



Navigating a
changing world

Your Career Guide

2022

58

POSTGRAD
POSSIBILITIES

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ENTRE-
PRENEURSHIP

142

EMPLOYER
DIRECTORY



CAREERS SERVICE

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About us

Meet the team

Clockwise from top:

Brenda Martin – Director;

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DIRECTOR'S MESSAGE

Welcome

The theme of the guide this year is 'navigation'. While the 2021 guide summoned the innate human capacity for resilience in the midst of crises like the pandemic, this year we offer a diverse spread of both food for thought and practical tips for successfully navigating the new world of work.



**Brenda
Martin**

Our purpose at UCT Careers Service is driven by the aim that 100% of UCT students should have a professional destination in mind at the point of Graduation. Whether the destination be to take up formal employment, to continue studying so that academic credentials may be strengthened, to be self-employed and employ others, or to offer voluntary service and gain experience... we are committed to strengthening all students' prospects and our services are available to you for up to three years post-Graduation.

Each year we design your Career Guide, with the intention that it should

offer up-to-date, interesting, practical guidance that will speak to the vibrantly diverse readers making up the UCT student population. The data confirms that our overall readership is growing significantly each year, and more importantly, that student interest is confirmed across the spectrum of content read.

You may be one of our readers looking for reliable labour market insights generally, you may prefer to delve into the more practical sections, or you may be on the lookout for words of wisdom from young graduates who have successfully navigated the first few

years of work. Whatever your career development needs may be as you open the guide today, we have aimed to ensure that you find good answers here. Each section is colour coded for ease of navigation.

Section one offers a look at who we are as a department, what we do and who we partner with in the ambitious and critical work we are here to do. Here we also offer you an overview of the student development journey that we respond to in our work – from First year through to the three years post-Graduation.

Whatever
your career
development
needs may
be as you
open the
guide today,
we have
aimed to
ensure that
you find
answers
here.



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the past 12 years

Director's message (continued)

Section two dives straight into up-to-date world of work trends, essential skills and how you can set yourself up for success.

Section three gets a whole lot more practical, homing in on emerging job trends and an expert perspective on the evident and rapidly growing demand for Humanities Graduates in the STEM fields. This is immediately followed by a series of articles covering the application process right through to your first day of work. Workplace culture, a perspective on what a portfolio career involves and a bunch of tips for successfully working and studying, wrap up this section.

Are you considering Postgraduate study?

Section four offers inspiration and insight into your options and how to access these. Whether you have no idea of the options available to you, are hesitating because of some myths that have put you off or are pondering definite inter-disciplinary post-grad study but would like a bit more direction before you make your choices, head to this section for precisely what you need.

Section five offers a spectrum of views on a growing employment area: Entrepreneurship, including both practical and mindful navigation insights into funding options, resilience, being self-employed and naming your business. Ending on a high note, the final article offers tips for a winning business pitch.

Our Final year readers look forward every year, to the last (and definitely not least!) section of the guide: **the Employer Directory** which is always packed with opportunities currently on offer. This year's Directory includes over **2500 opportunities available with 59 employers**. The top skills these employers are looking for, in order of priority are: Critical Thinking, Communication, Teamwork Effectiveness, Planning & Ways of Working (time management, agile thinking) and Mental Flexibility (creativity, adaptability, ability to learn).

Earlier this year Stats SA reported in its Quarterly Labour Force Survey (QLFS) that the narrow definition of youth unemployment had grown to 65.5 percent by the end of 2021. The fact that South Africa has a youth unemployment crisis cannot be disputed. As a UCT department mandated to contribute to stemming this crisis, these frightening statistics ensure that we bring our A-game to the work we do every day.

The Guide you are about to navigate is one of our proudest annual creations. We hope that you enjoy reading it, as much as we have enjoyed creating it.

Yours in career development,

Brenda Martin
Director, UCT Careers Service

This is what we do

1 Let us help you think about your career options

Uncertain of your degree choices or potential career paths? Or want to broaden your understanding of a specific industry? Book an appointment with one of our career development consultants.

2 Industry and Career events

Join our multi-industry virtual talks, expos, presentations, panel discussions and workshops throughout the year.
See our events calendar here: bit.ly/3bnBSml

3

Online resources

Log in and get connected with job opportunities, career planning advice, CV writing tips, job application support and more. Search by faculty and subject.

6 Support to Student Entrepreneurs

Connect to a network that can support you when the going gets tough. Keep in touch with peers, mentors, fellow entrepreneurs and get updates on opportunities to pitch your business ideas.

4

Talk to us

Meet one of our career development consultants virtually for a 15-minute session.

5

Evaluate your skills

Work through our list of the skills that employers look for and find out how to talk about them in an interview.
Visit careers.uct.ac.za/skills

Our employer partners

We acknowledge with appreciation the following Employer Partners who have renewed their partnership agreements with us in 2022. Employer Partners join hands with us to support a range of multi-year career development initiatives for UCT students.



Plan your journey

DISCOVER

Start here

FIRST YEAR

Complete all **Faculty orientation activities** – they are all important.

Doubting your degree choice or uncertain where it can lead? **Contact us on** careers.service@uct.ac.za

Once you have registered, you have until the end of the first week of lectures to change your options (as long as you meet requirements).

Term 1
Discover Careers Service. You will be invited via email to the events relevant to you.

Join societies and sports clubs that interest you, but prioritise your academics.

Aspiring entrepreneurs can join the UCT entrepreneurship community by emailing entrepreneurship@uct.ac.za

Make a start on your CV during your first vac.

Attend the **L.I.T. Career Expo** to discover how your degree connects to the World of Work and Explore **vacation opportunities.**

Term 2
Attend **Faculty career events.**

Careers Service has CV resources that can help.

Apply **online** for vacation opportunities.

Looking to secure a bursary?

Discover bursary opportunities advertised via our [MyCareer portal](#).

Term 3

Attend the **Epic Job Expo** to connect with potential employers.

Join **Student Entrepreneurship Week** activities.

Gain **experience**, apply for student leadership positions and student jobs.

Dec vac

Do **voluntary or vacation work**. Any work experience will help you develop transferable skills.





Read the Career Guide
Search for internships and bursary opportunities.



Look out for Industry Uncovered events related to your career interests.

Dec/Jan vac

Take up vacation work – preferably a job that will give you exposure to a career you are interested in.

Prepare your CV and participate in the **Virtual Mock Interview Programme (VMIP)**.

June/July vac

Do voluntary or vac work to expand your skills. [Log on to MyCareer](#) to view various opportunities.



Term 2

Attend Faculty Career Events to gain career insights.

Attend the Career Development webinar series

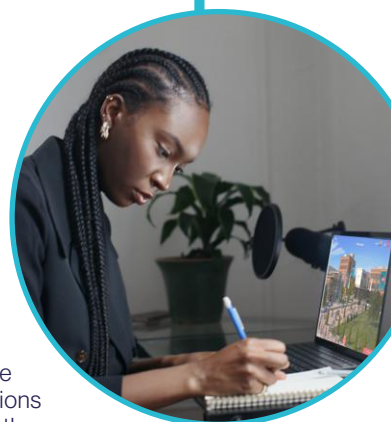


If you have a business idea or existing venture, participate in the National Entrepreneurship Intersvarsity competition.

Be aware of the deadline to change courses.

Term 3

Attend the Epic Job Expo and focus on employers you are interested in.



Choose prospective employer presentations to learn more about the companies where you want to work.

Complete your [UCT Plus Leadership Award](#) Reflection if you were in an eligible leadership/volunteer role during the year.



Find vac work opportunities and prepare your application.



Update and improve your LinkedIn profile and add relevant contacts.

FOCUS

INTERMEDIATE YEARS

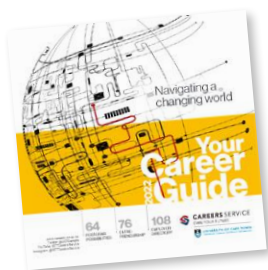
Registration

Uncertain about where your degree leads?
Book an appointment with a career development consultant via MyCareer.

Take part in Student Entrepreneurship Week.

TAKE ACTION

FINAL YEAR



Use your **Careers Service Guide** as a resource to help you with your job search.



Attend the internship career expo (**L.I.T.**).

Apply for **July internships** and vac work.

Registration

Uncertain about where your degree leads?

Book an appointment with a career development consultant via MyCareer.

Most graduate opportunities are advertised in the second semester, so use the first semester to prepare.

Term 2

Attend **faculty career events**.

Practice your **interview skills** – sign up for the Virtual Mock Interview Programme (VMIP).

June/July vac

Need help with your **job search**? Find opportunities at the end of the Career Guide or look on MyCareer.

Gain **insights** from Industry leaders – attend the Industry Uncovered events.



Graduation

Complete the Graduate Exit Survey. If you struggle to find employment, book a career consultation for help with your job search, application and interview.



Book a CV Review with one of our consultants.

Attend **employer events**.

Access the Finding Work Series.

Applications for most graduate opportunities close from **September onwards**

Term 3

Visit the **Epic Job Expo**, but do your homework first: identify which employers you wish to speak to and think of questions you need to ask.

Compile your **application** for postgrad studies.



You can log into MyCareer for up to 3 years after graduation.



Where will you go *next*?

Not sure where to go from here?
Remember you still have access to Careers Service up to three years after graduation.

Proceed with postgrad

1

Log into **MyCareer** to update your preferences.

Look out for **teaching or tutoring opportunities** in your department.

Update your **CV** and create a **Researchgate profile** to kickstart your **academic** career.

Continue your entrepreneurial journey

2

If your business can't yet sustain you **financially**, **look for a job** that will allow you to also work on your business.

Build a **network** that can support you when the going gets tough. **Reach out** and **keep in touch** with peers, mentors, and fellow entrepreneurs.

If you are a freelancer, make sure you have all the **tools** of the **trade** to come across as a **professional**. Think about a **business profile, services, rates, documentation, email address, website**, etc.

Continue your job search

3

Network. Start with us and reach out to people you know **working in industries** you are seeking to work in.

Consider **options outside your field**. Any work experience is valuable and will develop **transferable** skills.

Talk to a **career development consultant** to get assistance with your **job search**.

Start working

4

Complete your **work induction**, register with **SARS** and get **settled** in your job. Get to **know** and **learn** from your **colleagues**.

Keep your **LinkedIn** Profile up to date and align your social media **presence** with that of a **professional**.

Continue **learning**. Find a **mentor** or use continuous professional **development opportunities** through your employer.



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Navigating a changing world

Navigating the new 'normal'

A saying comes to mind:
"May you live in interesting times"
– commonly understood to be
both a blessing and a curse.

Most would agree that we are living in very interesting times. We have been through major challenges in the past two years with the pandemic. Whether you are a new student, in your tenth year of studies or on the brink of graduating, you have had to grow fast, step up to the challenges thrown at you and become comfortable with uncertainty.

This is resilience in action. The world will always be changing, but right now, we are in the midst of big changes globally, especially in the working world. The illusion of normality has been shattered.

Companies are traversing the new workplace, each deciding whether to keep a hybrid workforce or move back into the office. Employees are realising the freedom and flexibility that comes with remote working, and some are quitting their jobs to find better opportunities elsewhere. The working world is opening up like never before – you can work from anywhere, for anyone in the world. We are finally using the technology that seems to have been available for a decade already.

It also means that various jobs that have been emerging for a while are now in high demand (see an article on these [here](#)). At the same time it is making it more important than ever to take an [interdisciplinary approach](#) to our jobs and studies. We no longer have to stay in one field, in fact, it is encouraged to work across disciplines to find solutions to the world's problems. Many research groups at UCT are doing just this – read about them [here](#).

You have everything you need to face (and navigate) this changing world, and we hope this guide will help you in your quest. Keep exploring, discovering and innovating – the world needs you. And keeps things interesting.

5 work trends in the wake of the pandemic



**By Karin
van Laeren**

There's nothing like a good crisis to jumpstart innovation. The sudden shift to remote working in 2020 brought about frantic pivots in many companies, and forced everyone to embrace new (and sometimes better) ways of working.

Here's what you can expect to see as you dip your toes into the working world.

New ways of connecting with colleagues

Remote working will never completely replace physical work spaces. But they could well enhance opportunities for connecting with colleagues. With new virtual office platforms popping up every other day, employees can connect and collaborate with their teammates in real time and not be constrained by physical distance.

On one such platform, Pesto, each virtual employee has an "office" with a door that can either be set to open or closed. There are various available chat rooms by default, like "Watercooler" and "Trivia", aimed at giving employees a place to get together and chat about non-work things. The idea is that all meetings (video, screen shares or just voice calls) take place via the platform, with the option that anyone else on the team can join or be pulled into a meeting as needed. Your status tells the team when you are off to walk the dog or buy ice cream, skipping the Whatsapp message that would normally be needed to signal this.

Employee monitoring (and potential privacy issues)

Trust is earned, and for many managers, it is difficult to trust employees without keeping an eye on them. Enter employee monitoring software, a controversial byproduct of remote and hybrid working. If you are a virtual employee, you might be expected

to clock in and out, and share your real-time location with your boss during work hours.

Whilst many monitoring practices are appropriate and legal, others can become downright unethical. If it seems creepy, go ahead and check if it's legal – you should not have to, for example, give your boss access to your personal email or social media accounts. You should not be monitored after hours, and you ALWAYS have to give your informed permission to be monitored (the POPI act helps with this one!).

So: before you accept a job offer, find out about monitoring. If a company uses fear to motivate their employees, you might be better off somewhere else.

Wellness programmes

Wellness programmes are becoming more common in the workplace, providing social support and strategies to create employees that are healthy, happy and more likely to stick around. Whilst some companies host yoga sessions that you can join from your living room, others even have permanent therapists on-site to support employees with issues like anxiety, depression, substance abuse and stress. A fairly new (and still rare) type of benefit comes in the form of wellness days – if you are feeling off, you can take a day or two off to recharge and get better. Why not ask about this before signing your contract?

Benefits and flexibility

Chances are that you will form part of a hybrid workforce, balancing working from home with working from the office. The lifestyle offers freedom and flexibility, and saves you on expensive transport costs, not to mention the time it frees up. Many employees also get reimbursed for the cost of running a home office – WiFi, printer ink, electricity, toilet paper and stationery costs can add up almost as quickly as petrol costs would have.

If you go this route and set up a dedicated working space in your home, have a look at [remote working tax deductions](#) as set out by SARS. Home office expenses like rent for the area, repairs, cleaning and electricity can be claimed back on your Income Tax Return (but only if you are the one paying for it).

Sustainability

With the green transition at our doorstep, our offices, businesses and commutes are all becoming greener. Larger businesses are taking steps to become more sustainable; from incorporating green roofs, to reducing their plastic footprint, and using environmentally friendly promotional materials. Having employees working from home or from their local co-working spaces can help businesses reduce their CO₂ emissions and achieve a lower carbon footprint.



Having employees working from home or from their local co-working spaces can help businesses reduce their CO₂ emissions and achieve a lower carbon footprint.

13 essential **future skills** to navigate disruption

Critical thinking

"With technology steadily becoming more intricate and complex, possessing critical thinking is increasingly important to have the mental flexibility to think outside the box and tackle any issues that may arise. Critical thinking is the ability to observe and assess all sides of a situation to determine the best course of action. It is at the heart of learning as it requires students to understand information, interpret and course correct, where necessary. It is a life skill that is required for problem-solving and can help improve the self-confidence of an individual, especially where one is able to determine the variables and make the right decision. Therefore, it is crucial to sharpen your ability to find solutions to complicated problems in preparation for the future workplace."

– **Unilever**

Planning & ways of working

"This skill is important for graduates to have, as it is the foundation of time management. "No man is an island" – you will be required to collaborate, of which communication is key, you need to be able to ask, take on and deliver on your responsibilities. One should also be able to integrate and manage work processes.

– **Lorraine Khatso,
Werkmans Attorneys**

Understanding digital systems

"We live in a digital world and no career (that I can think of!) is exempt from this. As a graduate, being able to understand digital systems will greatly assist you in getting up to speed in your new position. As author Sukant Ratnakar says: "Our future success is directly proportional to our ability to understand, adopt and integrate new technology into our work."

– **Cindy Mati, SAOTA**

Communication

As a young professional, your confidence in your ability to impart and exchange information, via various mediums, will be essential for your optimal success and the value you add to your workplace.

Being able to adapt to the required form of communication, and not just your preferred medium, is the foundation for building trust, building strong relationships, increasing productivity and improving confidence and morale. A skill is only attained through application. It is therefore essential while studying, to use every opportunity to develop your communication skills by engaging in activities such as debates, mentorship programmes and serving on university committees or societies.

