



STRENGTH IN SHARING

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Issued By: Communication Team
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EXCITING NEW OPPORTUNITIES IN THE SHARED SERVICES DIVISION

The Old Mutual Group is now embarking upon phase 2 of the Link Project, namely, the implementation of the Shared Services Division designed in phase 1 of the Project.

A critical part of this roll-out is the **recruitment and placement** of suitable personnel in the new Shared Services organisation structure.

To this end, as outlined in the most recent Link Newsletter, the new positions will be advertised and **open to all suitably qualified and experienced persons in all Group companies** to apply for such positions.

To ensure the best possible people are appointed to the positions on offer and, as importantly, to ensure that the recruitment and selection process remains transparent and objective, the following framework has been adopted:

- **All jobs will be open to everyone Group wide to apply.**
- **The external Consultants will initially assess applications.**

- Short listed candidates, who fit the job specifications, as advertised, will undertake an Assessment comprising a battery of psychometric testing conducted by an experienced external professional.
- Short listed candidates will then undergo a series of panel interviews (interviewers may, depending on the job grade and type, comprise both internally and externally appointed persons thereby ensuring objectivity and an outside perspective / input is embodied in the process).
- Appointment will then follow, post selection, of the final candidate.

Job advertisements will begin to be circulated within the next few days with the process of advertising, selection and recruitment being carried out over a number of months until all positions are suitably filled. Should the Internal Selection and Recruitment exercise fail to yield an appropriate person/s for the position/s on offer then the process may need to be broadened to include advertising for candidates that are external to the Group.

On behalf of the Project Steering Committee we urge you to take advantage of the opportunities on offer and apply for these positions and be part of this exciting and challenging opportunity to build a World Class Shared Services Division.

