



OpenSource Intelligent Solutions™

SAP & ICT Talent for Business-Critical Systems

WHY OPENSOURCE

Technology rarely causes implementation failure—people and skills gaps do.

OpenSource specialises in sourcing experienced SAP and ICT professionals for organisations running complex enterprise systems. We focus on precision and long-term fit rather than placement volume, supporting clients from recruitment through onboarding and payroll.



WHY CLIENTS WORK WITH US

- ✓ Established in 1993 with 30+ years of focused SAP and ICT expertise
- ✓ Access to a global network of 15 000+ SAP and ICT professionals
- ✓ Direct headhunting of scarce and passive candidates
- ✓ Insight into skills availability and market rates
- ✓ Reliable delivery aligned to project timelines
- ✓ Integrated recruitment, training and payroll support
- ✓ Nine branches across South Africa with international reach



THE BIGGER PICTURE

OpenSource Intelligent Solutions is a subsidiary of Workforce Holdings Limited, providing us with national infrastructure, governance and financial stability while allowing us to remain focused on specialised SAP and ICT expertise.

Workforce Holdings provides leading human capital solutions to businesses and employees across the globe:

- Staffing & Outsourcing
- Training & Consulting
- Financial services
- Healthcare services

OUR SOLUTIONS

SAP & ICT TALENT RESOURCING

We source contract and permanent SAP and ICT specialists for organisations operating business-critical systems.

Our focus is accuracy of fit. We actively headhunt experienced consultants, including passive candidates, and present shortlists aligned to project requirements, team dynamics and delivery timelines.



We support roles across:

SAP Services

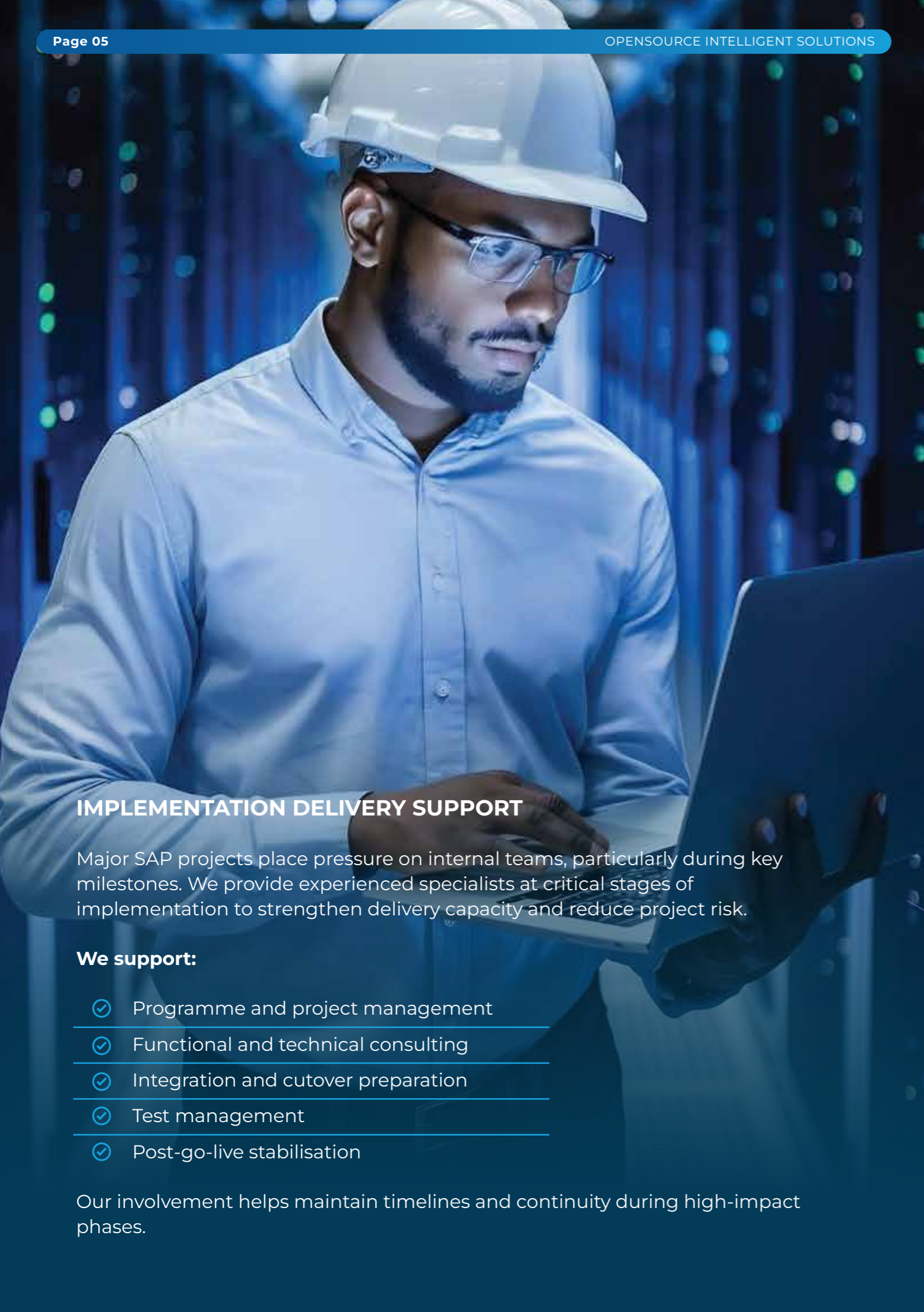
- ✓ Core SAP & ERP
- ✓ Transformation & Cloud
- ✓ Supply Chain, HR & Analytics

IT Services

- ✓ Development
- ✓ Cloud & Infrastructure
- ✓ Data, Automation & Security
- ✓ Delivery & Change



WHERE PEOPLE AND TECHNOLOGY
MAKE THE DIFFERENCE



IMPLEMENTATION DELIVERY SUPPORT

Major SAP projects place pressure on internal teams, particularly during key milestones. We provide experienced specialists at critical stages of implementation to strengthen delivery capacity and reduce project risk.

We support:

- ✓ Programme and project management
- ✓ Functional and technical consulting
- ✓ Integration and cutover preparation
- ✓ Test management
- ✓ Post-go-live stabilisation

Our involvement helps maintain timelines and continuity during high-impact phases.

CONTRACT COMPLIANCE & PAYROLL ADMINISTRATION

We act as employer of record for contract consultants, assuming the administrative and compliance burden.

This includes:

- ✓ Compliant contracting and onboarding
- ✓ Payroll processing and income structuring
- ✓ Statutory reporting and reconciliations
- ✓ Onboarding, offboarding and dispute support

Clients gain workforce flexibility without increasing internal HR or legal risk.

TRAINING & CAPABILITY DEVELOPMENT

Long-term SAP success depends on user adoption and internal capability. As an SAP Education Partner, we support organisations in building sustainable in-house competence through structured learning and project-aligned training.

We provide:

- ✓ SAP Learning Hub access and certification support
- ✓ End-user training and workshops
- ✓ Sandbox practice environments
- ✓ Change and adoption support

The goal is not only system go-live, but operational readiness.





OpenSource Intelligent Solutions™

LET'S START THE CONVERSATION

If your SAP environment is critical to your business, your talent strategy must be equally deliberate. If you require capability that performs, not promises, we should be speaking.

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Where people and technology make the difference.