



MARIUS PHEIFFER

Marius has extensive experience in consulting, marketing and trade, both nationally and internationally.

He has more than 30 years experience in Human Resources and 25 years as a consultant.

Marius was awarded **Fellowship** of the Institute for Personnel Management (IPM) in 1986 and granted **Honorary Fellowship** in 1996, awarded for outstanding contribution to the Institute and HR profession.

He was one of the first examiners of the SA Board for Personnel Practice (SABPP) and is registered as a **Mentor** and **Chartered HR Practitioner** with the **SABPP**. He is also actively participating in the RPL, Learnership and Accreditation processes of the SABPP (accreditation of practitioners and service providers)

He has an extensive network of individuals and companies with which he has collaborative agreements. These partners have been built up over years and have in themselves a pool of expertise and knowledge in the consulting and business environment.

Marius Pheiffer has a post graduate qualification in Clinical, Industrial and Personnel Psychology, which he obtained part time at the Universities of Pretoria and Potchefstroom where he also served on various student bodies such as the Student Representative Council, newspaper editor, etc

CAREER HISTORY

Marius started his **consulting career** with **FSA-CONTACT** Management Consultants in 1980 where he worked for 12 years and held the positions of Senior Consultant, Branch Manager, Divisional Executive, Client Service Manager and was a shareholder.

He started consulting on his own in 1992 and subsequently founded his own company, **Human Resources Bureau (Pty.) Ltd.**

His career started in 1965 with the Department of Education, Arts and Science as Secretary for the National Council for Adult Education, after which he joined the South African Defence Force from which he resigned with the rank of Commandant (Lieutenant-Colonel) in 1976. He is presently an active member of the SANDF Reserve with Special Forces: Joint Operations

He worked for Chrysler and Sigma Motor Corporation as Personnel, - Training and -Industrial Relations Manager and then joined **SANLAM** as Financial Advisor.

He was co-founder of VIVCOM (Pty) Ltd, who holds the South African agency for Vivanco, Europe's largest accessory company and PETCO (Pty) Ltd an import/export, trade and commodity brokerage company and Innovation Initiative South Africa (Pty) Ltd, specialising in intellectual property and innovation practices

EXPERIENCE

Marius has extensive experience in Human Resources and business and has applied this in development work in business, HR and Reward strategy, structures, policies and practices.

In this respect he has, amongst others:

- a. Consulted widely in South Africa and Namibia for Government, parastatals, small and big business, corporates, NGO's, etc.
- b. Developed, designed and consulted (training and process consulting) in **amongst others**:
 - Human Resources
 - Reward and compensation systems
 - Job evaluation systems (Paterson, Peromnes, TASK, etc.)

- Remuneration market surveys, job profiling and methodology, etc.
- c. Developed Human Resources structures, policies manuals, procedures and systems including an HR audit and action plan process
- d. Developed integrated models covering Human Resources, performance, reward, broad banding, multi-skilling, etc.
- e. Conducted organisational and functional analysis and competency profiling
- f. Gained valuable national and international trade, - import and export, -wholesale and retail experience
- g. Was guest speaker for universities and for seminars and conferences
- h. Wrote a number of articles for publication

More recently Marius was commissioned to develop "greenfields" HR strategy, structures and policies, etc. for amongst others Pebble Bed Modular Reactor, Agricultural Research Council and National Zoological Gardens of SA and was commissioned by DPSA and the EU to develop a Compensation (Reward) Workshop

CLIENT LIST (Process consulting – excluding training and development)

