

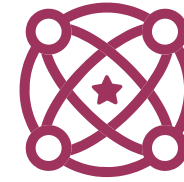


MSH
TALENT

COMPANY PROFILE

2026





MSH TALENT

Specialist Technical & Engineering Recruitment Solutions



Company Overview

MSH Talent is a specialist technical recruitment and workforce solutions firm operating under **Munyai Sovereign Holdings** (Pty) Ltd, a South African-registered holding company.

We partner with organisations across engineering, mining, construction, energy, manufacturing, transport, and technical services to deliver reliable, compliant, and future-ready talent solutions.





Our Mission

At **MSH Talent**, our mission is to connect top-tier technical talent with forward-thinking organisations while upholding the highest standards of ethics, compliance, and professionalism. We strive to:

- Deliver **efficient, transparent, and ethical recruitment solutions** that meet the evolving needs of our clients and candidates.
- Foster **inclusive growth and empowerment**, supporting B-BBEE initiatives and creating opportunities that contribute to South Africa's socio-economic development.
- Ensure **compliance and accountability** in all our operations, adhering to labour laws, POPIA regulations, and industry best practices.
- Promote a culture of **safety, integrity, and continuous improvement**, ensuring the well-being of our workforce and the trust of our stakeholders.
- Be a **strategic partner** to businesses, providing value beyond recruitment by offering insights, advisory support, and workforce solutions tailored to industry demands.

Our mission is grounded in the belief that **people are at the core of every successful business**, and by connecting the right talent to the right opportunities, we drive growth, innovation, and lasting impact





Our Expertise

MSH Talent provides specialist recruitment expertise tailored to technically complex, operationally demanding, and highly regulated industries. Our capability is built on a deep understanding of engineering disciplines, industrial operations, and project-driven workforce requirements, enabling us to deliver precise, risk-aware talent solutions.

We specialise in aligning scarce technical skills with environments where safety, uptime, compliance, and performance are critical to business success.



Technical & Engineering Capability

Our expertise spans a broad range of engineering and technical disciplines, supporting both operational and project-based workforce needs:

- Mechanical, Electrical, and Industrial Engineering
- Maintenance, Reliability, and Asset Management
- Plant, Workshop, and Field-Based Technical Operations
- Fabrication, Installation, and Commissioning Roles
- Automation, Controls, and Process-Driven Environments



Sector-Specific Knowledge

We bring sector-led insight that allows us to understand not only job titles, but the **real-world operating conditions** in which our clients function:



Mining & Resources

Safety-critical, unionised, and production-driven environments



Energy & Renewables

Project-based delivery, compliance, and skills scarcity



Construction & Infrastructure

Schedule-driven, multi-contractor workforces



Manufacturing & Heavy Industry

Uptime, efficiency, and continuous improvement focus



Transport, Automotive & Fleet Engineering

Compliance, diagnostics, and maintenance reliability



Recruitment Execution Expertise

Our experience covers the full spectrum of recruitment models and delivery requirements:

- Permanent, contract, and project-based recruitment
- Temporary Employment Services (TES) and high-volume staffing
- Bulk recruitment campaigns and workforce mobilisation
- Scarce skills and hard-to-fill technical roles
- Multi-site and geographically dispersed workforce delivery

International & Cross-Border Capability

We possess strong capability in **international talent sourcing**, supporting clients facing local skills shortages by accessing broader global talent pools. This includes:

- Market intelligence across multiple regions
- Technical skills alignment and role equivalency assessment
- Workforce readiness and onboarding advisory
- Support for cross-border recruitment strategies

Advisory & Market Intelligence Expertise

Beyond recruitment delivery, we provide insight-driven advisory support that strengthens workforce decisions:

- Talent scarcity and availability analysis
- Salary benchmarking and market trend reporting
- Workforce planning and hiring strategy optimisation
- Risk identification related to compliance and talent supply

Our Expertise in Practice

Our expertise is defined not by theory, but by **consistent delivery in demanding environments**, where recruitment outcomes directly affect safety, productivity, and commercial performance.