– **Candice Lategan, Mazars**

Mental flexibility

"Mental Flexibility, also known as Cognitive Flexibility or Cognitive Shifting, is the brain's ability to adapt to new, changing or unplanned events. This includes having the ability to switch our thinking between different concepts or to think about multiple concepts simultaneously. The World Economic Forum says that by 2030 there will be a huge demand for skills

such as creativity, critical thinking, complex information processing and decision making. The WEF's future skills trend for 2022 includes analytical thinking and innovation, active learning and originality. Mental Flexibility and a strong ability to adapt not only our thinking, but our processes and behaviour, will ensure our continued relevance in the fast-paced, rapidly changing world of work as we know it. Without this skill, your role in the economic and technological world is likely to be reduced to merely functioning as instructed as opposed to thriving and excelling."

– **Sue St Leger,
B&M Analysts**

Mobilising systems

"Systems thinking has increased in importance due to globalisation, digitisation and ecological breakdown, and its significance will only increase further. We need to be mindful of how we interact with one another and within our environment, and we need to do so at a macro level. The only way that we can tackle the two greatest issues of our time – social inequality and climate change – is via mindful and long-term systems leadership and design. We must coordinate our collective capabilities to accelerate sustainable solutions."

– **David Frank: Nedbank CA
Training Programme Trainee**

Graduates with an entrepreneurial mindset are in high-demand and help companies venture into new markets, increase their triple bottom line and remain agile in these ever-changing times.

Developing relationships

“Developing relationships helps better you manage your trajectory, whether in school or life thereafter, it helps to build a library of helpful people – the saying “your network is your net worth” remains prevalent even as a student, at every student event, or employer event and early career developing the right relationships should always be top of mind”

– Dean Mokoena, McKinsey

Teamwork effectiveness

“The ability to work in a team is a skill that will always be relevant whether you become an entrepreneur running your own business or build your career in a corporate environment. Your ability to engage, work with, negotiate and contribute towards a broader goal with other people, is what makes the ability to work in a team so important. Start harnessing this skill at every opportunity by getting involved in leadership roles, sports, volunteer work or work opportunities and take a genuine interest in your involvement. Soft skills are never taught through a curriculum; the only way to gain and grow these skills is through social and people interaction.”

**– Siyurie Moodley,
Webber Wentzel**

Self-awareness and self-management

Self-awareness is important as it requires internal reflection and an honesty with oneself to accept and understand your own strengths and areas of improvement. It also helps you realise how you represent yourself to the world which is crucial when building both personal and professional relationships. Self-management is vital in the working world, especially in a post-covid era where hybrid working models are now the norm. Companies need to be able to trust that you can work autonomously, produce quality work and still finish your work in the agreed-upon timelines.

**– Nadine van Lier,
MGI Bass Gordon**

Entrepreneurship

For most students, entrepreneurship is not a top career goal and so miss out on a myriad of opportunities available to them to develop entrepreneurial thinking. They limit entrepreneurship to a career path for individuals who want to start their own businesses. As a result, many graduates lack critical skills associated with the entrepreneurial mindset such as critical thinking, creativity and complex problem-solving which top companies are looking for when hiring new talent. Graduates with an entrepreneurial mindset are in high-demand and help companies venture into new markets, increase their triple bottom line and remain agile in these ever-changing times.

**– Lana Franks,
Allan Gray Orbis**

Goals achievement

"At Entelect we work with autonomy in our teams and being able to make decisions and take ownership of work is important. This assists individuals to learn quickly and hence grow in this skill. Being able to improve and work on self-development is equally important and one of our values is 'Growth isn't optional'. Continuous improvement of oneself and others around you is key to any successful team and organisation."

– **Tanya le Roux,**
Entelect Software

Digital fluency and citizenship

"Digital fluency is quickly becoming a new language. The ability to grasp and understand digital tools and concepts has become the new standard for enriching knowledge, career growth, and engaging in the culture of the new age society. For students, digital fluency is knowing what technologies are out there but more importantly knowing when and where to use them to gain the best out of their base knowledge and understanding."

– **Vesh Ried, Deloitte**

Software use and development

"As software becomes more and more a part of our daily lives, it's vital that we understand it and how it can be fully utilised to make our lives easier. You don't need to be able to read and write computer code to benefit from using software. You just need to have an understanding of software and its capabilities. Let's call it 'Software Literacy'.

"We've put together a list of 5 key actions that we would recommend everyone does to help improve their software literacy."

1. **Learn how to use Excel - it's a VERY powerful tool**
2. **Sign-up and play with simple email automation tools, such as Zapier, MailChimp and Google Sheets**
3. **Build a Website (it's actually really easy if you use a tool like Wordpress or Wix)**
4. **Get first-hand experience by interning at a software company**
5. **Embrace Software. Play with it. Test it out. Don't be afraid of it.**

– **Annette Gardner,**
Marketing Manager at SOLIDitech

What is your next destination?

How to explore your career options



By Megan
Blacker

You may have come to UCT with a very clear idea about what you would like to do upon graduation, or you may have come not having a clue what you will do beyond your studies. Either way, you should be **exploring your career options – you never know what you don't know!**

As an added bonus, it will also tell you what skills you might need to develop to help you thrive in a certain role.

1. Create a list

Start by identifying two or three career paths that you would like to explore. You can still change this list later. You might already have these options lined up, otherwise there are many places to look for ideas: [the UCT grad gallery](#), LinkedIn, or even job listings online (to see relevant positions, requirements and companies).

Did you know that most other universities also publish Careers Guides? Here are just a few of our favourites:

1. "Career Update" by University of the Western Cape
2. "GradMag" by Cape Peninsula University of Technology
3. "The Oxford Guide to Careers" by the University of Oxford

2. Research your options

With platforms like LinkedIn and Twitter, it's become easy to follow and read about the careers of like-minded people. Try finding UCT alumni with your degree behind their names to see the careers they have crafted for themselves.

This will help you not only to see what job titles are available to graduates with your degree, but also which companies are recruiting in that field. It might also give you an idea of extra courses and certifications people often take on to get into a specific career. Most importantly, it will show you whether the job belongs on your list.



**Learn
about how to
conduct an
informational
interview here.**

3. Put out feelers

Identify a few people in these careers to talk to – it can be a mutual friend, somebody you find on LinkedIn or a connection you've made at a recent event. Reach out and set up a virtual meeting or call with them, and be prepared with relevant questions (ones that can't be answered by a quick Google search!). You may be surprised by how many people are happy to engage with you.



**Not sure how
to go about
this? Check
out *Securing
Unadvertised
Jobs and
Internships
2019.pdf***

4. Immerse yourself in the role

University holidays are long, so make the most of it! Ask to volunteer or job shadow at a company in the field you are exploring to get a “real feel” of the day-to-day activities at a particular company, sector, industry or field. Some companies offer internships – look at what is advertised on MyCareer and other job listing platforms.

5. Discover your network

The best opportunities are often the ones you don't know about, yet! Networking can be a really powerful tool to hear about new career options. Reach out to anyone in your personal, professional, academic or familial networks to help you gain insight into a field, sector or company. Network with people attending the same conference or event as you.

If networking fills you with dread, think of it not just about taking, but also *giving*. Ask yourself, “How can I be helpful to this person?” rather than just thinking, “What can I take from this person?”.



**A Networking Paradigm Shift:
Focus On Giving, Not Taking
(fastcompany.com) may be a really
helpful read to learn about networking.**

6. Attend Career- focussed events

Watch out for any Careers Service events that may assist you in researching your options. We host a number of virtual events like Careers Uncovered and Career Conversations – the older ones are available on the Careers Service YouTube channel.

**Watch out for our LIT Job Expo on 5 May
and our EPIC Job Expo on 3 August 2022.**

How I put myself out there and transformed my career



By Aithne Molotsane

a UCT graduate with a passion for writing. Read her original article on [LinkedIn here](#).

At the beginning of 2021, I published an article on LinkedIn. Below is an adapted version of that article.

To transition from one career to another is a daunting task, to do it during a global pandemic seems, simply put, absurd. However, here I am doing exactly that. My journey started in March 2020 at the [Slay Festival](#). Bonang Matheba spoke at the event, and just being in the same room with her was inspirational and motivating.

There, I also met Mich Atagana, Head of Communications and Public Affairs for Google South Africa and Author of ["Moments: Thoughts, feelings, poems and the truths that make us human"](#). When I met her she was, in the spirit of the event, imparting wisdom on networking to a small group of eager faces. She was saying that we shouldn't be afraid to tell someone that we admire them and would like to get to know, learn from and possibly work with them.

This resonated deeply with me. After her session, I told my friend that I would be using that exact advice from Mich, on Mich. Later,

I went up to Mich and said, "Hi Mich, my name is Aithne Molotsane, a teacher, eager to change careers and I would love to learn from you."

She laughed, said she respected my fortitude and that I could email her and we would take it from there.

I soon added freelance editor/writer, proofreader and (once again) student, to the LinkedIn Profile I suddenly needed to create. I completed a Public Relations course at UCT via GetSmarter. Then, I had the privilege of working on the editorial team of Moments, and soon my first official writing job followed for [Vannie Kaap's online news publication](#) and later for [Vroumens Magazine](#).

This PR and communications journey started to happen around me. An unlikely source, [Bridget Ngcobo](#) (who knew about my career journey) connected me with [Ansie Vicente](#), a professional journalist, highly experienced

in the public relations field. I am grateful for Mich's pearls of wisdom on networking – as this journey was taking off, I needed some mentors. I now benefit a great deal from Mich and Anise, my trusted and respected mentors.

Before March 2020, I was a teacher. After March 2020, I became a teacher transitioning to PR and Communications. They say fortune favours the brave. So here I am putting in the time, putting myself out there, being intentional and taking every opportunity to write, edit and proofread.

What's the moral of the story?

- **Say it out loud, and then take the incremental steps.** *Once I said out loud that I wanted to make the shift away from teaching towards PR and communications, I started taking small steps towards my dream.*
- **Find your tribe.** *Mentorship, especially when you are transitioning in your career, is so important. Take feedback, no matter how hard, and keep going, they are building you!*

So much has happened since publishing that article. I spoke to three of the CEOs I tagged in *my post of the article*, and *each time I thought, 'this is gonna happen now'*, but then it wouldn't.

In April 2021, the CEO of Notation Design reached out to me and offered me my first consistent freelance gig. This was in addition to the existing work I was doing with Mich Atagana, which included two more books. Working for Notation Design, I was doing work I never imagined myself doing, with clients who expected full-time attention – while I was still doing my day job.

Dave Duarte from Treeshake kept in touch after our initial contact related to the article, and made me an offer in September 2021. The opportunities that came from putting myself out there and continuously putting in the work were just mind-blowing.

By October 2021 both companies had made me permanent offers to start in 2022. MIND BLOWN! I could finally fully transition into phase one of my career in PR and Communications. At the end of October, I resigned from my day job. After many discussions between both companies, I now split my time between the two.

I've just worked on my first solo PR campaign with Treeshake, and every time I introduced myself in my new position, it was accompanied by thoughts of immense gratitude. I value both companies tremendously and the role they have played in my transition and I know that I still have a whole lot to learn at both.



1 2 3 4 5 6 7

Working World

The jobs of **tomorrow**

So much has been written about how the way we do things at work has changed. But what about the changes in what we do? These are just a few of the jobs that are seeing a growing demand from employers.

Content creators

produce engaging, optimised content in various mediums for specific audiences. With the creator economy booming, it is becoming more viable to launch a freelance career in content creation, be it videos, articles, podcasts or photos.

Relevant degrees BA, BCom

Cyber Security Specialists

search for vulnerabilities, threats and risks in hardware and software and find ways to mitigate them.

Relevant degrees BSc

Genetic counsellors

assist their patients in understanding and adapting to the implications of genetic contributions to inherited health conditions and risks. They can provide support, advice and might refer patients to other specialists.

Relevant degrees MSc (Med)

Geriatric care managers

help plan and oversee the healthcare for ageing individuals who need assistance with everyday tasks.

Relevant degrees MSc (Med), MBChB, BSocSci

Logistics coordinators

are typically responsible for managing the process of how a product gets from the manufacturer or seller to the consumer.

Relevant degrees BCom, BBusSci

Marketing Specialists

design and execute marketing strategies to promote products for businesses.

Relevant degrees BA, BCom, BBusSci

Materials Engineers

develop new materials with specific chemical, electrical or mechanical requirements, to be made into a variety of products (e.g. aircraft wings, computer chips and biomedical devices).

Relevant degrees BSc, BEng

Physical therapists are movement experts who improve quality of life through prescribed exercise, hands-on care and patient education.

Relevant degrees MSc (Med)

Product owners

manage everything to do with a specific product or service within a company. This role typically forms part of the scrum agile framework in software development, and it bridges the gap between product strategy and development.

Relevant degrees BBusSci, BCom

Quality Assurance Engineers

are responsible for ensuring that new software products work correctly before their release to end-users.

Relevant degrees BSc, BEng

Radiation therapists

treat cancer and other diseases in patients by administering radiation treatments.

Relevant degrees MSc (Med)

” On average, companies estimate that around 40% of workers will require reskilling of six months or less and 94% of business leaders report that they expect employees to pick up new skills on the job, a sharp uptake from 65% in 2018.

THE FUTURE OF JOBS REPORT,
OCTOBER 2020

Remote Sensing Scientists

use sensors to analyse data and solve regional, national, and global problems in areas such as natural resource management, urban planning, and climate and weather prediction.

Relevant degrees BSc, BEng

Renewable Energy and Sustainability Engineers

can work in a variety of different fields: some support the delivery of sustainable building and energy solutions using low carbon, low energy designs; others work in R&D, developing sustainable materials to be used for various applications.

Relevant degrees BSc, BEng

Sales analysts

develop analytical models to drive sales opportunities within a specific customer base and to improve contact strategies.

Relevant degrees BSc, BCom, BBusSci, BEng

UX designers

strategically configure ecommerce platforms to be simple, logical and enjoyable for the consumer.

Relevant degrees BSc, BCom, BBusSci

Site reliability engineers (SRE)

use software engineering techniques, which include algorithms, data structures, performance, and programming languages, to achieve highly reliable web applications.

Relevant degrees BSc, BEng

Wealthtech developers

design digital solutions to enhance personal and professional wealth management and investing. This can include developing robo-advisor software, digital brokerage software and micro-investment platforms.

Relevant degrees BEng, BSc, BCom

Social media coordinators

maintain and manage a company's online presence, posting content and ads across various platforms. Using analytics as a guide, they cultivate engagement with followers and grow the brand's reach through campaigns.

Relevant degrees BA, BCom, BBusSci



READ MORE
ABOUT TRENDS
IN **THE WORLD
OF WORK IN
THE WORLD
ECONOMIC
FORUM'S "THE
FUTURE OF
JOBS REPORT"**.

Humanities graduates: The world needs you!



Shose Kessi

Associate
Professor, Dean
of the Faculty of
Humanities at
the University of
Cape Town.

In a seminal column in the Washington Post in 2017, Valerie Strauss published remarkable findings from a study undertaken by tech giant Google. The Silicon Valley behemoth had asked itself: what kind of skills should they look for in new recruits? The answer, catching even Google itself off guard, was not to be found in the STEM fields. They needed humanities graduates. This went against the company's founding principles. The original hiring algorithms had filtered through top computer science graduates from elite science universities. And while these graduates served the company so well that its name became a verb, they had hit a wall.

The seven top characteristics of success at Google turned out to be soft skills:

- being a good coach;
- communicating and listening well;
- possessing insights into others (including others different values and points of view)
- having empathy toward and being supportive of one's colleagues;
- being a good critical thinker and problem solver
- being able to make connections across complex ideas.

Sound familiar?

”The Silicon Valley behemoth had asked itself: what kind of skills should they look for in new recruits? The answer, catching even Google itself off guard, was not to be found in the STEM fields. They needed humanities graduates.

According to the World Economic Forum, tech is not everything. It is ‘tacit knowledge’ or the four Cs – creativity, collaboration, communication, and critical thinking – that are most valuable in the new world of work.

This revival of the humanities in the job market has scaled alongside the increased permeation of artificial intelligence into nearly all aspects of our lives. In the age of the algorithm, data scientists are limited by the assumptions about society built into the questions they ask. Machine learning is limited by the accuracy of the algorithm, which in turn is only as effective as the degree of nuance in the assumptions about human behaviour that underpin it.

Humanities graduates are well placed to think about AI's impact on the world. The technology might be advanced but it needs to become more human-centred, with the aim to improve our lives, reduce inequalities and promote social justice. According to World Economic Forum, tech is not everything. It is ‘tacit knowledge’ or the four C's – creativity, collaboration, communication and critical thinking – that are most valuable in the new world of work.

Shaping the future

Even before the 4IR, studies have shown that humanities graduates were highly active in the economy. Whilst many end up in educational fields, a significant proportion land positions in various other industries, such as legal services, civil service, and medical fields for example.

