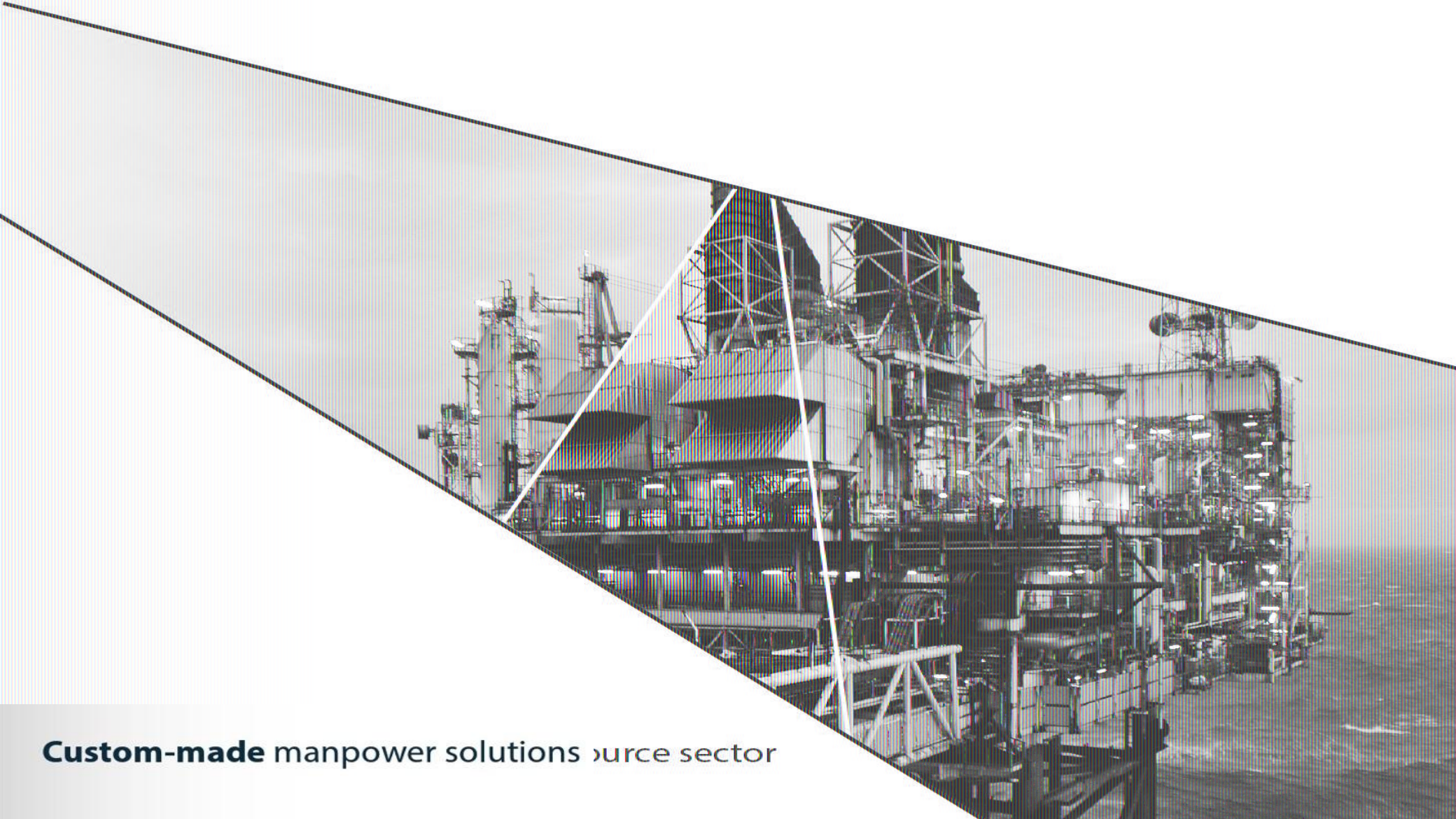


MECS

# MECS Profile



**Custom-made** manpower solutions >ource sector



# About MECS

A proudly South African business, established in 1981, MECS has built a reputation for delivering trusted, high-quality workforce solutions across industries. As a BBBEE Level 1 QSE with 51% Black female ownership, we are committed to meaningful transformation while maintaining the highest standards of service excellence.

