



Twiga
Consulting

**YOUR PROBLEMS,
OUR PRIORITY**





ABOUT US

Founded in 2012, Twiga Consulting began as a specialised SAP consulting firm and has grown into a full-service partner in consulting, HR, contracting, and outsourcing. Built on industry experience dating back to 2001 through the founders' first company, Garafica, Twiga brings deep expertise and proven delivery. While our services have expanded, SAP consulting and placements remain at the core of our business. Our shareholders are certified SAP consultants who remain hands-on in project delivery, combining technical expertise with labour law and workforce planning insight.

Twiga has a strong presence in the mining sector, placing skilled professionals across IT support, infrastructure, and operational technology.

We combine practical experience with strategic insight to help businesses build resilient, high-performing teams.



OUR MISSION

To empower our clients to reach their full potential by delivering expert consulting, strategic guidance, and tailored solutions that drive sustainable success.



OUR VISION

To be a trusted partner in business transformation—renowned for our people-first approach, technical excellence, and commitment to shaping high-performing, future-ready organizations.



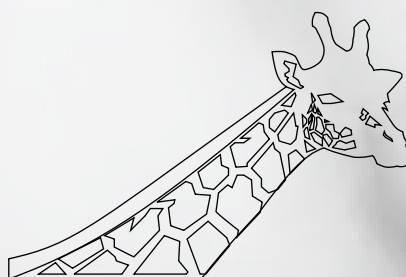
OUR VALUES

Professionalism – We maintain the highest standards of service, integrity, and industry knowledge.

Honesty – We build lasting relationships through transparency, trust, and ethical practices.

Efficiency – We deliver smart, practical solutions that save time, reduce complexity, and add measurable value.

Twiga takes you from strategy to success, every step of the way.





OUR SERVICES:

IT Consulting

We provide expert consulting **across multiple IT disciplines**, including SAP (all modules), Java development, and UX design. Our team delivers practical, hands-on support—from system implementation and integration to optimization and user experience improvements—**tailored to each client's unique environment**.

Recruitment & Placement

We specialise in **sourcing, screening, and placing** top-tier talent in both **permanent and contract roles**. With access to an extensive candidate network, we help businesses fill roles quickly and accurately across a range of industries and experience levels.

HR Services

Our HR solutions **cover the full employee lifecycle**, including onboarding, offboarding, payroll management, training and development (on request), and HR compliance. We help companies streamline internal processes while **maintaining alignment with legal and regulatory standards**.

Financial Services

We offer **reliable financial support services** such as accounts payable and receivable management, general ledger and bookkeeping, cost-efficiency reviews, and SAP Financial (FI/CO) module support. **Our goal is to enhance financial clarity and operational efficiency**.

Outsourcing Solutions

Twiga Consulting offers **tailored outsourcing solutions** based on each client's specific needs—enabling businesses to delegate selected functions such as **IT support, HR administration, back-office tasks, and even operational resources like vehicles**. Our flexible approach allows clients to streamline operations, reduce overheads, and stay focused on their core objectives while we take care of the rest.

Project Management

Twiga Consulting offers full project management services and can also **collaborate seamlessly with other consulting partners**. Given the collaborative nature of the SAP ERP ecosystem, we're experienced in co-delivering complex, multi-vendor projects with **efficiency and transparency**.

OUR SERVICES:

Labour Law & Strategic HR Support

Twiga provides expert **labour law guidance and HR support**—delivered on-site or remotely—tailored to each client’s operational needs.

Our services can be structured as ongoing, ad hoc, or retainer-based, with pricing and service-level agreements (SLAs) customised to match your business environment.

We offer strategic and compliant support in areas such as:

- Disciplinary hearings and chairing
- Workplace investigations
- Performance management and incapacity processes
- Policy and procedure development
- Labour law advisory and compliance alignment

Our goal is to help you confidently manage people and workplace challenges in full compliance with South African labour legislation — **supporting fair, consistent, and effective workplace practices.**

Flexible Business Solutions

We understand that no two businesses are the same. **Our flexible service models are designed to scale with your needs**—whether you're seeking project-based support, **long-term** partnerships, or a **hybrid approach** that adapts as your organisation grows.