Our Differentiator

MSH Talent is distinguished by its ability to operate at the intersection of technical understanding, disciplined recruitment execution, and strong governance. We are purpose-built to support organisations operating in complex, safety-critical, and regulated environments, where workforce decisions directly impact operational continuity, compliance, and commercial performance.

Technical-First Recruitment Model

Unlike generalist agencies, our recruitment delivery is informed by a practical understanding of engineering systems, maintenance environments, plant operations, and technical workflows. This enables us to assess candidates beyond CVs, ensuring technical credibility, role suitability, and operational readiness.



Strategic, Not Transactional Delivery

We partner with clients as an extension of their workforce strategy. Our focus is on long-term outcomes, including quality-of-hire, workforce stability, and retention, rather than short-term placement volumes.

Proven Performance in Regulated & High-Risk Environments

We have demonstrated capability in delivering recruitment solutions across mining, energy, manufacturing, transport, and infrastructure sectors, where safety, compliance, and operational risk management are paramount.

Market Intelligence–Led Recruitment

Our recruitment strategies are underpinned by real-time market intelligence, enabling informed decision-making on talent availability, compensation benchmarking, hiring timelines, and skills scarcity mitigation.

Compliance & Risk Awareness

We operate with a strong governance mindset, embedding POPIA compliance, ethical recruitment standards, labour legislation awareness, and site-specific requirements into every stage of recruitment delivery.

Scalable & Flexible Delivery Capability

Our operating model supports both single critical hires and large-scale, multi-site workforce deployments, allowing clients to scale their workforce efficiently in line with operational demands

Partnership & Accountability

We take ownership of recruitment outcomes, providing transparent communication, performance feedback, and post-placement support. This accountability positions us as a trusted recruitment partner, not a transactional supplier.



Recruitment Services

MSH Talent delivers end-to-end recruitment and workforce solutions designed for technically complex, safety-critical, and regulated industries. Our services are structured to support both immediate hiring needs and long-term workforce strategies, ensuring continuity, compliance, and performance.

Permanent Recruitment

We provide targeted search and selection solutions for business-critical, specialist, and leadership roles across engineering and technical disciplines. Our permanent recruitment service focuses on long-term value creation through precise skills matching, cultural alignment, and retention-driven hiring.

Service focus includes:

- Scarce and specialist technical skills
- Middle to senior technical management roles
- Technical leadership and supervisory appointments
- Replacement and succession-driven hiring

Contract & Project-Based Recruitment

We support clients with flexible workforce solutions for projects, shutdowns, expansions, and fixed-term operational requirements. Our contract recruitment model enables rapid mobilisation of skilled technical professionals while maintaining compliance and cost control.

Use cases include:

- Shutdowns and maintenance campaigns
- Capital projects and plant upgrades
- Infrastructure and energy projects
- Fixed-term operational cover

Temporary Employment Services (TES)

For clients requiring workforce scalability and risk mitigation, we provide TES-aligned recruitment support, ensuring adherence to labour legislation, site requirements, and safety standards. This service is particularly suited to mining, manufacturing, construction, and industrial operations.

Key considerations:

- Labour compliance awareness
- Workforce risk management
- High-volume staffing capability
- Site-specific onboarding alignment



Bulk & High-Volume Recruitment Campaigns

We design and deliver structured recruitment campaigns for large-scale workforce requirements, balancing speed, quality, and governance. Each campaign is supported by workforce planning, screening frameworks, and deployment coordination.

Campaign capabilities include:

- Workforce demand planning
- Structured screening and shortlisting
- Skills validation and compliance checks
- Deployment and onboarding coordination

International Talent Sourcing & Mobility Advisory

We assist clients in accessing global talent pools to address local and regional skills shortages. Our international recruitment service includes advisory support to ensure workforce readiness and smooth integration.

Advisory support covers:

- Skills and experience alignment
- Regulatory and compliance considerations
- Market intelligence and benchmarking
- Onboarding readiness and workforce integration

Workforce Advisory & Market Intelligence (Value-Add Service)

Beyond recruitment execution, we provide strategic workforce insights to support informed decision-making.