But perhaps the most important contribution of the humanities is to challenge the notion that we should educate our students to be exclusively economically productive. What the world needs is a generation of graduates who think critically

and become knowledgeable, productive, and empathetic individuals. For our societies to evolve, we need to challenge systems that exclude and marginalise, we need graduates who can navigate cultural differences and deal with complex global problems.

These transferable skills are increasingly being identified as critical to the knowledge economy. A study by Deloitte Access Economics in 2017 anticipates that by 2030, 63% of the labour force will be made up of individuals with transferable skills.

In the face of global crises, like the COVID-19 pandemic, what humanities graduates bring to the table are analytical, decision-making, language, and communication skills that are essential to better plan responses that take into account different worldviews. Ethical responses to environmental destruction, economic collapse, and institutional discrimination require interdisciplinary skills that foreground participation, networking, building trust and partnerships so that industries can become more relevant and responsive to the people they serve. Innovative and creative thinking is necessary to drive sustainability and success.

With your humanities education, you can make a positive impact in the world. These qualities are transferable to any vocation or industry. What's more, the leaders in these sectors now know your value. Wherever you end up, your colleagues will be counting on you to leave the space better than you found it, because you will be best equipped to do so.



Safia Lagerdien

Job searching

can be hard. When you put everything into your applications but don't hear anything back, it can be tempting to give up – don't. Here are some things you can try to optimise your applications.

Here's how to stand out in your **job search**



Understand what the employer wants

What are your goals and values, and how do they align with the purpose and values of the company? Look closely at the job posting (and other postings by the same company) to assess the company's needs and job responsibilities. Speak to other candidates if you can and ask about how they approach their applications.

Clarify what you value, and what interests and motivates you about your chosen career path or job you're applying for. Amplify how they align with the ways in which the organisation chooses to achieve its objectives.



Uncover the hidden job market

Meet potential employers and recruiters where they are – online. You would be surprised how many jobs are filled solely via LinkedIn. So get on there, and keep your profile updated – listen to

our podcast on how to get the most out of this platform.

Expand your network and connect both with people you know and those they know in your industry. Follow companies you are interested in – connect with executives and request informational interviews about their jobs and the company; comment on their posts; raise your profile and, above all, keep it professional.

Get to (and know about) job opportunities early, preferably before they are advertised.



Know the company

Before pressing submit on your application, do your research: find out about the company culture, history and achievements. How does the company define professional success in graduates? What benefits do they offer? Do they have graduate development programmes and what does it involve?

” DO YOUR RESEARCH: Doing your research helps you identify how you would contribute to the overall success of the company.”

Useful links on how to:

- **Book a virtual one-to-one consultation with a Career Development Consultant -** Consultation booking
- **Identify your skills** - <http://www.careers.uct.ac.za/skills>

Doing your research helps you identify how you would contribute to the overall success of the company. In your application, show that you have the company's interests and success at heart – that you're as passionate about and interested in its performance as they are.

Your deep knowledge of the company enables you to make an early contribution, giving you an edge over other candidates.



Optimise your CV and Cover Letter

Applying for a job is all about the company: hiring managers are interested in whether you are a good fit for the role. Scrutinise the job advertisement closely and tailor your CV – it should reflect why you are a unique fit for the role.

Show you are an excellent fit for the job by how you have demonstrated and applied its requisite knowledge, skills and abilities elsewhere in all

your experiences. Also show how resilient you are in the face of adversity – what did you learn during lockdown?



Prepare well for interviews

Preparing for interviews goes a long way to reducing anxiety associated with them: it provides you with a degree of control and calms your nerves which help with reflecting the all-important sense of self-confidence employers value.

Familiarise yourself thoroughly with interview techniques to showcase your skills effectively – do mock interviews. Highlight how your unique perspectives, skills and experiences will elevate performance in the job beyond stated objectives and prepare questions for the interview panel that elicit information about what it takes to be successful in the role.

Use LinkedIn to unlock career opportunities



Tasmin Coleman

The better your LinkedIn profile, the better your chances of connecting with thought leaders, capturing the attention of other professionals, and finding new growth, learning and career opportunities. While there's no such thing as a "perfect" LinkedIn profile, you can set a compelling profile with these tips.

Draft a compelling summary

Think of your summary as your "elevator pitch." It should include an introduction to you, and also highlight your accomplishments and aspirations. Keep it short and sweet, no need to list all your career accomplishments, you have an experience section for that. Feel free to highlight your unique talents and how you want to contribute. Adding a summary makes your profile more likely to turn up in a future employer's search.

Photo

Make sure that you select a professional LinkedIn profile photo that truly represents you. It can be a professional headshot. Make sure your photo is high-resolution, has good lighting and just features you.

Summary

This is the space where you need to slay it with a smashing summary. Often people just leave this section of their LinkedIn profile blank. Don't! A summary provides you the opportunity to show employers, recruiters and connections what you are about and how you may be relevant to them and what they are looking for.

Skills

Consulting
Content strategy
Media

Research
Data analysis
Communication
Software management
Project management

Add examples of your work

Include rich media like a photo, video, presentation or anything else that visually enhances your profile and makes it more dynamic. Keep in mind, this doesn't have to be content you own. For example, if your company has a brand video or company brand assets, you can use them in your profile (just do not claim work as your own if you didn't work on it).

Your industry and education

Adding your industry is really important for your visibility on the platform. Often it's how others will find you and add you to their professional network. In addition, adding your industry will give you up to 9X more profile views.

Connect with the right people, companies and groups

Start by connecting with existing professionals in the industry you are working in and your employers of choice. If you meet a new coworker or connect with a professional during a networking event (or anywhere!), seek out their account and send them a LinkedIn request that contains a short personalised message. Take the opportunity to connect with recruiters and HR professionals from your employer of choice. Be sure to also look for groups and pages in your industry to join and follow – this will provide you with insights and give you a platform to connect with others in the business.

Build your recommendations

Although skill endorsements are great to highlight your areas of expertise, recommendations can take things to the next level with a personalised testimonial about time spent working together, projects completed or skills developed. Choose at least five skills for your profile, then reach out to close contacts for recommendations that are relevant to your current role – or next career goal. Start by giving recommendations to others. Often, they will return the favour.

Add volunteer experience

Adding volunteer experience is a great way to round out your professional identity and uniquely tell your story. List your volunteer experience and give a quick 1-2 sentence description of what you do/did for each specific organisation.

Customise your invites.

While many connections occur organically on LinkedIn, there will be situations where you'll want to reach out and make specific connections depending on your circumstances. For this to be effective, however, you need to create a customised invite that provides your profile highlights, who you are, what you do, along with a personalised message about why this connection matters to you. With so many users and so many requests, it's important to be intentional about your message.

Keep your profile active

We know, you already have newsfeeds to scroll through! More connections you have on the more interesting and useful feed becomes. Consider sharing, interacting with posts that interest you and also that networking is about as well as taking – consider posting a short article on the network. Attend events (there are lots of free virtual events happening every single day).

Detail your work experience

Work experience is your opportunity to tell your professional story and talk about your accomplishments within roles you've had. A great way to detail your experience is to write it in paragraph form rather than bullet points. If it's great to talk about what you did in your role, it's even better to talk about the impact you had, the challenges you delivered and the change you created.

What to include in your CV

You might be the best applicant out there, but if your CV is difficult to read, you will most likely not even be invited for an interview. Use this checklist to ensure that your CV will help you get the job.

What makes you unique?

"We really want to get a full picture of who you are as a person and this can't always be done by looking at your transcript. We also need to know that you have been challenged in solving problems and thinking critically, so perhaps add this information." – *Aarti Singh, PWC*

skills, abilities and experiences for successful performance in the role.

"A CV should give you a taste of who the individual is, a trailer to get you excited to meet the individual. People screening CVs usually have to do this in large numbers. They don't have a lot of time to spend on each CV and the individual therefore has very little time to make an impact." – *Deloitte Audit Graduate Recruitment Team*

Keep it neat and (reverse) chronological

"A CV should be legible and easy to read (in terms of structure). It should follow a chronological order." – *Priya Naidoo, EY*

Less is more

"Historically, CVs were meant to include every piece of information about a person. However, it is important to note that certain things need to change as we evolve. As a graduate, your CV should be no longer than two pages." – *Aarti Singh, PWC*

Is everything relevant?

Everything on your CV should be relevant to the job. Ensure it reflects the requisite qualifications, knowledge,

Show your resilience

"With the onset of the pandemic, the individual should be able to articulate how they have been able to adjust to studying or working online,

JOHN DOE
PROFESSIONAL
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Nullam sed viverra augue. Etiam

john@example.com
+27 82 555 5555
www.example.com
www.example.com

WORK EXPERIENCE

COMPANY NAME 2020 - 2021
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vivamus fringilla orci vel massa imperdiet, sit amet tincidunt tortor mollis, orci Proin.

COMPANY NAME 2019 - 2020
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vivamus fringilla orci vel massa imperdiet, sit amet tincidunt tortor mollis, orci Proin.

COMPANY NAME 2015 - 2018
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vivamus fringilla orci vel massa imperdiet, sit amet tincidunt tortor mollis, orci Proin.

EDUCATION

DEGREE NAME
University of Cape Town

DEGREE NAME
University of Cape Town

TECHNICAL COURSE
Online College

INTERESTS

1. Lorem ipsum
2. Dolor sit amet
3. Consectetur adipiscing elit.
4. Vivamus fringilla
5. Orci vel massa imperdiet

SKILLS

SKILL NAME
Lorem ipsum dolor sit amet, consectetur adipiscing elit.

SKILL NAME
Lorem ipsum dolor sit amet, consectetur adipiscing elit.

REFERENCES

NAME SURNAME
Director | Company Name
+27 82 555 5555 | name@example.com

NAME SURNAME
Director | Company Name
+27 82 555 5555 | name@example.com

give an overview of lessons learnt as a student, highlight skills they have developed in this time, i.e. self-study, time-management. To an assessor, this will demonstrate the individual's ability to be agile to change." – *Deloitte Audit Graduate Recruitment Team*

Are you being honest?

"The old saying goes: 'You only get one chance to make a first impression' and in the era of the hybrid environment that first impression is often your CV – so make sure it is an accurate but to-the-point representation of you and your ambitions. It's your foot in the door so make sure the authenticity and honesty of who you are shines through." – *Deloitte Audit Graduate Recruitment Team*

Choose your references wisely

"Referees who have worked with/supervised the applicant should be listed. If the applicant has not attained formal work experience, a university lecturer or tutor, who has observed the applicant's work/abilities, and can provide testament to his/her work abilities and character can be listed. An individual, such as a family member, should not be listed as a referee as they may provide bias in their reference." – *Priya Naidoo, EY*

Don't work alone! Get help with customising, reviewing and proofreading your CV from friends, peers, family members and mentors. If you need further help, reach out to UCT's Career Development Consultants and professional CV-writing and checking services.

DID YOU KNOW?

Most organisations use online applicant tracking systems (ATS) which use algorithms to filter and match your CV with what the company is looking for. ATS don't care about fancy CV formats – they mangle images, tables, columns, graphics, text boxes and icons. And whilst newer versions of ATS can read the above, you don't know if the one you're uploading your CV onto can. So, the simpler the format of your CV, the better – it's easier for algorithms to scan and match its content with what companies filter for.



Watch this for more on how to optimise your CV for ATS

What is a **cover letter** anyway?

Employers go through hundreds of applications, and very quickly! But one of the first things they look at is your cover letter, so make sure you create a great first impression.

Back in the '80s, applications had to be printed out and delivered to the employer. Instead of just giving a CV, it made sense to add a cover to it... And on the cover, applicants included a letter. This was the one chance to get an application noticed.

Now, not everyone even asks for one, but it still is expected by most companies. It gives the employer a concise introduction into your world without having to page through your application. In short, it tells them who you are and why that should matter to them.

Geraldine Kwenda,
SouthSouthNorth

"I read a lot of cover letters and what I have found from the ones that stand out is that they highlight: how the individual's achievements relate to the role; how their skills and work experience contribute to what we need; originality; knowledge of and enthusiasm for our organisation; and lastly, a personalised cover letter."

EMPLOYER INPUT



Why does it matter?

A CV can only tell a recruiter what you did, not how you did it. Whilst the CV is the outlines, you use the cover letter to provide colour to the picture. A cover letter gives you the space to introduce yourself as more than just a list of qualifications and positions. It gives you the opportunity to explain what makes you uniquely qualified for the position.

Charles Musto, SOLIDitech

"Your cover letter gives us an indication of how well you communicate (so check your spelling and grammar), what you think your strengths are (be honest) and what your ambitions are (are you ambitious and goal driven)."

EMPLOYER INPUT

“Your cover letter gives us an indication of how well you communicate.

– Charles Musto, SOLIDitech



Keep it short & sweet

Resist the urge to tell your life story; this is not the place. Keep the details you share relevant and to the point, and zoom in on highlights. Think of an elevator pitch – if you only had 60 seconds to tell a stranger why they should hire you, what would you say? Certainly not that you were born in a small town and that you like eating ice cream. You would say what you are good at, what makes you different, and how you can add value to the company. You might give an interesting example of a time you took part in an impressive project, or of that time that you had to be resilient enough to change the way you study (remote studying during a pandemic has its perks after all!).

Priya Naidoo, EY

“Applicants should convey their interests, outside of academics, to demonstrate that he/she is a well-rounded individual who is able to excel in multiple facets of his/her life.”

EMPLOYER INPUT



Show that you did your research

Right off the bat, it should be clear that you are in the know. Is the company advertising a new product? Is it something you'd be interested in? Tell them about it.

“I understand you are adding a new product to your portfolio, and I can't wait to see how it will work!”. Employers want to know that you care about the company, and it is always better to show than to tell how much you care.

EMPLOYER INPUT



Nhlanhla Maphetu

Interviews: what's changed?

Many things have changed during the pandemic, and more things will. And although many things have changed about the job interview process, some essential things stay the same. Here's a look at what to expect from interviews today.



1 Virtual interviews are here to stay

Most employers continue to use telephonic screenings, with the addition of conference video calls. The key is to have confidence to stand and shine while you face the camera and the interview panel, and to prepare sufficiently.

– **Charles Musto**,
COO at SOLIDitech

"Instead of our code challenge and face-to-face interviews being conducted 'in person' we're conducting interviews online via video conference."

EMPLOYER INPUT



2 Tech skills are more important than ever

With virtual interviews being the epitome of recruitment, additional skills may be required. Employers/recruiters are looking for skills that will allow you to work productively in their company, especially considering that you might have to learn various new software quickly for a remote position.

Aarti Singh, PWC

"Remember that the use of digital tools, technology and automation will add another dimension to your skillset. If you have experience in, exposure to or even just dabble in any tech, please disclose this."

EMPLOYER INPUT



3 New types of questions

The employer might ask about the skills and experience you may have acquired during the pandemic – this is where you should be able to impress.

Geraldine Kwenda,
SouthSouthNorth

"Questions now need to draw out more personality and encourage more engagement from the candidates. We also need to be more friendly, explicit and clearer, since a lot can be lost in translation or connection via an online interview!"

EMPLOYER INPUT



4 It is more difficult to "read" people

Geraldine Kwenda,
SouthSouthNorth

"Conducting interviews in person before the pandemic was a much easier process as they allowed for a higher level of engagement and made it easier to build rapport with the candidate and made it easier to read non-verbal cues (body language)."

EMPLOYER INPUT



5 Expectations have shifted

Charles Musto, COO at SOLIDitech

"Expectations have been adjusted as we know that completing studies during a pandemic has not been easy. Our evaluation of the required technical skills still remains much the same, although there is now an extra emphasis on soft skills as the need for excellent communication skills is even greater in a remote work environment."

Geraldine Kwenda, SouthSouthNorth

"Because we are interviewing online, we expect the candidate to be punctual, well prepared, open and ready to ask us a lot of questions about the role, our organisation and its programmes. This shows us they have done their research and take the online interview seriously."

EMPLOYER INPUT

Either in-person or remote interview, impressions last forever. Dress for the occasion – no informal t-shirts!



6 And some things stay the same...

Remember: You still need to make a good impression

Either in-person or remote interview, impressions last forever. Dress for the occasion – no informal t-shirts! With several companies opting for remote interviews, it is still important to be punctual and respectful. You have little reason to be late – especially considering that you won't be able to blame it on getting lost or sitting in traffic!



**WANT MORE ADVICE
ON INTERVIEWS?**

Read "Prepare for interviews"

Prepare for these pandemic-related questions

HOW TO USE THE STAR METHOD

Situation:

Set the scene and give the necessary details of your example.

Task:

Describe what your responsibility was in that situation.

Action:

Explain exactly what steps you took to address it.

Result:

Share what outcomes your actions achieved

? **How did the pandemic affect your career goals?**

What the employer is really asking here is "Do we fit into your future?". Be sure to keep the role you are interviewing for in mind. If you are thinking of going overseas in the next three years, maybe don't mention that. Employers want to know that you are right where you want to be. You can keep it simple! It might be that you thought you would work best in a physical office, but have realised since that you would prefer remote work.

