



YOUR DEDICATED SEARCH TEAM

RMV SOLUTIONS COMPANY PROFILE

RMV Solutions is a South African recruitment agency specialising in placing top talent in permanent and fixed-term roles across various industries. With over 15 years of experience, they offer a "no placement, no fee" model and a 90-day replacement guarantee, ensuring clients pay only for successful hires. Acting as a strategic partner, RMV Solutions manages the entire recruitment process, allowing businesses to focus on growth while delivering exceptional service.

2026

www.rmv-solutions.co.za



About our Company

Your Nationwide Partner in Permanent & Contract Recruitment.

RMV Solutions is a proudly South African generalist recruitment agency offering contingency-based staffing solutions across all industries and all nine provinces.

With over 9 years of success, we are trusted by businesses of all sizes to deliver skilled, vetted candidates for permanent and contract positions—from entry-level to executive. No job is too big or too small.

As contingency recruiters, our model is risk-free:

- You only pay once we successfully place a candidate
- We charge a competitive 9% fee on the candidate's annual CTC
- Our placements are backed by a 90-day replacement guarantee

We partner closely with your team to understand your hiring needs, handle all advertising, screening, and first-round interviews—recorded and submitted to you with the candidate's application—so you save time and hire with confidence.



Vanessa Mouton
CEO of RMV Solutions

Welcome Message

I'm Vanessa Mouton, founder of RMV Solutions. Nine years ago, I started this company with a clear vision—to connect exceptional talent with organisations that value quality and professionalism. Over the years, we've grown into a trusted partner, dedicated to understanding your unique business needs and delivering tailored staffing solutions.

Today, I am proud to say that RMV Solutions stands at the forefront of the industry, thanks to our unwavering commitment to excellence and innovation. Our team is passionate about building lasting relationships with both clients and candidates, ensuring a seamless fit that drives success for everyone involved. As we continue to evolve, we remain steadfast in our mission to empower businesses and individuals alike, helping them achieve their fullest potential. Thank you for being a part of our journey.



Vision & **Mission**

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Vision

To become the leading generalist recruitment partner in South Africa, known for consistently delivering quality talent and personalised hiring solutions. RMV Solutions aims to empower businesses of all sizes—across all industries and provinces—by simplifying the recruitment process and building long-term partnerships rooted in trust, results, and service excellence.

We envision a workplace ecosystem where employers are matched with the right candidates the first time, and candidates find meaningful opportunities that align with their goals, values, and potential.

Mission

Our mission is to deliver cost-effective, risk-free recruitment services that remove the complexity and pressure from hiring. Through a consultative approach and hands-on involvement, we work alongside our clients to source, assess, and place top-tier talent—efficiently and transparently.

Our Service



Permanent Placements

At RMV Solutions, we specialize in identifying and securing top talent for permanent positions tailored to your company's long-term goals. Our thorough recruitment process ensures we match candidates not only based on skills and experience but also cultural fit, enhancing employee retention and organisational success.

We collaborate closely with you to understand your business needs and deliver candidates who are committed to contributing to your growth. Our "no placement, no fee" policy and fair replacement guarantee within the first three months provide added confidence and peace of mind.

Fixed- Term Contract Placements

RMV Solutions offers flexible fixed-term contract staffing solutions to meet your short- and medium-term project needs. We provide skilled professionals who can seamlessly integrate into your team, ensuring continuity and expertise without the long-term commitment.



How We Work

1

Discovery & Alignment

We begin by meeting with the hiring manager or key decision-maker to gain a comprehensive understanding of the situation. This involves:

- A thorough analysis of the job specification and associated responsibilities
- Insights into your company culture, mission, and values
- An overview of your team structure, management style, and workplace environment
- A review of the ideal candidate profile, including salary expectations, timelines, and essential role requirements
- A discussion of any previous challenges encountered while hiring for this role

This foundational step ensures that we are aligned with your expectations, allowing us to represent your brand effectively in the market.

2

Sourcing & Screening

Once we have a clear understanding of your requirements, we initiate our recruitment process, which includes:

- Promoting the position on major job portals and social media platforms
- Actively seeking out passive candidates who may not be applying but are an excellent match
- Reviewing our internal database of pre-vetted professionals
- Conducting thorough interviews with the shortlisted candidates
- Carrying out video-recorded first-round interviews, allowing you to assess candidates before meeting them in person
- Evaluating each candidate's skills, personality, and cultural fit within your organisation

We ensure that only the highest-caliber candidates are presented—those who fulfill both the technical qualifications and the interpersonal compatibility for your team.

3

Submission, Selection & Support

Following our internal selection process, we offer you:

- A detailed candidate profile that encompasses the CV, video interview, and a summary of our evaluation
- Coordination of interview scheduling between you and the shortlisted candidates
- Background checks upon request (including criminal, credit, qualifications, references, etc.)
- Assistance with offer negotiation, acceptance, and onboarding for the chosen candidate

Continuous communication to facilitate a seamless transition for both parties

Meet The Team



Vanessa Mouton

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Vanessa established RMV Solutions more than nine years ago, drawing on over seventeen years of experience in the recruitment field. She is recognized for her intuitive approach to candidate matching and her commitment to clients across diverse sectors, such as call centers and travel. In her role as Director, Vanessa guides RMV's strategic vision and is actively involved in client delivery, ensuring that placements align with specific requirements. Her leadership style is marked by integrity, responsiveness, and a genuine passion for fostering meaningful connections.

Debbie Brandt

debbie@rmvsolutions.co.za



Debbie has served as a Business Partner at RMV Solutions for more than three years, utilizing her expertise in finance, operations, and recruitment. She is instrumental in facilitating placements, adopting a strategic, people-first mindset to support clients. With a specialisation in finance, administration, HR, and sales recruitment, Debbie concentrates on identifying high-performing professionals who fit both culturally and technically. Her financial background deepens her insight into organisational needs. Together with Vanessa, she manages recruitment operations and client relations, recognized for her meticulousness and dedication to ensuring a seamless recruitment experience for everyone involved.

Leney Swanepoel

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Leney has been a part of RMV Solutions for over a year and possesses a vast network in the events, photography, and personal wellness industries. Her ability to build strong relationships and her keen eye for detail make her an invaluable asset to the team. Leney leverages her extensive connections to identify unique opportunities and match clients with the best talent available. Her enthusiasm for creativity and innovation is evident in every project she undertakes, ensuring that each placement not only meets but exceeds expectations. With her friendly demeanor and proactive approach, Leney plays a crucial role in expanding RMV's reach and enhancing the overall client experience.



**Connect
with us
today!**

Our **Contact**



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