

Creating Sustainable Growth Through **HR Development**

BROCHURE 2025



www.arkhumancapital.co.za



Company Profile

PAGE 2 OF 15

At Ark Human Capital, we are redefining the landscape of talent acquisition and career development. Founded in 2019, our firm emerged from a fundamental belief: People are the heartbeat of every organization. By unlocking their potential, we aim to enrich both individuals and businesses, creating a symbiotic relationship that drives growth and success.



About Our Principle

MARK GENGAN

Mark Gengan is Founder and President of Ark Human Capital. Mark is a seasoned human resources professional with over thirty years of experience in managing organizational change. He has helped organizations build their talent pipeline through innovative talent acquisition strategies and programs. Mark has conducted searches at all levels for nascent start-ups to diverse multinationals.



Vision & Mission



Vision

At Ark Human Capital, our vision is to be more than just a Human Resources company; we wish to align ourselves with other institutions and individuals who are interested in building a better future.



Mission

Our mission is driven by a deep passion for advancing professional careers. We are committed to nurturing talent, empowering individuals, and enhancing organizational effectiveness. With a focus on delivering personalized solutions and a genuine dedication to your success, we stand out as a trusted partner in the global recruitment and career coaching arena.

Why Choose us

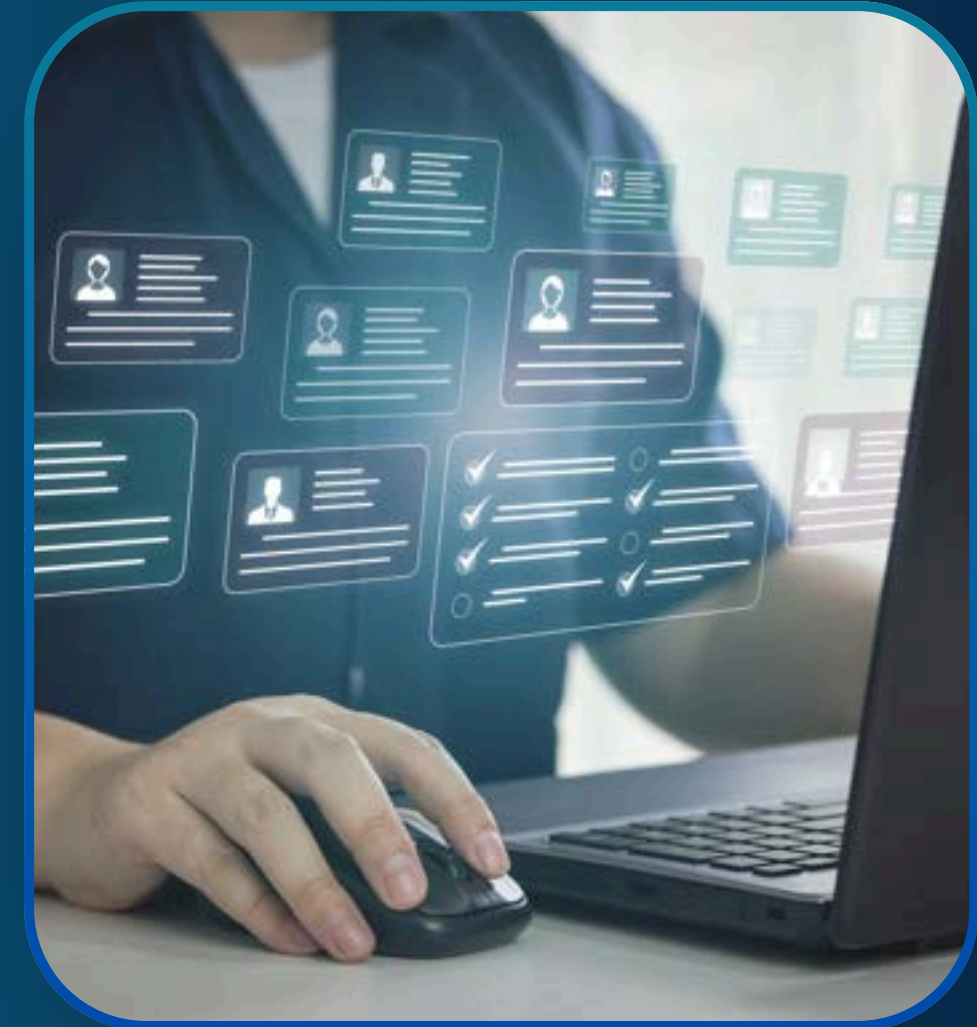
PAGE 4 OF 15

TAILORED SOLUTIONS

Your goals are unique, and so are our solutions. We offer customized HR services designed to meet your specific needs and aspirations. Whether you're an organization seeking top talent or a professional aiming for career advancement, we craft solutions that align perfectly with your objectives.

INDUSTRY EXPERTISE

With a combined 40 years of experience in human resources, our team possesses extensive industry knowledge. We understand the intricacies of various sectors and the specific requirements for success. Our expertise spans diverse fields, ensuring we provide informed and effective support. We have expert knowledge in several Global markets ie; The Elevator and HVAC&R industries, Life Sciences, Wholesale and Distribution, Real Estate, Information Technology, Artificial Intelligence, Business Solutions and travel and tourism.