? **What have you learned during the pandemic?**

You can answer this question in many ways, but keep in mind that the employer wants to know that you can see the light in a bad situation. Maybe you learned how to manage your time better, or that you need to maintain a balanced lifestyle to keep yourself healthy.

? **Do you prefer working at the office or at home?**

Employers that ask this question normally want to know that you will be open to returning to the office at some point. Or, conversely, whether you will jump ship due to being lonely at home. Answer this one honestly. There is

no point in saying that you would like working from home when it will drive you up the walls not being in the same space as other people.

? **What is a good thing that came out of the pandemic?**

Would you make a good team member with the resilience to find silver linings? Because this question is tricky (it is very broad!), it's worth thinking about it ahead of time. It might be related to a personal thing (a new hobby or more time with family), or environmental (people became more conscious of our effect on the environment or remote work leading to less carbon emissions from traffic).

? **How did you deal with stress and uncertainty when COVID-19 first became a reality?**

Or, in simpler terms, how do you deal when things get tough? Use the STAR technique. Explain the problem, how you decided to handle it, what action you took and what the result was. Maybe you learned how to practice self-care, or to see the best in the situation – or maybe you just decided to avoid news headlines for a while.


Before you **accept a job offer**

You got the job! Congratulations. It is normal to feel a bit overwhelmed looking at a job offer, and you might be inclined to just be grateful and accept it. Don't do it – not before you understand all the information you have been provided with (and the information that might have been left out). Before you sign, ask questions. And if you are promised anything, get it in writing.

By Careers Service team


Are there promotion opportunities?

The best company to work for is one that cares about developing and empowering its employees. Check that the job you are being offered has clearly defined goals in place, and whether your growth could lead to being promoted. You want to know that your growth and the work you put into the role will lead to a promotion to a more senior position.

 **ASK: "What happened to the person in the role before me? Did they move to a bigger role or to a bigger company?"**


What are your growth needs?

Figure out if the company's growth opportunities align with your needs. If you would like to pursue another degree in the near future, is this something the company could accommodate while you are working for them? If you are interested in leadership, do they provide training on this? If you would like a mentor, could they assign somebody to you?

 **ASK: "What growth opportunities do you offer?"**

Will you have family benefits?

Having a family is probably the last thing on your mind right now, but if you think you will have a child ten years from now, this is something to consider from the beginning. Ask if the employer offers paid maternity and paternity leave (or partially-paid parental leave). If you are not going to receive a salary during parental leave, you will have to claim the amount from the national UIF, and it will likely only cover a percentage of your usual salary.

 **ASK: "Do you offer paid parental leave?" and "How many days of parental leave do you offer?"**

What is the company culture like?

Do you see yourself fitting into the company, culture-wise? Trust your gut.

"Notice how people interact with you, the speed at which they operate, the respect you are given as a candidate, how colleagues interact with each other, the energy of employees, the hunger with which people do their work, what former employees say about the organisation and the attention to detail of the physical surroundings. Repeat this process for different organisations, so you get an idea of subtle differences in culture. You will immediately know where you feel more comfortable and what aspirations may be met by an informed investigation of differing cultures. If your 'gut' sense says I don't resonate with an organisation, you are probably correct and this is a red flag not to accept an offer."

— PAOLO GIURICICH, SMARTER EQ

“ Not all employers or recruiters will want to show the Employee Handbook to you, claiming confidentiality, but you have a right to see it”

Ask for the *Employee Handbook*

Policies in the company's Employee Handbook should tell you how the company treats employees. Not all employers or recruiters will want to show it to you, claiming confidentiality, but you have a right to see it if you keep it confidential. How can you agree to live under rules if you don't know what they are?

Say: "I like to make sure I understand everything in advance so there are no misunderstandings later. I want our relationship to be solid."



**WANT MORE
ADVICE ON
JOB OFFERS?**

**Read our online
handout, "Handling
job offers".**

**Watch our Mini-Series,
"Own Your Selection
Process". Episode
8 covers everything
about job offers.**

How to navigate your **first virtual day** on the job



**Nhlanhla
Maphetu**

Chances are that your first day at work will take place remotely. Here's what to expect.



First off, celebrate your new job

Given the economic challenges faced in South Africa, it is hard to secure a job, and when you do, you should celebrate and enjoy the excitement which comes with the offer.



Offer words of gratitude

Above all, offer a word of gratitude and a thank you to your colleagues for assisting you. This helps with building a good work relationship and remember to keep your neutral tone and do not be shy – ask when you do not understand or need clarity.



Prepare your home office before your first day

Sort yourself with the necessary equipment, furniture, and stationery you will need to start your work. Make sure you have a space dedicated to your work and check your internet connection (do a test call with friends!). Check with the company whether you will need your own equipment and whether you need to pay for everything yourself. You might have to put in an order for a company computer, an ergonomic chair, a printer and some extra accessories.



Set boundaries

If you stay with a family, make sure you set boundaries and negotiate time with them and try to sort your office space a day or night before you start with your work.

**”
Remember
to take
breaks,
sit away
from your
computer
during
lunch time
and switch
off your
computer
at the end
of the day.**



Meet everyone

First days at work can be daunting, and even more so when you are working from home! Set up virtual meetings with your line manager and colleagues. Ask if you could be introduced to more of the team (you should not have to limit your interactions with those you are directly working with). Specifically ask to chat to anyone that has recently joined the company (in the last 2 years) – you can ask them what they wish they knew on their first day at the company and get advice.



Read before asking questions

You will likely be given various documents to work through. Chances are that any questions you have can be answered in the documents – search through them (they are likely digital, making this step easier) to check that the answers can't be found there. If it is a software related question, look online first. You can always double check that you understand the answer correctly next time you chat with your manager.



Understand expectations

With the onboarding meetings and induction process, make sure you discuss the company expectations and goals with your line manager. This can include what your duties will be, what the company expects from you and establishing how the organisation communicates. Also set up a date in the future to review the progress you make and to set new goals.



Learn to write clearly and simply

When you work remotely, a few misplaced words can become an occupational hazard. Learn to share updates often, and make them clear. Whilst traditional in-office teams have a “speaking culture” where information is shared in person and verbally, work-from-anywhere teams tend to have a “writing culture” – information is primarily shared as text, in the form of online handbooks, “meetings in documents”, status updates, etc.



Make yourself your #1 priority

Remember to take breaks, sit away from your computer during lunch time and switch off your computer at the end of the day. Go for walks, get up early to work on personal projects, get a dog, and most importantly, take care of yourself.

What is workplace culture & why is it important?

Some believe that the culture in a company can be more important than salary when considering a job offer. Why is that?

We speak to a few employers to hear why they value culture.



Paolo Giuricich

*Organisational Development
Consultant at Smarter EQ*

What is workplace culture and why is it important when looking for a job?

Workplace culture is the sense you get when you interact with an organisation through all your senses and you make meaning of the feeling of being connected to a larger purpose. We often say that culture is the attitudes, behaviours and beliefs that are espoused by an organisations 'personality' and could include simple artefacts of the culture. It is so important that you get an intuitive sense of an organisation before you make a choice to join them, and this is normally informed

by the people you engage in the organisation, others who may have experienced the 'culture' or actually being in the organisation's physical surroundings. You will have an immediate sense of whether you connect and align your own values with the organisation and can 'see' yourself being part of the energy and approach of the organisation.

How can job seekers identify what culture would work for them?

The best way is to be an 'awareness' agent and really watch and listen for the clues which hint at what it is like working for an organisation. When you make sense of all these facets, you are able to 'create' an impression of the culture and whether you align with an organisation or not. Repeat the process for three or four different organisations, so you get an idea of subtle differences in culture. You will immediately know where you feel more comfortable and what aspirations may be met by an informed investigation of differing cultures.





Marno Boshoff

*Culture Evangelist
at **King Price
Insurance***

How can job seekers identify what culture would work for them?

Job seekers first need to identify what their personal values are, and look for companies that resonate with these values. Another way to identify a culture where you will fit in, is to see where you'll have purpose and meaning when working for the company. When you have purpose, it contributes to having alignment with the company and being engaged with your job.

How can job seekers learn about a company's culture?

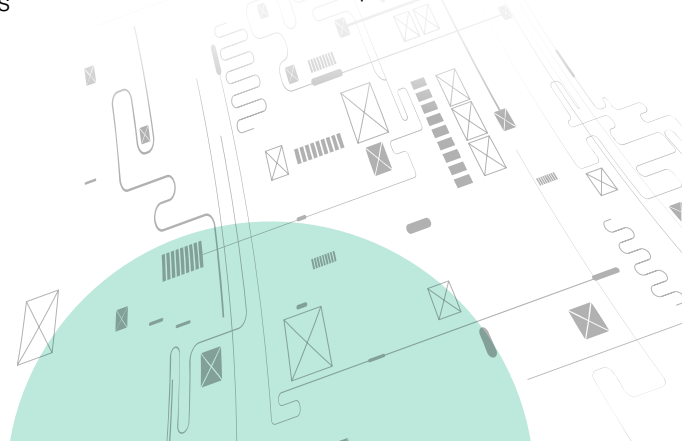
The most important part before you apply for or accept a job offer at any company, is to make sure you personally would like to work at the company because you resonate with their values and purpose. If your own values don't align with the company's value, you're not going to want to work for the organisation. The company's values and your own should be aligned. This will influence your attitude at work and the way you do your work. It makes sense that you'd prefer to work for a company whose way of work and doing things is the same as yours.

What is your company culture like?

Traditionally, people would go to work, keep their heads down, do a solid day's work, and go home. Sounds about right, you're thinking. But there's one huge problem with this: It leads to middle-of-the-road, average performance. And average doesn't change the world. Average is just... Well, average.

At King Price, we like to say that it takes a world-class company to change the world. To be world-class, every single person must be world-class in their own thinking and approach to work. We strive to give our employees an environment that they like to work in, not one that they have to work in. Our employees must have the urge to do something every day that will set them, and others around them, apart.

We've built our entire company, and our culture, around our people. A company's competitive advantage doesn't only come from big data, innovative marketing, slick apps, or the lowest prices. The real edge comes when you combine these elements with your people and your company's culture. When all these aspects are combined, their effect is compounded.



” The most important part before you apply for or accept a job offer at any company, is to make sure you personally would like to work at the company because you resonate with their values and purpose.

How has the pandemic and lockdown restricted or changed your company culture?

Lockdown restrictions allowed us to play around with a new way of work – a hybrid model. At first our employees enjoyed working from home but after a few months we all started realising that it isn't sustainable to work on your own. We're all created to work with people, and we need people around us. We then discovered that a hybrid workspace is the way forward.

We've grown during lockdown and realised that if we had to bring everyone back to the office, our space can't accommodate everyone. Teams decide when it suits them to come into the office. They book their meetings accordingly, and when they come in, that day will consist of brainstorming sessions, team meetings, check-ins and so forth.

Teams got fractured during COVID-19 due to in-person communication falling through the cracks. It's important for people to see others in person; in-person communication is vital for teams to function effectively. We're still working as we go... People got used to being flexible and we believe people still need connectedness with their team.

HOW TO FIND THE RIGHT COMPANY CULTURE

- **Determine your company must-haves.**
Create a checklist of what you consider your 'must-haves' to be truly satisfied in your work.
- **Consider the look and feel of the company.**
Pay attention to how employees dress and interact with one another.
- **Know your values.**
Keep in mind what inspires you and motivates you to be the best version of yourself at work to guide your decision.
- **Does it feel like a fit?**
Trust your gut feeling. A proper fit is where you can be authentic, and you do not feel like you must hold back any part of who you truly are.

Anita Carollisen



Anita Carollisen

Chief Executive:
People Support at **PEP**

How can job seekers identify what culture would work for them?

The average person will spend 90 000 hours at work over a lifetime. That's a long time! Make sure you find the right company culture by considering the factors to the left.

How can a job seeker learn about a company's culture?

Visit the company website and social media platforms. Evaluate the type of content posted by the company to determine whether its priorities align with your personal needs.

Engage with company employees. Platforms like LinkedIn are valuable tools that can be used to engage with current and previous employees and gain more insight into what it is



**”
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practices.**

like working for the company. Job seekers can use the opportunity to arrange informational interviews with company employees to learn more about the company and its culture. However, instead of asking direct questions about the company culture, ask questions that allow the employee to shed light on the day-to-day work practices.

For example, questions about team interactions, employee engagement, how employees are experiencing the new hybrid work environment, flexible work policies etc., will provide valuable insight into the company culture.

What is your company culture like?

More than 17 000 PEP employees, also known as Dynamos, are united by a unique culture called Sikhula Kunye, which means “We are growing together”. Dynamos are well known for their friendly and vibrant spirit, which is seen when they greet each other with an energetic high five, which symbolises their bond.

All Dynamos believe in our greater purpose: to make everyone look and feel good. We do this through our values of honesty, passion, and resourcefulness. Another vital pillar is equality. All Dynamos are seen with a name tag throughout the PEP stores and offices to invite fellow Dynamos and PEP customers to address each other on the name and symbolise that everyone is equal and makes a unique contribution to the company’s success. Our Dynamos’ alignment and common goal make

it possible to achieve PEP’s mission to be the friendliest and most trusted retailer, offering wanted products and services at the lowest prices.

How has the pandemic and lockdown restricted/changed your company culture?

All Dynamos ensured that our vibrant Dynamo spirit was maintained; in fact, we grew stronger. The resilience, courage, and perseverance shown by all Dynamos is evident in our recent 2021 Barrett Culture survey results. The results indicate that Sikhula KunYe! (our culture) remains in the top 1% inspirational cultures in the world.

During lockdown, all Dynamos supported each other during uncertain times. We had a Dynamo communication strategy in place, and maintained connection with fun online events, and daily communication of what was happening in the world, the country and with our Dynamos. We encouraged Dynamos to have daily check-ins with their fellow Dynamos, continued sending and playing our catchy PEP songs, had fun competitions, and well-being sessions. We met and connected with each other’s families and pets through our online meetings and check-in’s. We truly were in this together! Although we can no longer greet each other with our famous Hi 5, we have substituted it with a virtual Hi 5 and smiling eyes (behind our masks).

Are you considering a **portfolio career**?



By Safia Lagerdien

WHY?
Because of the multiple income streams, portfolio careers may prove to be more resilient and financially secure than taking one traditional career path.

At one point or another, most students have participated in the gig economy – undertaking multiple paid activities to earn additional income whilst studying.

Why have one source of income, when you can have multiple? After all, we don't have to be bound to one job, with one single employer, around a single interest or skill for our entire working lives. Equally, because of uncertainty in the job market, a portfolio career has become a necessity for many graduates in order just to make ends meet.

This type of career typically consists of the combination of mixed employment types. It can take many forms, but a typical combination might be an anchor job that forms the basis of some financial security, with additional part-time/freelancing/consulting gigs to supplement income. It might be that you work three days a week for a company and spend the other two days giving motivational talks. Or, you might build and sell wood furniture on Facebook Marketplace in addition to your daytime job.

Why might you consider this?

Because of the multiple income streams, portfolio careers may prove to be more resilient and financially secure than taking one traditional career path. As you're able to explore several interests and utilise a variety of strengths, so too does your repertoire of work evolve. A portfolio career could offer ownership, autonomy and control over your selection of clients, types of projects, and when to work – allowing you to focus on doing what you love and enjoy. If you are still deciding on your career path, a portfolio career can help you to test drive various options.

Do keep in mind, however...

It may become increasingly difficult to balance, manage and control competing projects, priorities and time. You may find yourself losing the very flexibility you valued when you started out. Staying organised to keep up to date with all your projects, dealing with uncertainty around income and project types coupled with the administrative demands (invoicing, budgeting, tax and governance compliance) can be very stressful and anxiety inducing.

Ready for a portfolio career? Here's how to **make it work.**

By Careers Service team

1 Identify skills and interests

Clarify the combination of skills and interests you can and want to monetise – this is crucial – you may not be able to monetise them all.

2 *Speak to others on this path*

Read, watch online videos, do your research, and be careful not to become overwhelmed. At this point you may wish to identify a mentor/accountability partner to support and journey alongside you.

3 Network

Most people start out using the LinkedIn platform to market their products and services to their existing contacts. Expand your network by joining professional organisations and online communities; target webinars, seminars and conferences to raise your profile and market yourself.

4

Market yourself and look for work opportunities

Target and attend skills/interest specific events that will introduce you to possible clients and enable you to further expand your network with the right contacts. Use your social media platforms (Facebook, Instagram, WhatsApp, Twitter) – and be clear about who you'd like to engage with, and about what.

Target and attend specific events that will introduce you to possible clients and enable you to further expand your network with the right contacts.