We partner with our clients to strengthen both permanent HR structures and temporary staffing capabilities. By combining global best practices with innovative sourcing strategies, we deliver agile, effective workforce solutions that support business growth and operational performance.

Driven by a culture of continuous innovation, we remain focused on enhancing our service offering and delivering measurable value to both our clients and our workforce. Our flexible recruitment, manpower, and HR solutions are tailored to meet the unique requirements of each client—whether locally or internationally.

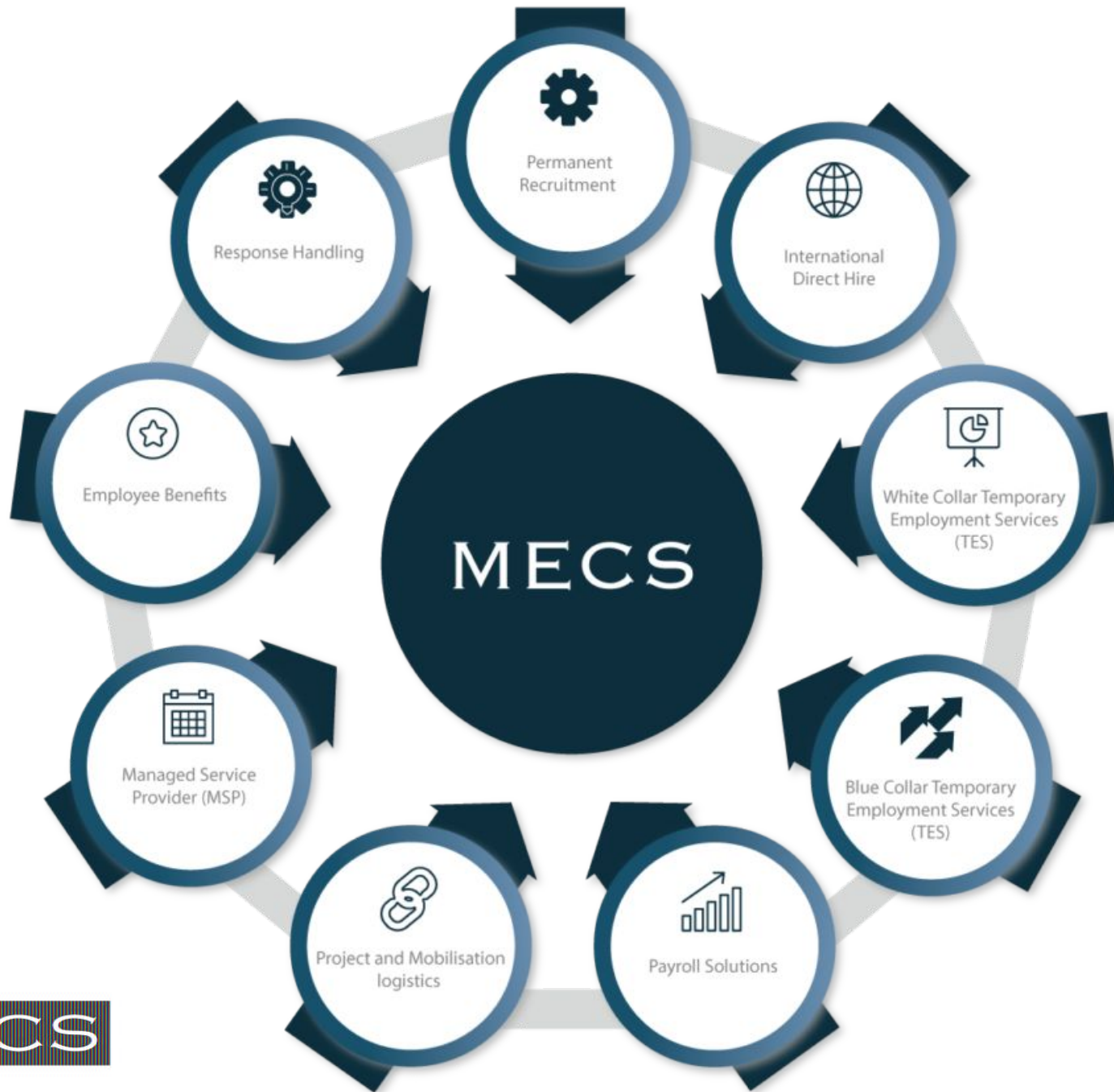
## Our Capabilities

- Development and management of specialised talent pools aligned to industry and project needs
- Sourcing of high-calibre local and international candidates across multiple regions
- End-to-end management of the full recruitment lifecycle, including:
  - Strategic candidate sourcing and targeted headhunting
  - Recruitment process management and facilitation
  - Offer structuring and negotiation
  - Candidate mobilisation and deployment
  - Seamless onboarding and integration



