



Tinashe Hove

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"A Business doesn't create jobs. Customers create jobs. " Unknown

"You are only entitled to the action, never to its fruits." The Bhagavad Gita

Tinashe Hove is a Business Owner and Entrepreneur seeking Corporate environments in which he can add value with his learning and experience in Sales, Copywriting, Lead Generation and Closing. Tinashe is a Sales Professional that was personally trained by Jordan Belfort, The Wolf Of Wall Street, himself, at one of his seminars in 2011 in Script Writing, The Straight Line Method Of Selling, Handling Objections and Sales. Tinashe has sold in the Solar / Renewable Energy, IT & VOIP and Diesel industries. He is a Certified recruitment sourcing professional that has been in the recruitment & search industry for over 15 years and run his own business for over 7 years - marketing, seeking new opportunities and cold calling where necessary. He has over 5 years of training experience, over 2 years' experience in accounting and bookkeeping as well as 2 years' experience as an Applications Programmer. He is a Certified Life Coach and Business Improvement Coach and certified trainer of life coaches and coach managers.

Tinashe has extensive experience with:

- Business Management
- Training: Sales Training & Recruitment training, Corporate training, Coach Training.
- Sales, Copywriting, Lead Generation and Closing across various industries: Solar / Renewable Energy, IT & VOIP, Telecoms and Diesel.
- Recruitment across various industries: (IT, Telecoms, Accounting, Finance, FMCG, Logistics, Engineering, Mining, Office Support).
- Life Coaching & Business Improvement Coaching
- Recruitment of hard to find skills and talent utilising AIRS, headhunting, advertising, networking
- Copywriting
- Lead Generation and Closing

EDUCATION:

- Quantum Leap (Life Coaching & Training):
 - ☐ Coaching Essentials Coach
 - ☐ Meta NLP Practitioner / Coach
 - ☐ Accessing Personal Genius
- AIRS Rightthing inc. - Certified AIRS Recruiter in the following AIRS modules:
 - ☐ Elite ECRE – Elite Certified Recruitment Expert 2013
 - ☐ PRC – Professional Recruiter Certification 2013
 - ☐ CSMR – Certified Social Media Recruiter 2013
 - ☐ CDR - Certified Diversity Recruiter 2013 & 2009
 - ☐ CIR - Certified Internet Recruiter 2013 & 2009
 - ☐ ACIR - AIRS Certified Internet Recruiter 2013 & 2009
 - ☐ CSSR - Certified Social Sourcing Recruiter 2013 & 2009
- University of the Witwatersrand, Bachelor's Degree in Commerce (2nd Year)
- VZAP (Van Zyl and Pritchard) Certified Programmer - 3 Modules out of 4 modules completed
- 3 Advanced-Levels (A-Levels) - Geography, Accounting, Economics

TRAINING:

- Jordan Belfort / Wolf Of Wall Street - Entrepreneur BootCamp & Straight Line Sales System
- 21 AIRS Courses attended from Performance-Based Interviewing to Googling for candidates
- Rightthing inc. - Certified AIRS Recruiter



- Dale Carnegie Sales Mastery
- PEP – Personal Efficiency Program – Kerry Gleeson
- In - House IT training in:
 - ☐ Magic Programming and NPR Programming and the Basic, Intermediate and Advanced NPR Report-Writer.
 - ☐ BAR – Billing and Accounts Receivable module.
 - ☐ Meditech Office (MOX).

PROFESSIONAL HISTORY

NOVEMBER 2011 — PRESENT

MORPHEGENIX

**Position(s) held: BUSINESS OWNER & ENTREPRENEUR
CERTIFIED RECRUITMENT AGENT**

Reason for intended leaving: Better prospects and challenges

Responsibilities:

- South African placements in **Finance** (Standard Bank, ABSA), **IT, Mining** (ARM), **Engineering** (HITACHI, RSSC - Royal Swaziland Sugar Corporation), **Manufacturing** (Arcelor Mittal), **Big 4 Business Consulting** (KPMG, PWC) and **Telecoms** (SAAB-Grintek).
- Also ran the company as a sales company (as well as a recruitment company) and sold the following products and services between 2014 - 2019:
 - ☐ Renewable Energy (Solar) Solutions (through ZERO TH above) 2018- 2019,
 - ☐ Diesel (Sovereign Fuel) 2017 - 2018
 - ☐ VOIP solutions through Distro Solutions 2015 - 2016

FEBRUARY 2018 - FEBRUARY 2019

ZERO TH ENERGY (Solar As A Service Solutions Start-Up Company)

Position held: SALES AGENT / PARTNER BROKER

Reason for leaving: Because it was a start-up, there were limited product and services to offer especially to households. Commission-only position. Had to return to recruitment to pay the bills

Responsibilities:

- Selling a Solar As A Service Solution to home owners, property owners, schools, investment companies, IT Company Owners.

APRIL 2017 - FEBRUARY 2019

ENSHRINE PLACEMENTS

Position held: RECRUITMENT AGENT

Reason for leaving: Position was offered as full-time but commission only. Decided to look for better prospects

Achievement: Successful placements in Mining and Manufacturing in and around Africa.