4

Create a website

Use consistent, distinct branding that ties your offerings together in one place and supports your social media presence. If this is not your thing, there are several people like you who are starting out and who may be willing to barter for goods and services in exchange for developing your website.

5

Manage your finances

This is possibly the one area that portfolio professionals dread. When speaking to experienced portfolio professionals, get ideas on how to develop an effective discipline around this process. Consider using an accountant for finance management. Several free online software packages will help create simple and easy ways to invoice, bank, costing expenses, pay bills and file tax.

6

Structure your day

Block out time to reflect paid work—this helps with creating timesheets and ensuring you've created sufficient income generating hours. Be clear upfront about your rates and set your boundaries early.

7

Build goodwill in the professional portfolio community

Should you find yourself in the fortunate position of having too many gigs and too few hours, refer the work onto trusted and credible portfolios in your network.

8

Manage your time

Make time for yourself and the significant others in your life. Ensure you achieve a balance between all your activities. Ask for help from family and friends when becoming overwhelmed with work.

Although some employers might embrace employees with diverse skill sets, others would be wary of hiring somebody with more than one job responsibility. It is therefore important to demonstrate that you have good time management skills and that your extra source of income will not interfere with your other job(s).



Compiled by
Liza Hitge

How to **balance** work with your studies

Is it really possible to have a job while studying and still reach your goals? These students and grads are here to tell you it's possible – and to give advice on how to keep all the balls in the air.



IVIWE MTUBU
Junior Teacher
while studying
BSocSc

Working part-time while studying

Working while studying can be stressful, I know it definitely was for me! I worked as a Teacher, an academic tutor for the Environmental and Graphic Science Department, a student front desk assistant, and at some point I was appointed as Acting Subwarden at my residence.

Doing all this and still performing well academically was difficult but I made sure to respect every single second of my time. I made time for everything; books, church, and friends and family.

Time management! It is cliché I know, but it's truly all it takes. Working part-time while studying is advisable because it increases employability. But, manage your time wisely and make time for the other things important to you too.



KALUBA
CHIKONDE

Data Engineer at Teraflow while completing thesis for Master of Philosophy in Financial Technology

Working full-time while studying

Working while completing a thesis can be overwhelming. I suggest using the **SMART** approach.

Specific: What? When? Why?

Your goal might be to complete a 20 000 word thesis by 30 November 2022 so that you graduate in April 2023 and pursue a career in Digital Marketing.

Measurable: Track your progress towards your goal using a thesis journal or habit tracker application like Notion, Forest or Monday.com.

Actionable: An action plan builds momentum. For example, dedicate an hour daily to your dissertation. Pick a time when your mind is fresh and free from distractions. I found I'm most productive right after I wake up in the morning.

Reason: In the words of Simon Sinek, "You need to find your Why." Why is completing this thesis very important to you? You need to dig deep here because this is what will keep you going when you lack the motivation.

Timeframe: Set deadlines to create a sense of urgency. A wall calendar or phone reminders can help keep you disciplined.



BASHEER
PHIRI

CEO of No Code Labs (Software Development Agency) while studying BCom Accounting

Running your own business while studying

Managing your time, network and skills will serve you well on

your entrepreneurial journey. As an entrepreneur, if you can work your way around this, you will find balance and success in your endeavours.

Be selective about your time. Try not to get involved in too many projects and extra-curricular activities because they will take time away from school and business.

Network. Attend business and start-up events around your area. You will meet the local entrepreneurs and can become connected to the local start-up ecosystem. Make great use of LinkedIn, build your profile, and become more active. Post at least once per month, and comment on others' posts

Learn new skills. You can learn new valuable skills through LinkedIn Learning. Through the platform you can learn graphic design, web design, SEO and other tech skills. You can also improve your soft skills like communication and leadership.



1 2 3 4 5 6 7

Postgraduate possibilities

Where can your academic career take you?

Your academic career does not have to stop at an undergraduate degree! Here's an overview of the different types of postgraduate degrees offered at UCT.



Honours degree

An honours degree is the gateway to postgraduate studies in South Africa (unless you hold a four-year bachelor's or equivalent degree). It is usually a one-year postgraduate degree with a specialisation, preparing you for further research-based postgraduate studies. It usually involves a combination of coursework and a short research dissertation.

● Requirements:

To gain entry into an honours course, you will usually need an undergraduate qualification in the same or a related discipline.

● Why do it?

For various career paths, you will need a specific honours degree to gain entry. Especially if you are thinking of working in another country, an honours degree can only bolster your chances of getting a job.



Postgraduate diplomas

Postgraduate diplomas give you the chance for advanced reflection and development in a particular discipline or profession. They are similar to some honours and master's programmes, but do not include dissertations or significant research projects.

● **Requirements:** Whilst some postgraduate diplomas require students to have an undergraduate degree from the same discipline, others are available to students with any undergraduate degree and act as conversion courses – allowing entry to vocational or professional work. For example, the Postgraduate Diploma in Management Practice is a pre-Masters business programme that packs a powerful punch of vital business skills for success in uncertain economic times.

● Why do it?

A formal postgraduate qualification can set you apart in the job market, and most can be done part-time.



Master's Degree

UCT master's programmes are, for the most part, advanced research-based degrees. They can be a research master's by full dissertation, a research master's by coursework and dissertation, or in some cases a professional master's degree. In such degrees the research component may require a research paper styled submission, in addition or in place of the dissertation. It normally takes two years to complete.

● **Requirements:**

To be considered for a master's degree, you will need an undergraduate and/or honours degree in a relevant field. Some master's degrees also require a few years of work experience.

● **Why do it?** The specific knowledge that you will gain with a master's can increase your proficiency in a particular discipline, which gives you an advantage at a time when many employers are raising their educational requirements for emerging positions. If you are considering a career in academia, a master's degree will help you develop the skills and attributes you need to pursue a doctorate.

” The specific knowledge that you will gain with a master's can increase your proficiency in a particular discipline, which gives you an advantage at a time when many employers are raising their educational requirements for emerging positions.



PhD

A PhD (i.e. doctorate) is a research degree at the most advanced level, typically three or four years in length, culminating in the acceptance of a doctoral thesis. In essence the degree consists of a piece of significant (most often original) research making a substantial contribution to knowledge in that field. It is expected that such research is publishable and students are encouraged to publish during the course of their PhD. Students undertake PhD studies under the guidance of a supervisor, and more frequently a supervisor and one or more co-supervisors.

● Requirements:

You can apply for PhDs advertised by departments or research institutes or apply generally to the department, where an early research proposal may be required or advised. In many cases it is best to establish contact with a particular potential academic supervisor and gain their support for your research, and gain their agreement to potentially act as a supervisor. In most cases, you will need a master's degree in a relevant field.

● **Why do it?** Many people have research topics they would like to explore, but few have the time and resources to do so. During a PhD, you are provided with everything you need to make your research a reality. Besides the bragging rights of being a doctor, a doctorate can be a solid foundation for a career in academics. It is a prerequisite for most research positions and postdoctoral opportunities. Moreover, it provides various transferable skills that can be used in non-academic positions.



Professional qualifications

Some professions have an examination or accreditation system to verify that the practitioners reach an acceptable level of knowledge and skill. This may be at the master's, honours or PGDip level. For example, the Postgraduate Certificate in Education (PGCE) is a one-year qualification to train graduates who wish to become school teachers.

● Requirements:

This will depend on the qualification and could be an undergraduate degree in a relevant discipline.

● Why do it?

This type of qualification makes your CV more credible and boosts your career and earning potential. It could help you to decide where you may want to specialise in the future, or it might be required for a specific job.

Common myths about postgrad studies

Don't believe everything you hear! Postgraduate studies can seem intimidating, but these current and past students are here to help you navigate past any misconceptions standing in your way.

You only need to focus on the specialised field that you have selected.

"Even though one has registered maybe for Biochemistry, the project may lead you to learning about plant pathology, genomics and other fields. A person must start a project with an open mind and learn to work with people from other laboratories. At a postgraduate level it is not just about passing a test and moving on. It requires patience and willingness to learn from others while taking full responsibility for your own project."

– SINDISIWE BUTHELEZI, **Application Specialist at ReSyn Biosciences**

A postgrad would make me overqualified for an entry-level position.

"This is not always the case, particularly if one wishes to work as a researcher, where an MSc or PhD is often required."

– RAMONTSHENG RAPOLAKI, **Researcher: Agrometeorology at the Agricultural Research Council**

I am not intelligent enough.

"I actually believed that, but I came to the realisation that it is really about persistence and continuation."

– SAMAR ELSHEIKH, **Postdoctoral Research Fellow at Centre for Addiction and Mental Health in Canada**

Further studies lead to mental health issues.

"Several universities have recently implemented mental health support structures for students and increased awareness. However, more work remains to be done."

– RAMONTSHENG RAPOLAKI, **Researcher: Agrometeorology at the Agricultural Research Council**

You have to remain in one field.

"I heard that a lot and I tried to encourage friends by giving examples of multidisciplinary fields (such as bioinformatics), and how diverse my lab was at UCT. I came from a statistics background and I would have never imagined myself registering for a PhD in the Faculty of Health Sciences."

– SAMAR ELSHEIKH, **Postdoctoral Research Fellow at Centre for Addiction and Mental Health in Canada**

People either take forever to complete their postgrad degrees, or drop out.

"In my experience, many postgraduates complete their studies, even though some students extend their studies for several reasons."

– RAMONTSHENG RAPOLAKI, **Researcher: Agrometeorology at the Agricultural Research Council**

EXPLORE the UCT knowledge hub

A number of formal research structures or groupings facilitate research at UCT, including faculties and departments, university research institutes, accredited research groups and national instruments such as Centres of Excellence and the Department of Science and Technology. UCT is ideally situated for various interdisciplinary research topics, drawn together into hubs with strategic objectives and a mass of researchers.

The following are some of the most prominent interdisciplinary research hubs at UCT, some with specific research groups attached to them.



Astronomy, cosmology and gravity

Research in this area spans stellar and galactic astrophysics, and extragalactic astronomy, and extends into the fundamental physics that underlies the nature of the universe. UCT also plays a leading role in the Square Kilometre Array. The Department of Astronomy – the only dedicated university-based astronomy group in South Africa – and the High Energy Physics, Cosmology and Astrophysics Theory Group are two groups that undertake this research. UCT's proximity to areas under dark skies without light pollution makes it ideal for astronomical studies.



Climate and development

The African continent has an imperative to improve human wellbeing, but within the constraints of the need for low-carbon development and mounting impacts of climate variability and change.

The African Climate and Development Initiative (ACDI) engages with these challenges through interdisciplinary, innovative research and teaching that draws on intellectual capital across a wide range of disciplines. It brings together academics with non-governmental organisations, business and government in a knowledge factory that co-produces and tests new insights, evidence and innovations that will help to solve Africa's climate and development challenges.

“What matters to us even more than being the best in Africa is being the best for Africa – research with impact.”

– PROFESSOR MAMOKGETHI PHAKENG



Conservation and conflict

Understanding what drives local, national and global conservation conflict, including conflict among people about how to balance wildlife, requires an interdisciplinary approach. Biology and sociology represent core research domains. Conservation also needs a deeper engagement with the specific historical and socio-economic context within which conflicts arise.

While biology and sociology are core research domains for wildlife and society, conservation also needs to engage with the historical and socioeconomic context and the philosophical, legal and political frameworks within which conflicts arise. The Institute for Communities and Wildlife in Africa (ICWA) challenges the divide between the arts and hard sciences as it strives to understand and guide the realignment between humans and the natural systems we depend on.



Data-intensive research

UCT is rapidly becoming a hub for astronomical and astrophysics research in Africa. To address the shortage of skills required for dealing with the data-intensive nature of this research, UCT (in collaboration with the University of the Western Cape, among others) is taking the lead in creating the framework to introduce African researchers to data-intensive research and turn it into actionable knowledge. While astronomy and astrophysics are the main focus areas for developing and transferring these skills, other areas such as bioinformatics and statistical sciences are included.



Drug discovery

The Drug Discovery and Development Centre (H3-D) at UCT was established to close the gap between the institution's research and the development of new medicines. By adopting a multidisciplinary approach and the use of modern technology platforms, the H3-D has become the leading drug-discovery organisation in Africa. The centre is committed to training a new generation of African scientists with the key skills needed for integrated drug discovery and development.



Democracy, public policy and citizenship in Africa

The Institute for Democracy, Citizenship and Public Policy in Africa (IDCPPA) conducts comparative empirical studies on contemporary African democracy. Previous research has demonstrated that democracy is sustained through effective and predictable political institutions, and an active and critical citizenry, underpinned by public policies that enable inclusive growth and rising welfare. The institute investigates each of these areas with democracy as the guiding theme binding them together.



High-energy physics

To gain new knowledge, physicists have been colliding atomic particles at ever higher energies. At present the highest beam energies are available at the Large Hadron Collider (LHC) near Geneva, Switzerland. The Department of Physics at UCT has been participating in the work of the LHC by contributing to 2 of its large detectors. This is now an important focus area for the Department of Physics and contributes strongly to its visibility on the international scene.



Infectious Disease and Molecular Medicine

At a time when increasing attention is focused on many emerging infections and re-emerging infectious diseases, the work at the Institute of Infectious Disease and Molecular Medicine (IDM) is crucial. It is a trans-faculty, multi-disciplinary research enterprise that has become the largest research entity at UCT and a national leader in research and human capital development in the field of health sciences.

The IDM is distinguished by the ability to drive world-class research at the laboratory–clinic–community interface by engaging a wide range of scientific and clinical disciplines. It has become a major hub for the development of independent researchers across Africa. Research in the IDM focuses on infectious diseases, non-communicable diseases, genetic medicine and molecular medicine, including drug discovery.



Marine research

The cold Benguela current and warmer Agulhas current, together with the southern ocean, are central to Africa's climate variability and diverse biology. South Africa's position



Mineral beneficiation

South Africa's economic growth is dependent on the efficiency and sustainability of its mining industry. Mining research at UCT explores ways to address industry challenges and also investigates the role of policy and law in South African mining. The focus has primarily been on the competing demands of nationalisation and private ownership of the country's natural resources and how it has had an impact on relations between government and national and international investors.



Neurosciences in Africa

There is a major research gap when it comes to understanding the impact of many disorders of the brain in Africa; there is also a need to understand these conditions in context, as some diseases – such as traumatic brain injury and the neurological and neuropsychiatric consequences of HIV and TB – are far

more prevalent here than elsewhere. The Neurosciences Institute brings together expertise in the basic sciences, public health and an array of other disciplines to advance our understanding of the brain. The institute advances patient care while fostering research, education and advocacy in the fast-moving and exciting world of neuroscience.

Situated on the Groote Schuur Hospital campus, the institute has an established platform for specialised training programmes in the clinical neuro-disciplines. In addition, it has an expanding capacity for molecular diagnoses and genomics, a newly-established brain bank (with an adjacent biorepository), and two laboratories for neuroscience research and innovation.



Safety and violence

South Africans continue to face persistent high levels of violence. A core group of researchers at UCT from a variety of disciplines have been working within the diverse but related fields of policing, causes of rape, prevention of child maltreatment and the like. Together they have formed the Safety and Violence Initiative (SAVI) with a mandate to focus on understanding and intervening in the promotion of safety and the reduction of violence in South Africa.



Poverty and inequality

South Africa has enormous untapped potential, but it also has a history of oppression and uneven development. High levels of poverty and inequality persist. Through its Poverty and Inequality Initiative (PII), UCT aims to provide solutions to the twin challenges of poverty and inequality. The PII has become a national venture.

The PII tackles the question of why, in a country of rich resources, poverty and inequality are persisting and even, in the case of inequality, deepening. PII aims to identify all major role players inside and outside the university, including academics, research groups, government and NGOs who are working in poverty alleviation. It also plays a leading role in the Carnegie national inquiry into strategies to overcome poverty and inequality.



Schools improvement

The Schools Improvement Initiative (SII) is a response to the education crisis in South Africa. The underachievement of learners, particularly in township schools around Cape Town, has resulted in relatively few black students from these disadvantaged areas qualifying for admission to UCT.

SII was formed to build partnerships with education-related groups, both within and beyond UCT, to meet this challenge.



Urban Africa

Rapid urbanisation raises issues of adequate food supply, affordable shelter, employment opportunities, water and waste management, environmental degradation and climate change. Achieving well-governed and sustainable cities is becoming increasingly important to the future health of the planet. The African Centre for Cities at UCT is an interdisciplinary research and teaching programme that seeks to facilitate critical urban research and policy discourses for the promotion of vibrant, democratic and sustainable urban development from an African perspective.

Globalisation presents many challenges to preserving Africa's identity. During this time of rapid development, it is essential that Africans are empowered to shape their own identity. UCT supports a variety of projects that give a voice to the different histories of South Africa and the continent. In this way, UCT aims to contribute to a process of respect, growth and healing.