# Why MECS?

- **Proven Industry Expertise:** MECS has decades of experience delivering recruitment and TES solutions across key sectors, ensuring clients receive informed, practical hiring support.
- **End-to-End Workforce Solutions:** From sourcing and vetting to onboarding, payroll, and compliance, MECS provides a fully integrated service that reduces administrative burden.
- **Access to a High-Quality Talent Pool:** Extensive, continuously updated databases allow rapid placement of pre-screened, skilled candidates.
- **Speed and Agility:** Ability to respond quickly to urgent staffing needs without compromising on quality.
- **Strict Compliance and Risk Management:** Full adherence to relevant labour legislation reducing legal and reputational risk.
- **Flexible Staffing Models:** Scalable solutions tailored to project-based, seasonal, or long-term workforce requirements.
- **Cost Efficiency:** Optimised recruitment processes and TES structures help reduce overall hiring and employment costs.
- **Specialised Recruitment Capability:** Deep expertise in sourcing scarce and technical skills across engineering, IT, finance, and industrial sectors.
- **Dedicated Client Service:** Relationship-driven approach with account managers who understand each client's business, culture and workforce strategy.
- **National Footprint with Local Insight:** Presence across southern Africa enables MECS to deliver consistent service while understanding regional labour dynamics.



**MECS**



# Industry Experience

Through long-standing partnerships with a diverse and established client base, MECS Africa delivers recruitment and workforce solutions across a broad spectrum of industries. Our depth of experience is supported by dedicated sector specialists who possess a strong understanding of industry-specific requirements, scarce skills, and evolving market dynamics. This specialised approach ensures that we consistently identify and place high-calibre talent aligned to each client's operational and strategic needs.

## Key Sectors We Serve:

- **Oil & Gas and Petrochemical** – comprehensive support across all disciplines, including large-scale capital projects
- **Construction and Engineering** – permanent, contract, and project-based roles across all functional areas
- **Utilities**
- **Mining and Resources**
- **Health and Safety**
- **Information Technology and Telecommunications**
- **Manufacturing**
- **Supply Chain and Logistics**
- **Finance and Financial Services**
- **Human Resources and Corporate Services**

By combining sector-specific expertise with an extensive talent network, we are able to identify, attract and deploy highly skilled professionals who deliver immediate impact and long-term value to our clients' organisations.





## MECS' Valued Clients

• Aramco	• QatarEnergy (sole South African supplier)
• Qatar Steel (sole South African supplier)	• Qatalum (sole South African supplier)
• QAPCO	• Ma'aden
• QEWC	• Qatar Energy LNG
• Tasnee (and affiliates)	• Solb Steel
• Marafiq	• Saipem
• SBM Offshore	• Sasol
• Eskom (National Power Utility)	• Anglo American (various divisions)
• BASF	• Altrad Babcock
• Babcock Engineering	• Bayer



# Case Study: Rapid Mobilisation of Blue-Collar Workforce (TES)

## Client Profile:

A leading South African industrial and infrastructure services company undertaking a time-sensitive, large-scale project requiring significant blue-collar labour across multiple sites.

