

EJD TALENT SOLUTIONS

Recruitment Insights

A Practical Hiring Guide for Gauteng SMEs

LOGISTICS · FLEET · BUSINESS ANALYTICS · ADMINISTRATION · OPERATIONS

WHY THIS GUIDE EXISTS

Every open role costs a business money every day it stays unfilled, in missed deadlines, overworked teams, and slower growth. This guide distills what we've learned placing operational, analytical and administrative talent across Gauteng SMEs, so you can hire faster and with more confidence, whether or not you ever work with EJD.

THE REAL COST OF A VACANT ROLE

A vacancy rarely shows up as a single line item on a budget. Instead, it shows up as:

- Existing staff absorbing extra workload, often unpaid and unsustainable
- Delayed projects, missed deadlines, and slipping service levels
- Overtime and temp staffing costs that quietly exceed a permanent salary
- Burnout and attrition risk among the team covering the gap
- Lost revenue where the vacant role directly drives sales or operations

5 COMMON HIRING MISTAKES SMES MAKE

- Writing job descriptions around a job title instead of the actual problem the hire needs to solve
- Running a single generic interview instead of structured, role-specific questions
- Taking too long to decide, and losing strong candidates to faster-moving competitors
- Signing with a commission-based agency without checking the guarantee or replacement terms
- Hiring the most available candidate instead of the most suitable one

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FLAT-FEE VS COMMISSION: WHAT YOU'RE REALLY PAYING FOR

	TRADITIONAL AGENCY	EJD TALENT SOLUTIONS
Pricing model	15–25% of annual salary	One flat fee per seniority level
Cost predictability	Varies with candidate's salary	Known upfront, regardless of salary
Shortlist turnaround	Often 2–4+ weeks	72 hours
Replacement guarantee	Varies, often limited	90-day replacement guarantee

HOW EJD WORKS

- Tell us the role**
A short call or form covering the role, must-haves, and timeline.
- We screen like an operator**
Candidates are assessed the way an experienced hiring manager would, not just matched against a CV.
- Shortlist in 72 hours**
You review a focused shortlist of pre-screened candidates, not a flood of unqualified CVs.
- Hire with a guarantee**
14-day placement commitment and a 90-day replacement guarantee if it doesn't work out.

This guide reflects EJD Talent Solutions' recruitment approach and general market observations as of 2026. It is intended as practical guidance, not a substitute for a tailored hiring strategy.