Water security

In the context of rapid urbanisation and climate change, water security and consumption are extremely important issues. UCT's wastewater treatment research is working to develop innovative solutions to improve wastewater treatment, as well as ways to ensure that the quality and access to water is maintained.

The complexity and uncertainties that go with water management in South Africa provide a major national challenge and can no longer be explained through the lens of single disciplines. Future Water's aim is to increase water sensitivity to underpin improved quality of life and sustainable development in South Africa. The institute integrates technical and socioeconomic aspects through the adoption of inter- and transdisciplinary scholarship, as well as the perspectives of multiple stakeholders and users. The research programme includes a clear focus on the interactions between environmental, technical, economic and social aspects.

Planning your **postdoc**

For recent PhD graduates, a postdoctoral fellowship is frequently a first ‘job’, and particularly so for those wanting to deepen or continue their research training and remain in academia.

Postdoctoral research fellowships are normally awarded, on application following advertisement, to individuals within five years of having achieved a doctoral degree. In essence, these are individuals who undertake research and gain professional research experience (often for a future academic career), under the mentorship of a host/ principal investigator.

- 1. Start looking and applying for these positions before finishing your PhD degree.** Postdoctoral fellowships are available globally, and offer great opportunities for a student in the final throes of their PhD degree.
- 2. Step outside your comfort zone.** PhD students are sometimes tempted to pursue a postdoctoral fellowship in the same department or lab they undertook their doctoral degree in. Don't! From a career development perspective, it is usually much more useful to switch research projects, labs, groups or even universities.

3. Look at all funding opportunities.

At UCT, and in South Africa fellowships are funded through many different sources (such as the NRF, MRC and University Research Committee). These are generally negotiable up to two years, after which extension of tenure may be considered for up to a maximum of five years, and depending on available funding.

4. Find out about your status.

Within the South African framework, postdoctoral fellows are considered neither student, nor employee. They therefore qualify for tax-free status of their funding awards, which are very often administered through postgraduate student systems and granted without 'fringe benefits' in order to comply with SARS requirements. In universities abroad, however, this may be different; "Postdocs" are considered employees and liable for tax.

HOW TO NAVIGATE YOUR POSTDOC, ACCORDING TO FELLOW IKEYS:

"Always make sure you know what you will do next before you finish your current studies. Expand your network and make sure you ask for help when you need it."

– **SAMAR ELSHEIKH**, Postdoctoral Research Fellow at Centre for Addiction and Mental Health (CAMH) in Canada

"See yourself as independent, even though you are part of a departmental team, and drive your own career in your special research interests. It's an exciting time of growth, enjoy it and remember to have fun whilst building your career. Exercise more and on every opportunity, even when the deadlines are looming. It helps to keep a balanced perspective on your work and keeps you healthy and away from sitting for too many hours behind a screen. An activity we are all guilty of in academia."

– **GLYNIS HUMPHREY**, Postdoctoral Researcher at African Climate & Development Initiative



Megan Blacker

How to write your academic CV

When you apply for anything in academia, you will most likely be asked for your academic CV. This differs from the usual industry CV, in that it provides an extremely thorough and complete picture of your academic experience. Here's what to include.

PERSONAL PROFILE

Summarise key accomplishments – **keep it short!** – and customise it to the position you are applying for. You may need to **highlight different accomplishments and skills for each application**, depending on the institutional focus area.

EDUCATION

Keep it relevant. Ensure your thesis title and supervisor names are included, and only include a summary of your research if it is relevant to the position you are applying for.

Does the position emphasise teaching or research? You can add in additional qualifications or training you completed, but only if they are relevant to the application!

Use your discretion – if you are applying to an academic position in France, it would be useful to show that you have a diploma in French language studies. If you completed a cooking course and you are applying to be a lecturer in accounting, it is probably not relevant.

- ✓ PG Dip in higher education studies
- ✓ NMR spectroscopy
- ✗ Cooking course
- ✗ Code 14 truck licence

PUBLICATIONS AND PRESENTATIONS

Here, you can **include all relevant publications and presentations** you have contributed to, and if possible, include a **hyperlink** to each. Give full details as you would when citing them, and be consistent with it! It can be useful to underline or bold your name in the citation.

If your research article was submitted but not yet accepted by a journal, you can still include it. Write “**Manuscript submitted for publication**” and omit the journal name. If it was accepted but not yet published, you can write “**In press**” after authors' names.

Follow the application requirements closely – as an example, some fellowships only ask for a selection of publications, rather than your entire publication history.

AWARDS, SCHOLARSHIPS AND FUNDING

Include awards, even if you received it for undergraduate studies. If you were awarded a prestigious scholarship, explain the value and the usual number of applicants.

In this section, you could also **include travel grants and post-doctoral awards** – any academic achievements that are note-worthy. Remember to keep it organised and in a reverse chronological order – **you want to make it as clear as possible for the reader.**

PROFESSIONAL EXPERIENCE

Highlight activities that are similar to or align with the advertised post. It could be teaching, research, social responsiveness, leadership, etc. Then, give a **description** to explain the measurable impact you have made with each **(do not simply list activities!)**

Example:

Lectured 40 third year biology students, ensuring engagement by utilising online interactive tools with a 95% achievement of 'satisfied or very satisfied with teaching' from feedback forms.

SKILLS

Choose skills that you are wanting to present to the prospective employer that you know they are looking for in a candidate. **Provide evidence** to support these skills. Your skills could be discipline-specific or more general, e.g. research, technical, laboratory, teaching and learning skills.

REFEREES

Include at least three academic referees. They should have worked with you before, know you well in a professional capacity and, importantly, they should know that they are listed as your referee. Provide more than one way to contact each referee.

OTHER SECTIONS

Include these details only if it supports your application.

- Volunteering
- Professional membership, associations or affiliations
- Patents

TIPS TO TRY

Try to use proactive action words in your CV – instead of saying you were a researcher, start your sentence with “Researched”. Use shorthand, but do not leave out essential words: where you would usually say “I researched the effect of snails on the garden ecosystem” you can shorten it to “Researched effect of snails on garden ecosystem” and not “Researched effect snails garden”.

Research the institute's website to gain information on their focal points and vision, and see how they engage with staff and students. Use this to customise your CV and application in general.

Keep it tight! Despite not having a page limit, academic CVs still need to be succinct – they can be longer than two pages, but make sure that the page count is in line with how much experience you have.

TRY THESE LINKS FOR MORE INFORMATION

Request a CV review by booking with MyCareer (uct.ac.za)

Watch our Mini-series: Own your CV for more information before crafting your academic CV.

Check out Masters and PhD CV Resource

BACK TO SCHOOL

What I learned on my journey to an MBA



Craig Plaatjes

Craig recently started studying towards an MBA at the International Institute for Management Development (IMD) in Switzerland, after leaving his job as Electrical, Control and Instrumentation Engineer at Zutari.

Standing on the stairs of Sarah Baartman Hall in 2016, engineering degree in hand, I never imagined that I'd be signing up for round two of academics just five years on. But here I am doing my MBA at one of the best programmes in Europe – with lots of research and preparation, and even a stab at crowdfunding, behind me. Here are the things I found to be important in my pursuit of joining an international programme.

Understand your Why

When you start such a journey, your 'why' is the proverbial compass needle that helps clarify your direction ahead. You need to have a clear and definitive answer as to why you want to pursue a particular degree at a particular institution. The goal is not to have a 100% accurate answer but rather to create a bit of clarity regarding what you want to achieve, what your values are, and the skills you want to sharpen. I chose IMD because of its incredible reputation for leadership development and that's a particular area I wanted to continue improving.

Studying abroad is not simple or cheap, so having a clearer purpose will influence your drive and will keep you motivated. German philosopher, Friedrich Nietzsche, stated it quite eloquently – “those who have a why to live, can bear with almost any how.” The other critical point is that admission boards will want to see that you have clear reasons and a well thought-out plan. Your authentic answer to “why this course?” and “why this institution?” will lay the foundations for your entire application.

Be prepared

Research the programme you want to pursue and the requirements for entry. For example, to do an MBA you need to have a GMAT (Graduate Management Admissions Test) score or a GRE (Graduate Record Examinations) score. Each requires significant time to prepare, and each is administered and scored in very different ways. Some institutions will accept the GMAT or the GRE, while others may only accept the GMAT. Make sure you understand what you need to complete or achieve for the specific programme you are aspiring to and plan accordingly to meet those targets.

Fail forward

An important lesson I have learned is the need to change my relationship with failure. To experience failure is inevitable. To learn from failure is a choice. I applied to three highly rated schools (including IMD) in 2019, and I was not accepted into any of them. It was important for me not to see that as a “no”, but rather as a “not yet”. I was able to take those learnings from my first round of applications and apply them to my process for the next round.

To experience failure is inevitable. To learn from failure is a choice.

Invest in yourself

Understanding your “why” has large implications when it comes to finances. It is much easier to source funding for programmes in major locations such as the USA and the UK. There are a whole host of scholarships available for these two regions, but if your “why” is pushing you to another location, it becomes more important to consider all funding options available.

I recommend doing research on available sources of funding from the start. This allows you to plan appropriately and manage expectations throughout the process. You could start by checking out the scholarships available through the Department of Higher Education and Training (<https://www.internationalscholarships.dhet.gov.za/>), or a quick google search might take you to Scholars4dev (<https://www.scholars4dev.com/>). It's not the most user-friendly, but it will show you a whole host of scholarships available to Africans.

Crowdfund your degree

I raised some funds through a crowdfunding platform called BackaBuddy. Crowdfunding is a different animal altogether, and it requires a patient and diligent approach. The three points I think are important are preparing, building and connecting.

Prepare.

You need a lot of time to, firstly, prepare the message you want to use to crowdfund and, secondly, to run the funding campaign. It takes time for a campaign to gain traction, so make sure to prepare in advance to avoid a situation where you need to rush the process.

”As I look back on my journey, I am constantly reminded that there is a world filled with amazing opportunities, and one opportunity can drastically change your life

Build.

Then your “why” comes into play again. You need to develop a strong message of what your aspirations are and why people should invest in you. It is my belief that people will invest less in what you do and more in who you are and why you are doing it. Be sure to build a strong brand and strong message.

Connect.

The hard work continues after your campaign is up and running. Once you have developed your message you need to push it out and connect with those who will invest in you. Use social media to share your message and regular updates on your journey and progress. Allow people to feel connected to you and your journey. In the beginning, your biggest contributors will be your friends and family. A strong support base and a strong message will inspire others to invest in you.

As I look back on my journey, I am constantly reminded that there is a world filled with amazing opportunities, and one opportunity can drastically change your life. Be brave enough to know you are worthy of the opportunities out there.



**Paballo Abel
Chauke**

**Paballo is a
Training and
Outreach
Coordinator
(Bioinformatics)
at H3ABioNet.**

Take an **interdisciplinary approach** towards your studies and career


Scholars, academics, researchers, scientists and students alike have increasingly realised, acknowledged and accepted that it is extremely difficult, if not near impossible, to fully know the world that we live in, as the world is a complex system and to begin to understand it, we need to adopt complexity thinking. Gone are the days when the divisions between different faculties, departments, and fields of study or employment trajectories, were meaningful and needed to be strictly policed and reified. That is because complexity thinking as posited by Paul Cilliers (1998) is a nouveau way of thinking about and understanding the world or complex phenomena such as living, social, ecological and economic systems such as our careers or fields of study, including ourselves as human beings.

Human beings are complex systems that should not be boxed or limited by anything, let alone a career, job or field of study. As such, what you study in your undergraduate or postgraduate studies should not define your whole life or the destiny you journey towards. That is why

corporates, civil society, governments, businesses, and the private sector, including academia itself, are embracing and championing interdisciplinarity (underpinned by complexity thinking) as a way forward into our common envisioned future.

Simply put, interdisciplinarity refers to the practice of drawing from, merging and mixing more than one discipline to achieve a certain goal, be it a study, course, research, and work amongst a whole litany of things that could adopt complexity.

I have personal experience with interdisciplinarity or multi-disciplinarity (as some prefer to use), in that I studied three majors in my undergraduate and postgraduate degrees, from different faculties, departments, and universities, in the natural and social sciences. The jobs I have worked in did not necessarily align with what I studied in direct ways, so I had to reinvent myself and tap into my agility and adaptability in the workplace.



Especially for the South African employment milieu, we need to build a workforce that is able to mitigate the challenges they face and adapt quickly and successfully. With South Africa fighting one of the highest unemployment scourges in the world, I do believe that now more than before, there is a growing and urgent need and support for the emerging interdisciplinarity from high school and varsity, all the way into working stages. There are labour market constraints as stated above, and as such, many more students are and should be opting into postgraduate studies to upskill themselves and make themselves more competitive.

There are multiple and different Interdisciplinary scholarships that are available – where

” With South Africa fighting one of the highest unemployment scourges in the world, I do believe that now more than before, there is a growing and urgent need and support for the emerging interdisciplinarity from high school and varsity, all the way into working stages.

there is recognition of interdisciplinarity, especially at Masters and PhD level, both locally and internationally. These include and are not limited to the NRF, Commonwealth Scholarships, Rhodes Scholarships and DHET, just to name a few. One can use these scholarships to study a myriad of issues in different fields and contexts. Not to worry, there is a job or a business at the end of the cross-disciplinary tunnel, be it in corporate or university spaces.

The University of Cape Town has a growing number of interdisciplinary institutes and organisations, such as ACDI, Future Water and H3ABIONET amongst others, showing that the university is walking the talk when it comes to leading the change in terms of adopting and pioneering interdisciplinarity.

I am personally a proponent of interdisciplinarity in terms of studies, work, or life in general. I have seen the fruits of this fairly new paradigm shift in my own professional and academic life. I would thus strongly recommend and implore young, current, future and aspiring students to adopt interdisciplinarity in their studies, work and essentially their lives as complexity thinking is the way to go in this day and age, especially if we want to ensure we adapt to diverse, inclusive and exceptional work environments that espouse unity and excellence as important virtues.



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<https://www.gsb.uct.ac.za/academic-programmes/mba>





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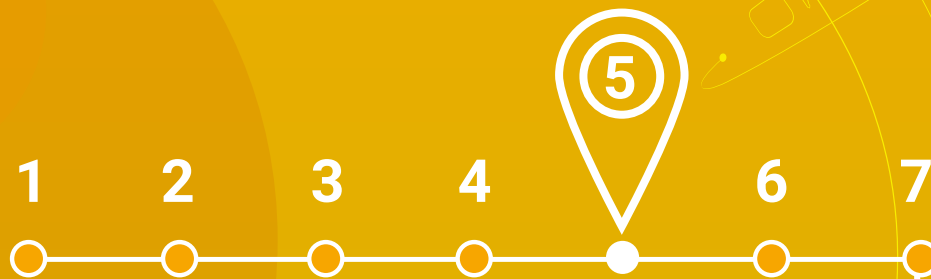
From Cape Town to Cairo, the US, Europe, Asia and more - plenty of opportunity awaits to explore both emerging and developed economies. Plus, you have the chance to graduate with 2 Master's qualifications (UCT GSB & CEMS), cementing your knowledge in the eyes of potential employers.

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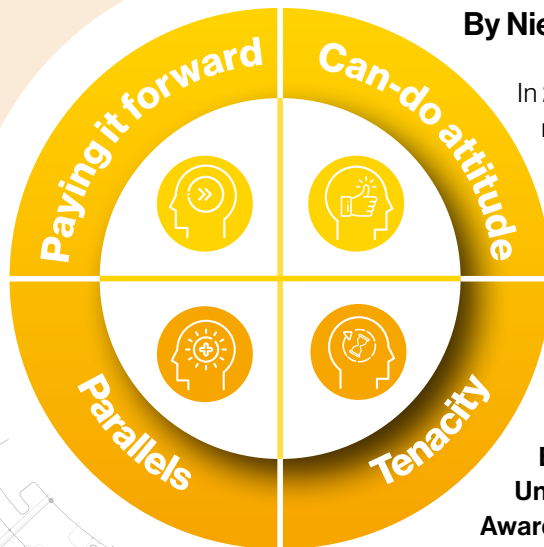




Entrepreneurs

The **key attributes** of a successful entrepreneur

By Niemah Davids



In 2021, UCT received multiple awards at the annual Entrepreneurship Intervarsity competition.

Thanks to three budding student entrepreneurs, UCT bagged the Entrepreneurship University of the Year Award, and several other

individual awards were presented to a student trio in recognition of their outstanding business concepts.

But it was no mean feat. Participants agreed that competing against the best student entrepreneurs in South Africa took grit, commitment and a watertight strategy. Between their academic projects and the work behind the scenes to prepare for the competition, it was the ultimate juggling act.



