



About New Media Talent

New Media Talent is a specialist recruitment consultancy, across the Digital Media, IT, Marketing, Creative and Advertising industries S.A wide. We partner strategically with both agencies and corporates alike to provide the very best digitally skilled talent.

Our consultants will use out of the box recruitment methods to attract not only active candidates in the market, but passive candidates which equate to over 90% of the market through networking tools including LinkedIn, Twitter and Facebook. These methods provide our clients with top tier candidates which your average recruitment agency would not engage in.

We are proud of our detailed and honest recruitment process and are happy to provide telephone references upon request for both potential clients and candidates. This will provide you with direct feedback from people who have actively used our service. Don't hesitate to request this!

Typical job titles our consultants recruit for on either a permanent or contract basis are:

- Search Engine Marketers - SEO, SEM, PPC, Search Managers & Directors, Head of Search
- Social Media Marketers - SMM, SMO, SM Managers & Directors, Head of SM
- Online Marketing Managers & Directors
- Analyst - Web, Data, Search, Social Media
- Designers - Interactive, Flash
- Art Directors
- Developers - FrontEnd, Flash, .NET, PHP
- Copywriters
- User Experience Specialists
- Producers / Project Managers

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- Account Managers & Directors
- Business Development Managers
- Strategists & Planners
- Creative Directors
- Head of Digital, Digital Directors
- GM, CEO

Tech positions: Software Engineers (Front End, Back End), JAVA Developer, J2EE Engineers, Systems Architect, Sr. System Administrator, Oracle PL/SQL Developer, Python, Ruby on Rails, C++ Programmers, Perl and many more.

Types of employment

- Full Time
- Part-time
- Contract

Level of employee

- Executive/CEO
- Senior Management
- Management
- General staff
- Administrative
- Internship

An in-depth understanding of your needs

A recruitment assignment can only be successful if we have an in-depth understanding of your business, the position being applied for, and the type of person being sought. We, therefore, will set up meetings with key executives and decision-makers, in order to:

- Understand in detail the responsibilities, inherent requirements of the job and key performance areas of the available position.

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- Develop a recruitment specification for the person being sought; this would include the inherent requirements of the job and other characteristics which are beneficial, e.g. educational background, specific experiences, technical competence and personality attributes.

Screening Candidates

We use a competency based interviewing technique when screening potential candidates. This insures that our selection process is Non-discriminatory. Our interviewing techniques are designed to identify whether candidates are suitably qualified to match the inherent requirements of the position.

New Media Talent will coordinate the setting up of an interview between the client and the applicant after the client has given the necessary consent. On appointment of a suitable candidate from the shortlist, we will inform the successful candidate and also handle the regrets.

Reference Checks

A telephonic reference check, from two previous employers, is conducted on short-listed candidates. An employee screening service is offered by our agency for applicants who have signed an indemnity form, and we can additionally perform ITC checks, if required.

Our Values

New Media Talent operates according to a set of values, which determine its interaction with customers and suppliers:

1. Excellence in everything we do
2. Passion for what we do
3. Innovation in all that we dream and create
4. Respect for our fellow staffers and customers
5. Efficiency in time management - our own and that of our customers
6. Fun at all times

New Media Talent is networking with multiple candidates daily and has a huge database of potential talent. We are well respected in the industry and are known as a leader in quality Recruitment services; we use a mix of traditional and new technologies to find our clients the very best Digital Media talent.

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