

Recruitment built around partnership



A proudly South African recruitment partner.

YOUR DEDICATED SEARCH TEAM

WHO WE ARE

RMV Solutions is a generalist recruitment agency established more than nine years ago. We partner with businesses of all sizes across all nine provinces and industries, supporting roles from entry-level to executive. Our team assesses candidates for skills, experience and organisational fit, with an emphasis on quality over volume.

RECRUITMENT SOLUTIONS

Permanent placements

Recruitment for long-term appointments and ongoing organisational needs.

Fixed-term placements

Flexible staffing for short- and medium-term requirements, projects and defined contract periods.

OUR COMMERCIAL MODEL

9%

of annual cost to company (CTC)

90 days

replacement guarantee

No placement

no fee

A MESSAGE FROM OUR FOUNDER

I founded RMV Solutions to connect exceptional talent with organisations that value quality, professionalism and meaningful long-term fit.

We take the time to understand the business behind the brief and represent our clients carefully in the market. We are proud of the relationships we have built and the trust our clients place in us. As we grow, our commitment remains to recruitment that creates value for businesses and people. Thank you for being part of our journey.

Vanessa Mouton | Director & Founder

FROM BRIEF TO APPOINTMENT

How we work

A structured, transparent process that keeps you informed, supports candidates and represents your employer brand professionally.

01

Discovery & alignment

We meet with the hiring manager or key decision-maker to agree the brief before starting the search.

- Job specification and responsibilities
- Culture, values and management style
- Salary parameters and essential requirements
- Hiring history, timelines and market context

02

Sourcing & screening

We search the market proactively and assess a considered shortlist before presenting candidates to you.

- Advertising on job portals and social platforms
- Direct sourcing, passive search and database review
- Screening and in-depth candidate interviews
- Recorded first-round interviews where applicable

03

Selection & appointment

We present candidate profiles and evaluations, then remain involved through selection and appointment.

- Interview scheduling and feedback coordination
- Background checks on request
- Offer negotiation and acceptance support
- Onboarding communication and appointment handover

THE STANDARD WE WORK BY

**Be professional. Be responsive. Be fair.
But most importantly, be kind.**

THE PEOPLE BEHIND YOUR SEARCH

Meet the team

Your contacts for a hands-on recruitment partnership.



Vanessa Mouton

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Strategic leadership, client delivery and hands-on recruitment partnership.



Debbie Brandt

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Recruitment operations, client relationships and people-first delivery.



Rudi Mouton

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Business partnership and support across RMV Solutions.



Jan Vorster

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Sourcing, screening, candidate engagement and recruitment support.

Let's discuss your next hire.

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