Paying it forward

When **Tshegofatso Masenya** came up with the idea to establish GoShare – **an online donation-based crowdfunding platform that allows students to raise funds to cover their outstanding university fees**, she was desperate to lend a hand and help cash-strapped students. Talk about an out-of-the-box thinker. She put shoulder to the wheel to establish her business to make a difference in the lives of those who need it most.

“Our platform creates a conducive environment that promotes the spirit of giving and recognises that the return on investment of an educated youth holds great promise for economic growth and development in our country,” she told UCT News in an interview last year.

She was declared the **national student Entrepreneur of the Year** and **winner of the social impact category** at the 2021 intervarsity competition.



Can-do attitude

Passionate about her furry friends and their needs, **Vuthlarhi Shirindza** saw a gap in the market and decided to start a business that would make it easier to be a pet parent.

Chewi, an application-based veterinary telemedicine platform, ensures that whatever your four-legged friend needs is available at the click of a button – from virtual pet consultations, to value-added services like pet walking and training and food purchases.

The initiative is a first of its kind for South Africa and the African continent, so benchmarking was virtually impossible. But her can-do spirit carried her and still does, as she continues her exciting entrepreneurial journey. She was the second runner up in the social impact category at the intervarsity competition.



Tenacity

Chido Dzinotiwei is the brain behind the Vambo Academy – an educational technology platform that makes learning African languages and cultures fun and interactive at the click of a button. Her invention helped her come out at the top of the existing business tech category at the competition.

“We want to democratise access to indigenous language learning and champion the preservation of indigenous languages and cultures for future generations. We want to create a space where the diversity and richness of indigenous cultures is recognised and celebrated,” Dzinotiwei said during an interview.

By starting this venture, Dzinotiwei hopes to create opportunities for writers, poets and translators and to be the steppingstone they need as they venture out into the world. The aim, she said, is to demonstrate that African solutions backed by technology can make a difference in societies. She’s determined to do so.

“Our platform recognises that the return on investment of an educated youth holds great promise for economic growth and development in our country.” –

Tshegofatso Masenya



The parallels

While each of the above characteristics have been highlighted separately per competition winner, it’s safe to say that they apply to all of them.

But these budding entrepreneurs and those who came before them have plenty more in common – their robust work ethic is second to none; they’re out-of-the-box thinkers; they’re passionate about their business ideas; and believe that entrepreneurship can be used as a vehicle for change in the country. Couple all of this with a burning need to make a difference in society, and we have a winning combination.

In her own words



Q&A with
Tshegofatso
Masenya

What have been some of the highlights of GoShare so far?

Since its inception, GoShare has been awarded a prize in every pitching competition that we have entered and this has served as incredible affirmation for the work we are doing and the problem we are trying to alleviate. We have received countless applications from students across South Africa who are in need of funding which reiterates the direness of the situation and we are honoured to have been able to help several students clear their fees for registration and legibility to attain their qualifications. Partnering with GradStar in 2021 created a mutually beneficial avenue for GoShare to go beyond settling outstanding fees. This partnership aims to set students on a path that eases the transition between tertiary institutions and the workplace. Connecting them with potential employers, as well as business mentors.

What is the best business advice that you have received?

Your MVP (Minimum Viable Product) is not meant to be perfect, it is meant to test assumptions and affirm your value proposition. Launch quickly and speak to users continuously.

We intend on curating a crowdfunding culture that is driven by an intent to contribute meaningfully towards education and by extension, the future of this country.

What advice can you give to students and graduates wanting to start a business?

My advice hinges around the idea of failing fast and failing forward. The expectation to be exceptional as a first time founder is unrealistic and doesn't leave ample room for learning and growing as an entrepreneur. Start where you are, approach people for help and allow yourself to make mistakes along the way. Adopt an unwavering belief in your business, improve your networking skills, remain curious and be open to change.

In your experience, what can students do to ensure successful crowdfunding for their studies?

People are typically drawn to students that demonstrate a passion for their studies, those who have a burning desire to give back to their communities and self-starters who go out of their way to establish an identity and goals that transcend their socioeconomic standing.

What is next for GoShare?

Our ultimate goal is to ensure that access to tertiary education is not governed by financial capability. For tertiary education to be a realistic and attainable goal for those who desire it, regardless of financial drawbacks. To wilfully protect the dignity of students as they publicly raise funds and concurrently expose them to opportunities for future employment. We intend on curating a crowdfunding culture that is driven by an intent to contribute meaningfully towards education and by extension, the future of this country.

In her own words



Q&A with
Chido Dzinotiwei

It is not the startup I thought it would be two years from inception – it has grown to become so much better, and I wouldn't have known or experienced this had we not started building it.

What have been some of the highlights of your start-up so far?

Vambo Academy is not the startup I thought it would be two years from inception – it has grown to become so much better, and I wouldn't have known or experienced this had we not started building it.

Our top 3 highlights include:

- Winning the EDHE Intervarsity Competition as the best Tech business in the South African University ecosystem. The competition took us through the internal, regional and national rounds to validate our work and give us a platform to network and reach new clients.
- Successfully serving our first international clients based overseas. It was a surprise to have them reach out to us for our services and to meet their needs with our services.
- Growing our team to include more passionate young Africans looking to improve access to African languages and preserve our cultures and heritage.

What led you to start Vambo?

I was driven to start this business to preserve my culture and to make it easier for my younger siblings and family friends to learn our mother tongue – ChiShona. After having to re-teach myself and struggling to find resources to assist others, I realised that there was a need to invest in improving access to African languages and indigenous knowledge. Once my co-founder and I started researching and tutoring online, we just fell in love with the work and decided to commit to it through all the challenges and victories that have been a part of the journey.

What advice can you give to students and graduates wanting to start a business?

The first advice I will give them is to get comfortable with being uncomfortable and having to adapt ALL the time. Start-ups are messy and they require patience. The first version of your product will be your worst version, but it is still a version and that's what matters. Having something to show and test will always help you improve and get to where you want to be.

My second piece of advice would be that you need to know what you want and negotiate until you get it, or until you get as close to it as possible. As a founder, you are responsible for all the resources in your startup, so make sure that you negotiate the best deals. At times, trade services to get things done, e.g. do some business development for a web developer as they code some elements of your website or platform.

The third piece of advice would be that you should always ask others that have gone before you for some advice or insights. Founders understand how taxing the journey can be, and most are willing to listen and help. I have found that what helps me best is having at least one friend who is a few steps ahead of me in the journey and a mentor who has run the whole race and won in their own way.

What is next for Vambo Academy?

We are looking to improve our online learning tools and to add new languages to the platform. Our desire is to ensure that we adequately teach and preserve African languages using technology. We are looking forward to accommodating language tutors across the continent as they teach their mother tongues and to work with partners whose mission and passion to advance Africa is aligned with Vambo Academy.

In her own words



Q&A with
Vuthlarhi
Shirindza

Where did your idea for Chewi come from?

The idea was born from the digital move the world had taken as a result of the COVID-19 pandemic, including the relocation of healthcare services from traditional to digital platforms. Originally, we had planned for Chewi to provide virtual medical consultations between people and their doctor, but realised that many healthcare professionals were all moving in that direction and that that market would soon be oversaturated. No one in South Africa had been focusing on pets and moving their services to a virtual platform. We thought of combining the virtual veterinary consultations with all the other needs that a pet has, such as grooming, nutrition and pet-sitting, and knew that bringing all of that onto one platform would make pet-parenting much easier.

What are the biggest lessons you have learnt about starting a business?

I have learnt that it's absolutely crucial to do your research: about your product or service, your target market, social marketing strategies, your competition, etc. The beauty of it all is that all this information is freely available, mostly on the internet, you just have to look. One of the tragedies that most businesses fall into is not researching enough on a particular topic, and resultantly investing a lot of time, energy and money trying to reinvent the wheel instead of applying tried and tested strategies. Although your product or service should be innovative, there is a set formula for success which involves taking the time to learn. If one does not spend adequate time learning and researching but instead rushes into the 'doing' part, one might sell themselves short and not yield the desired results.

How do you juggle studying with your work as an entrepreneur?

Juggle is the perfect word to use because it's exactly that: juggling and trying to keep all the elements balanced without dropping any of the balls. I balance everything by planning well ahead of time with how my year, month, weeks and days are going to look; prioritising tasks according to their importance, and perhaps most crucially, having a team for everything: the Chewi team, my friends and family, and the other members in the leadership structures I am involved in.

What female-specific challenges do you face as an entrepreneur, and how do you navigate them?

Thus far in my journey, I have not faced any overt female-specific challenges, but numerous female-specific benefits. The best time to be a female entrepreneur, especially a student female entrepreneur, is NOW. There are endless opportunities from competitions, incubators, funding opportunities and support structures that are specifically targeted at fixing the gender gap in economic participation and targeting and empowering young women to be the new leaders of industry, therefore I am so grateful to be an entrepreneur at this exciting point in history.



The best time to be a female entrepreneur, especially a student female entrepreneur, is NOW.

What is next for Chewi?

The next step for Chewi is to launch our website. We're looking forward to rolling out our virtual veterinary consultations and onboarding a whole range of pet-related services on the platform such as pet grooming, sitting, walking and nutritional needs. We will also be starting our pet responsibility education and training in townships in the June 2022 school holiday to educate pet owners on how to care for pets properly. As part of our next steps, we want to extend our services (currently based in Cape Town and Johannesburg) to other cities and towns in South Africa, Southern Africa and eventually the rest of Africa.



Before you start your **start-up**

By Ben Pretorius

Ben is the Executive Head : Education Sector at Standard Bank

The world of business is exciting and challenging, but very rewarding when you get it right. You may find yourself asking “How do I start? What documents do I need? How do I get funding?” The information in here is only the tip of the iceberg, but it is a great place to start.

A

Know your **AUDIENCE**

Before you start a business you need to understand the market and environment in which you are aiming to operate. Ask yourself, “What is the need that I am trying to solve? Who am I looking to sell to? Are they willing to spend money on the product or service?” It is wise to remember that not all ideas that are great are commercially viable and profitable. A product can be functionally necessary but if there is no demand for it, the business is bound to fail.

B

Look **BEYOND** your perspective

Try to view the business from the outside, and, in your business plan, give insights from all angles. You should show that you are realistic about your goals and consider the good and the bad in your projections and research. Be clear about your competitors and what makes you different from them.

C

Be **CLEAR**

In your business plan, make it obvious why your business is different from the rest, and be clear about it. Do not tell your life story or more information than absolutely necessary – you do not want to be wasting the time of the reader.

D DOCUMENTATION – what financiers want to see

There's a minimum set of documentation that is important when searching for funding, which include the following:

1. Business plan

- Details about the business and owner/s (their experience)
- Industry and market analyses
- Competitor analysis
- SWOT analysis
- What is the ask?
- What traction have you made?

2. Projected financials

- What are the projected cash flows?
- When will the business start making profits?
- What are the assumptions that have been made when drawing up these financial statements?
- What are they based on?

3. Company documents

- Company Registration documents
- B-BBEE certificate
- Proof of business address
- Shareholders' ID copies
- Contracts

4. Compliance documents

- Tax clearance
- Industry-relevant compliance documents

5. Application documents

Most business financing institutions will have an application form that will need to be filled out.

E EXPLORE and validate your Idea

Use the idea validation approach – it requires you to identify a

business idea, develop a prototype of the product or service, identify your potential customer and then gather insights from the customer on whether the product is in demand, is priced right and has no risk of missing the prototyping process. If you need assistance with the process of idea validation, there are nation-wide business incubators that are equipped to take aspirant start-ups through the process.

F FINANCING options

There are a variety of business financing options, and it is important to research the pros and cons of each when making the decision on which to take up. Below are some of the financing tools that your business can use:

- Debt financing
- Equity financing
- Grant Funding
- Crowdfunding
- Contract or Purchase order (PO) financing

An abstract graphic on the left side of the page depicts a globe with a network of lines and nodes, suggesting a global or digital theme. The lines are thin and grey, with some nodes highlighted in white or orange. The background is a solid yellow color.

Funding options for your venture

By Vanessa Ramanjam

*Vanessa is the Founder and Managing Director
at Cool Planet Consulting*

You can have the most incredible idea, great partners and the most amazing business plan. You can exude guts, determination and creativity in abundance. However, there's one thing every entrepreneur on the planet – no matter how gifted or dedicated they are – needs when it comes to starting a business, for which there is simply no substitute.

That one thing is funding. It's the lifeblood of any business venture. Without it, any chance of turning those brilliant ideas and plans into reality are pretty much zero to none.

Fortunately, starting some types of enterprises in the digital age may be more cost effective than starting a business has ever been. Even better, for every budding business owner the age of start-ups has resulted in a range of incubators, accelerators, start-up competitions, and other grant funding opportunities that start-ups and SMEs can compete for.

And of course there are the tried and tested routes as well as some new options available when it comes to raising that much needed initial capital.



DIY

This is the most preferred option: raising the money yourself means that you remain in control of your company by avoiding the whole 'equity for funding' exchange. Instead of going big with funding from the outset, aim to go small by looking to family and friends first. You can even allocate a small percentage of authorised shares to several individual investors, each of whom puts in a small amount of money to help get the business off the ground.



Angel Investors

These are usually high net worth individuals or businesses themselves who are willing to invest in start-ups. They can be a really great source of funding, as there is usually less red tape involved to get them to write a check. Many of them are entrepreneurs themselves so they can also offer advice, and their benefit is 100% tied to the success of the business.



Crowdfunding

Crowdfunding is a relatively new and non-traditional way to raise capital for your start-up. Essentially it involves pitching your business or idea on a public platform, and asking many people for small donations as an investment, in exchange for specialist (usually once-off) rewards. This may be a great platform to generate pre-sales as well. Typically B2B and more complex ideas struggle with crowdfunding, but it's all down to the way you present it and the story you tell.



Bank or Institutional Loans

You might not get the benefits and advice that comes with angel investors or VCs, but small business loans do have their advantages: you get to retain full ownership and control of your business (provided you make repayments). You'll need a business model to apply, as banks/institutions will expect to see how every cent is spent, along with a financial and cash flow plan. If you're willing to do the work to mitigate the risk, a bank loan might be right for you.



Venture Capital (VC)

Venture Capitalists are professional groups specifically on the lookout for start-ups to fund – and therefore usually have the money and resources to help your business, especially if it's an opportunity that represents a larger, more stable investment. Benefits include advice, mentorship and support. VC firms usually take longer to make decisive investment decisions, and you may need to be willing to give up some equity and therefore some control of your company.

What is in a name?

Whether you are an aspiring entrepreneur or a seasoned venture builder looking to learn a thing or two about business names, here are a few points to consider when choosing a business name.

By Dr Wasiu Afolabi *Intellectual Property Specialist at University of Cape Town*



First impressions

As the saying goes, “The way you dress, is the way you will be addressed.” A unique name can help first time customers to remember you for a long time, and for the right thing.



The format

The fewer the syllables, the better. Work towards creating a business name that is easy to remember and not commonly misspelt (ask a few friends how they would spell the word to see if it's viable).



What's the story?

The best brand strategy is to work on a name that conveys your emotional thoughts as a founder. It helps if there is a compelling story behind why you chose the name. Your vision, mission, culture and values must be attached to the name, such that when customers hear the name, they not only think of your products but your entire culture.



Special consideration

If you're hoping to expand your business globally, it is important to check that your chosen business name does not bear an offensive meaning in other languages or deemed sacred in other cultures.



Is it unique?

Don't rely on just searching the name online – many names are already reserved locally with the company registration authority without having any internet presence. Check the business registration database of the country where you are planning to register your business. In SA, you can check the Companies and Intellectual Property (CIPC) database.

The recipe for a **great** business pitch

Planning and executing a successful business pitch requires imagination, craftsmanship and application – similar to that which goes into creating an unforgettable meal. The impact of the pitch needs to be sustained and relevant. It needs to linger in memories for long after the event. Here's how to put it together.

**By Alison
Gwynne-Evans**

Ingredients of the pitch

- Your **business idea** is key: address a need/problem in a constructive and positive way
- **You** are a vital part of the pitch, and contribute a confidence and integrity that persuades in a unique way and makes you an essential part of what investors buy into
- Your **timeline** needs to be convincing and achievable with key deliverables identified
- Present the **finances** to make clear how the investor's funds complement existing finances and make specific goals achievable
- **Slides** need to be conceived and executed to portray your idea with compelling visuals and a distinctive style.

The presenter (that's you!)

Think of yourself as a strategist, working with a variety of elements, combining sensory experiences and building ambiance to display the elements to their full potential within the context. You'll need to identify the details, position the elements and build the argument into a cohesive story that tempts and invites, and even seduces, the audience. Pay attention to how you present yourself as *you* are an important part of the pitch.

Know your audience

Craft the pitch to your specific audience. Avoid trying to satisfy two different types of audiences in one pitch.