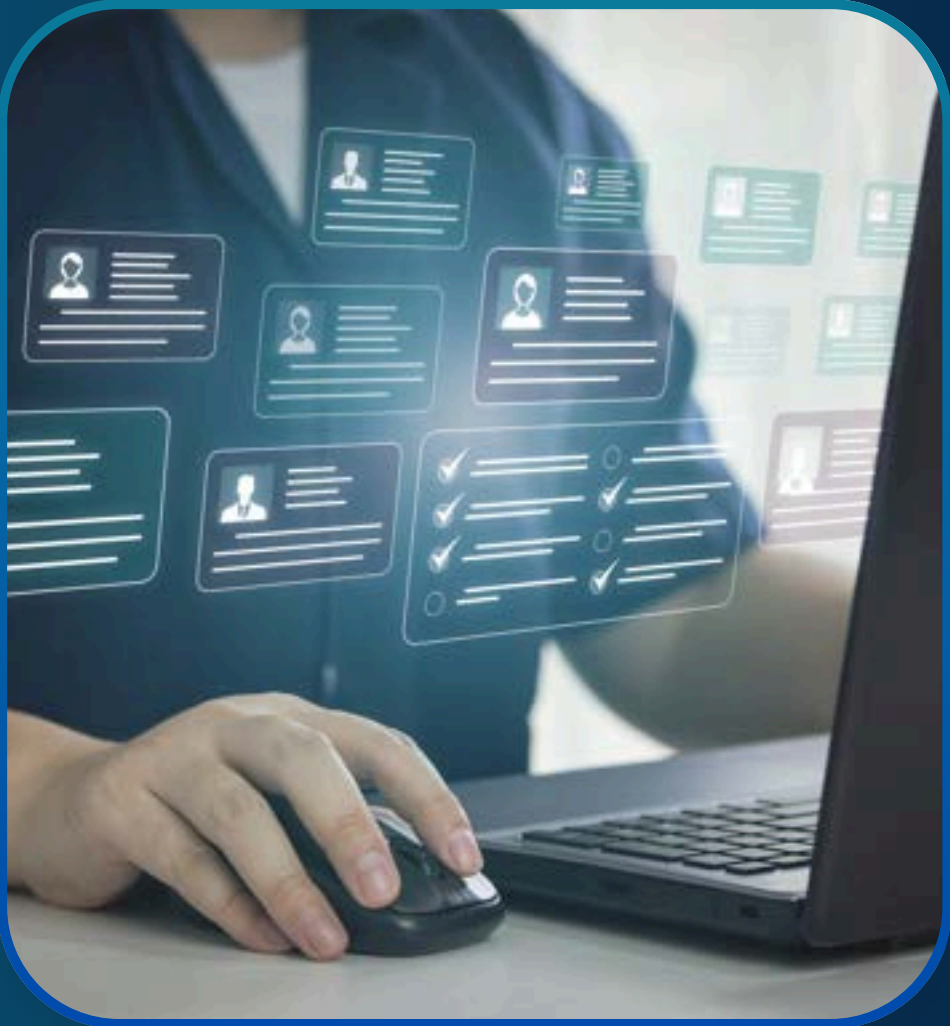
Why Choose us contd...

GLOBAL REACH

From South Africa to the African continent, the United States, the United Kingdom, and the European Union, we have developed a vast network of talent and a deep understanding of diverse business environments. We specialize in sourcing top-quality professionals for management and executive positions, bringing innovation and agility to our approach.

PROVEN TRACK RECORD

Our results speak volumes. We have a history of successful placements and career advancements, helping numerous organizations and individuals achieve their goals. Our reputation is built on a foundation of trust, reliability, and excellence.



Services

1

- **Recruitment**

Recruitment is the cornerstone of organizational success. At Ark Human Capital, we leverage our extensive networks and deep industry insights to connect businesses with exceptional talent. Our focus includes small to medium enterprises as well as large corporations, ensuring that we meet the diverse needs of our clients across various regions.



3

- **Onboarding**

The first lever for successful on boarding is self-efficacy, or self-confidence, in the job. The quicker the employee settles down the better motivated and eventually more successful they become. As an offering we develop a full bespoke on-boarding program, designed around your culture and ethos. We train relevant personnel to present the program, or alternatively we present as a 3rd party. This includes a professionally commissioned audio-visual presentation.



4

- **HR Outsourcing**

Whether you need ongoing HR support, assistance with a specific project or issue, or strategic insight on how to make the most of your human capital investment, Ark is well-suited to provide exactly what you need. We offer personalized HR support, with strong focus on enhancing employee well-being thereby driving performance improvement within the organisation.



- **Diversity, Equity, and Inclusion**

We are dedicated to developing careers and delivering maximum value. Our career coaching services are designed to guide professionals through their career journeys, providing the tools and insights needed to achieve their goals and reach their full potential. .