Advisory support includes:

- Talent availability and scarcity analysis
- Salary benchmarking and market trends
- Workforce planning support
- Hiring strategy optimisation

Our Service Philosophy

All recruitment services are delivered with a strong emphasis on:

- Compliance and ethical recruitment
- Technical accuracy and role relevance
- Operational alignment
- Long-term partnership and accountability



Our Approach

Our approach is built on the principle that effective technical recruitment requires industry insight, disciplined execution, and strong governance. We deliver talent solutions through a structured, consultative, and risk-aware methodology designed for technically complex and regulated environments.

1. Strategic Workforce Alignment

We begin by engaging stakeholders to gain a clear understanding of operational objectives, technical requirements, project timelines, compliance risks, and workforce constraints. This ensures alignment between recruitment delivery and business outcomes, not just role fulfilment.

2. Market Intelligence & Talent Mapping

We apply data-driven market analysis to inform recruitment strategies, including salary benchmarking, talent availability, scarcity analysis, and competitor insights. This enables clients to make informed hiring decisions in competitive and skills-short markets

3. Targeted Talent Identification

Our sourcing strategy combines executive search methodologies, proactive headhunting, talent mapping, and technology-enabled sourcing. We focus on identifying candidates with the right technical capability, industry exposure, and cultural fit, rather than volume-based shortlisting.

4. Technical & Competency-Based Assessment

Candidates undergo structured, role-specific assessments, including technical screening, competency-based interviews, and reference validation. This reduces hiring risk and improves long-term performance and retention outcomes.

5. Compliance, Risk & Onboarding Management

We ensure recruitment delivery aligns with labour legislation, POPIA requirements, and industry best practice. Our onboarding support is designed to facilitate smooth workforce integration while mitigating operational, legal, and reputational risk.

6. Performance Review & Continuous Improvement

Post-placement follow-ups, performance feedback, and data reporting are used to refine recruitment strategies and continuously improve delivery outcomes, ensuring sustained value for both clients and candidates.

Compliance & Governance

MSH Talent operates in strict accordance with applicable South African labour legislation and adheres to industry best practices to ensure ethical, transparent, and responsible operations.

Our commitment includes:

POPIA Compliance – Ensuring the protection of personal information of clients, candidates, and employees, with strict adherence to data privacy laws and secure handling of all sensitive information.

Ethical Recruitment Standards – Upholding fairness, equality, and integrity in all recruitment processes, avoiding discrimination and promoting equal opportunities for all candidates.

B-BBEE Considerations – Integrating Broad-Based Black Economic Empowerment principles into our operations, ensuring alignment with South African socio-economic transformation objectives.

Occupational Health & Safety Awareness – Promoting safe work practices and compliance with the Occupational Health and Safety Act to safeguard the well-being of all staff and candidates.

Transparent Client and Candidate Processes – Maintaining clear, accountable, and documented recruitment and business processes to foster trust and credibility.

Labour Law Compliance – Ensuring all contracts, employment practices, and workplace policies are fully compliant with the Labour Relations Act, Basic Conditions of Employment Act, and other relevant legislation.

Continuous Governance Monitoring – Regularly reviewing internal policies, risk management procedures, and operational practices to ensure ongoing compliance and mitigate potential risks.

Training & Awareness Programs – Educating staff and stakeholders on compliance, ethical standards, and best practices to maintain high levels of accountability and professionalism.





Our Vision

Our vision is to build MSH Talent into a leading African technical and engineering recruitment partner with a strong international footprint, recognised for delivering reliable, compliant, and high-impact workforce solutions in critical industries.



Play a strategic role in closing technical and engineering skills gaps across Africa and global markets



Enable organisations to build resilient, future-ready workforces aligned to evolving operational, regulatory, and technological demands



Support industrial growth, infrastructure development, and energy transition projects through access to scarce and specialist talent



Act as a bridge between local African talent and global opportunities, promoting skills mobility, development, and long-term employability

Our long-term ambition is to position MSH Talent as a trusted advisor and delivery partner to engineering, mining, energy, manufacturing, and infrastructure-driven organisations — contributing meaningfully to economic development, skills upliftment, and sustainable workforce ecosystems.