Why choose us!

100+ years of consulting experience

Multi-industry placements

Certified SAP consultants

Flexible outsourcing solutions

End-to-end HR & payroll services

Labour law expertise



OUR FOCUS

Twiga Consulting specializes in high-impact consulting and resourcing across SAP, IT, HR, and labour-related compliance—delivering tailored solutions for complex operational environments, particularly in the mining, technology, and finance sectors.



DECADES OF PROVEN INDUSTRY EXPERTISE

Mining

Supporting both surface and underground operations with skilled IT professionals, infrastructure support, and operational technology consulting.

Automotive

Delivering SAP implementation, process optimization, and workforce solutions tailored to the fast-paced, precision-driven automotive sector.

Information Technology (IT)

Providing expert consultants in SAP, Java, UX, and general IT infrastructure—supporting large-scale digital transformations and day-to-day tech needs.

Public and Private Sector Projects

Engaging in strategic consulting, recruitment, and outsourcing solutions tailored to meet diverse operational and compliance standards.



DELIVERING STRATEGIC VALUE AND MEASURABLE IMPACT

Hands-on Expertise

Our shareholders are certified SAP consultants actively involved in operations, ensuring our clients benefit from real-world knowledge and practical insight.

Tailored, Scalable Solutions

Whether it's a single consultant, a full project team, or end-to-end outsourcing, we adapt to your needs with flexible engagement models and cost-effective delivery.

End-to-End Support

From consulting and project management to recruitment, HR services, and outsourcing—we support every stage of your business journey.

Trusted Partner

Proudly BEE Level 2 and 51% black-owned, Twiga is committed to empowerment, transformation, and building long-term partnerships with purpose.

OUR TEAM AND LEADERSHIP



At Twiga Consulting, our **leadership team** is the foundation of our success. Composed of seasoned professionals across IT, recruitment, finance, and labour law, we bring decades of expertise and hands-on experience to every client partnership. Our founders began their journey in 2001 with the establishment of Garafica, a company focused on SAP and IT consulting. Building on this strong foundation, they went on to launch Twiga Consulting in 2012, expanding into HR and recruitment services. This long-standing industry involvement equips our team with deep insight and a proven track record of delivering value-driven solutions.



Our **management team** is made up of IT professionals with over a 100 years of combined experience in SAP ERP. This deep industry knowledge enables us to deliver reliable, high-impact solutions to clients and offer valuable insights to consultants in the field.



Our **recruitment and HR** team brings over 24 years of combined experience in sourcing, placing, and managing top-tier talent. We provide end-to-end support across recruitment, payroll, HR outsourcing, and operational staffing. With a strong industry network and deep understanding of client needs, we deliver tailored workforce solutions grounded in ethics, professionalism, and long-term success.



Twiga's **shareholders** are certified SAP consultants with expertise in labour law and financial leadership, including CFO-level experience. They stay actively involved in daily operations, offering strategic guidance and hands-on support. With strong experience in the automotive and mining sectors, Twiga has successfully delivered full-scope projects in complex environments.

Twiga has four founding partners that are also the company's shareholders.



INDUSTRY OVERVIEW

Twiga Consulting operates across a diverse range of industries, tailoring our services to meet each client's unique needs.



Our experience includes:

Automotive
Banking
Consulting
Financial Services
Manufacturing
Pharmaceutical
Retail
Technology
Wholesale
Yellow Metal

This broad industry exposure enables us to deliver strategic and flexible solutions that align with the unique demands of each sector.



Twiga is powered by a team of skilled professionals operating across five key locations:

Thabazimbi
Lydenburg
Pretoria
Johannesburg
Brits

While mining plays a significant role in our work, our expertise extends far beyond it. We partner with clients across various industries, allowing us to deliver flexible, tailored solutions wherever they're needed.

Why work with Twiga?

Because we see things from a higher perspective
and our necks are built for long-term strategy.

CONTACT US



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