Services

PAGE 6 OF 15



Selection & Interviewing

Recruitment is the cornerstone of organizational success. At Ark Human Capital, we leverage our extensive networks and deep industry insights to connect businesses with exceptional talent. Our focus includes small to medium enterprises as well as large corporations, ensuring that we meet the diverse needs of our clients across various regions.



Recruitment Marketing

Recruitment is the cornerstone of organizational success. At Ark Human Capital, we leverage our extensive networks and deep industry insights to connect businesses with exceptional talent. Our focus includes small to medium enterprises as well as large corporations, ensuring that we meet the diverse needs of our clients across various regions.



Networking & Referrals

The first lever for successful onboarding is self-efficacy, or self-confidence, in the job. The quicker the employee settles down the better motivated and eventually more successful they become. As an offering we develop a full bespoke on-boarding program, designed around your culture and ethos. We train relevant personnel to present the program, or alternatively we present as a 3rd party. This includes a professionally commissioned audio-visual presentation.

Services contd...

- Consultations and/ or ongoing HR Support
- Assistance with dispute resolution interventions with regulating bodies such as the Department of Labour; CCMA or relevant Bargaining Council
- Unlimited assistance in HR/ IR related matters
- Assistance with Department of Labour inspections
- Assistance with HR compliance
- Performance management/Training and development
- HR training and development
- Employment Equity plans and BBBEE scorecards implementation
- Setting up of Social and Ethics Committees

Services contd...

- Skills Development and designated SETA submissions
- Investigations and polygraph services
- Labour Court Litigation and representation
- Employment Contract revision and implementation
- Updated Wall Charts (BCEA; EEA and OHSA)
- Personalized Job Description revision and implementation
- HR policy audit and review

CAREER COACHING

We are dedicated to developing careers and delivering maximum value. Our career coaching services are designed to guide professionals through their career journeys, providing the tools and insights needed to achieve their goals and reach their full potential.

Our Processes

Client Intake

Job Requirements, Establish communication channels, clarify client needs and expectations.

Job Posting and Evaluation

Create job Posting, advertise on job boards and social media, utilize employee referrals and internal job postings.

Candidate Sourcing

Utilize Resume databases and job search platforms, leverage professional networks(e.g.,Linkedin, attend industry events and job fairs.

Candidate Screening and Evaluation

Review resumes and cover letters, conduct initial phone or video interviews, assess candidate skills and experience

Conduct in-depth interviews, evaluate candidate fit and culture alignment, assess candidate motivation and enthusiasm.

Candidate Presentation

Present short listed to client, provide candidate profiles and interview notes, facilitate client interviews and feedback

Our Process

Offer Extension and Negotiation

Extend job offer to selected candidate, negotiate salary and benefits, finalize employment contract

Quality Control and Improvement

Conduct regular quality control checks, gather feedback from clients and candidates, analyze metrics and implement process improvements

Onboarding and Follow-Up

Coordinate onboarding process with client, ensure candidate receives necessary documentation, conduct follow-up to ensure candidate satisfaction.

Employee Benefits

Can assist your organisation in designing implementing and managing comprehensive packages that cater to the diverse needs of your workforce

Outsourcing & Insourcing

Full outsourcing services including payroll if required



Our Professional Team



Mark Gengan

Our Principle

Mark Gengan is Founder and President of Ark Human Capital. Mark is a seasoned human resources professional with over thirty years of experience in managing organizational change.



Robin Aaron Gengan

Talent Acquisition Manager

Robin Aaron Gengan is a seasoned Talent Acquisition professional



Sharon Murray

Recruitment and Admin Consultant

Sharon has spent a large part of her career in events management, and later in the travel and Tourism Industries. She is the ultimate professional and an expert in the Industries she has worked in.



Rajan Moodley

AI consultant

Rajan Moodley was the visionary CEO of Investonomics (Pty) Ltd, a company dedicated to leveraging technology to enhance business operations, with a particular focus on the implementation of automation and AI solutions.



OTIS

Some Clients



Our Success Stories

Carrier Group

MARK HAS BEEN OUR
“GO TO” HR RESOURCE
FOR 30 YEARS.

Otis Elevators

AHC'S ACQUISITION PROCESS
IS EXCELLENT
ESPECIALLY BECAUSE THEY
TAKE THE TIME TO DEEPLY
UNDERSTAND THE
ORGANIZATION CULTURE AND
HOW THAT FITS IN WITH OUR
PEOPLE NEEDS





Conclusion

We are dynamic and experienced and just by having a chat with us or our staff you will be able to ascertain the value that we will be able to add to your organisaiton.



EXPERIENCE

Decades of references and experience will attest to our capability



OUR PEOPLE

Our people have extensive networks and are able to quickly match candidates to your requirements.



Thank You So Much

Thank you again for being here, and we look forward to the opportunity to collaborate with you all moving forward.

Get In Touch



+27 64 541 5193



www.arkhumancapital.co.za



Sandton City, Johannesburg