## The Challenge:

- Urgent requirement to mobilise a high volume of skilled and semi-skilled workers within tight timeframes
- Multiple site locations with varying labour demands
- Strict compliance with South African labour legislation and site-specific safety standards
- Limited internal capacity to source, vet and onboard large volumes of workers efficiently
- Need to minimise project delays and ensure productivity from day one

## MECS Solution

- **Workforce Planning:** Collaborated with the client to forecast labour requirements by skillset, location and project phase
- **Targeted Sourcing Strategy:** Leveraged established talent pools, local networks and community-based recruitment channels
- **Bulk Screening & Vetting:** Implemented structured screening processes, including skills verification, reference checks and medical clearances where required
- **Compliance Management:** Ensured full alignment with labour legislation, contracts, payroll and statutory requirements
- **Rapid Mobilisation:** Coordinated logistics, site readiness and phased deployment of workers
- **Onboarding & Induction:** Facilitated site-specific inductions, safety briefings and documentation
- **Ongoing Workforce Management:** Provided payroll, IR support, attendance tracking and performance monitoring



# Case Study: Rapid Mobilisation of Blue-Collar Workforce (TES) Cont..

## The Outcome:

- Successful mobilisation of **180 blue-collar workers**
- **100% compliance** with labour requirements
- Improved workforce productivity from project commencement
- Reduced administrative burden on the client's internal teams
- Scalable workforce solution aligned to project timelines and changing labour demands

## Key Value Delivered:

- Speed and agility in high-volume recruitment
- Reduced project risk and downtime
- Access to pre-qualified, job-ready talent
- End-to-end workforce solution from sourcing to payroll
- Trusted partner for ongoing TES and workforce requirements



## **MECS South Africa**

### **Johannesburg: Head Office**

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Hyde Park Lane  
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2196

### **KwaZulu-Natal: Durban**

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43 Alexander Road  
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Durban

### **Cape Town**

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Bridgeways Precinct  
Cape Town

### **Free State: Sasolburg**

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Sasolburg

## **MECS International**

### **Botswana**

**Mining and Engineering Personnel Services Botswana (Pty) Ltd**  
Commerce Park  
Western Avenue  
Gaborone

### **Mozambique**

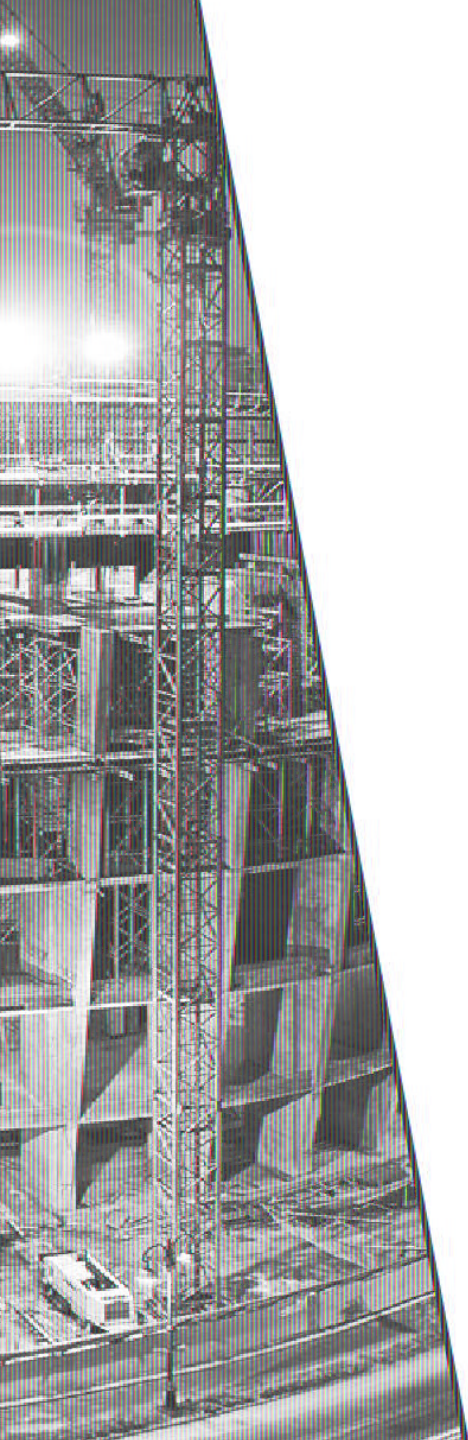
**Tusano Combined Mozambique LDA**  
CoWork Lab II  
No 61, Rua 1301  
Sommerschild I  
Maputo

### **Namibia**

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Langstrand  
Walvis Bay

### **Zambia**

**Manuclox Human Resources (Pty) Ltd**  
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Lusaka



**Thank you**