ADAMS & ADAMS (ATTORNEYS)	MEGA PLASTICS
AFFILIATED MEDICAL AID ADMINISTRATORS	MERCEDES BENZ OF SOUTH AFRICA
AGRA (COOP)	METAL INDUSTRIES FEDERATION
AGRICULTURAL INFORMATION MEDIA SERVICES	MOSSGAS
AGRICULTURAL RESEARCH COUNCIL	MOTOR INDUSTRIES PENSION FUND
AIR PRODUCTS	MPUMALANGA INVESTMENT INITIATIVE
AKADEMIE, WINDHOEK	MUNICIPALITY BRAKPAN
ANGLOGOLD	MUNICIPALITY SPRINGS
ARMSCOR	NAMIBIAN AGRICULTURAL BANK
ASSOCIATED ENGINEERING	NAMIBIAN BROADCASTING CORPORATION
ATLANTIS DIESEL ENGINES	NATIONAL AGRICULTURAL MARKETING COUNCIL
ATOMIC ENERGY CORPORATION	NATIONAL ZOOLOGICAL GARDENS
AUGUST LAEPLE	NEDBANK
BOKOMO	NG KERK VAN DIE OVS
BOOTS INTERNATIONAL	NOORDELIKE SENTRAAL KATOEN KORPORASIE
BOPHUTHATSWANA MARKETING BOARD	NOORDWES KORPORASIE
BOSAL AFRICA	NORTON ABRASIVES
BOSKOP OPLEIDING SENTRUM	OTH BEIER & CO
BRENNERS TOYOTA	OVERVAAL OORDE
CAPE GATE HOLDINGS	PEBBLE BED MODULAR REACTOR
CHLORIDE SA	PETROSA
CISKEI AGRICULTURAL DEVELOPMENT CORP	PHARMACEUTICAL MANUFACTURERS ASSOC.
CISKEI PEOPLES DEVELOPMENT BANK	PREMIER GROUP HOLDINGS
CIVIL SERVICE: TOP STRUCTURE	PROTEKON
COMMISSION FOR ADMINISTRATION	PROVINCIAL ADMINISTRATION: NATIONAL
COMPUTER DISC TECHNOLOGIES	PUBLIC SERVICE MEDICAL AID ASSOCIATION
CONTINENTAL CHINA	RAND REFINERIES
CONTINENTAL OIL MILLS	RAND WATER BOARD
DENEL (LIW)	SA CYANIMID
DEPARTMENT OF POST AND TELECOMMUNICATION	SA DRIED FRUIT BOARD
DEPT OF PUBLIC SERVICE & ADMINISTRATION	SA FABRICS
DEPARTMENT OF TRADE AND INDUSTRY	SA FOREST OWNERS ASSOCIATION
DEVELOPMENT BANK OF SA	SA LUMBER MILLERS ASSOCIATION
DU TOIT BOERDERY	SA PHILIPS
EIMCO MINING MACHINERY	SAAMBOU BANK
EMPLOYMENT BUREAU OF AFRICA	SAFRIPOL
ESTATE AGENTS BOARD	SANLAM
FATTIS & MONIS	SASOL LIMITED & SUBSIDIARIES
GENCOR	SAPEKOE
GAUTENG PROVINCIAL LEGISLATURE	SBV SERVICES
GET AHEAD FOUNDATION	SECUNDA COLLIERIES
GILDENHUYNS VAN DER MERWE (ATTORNEYS)	SENTRAAL WES KO-OP
GRINEL	SILVERTON ENGINEERING
GROUP AFRICA	SIMBA-QUIX LTD
GROUP TRAINING CENTRE (WALTLOO)	SMITHKLINE BEECHAM PHARMACEUTICAL
HANS MERENSKY HOLDINGS	SWARTKLIP PRODUCTS



HL & H MINING TIMBER
HL HALL & SON
HOFMEYR VAN DER MERWE (ATTORNEYS)
HOME MEDICATION SERVICES
HULTRANS
INDUSTRIAL DEVELOPMENT CORPORATION
INFRACOM
INSTITUTE FOR PERSONNEL MANAGEMENT
JANSSEN PHARMACEUTICAL
JOHNSON & JOHNSON CONSUMER PRODUCTS
JOHNSON & JOHNSON PROFESSIONAL PRODUCTS
JOHNSON WAX
KINGDOM CATERERS
LANDELIKE STIGTING
LASHER TOOLS
LEBOWA DEVELOPMENT CORPORATION
LETABA ESTATES
LOCAL AUTHORITIES : NATIONAL TOP STRUCTURE
LTA LTD
MAIZECOR

TELEPHONE MANUFACTURERS OF SA
TELKOM
TECHNICAL TRANSPORT INDUSTRIES
THE URBAN FOUNDATION
TIGER OATS
TRANSKEI TECHNICON
TRANSNAMIB LTD
TRANSVAAL ALLOYS
UAL MERCHANT BANK
UNIVERSITY OF PRETORIA
VAALDRIEHOEK TECHNICON
VENDA DEVELOPMENT CORPORATION
VLEISSENTRAAL (KO-OP)
VOLKSKAS BANK
WEBBER WENTZEL (ATTORNEYS)
WILCO
WINDHOEK MUNICIPALITY
WITWATERSRAND TECHNICON
YORKCOR LTD