Responsibilities:

- Enshrine Agent for Enshrine Placements - Engineering and Technical Recruitment in Africa

- Search assignments in the engineering and mining industries, example Engineering Managers, Boilermakers, SHE Administrators, Field Service Technicians, Mechanical Engineers.

NOVEMBER 2016 - MARCH 2017

FLOWCENTRIC TECHNOLOGIES

Position held: GLOBAL RECRUITMENT MANAGER USA, UK, EMEA, AUSTRALIA

Reason for leaving: Contract came to an end

Achievements: Successfully compiled a business plan.
Successfully headhunted Programmers and Integration Developers for their internal requirements

Responsibilities:

- Contract to investigate the viability of forming a separate recruitment company within their group of companies.

JULY 2010 — OCTOBER 2011

CYCAN

Position held: RESEARCH CONSULTANT

Reason for leaving: To pursue Entrepreneurial Endeavours

Achievements: Cold-called my way into an interview and position within CYCAN, an Executive Search organisation, during a recession and during a time when the company had just retrenched and were not seeking to employ additional staff.
Mentored and trained an additional resource that recently joined the organisation.

Responsibilities:

- Research and headhunting using certified online AIRS techniques as well as off-line techniques
- Tweaking AIRS, an American product, to address and source candidates and talent from a South-African perspective.
- Sourcing of talent in the IT, Banking, Mining and Engineering industries in South Africa and other countries in Africa, namely Swaziland, Nigeria and Mozambique. Sourcing Executive as well as high-net worth individuals with technical skills.

NOVEMBER 2004 — JUNE 2010

STRATEGIC GLOBAL RECRUITMENT (SGR)

Position(s) held: BUSINESS OWNER AND ENTREPRENEUR
CERTIFIED AIRS RECRUITER IN THE FOLLOWING AIRS MODULES
(CDR - Certified Diversity Recruiter, CIR - Certified Internet Recruiter,
ACIR - AIRS Certified Internet Recruiter, CSSR - Certified Social

Sourcing Recruiter. One of a few recruiters in Africa to have these certifications)
CERTIFIED LIFE COACH & BUSINESS IMPROVEMENT COACH

Reason for leaving: Seeking Better prospects and challenges

Achievements: Started and grew SGR from scratch to a company that does international sourcing and placement of local and international (expatriate) candidates in and around Africa & South Africa in the following industries:- IT & Telecomms, Accounting & Finance, FMCG & Logistics, Engineering and Mining industries. Major achievement was a six figure placement fee for a candidate utilising AIRS sourcing techniques and trainings.

Responsibilities:

- 'Artist in the science of recruitment'. Sourcing clients and candidates on a global basis. Daily changing peoples' lives, changing companies' lives.
- Strategy, marketing, seeking new opportunities and cold calling where necessary.
- Staff management, deployment, hiring and firing where necessary as dictated by economic conditions. Staff compliment has reached peaks of 34 and stabilised to 14 employees.
- Certified life coach and business improvement coach and certified trainer of life coaches and coach-managers.
- As a coach, dedicated to supporting companies, managers and employees looking forward to bring out the best in themselves, each other and the teams they work with. Managers, supervisors, foremen, sales consultants can all become work-performance coaches in their life and their businesses.
- As a coach, Tinashe has found coaching to be an investment in human capital and empowerment that bears continuous fruit as the coachee develops new behaviours, competencies and qualities with an aim to improve effectiveness, efficiency, productivity and profitability.
- Environment: APSO (Association of Personnel Organisations) member. BEE (Black Economic Empowered Organisation) company. Strategic Global Recruitment is a level 3 bee company, as rated by Empowerdex with 110 % procurement recognition and 100% black ownership.

JULY 2000 — OCTOBER 2004

DAV PROFESSIONAL PLACEMENTS GROUP (Top South African recruitment consultancy).

IT & Telecoms Recruitment Consultant

Achievements:

- IT Experience as a Financial Programmer, provided excellent grounding for a career in IT and Telecommunications recruitment at South Africa's top recruitment consultancy, where Tinashe achieved the largest single placement fee in their 19-year history at that time.
- Achieved incentive ski trip to Austria
- Achieved incentive trip to Phuket, Thailand

Responsibilities:

- IT placements, telecoms placements, SAP placements, Business Analysts, Programmers, Developers, Sales, Business Intelligence, Consultants, Account Managers, Managers and Senior Managers, Project and Programme Managers.

Reason for leaving: An opportunity for Tinashe to run his own business.

BOOKKEEPER, INTERNATIONAL S.O.S.	APRIL 2000 – JUNE 2000
APPLICATIONS PROGRAMMER, MEDITECH SOUTH AFRICA	JAN 1998 – MARCH 2000
BOOKKEEPER, VENTER AND ASSOCIATES	FEB 1996 – DEC 1997
PART-TIME LECTURER, BIRNAM BUSINESS COLLEGE	FEB 1996 – MARCH 2000