.

We involve our clients and candidates in our giving activities by making donations on their behalf to a current SASIX Enterprise Development project in celebration of birthdays. Our support of SASIX extends to including their information in our corporate communications so that we help to spread the word in the Financial Services market about this highly effective and synergistic way of giving.

Capital Assignments also participates in Greater Good South Africa’s Make Christmas Campaign, which celebrates Christmas by making donations in lieu of corporate gifts that benefit specific development programmes.

CONTACT US



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