Take time to develop something that satisfies. When you think you are done, get input from someone whose opinion you value and incorporate that feedback. Then rehearse until you feel ready and can focus on connecting with your audience, knowing the structure and ingredients are in place.

Build a **resilient** business

Have you noticed that the word “resilient” has become quite popular in the past two years? This makes sense, given that the pandemic tested the resilience of individuals and businesses in uncommon ways. But how should we understand the word “resilience”, especially as it relates to our entrepreneurial ventures?

By Dr Norah Clarke

Dr Clarke is the Director of Entrepreneurship at Universities South Africa (USAf), and a resilience expert.

On a personal and psychological level, resilience can be considered the ability to endure, recover and – the often forgotten third characteristic – grow through trauma and hardship. Given that the entrepreneurial path is usually fraught with challenges and hardship, resilience is an important characteristic of the entrepreneur who manages to establish and grow a sustainable and resilient business venture.

Much like a resilient person, a resilient business/startup is one that can endure in the midst of external changes and challenges, that can recover from setbacks and losses, and that can grow and thrive against the odds. You need your business to be resilient to improve its sustainability, especially because you operate in a VUCA environment – Volatile, Uncertain, Complex and Ambiguous.

Our list of tips for building a resilient business starts therefore with the resilient entrepreneur.

1. Become a resilient entrepreneur

Much has been researched about developing one's own resilience, but a key requirement is the ability to establish and maintain a strong social support structure. This is, of course, common in traditional and rural lifestyles, but it could be challenging in the urban and university environment. A thoughtful strategy and effort might be needed to grow a strong personal and professional network in this case. And do remember to manage your family's (financial) expectations of you and your entrepreneurial venture.

2. Educate the founder – yes, you!

A resilient founder knows to remain informed and knowledgeable. Invest in your own development and become a lifelong learner. Yes, you're a student with coursework, but add to that selectively and strategically by utilising the many free resources available through the university and online. Specifically, learn about the practicalities of running a business and working with money.

3. Understand your ecosystem

A key area of learning that deserves special mention, is your understanding of the ecosystem within which you do business. Your business is closely connected to a dynamic environment that changes continually. This includes your customer base or clientele, your supply base and the social systems upon which your business depends. Global events such as the war in Ukraine might, for example, not initially seem relevant to your small business, but the subsequent fuel price hike might very well have a significant impact on your operations. Listen, observe and adapt.

The word “pivot” has become synonymous with the startup environment in recent years, given the need to accept the complexities and uncertainties associated with doing business.

4. Be agile and adaptable

Talking of adaptability, this is a key characteristic of both the resilient entrepreneur and the resilient business. The word “pivot” has become synonymous with the startup environment in recent years, given the need to accept the complexities and uncertainties associated with doing business. Accept and adapt – swiftly. Consider the challenges your business is faced with and look for the veiled opportunities that might accompany those challenges. How can you reframe the negative into a positive for your business? ➤



5. Have a Plan B. And a Plan C

Challenges to our business ventures confront us with our own expectations, some of which turn out to have been unrealistic. There's the plan and there's reality. The two are never identical. Go all out to make the plan work, but expect that there will be curveballs. Identify potential risks. Take time to think through possible scenarios that you might anticipate, along with some relevant responses. If it turns out that your course of action wasn't the best, stop. Regroup. Rethink. Ask for advice from experienced persons, then proceed with the new plan.

6. Play a long game

Forget about instant gratification. To succeed as an entrepreneur, you should be willing to sacrifice on a personal level – think time, luxuries, friends – and on a business level. Start small, perhaps with a side-hustle that can grow into a full-time business. Live within your means. Stay humble. Plan well and manage your personal and business cash flow carefully. In business, you sometimes need to trade-off present efficiency or operation in the interest of sustainable performance in the future.

7. Prioritise relationships

Most importantly, both the resilience of the entrepreneur and of the business depend on the nature and quality of their relationships. As much as the entrepreneur needs a trusted support network, the business needs healthy relationships with customers/clients, suppliers, partners, and especially employees. Your business is only as strong as your team, so you as the leader need to protect those relationships. Lead with empathy and mindfulness. Recognise and reward special efforts. Make time to celebrate. Finally, apologise sincerely when you have inadvertently caused harm. Building strong relationships is a process that takes time.

8. Be kind to yourself

Sometimes you'll get it wrong. Sometimes you'll feel isolated. Often you'll think of giving up. Be kind to yourself and try again tomorrow.

As much as the entrepreneur needs a trusted support network, the business needs healthy relationships with customers/clients, suppliers, partners, and especially employees.



By Chandra Mophethe

On becoming your own boss

When you become a freelancer, you essentially become your own boss. You can set your own times and measure success by your own standards. Here's what I wish I knew before starting out.

Work smarter, not harder

Good time management is important. Remember time is money in the world of freelancing. Any opportunity to improve efficiency and increase productivity is a must. Keep a diary or digital calendar that you update regularly to stay on top of your projects. Try and optimise your repetitive tasks by automating them (e.g. using a scheduling tool for social media or having a PDF document with your rates available to send to new clients).

It's okay to say "No"

Be selective with the projects you take on. There will be a time when you will have many offers coming your way and you will want to say yes to everything – don't! It is important to take on work you know you'll be able to complete to the best of your ability. Word of mouth is your best form of advertising, so make sure you don't overcommit only to underdeliver.

Find time to unplug

Working online has made it easier to continue working well past normal hours, making you more susceptible to burn out. During your work hours, make sure to schedule short breaks. For example, take 10-minute breaks from your computer every hour to stretch. On weekends, take longer breaks that detach you from all things digital – go for walks, take up a creative hobby like painting or cooking, or try something you've never tried before! Your work life doesn't have to eclipse your personal life.



Upskill & stay up to date

There are many online educational platforms that offer courses where you can learn a variety of new skills from digital marketing to bookkeeping. Although many of these platforms are paid, there are free platforms as well. Even Youtube is often a great platform to start learning. Learning how to code is essential for surviving in the digital world of work. You don't have to become a software engineer or data analyst, but it will give you a head start to have a better understanding of it.

In addition to upskilling, make sure you are clued into the latest trends in your industry. Subscribe to bi-annual and annual reports about the industry you work in and attend events hosted by industry leaders. Subscribe to newsletters and live podcasts – guests often share the same (or more!) invaluable information as they would at a paid event.

Transition with a plan

If you are currently working or studying full time and are looking to transition to being a full-time freelancer, I recommend testing the waters with one or two side hustles to make sure they will be financially viable and scalable in the future.

Draw up a budget of your monthly expenses and ensure that your hourly rate will be enough to live off as well as allow enough to put aside for rainy days and downtime.

If you are currently working or studying full time and are looking to transition to being a full-time freelancer, I recommend testing the waters with one or two side hustles to make sure they will be financially viable and scalable in the future.

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Grad Gallery

Our inspiring grads

Interviews with a cross section of UCT graduates



Samar S. M. Elsheikh
Ontario, Canada



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Berlin, Germany



Hannah Delit
New York City, USA



Che Daniels
Dublin, Ireland



Neann Mathai
New York City, USA



Rosymary Mudzanani
Johannesburg, South Africa



Bubele Booi
Los Angeles, USA



Geraldine Kwenda
Cape Town, South Africa

Legend:

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Humanities	Engineering
Law	Health Sci



Roshan Harneker
Cape Town,
South Africa



Suzanne Lambert
Johannesburg,
South Africa



Stephen Price
Johannesburg,
South Africa



Ramontsheng Rapolaki
Pretoria,
South Africa



Nolundi Luwaya
Cape Town,
South Africa



Matthew Dickie
Cape Town,
South Africa



Jamie Masters
Cape Town,
South Africa



Tinotenda Jeketera
Cape Town,
South Africa



Florence Phelanyane
Cape Town,
South Africa



Kate Handley
Cape Town,
South Africa



**Rosymary
Mudzanani**

Job history

2021 July–Present

Murex Specialist: Equity
Derivatives Analyst, Rand
Merchant Bank

2018–2021

Consultant, FIS Global

Academic history

2017

MCom in Risk Management
of Financial Markets
University of Cape Town

2016

BCom Honours in Financial
Analysis and Portfolio
Management
University of Cape Town

2013–2015

BCom Economics and
Finance
University of Cape Town

Describe your job – what do you do?

I spent about 3,5 years at FIS Global as a Consultant – mostly on Cross-Asset Trading and Risk Platform (formerly Front Arena). This is a combined order and portfolio management system that encompasses the full trade life cycle for the buy side and delivers real-time cross-asset trading, risk management, position keeping, general ledger and more.

Most of my time here was spent at the three banks where we implemented the FRTB Regulations. I was the analyst responsible, and the team and I implemented the solution and did a lot of validation – the FRTB has a lot of mathematics, so I quite enjoyed that.

In July 2021 I left my Consulting role and joined RMB as an EQD (Equity Derivatives) Analyst in the Murex Team. Murex is a trading and risk management platform that enables capital market firms to deploy a robust risk management system. My current role pretty much entails me understanding the full lifecycle of a trade from Pricing to Settlement and the impact on Market Risk and

Finance. It also includes supporting the EQD Desk; working with traders and various stakeholders to deliver their requirements. My favourite part about this role is the fact that things are always changing – there is always a new variable introduced, e.g. new products that you have never heard of. My other favourite part about my role is my team – we all come from diverse backgrounds and they have welcomed me on board as I embark on this new role.

How have your degrees helped you to get where you are?

The degrees played a very important role. The master's degree definitely opened up doors for me and it played an important role on where I am today. A lot of employers in banking are looking for a well-rounded graduate, i.e. someone with both financial markets backgrounds and technical skills – these I learnt mostly in my MCom class.

What has been a highlight of your career so far?

The highlight of my career would have to be getting exposure to various banks in one role. My first role as a consultant gave me the opportunity to work at Absa Capital, Nedbank and Investec. This on its own gave me the opportunity to learn about the various banks' cultures, networking and essentially helped me carve out my current role.

Advice would you give to students that want to follow in your footsteps?

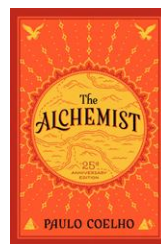
I don't think there is really a formula to how I got here. To put things into perspective, I initially wanted to study politics because I was angry at the poor service delivery that we were

receiving. I ended up studying finance and economics because I believed understanding these parts of the country would play a pivotal role in me getting involved in politics. But I also really enjoyed Maths and I am good at it, and that's pretty much how I ended up studying the MCom. I also realised that there aren't enough females – particularly black females – in these quant technical roles and I wanted to break that cycle and inspire other females to follow the lead. In short, position yourself.

What is the next thing you want to achieve or learn?

I think I want to study a bit further – I want to write the FRM exam.

“I realised that there aren't enough females – particularly black females – in these quant technical roles and I wanted to break that cycle and inspire other females to follow the lead.”



Book recommendation

The Alchemist.

This book changed my perspective on life. I read this book last year when I had hit a low in my life and I was feeling a bit depressed because I had lost so many people in my life and this quote carried me through: “And, when you can't go back, you have to worry only about the best way of moving forward”



Stephen Price

Job history

2021–Present
Manager: Digital Consulting (People and Change), KPMG

2018–2021
Junior Consultant: Management Consulting (People and Change), KPMG

2017–2018
Graduate Recruitment Officer, KPMG

2016
Careers Service Peer Support Team Member
University of Cape Town

Academic history

2016
MCom Organisational Psychology
University of Cape Town

2012–2015
BBusSc Organisational Psychology
University of Cape Town

Describe your job – what do you do?

I am currently a Manager in the Digital Consulting unit at KPMG. In short, we help clients find solutions to some of their hardest problems and help them transform their operations to deliver value in an ever-changing world.

How have your degrees helped you to get where you are?

Both of my degrees were fundamental in getting me to this point in my career. The minimum requirement for the KPMG consulting graduate programme in my field was a Master's degree in my field, so it gave me access to this exciting career. The combination of the Business degree with the fundamentals of human behaviour positioned me well for my consulting roles.

What's been a highlight of your career so far?

The first big highlight was having the opportunity to complete my internship and registration as an Industrial Psychologist. A second great highlight for me was working on the development of a strategic roadmap for the South African government on how to expand the use of a specific renewable energy carrier for the benefit of our society.

What advice would you give to students that want to follow in your footsteps?

Your dedication to your studies and getting as much experience as you can is very important to future career opportunities. In addition, building relationships is a great way to get and keep your foot in the door, so actively build up your

Your dedication to your studies and getting as much experience as you can is very important to future career opportunities.

network. Jobs can be hard to come by, so apply, apply, apply and keep persevering. You will hear a lot of “Nos”, but you only need to hear one good “Yes”.

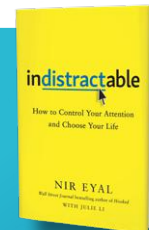
What’s the next thing you want to achieve or learn?

My current core focus areas are to learn how to manage larger teams and projects well and to improve my leadership skills and experience in the workplace. In addition, my personal priorities are to enhance my work-life balance, as consulting can be a very demanding environment.

How do you see your industry evolving?

Consulting, like every industry, is consistently becoming more tech-focused. You have to have a good understanding of how you can use technology to enhance what you do, while still sticking to your core skills that you have to offer.

“You have to have a good understanding of how you can use technology to enhance what you do, while still sticking to your core skills that you have to offer.”



Book & course recommendations

“Indistractable” by Nir Eyal

I subscribe and listen to a lot of podcasts, so I would advise grads to do the same as you can learn so many amazing lessons this way and they are free!

Commerce



**Roshan
Harneker**

Job history

2021–Present

Head: Cybersecurity
Services
KHIPU Networks Limited

2017–2020

Senior Manager:
Information and
Cybersecurity Services
University of Cape Town

2013–2017

Senior Manager:
Educational Technology
Services
University of Cape Town

2007–2013

Manager: 2d Level IT
Helpdesk
University of Cape Town

2011–2015

Digital Forensics
Practitioner
A2 Consulting

Academic history

2016–2019

Master of
Commerce
specialising
in Information
Systems: Digital
Forensics
University
of Cape Town

2009–2010

BCom Honours
specialising
in Information
Systems
University
of Cape Town

2006–2009

BCom specialising
in Information
Systems
University
of Cape Town

Describe your job – what do you do?

Currently I head up cybersecurity services for a managed security services provider (MSSP) and create new security service offerings for the company. What I enjoy about my role is having the green fields and autonomy to create something new on a regular basis. It's a plus that I also get to work with new technologies and still get to work alongside other universities helping to shape their respective security journeys.

How have your degrees helped you to get where you are?

My degrees helped shape my critical thinking abilities and assisted when I applied for roles that required a specific degree level. They also helped with providing a very firm theoretical knowledge base relating to digital forensics and security concepts.

What has been a highlight of your career?

I have several [highlights] spanning UCT and my current employer. At UCT the highlight of my career was being part of the 5-year classroom renewal project and knowing my contribution positively and significantly affected teaching and learning at Africa's top university. Other highlights included being able to guest lecture for two universities over the past decade – an experience I thoroughly enjoy. At my current role, I really enjoy being able to architect new solutions.

What advice would you give to graduates that want to follow in your footsteps?

Proactively seek out a mentor in the field relevant to your interests and/or studies. Look for opportunities to intern or continually apply the theoretical knowledge you're gaining if you're low on relevant work experience. Remember that education doesn't end (in this line of work) when you're awarded a degree or certification. When you embark on a career in digital forensics and/or information security, to be effective, you need to become a life-long learner.

What is the next thing you want to achieve and/or learn?

Most likely a PhD focused on digital forensics or information security.

How do you see cybersecurity evolving in the near future?

Cybersecurity is ever evolving. Malicious actors actively exploit both old and new vulnerabilities and have even commodified the

exploitation thereof, one small example being ransomware. There's also a well-documented global dearth of cybersecurity skills making this discipline not only sought-after, but also a viable career choice.

Remember that education doesn't end when you're awarded a degree or certification... To be effective, you need to become a life-long learner.



Melissa Sikosana

Job history

2021–Present

Course Facilitator (Part-time)
Learn Biomimicry

2021–Present

Consulting Director (Part-time)
180 Degrees Consulting
(Germany)

2016–Present

Researcher and PhD Candidate
Leibniz-Institut für
Polymerforschung Dresden
(Germany)

2014–Present

Freelance Innovation Consultant
Self-employed

2012–Present

Director of Climate Change
Programmes, African Views

2016–2017

Management Consultant
180 Degrees Consulting
(Germany)

Academic history

2013–2015

MSc in Chemical
Engineering,
Specialising in
Environmental
Engineering
University
of Cape Town

2008–2012

BSc Honours in
Chemical
Engineering
University
of Cape Town

What do you do?

How do we design waste and poverty out, all whilst closing the resource gap? At the same time, what role do (black) women and nanotechnologies play in achieving sustainable development in emerging economies? As an environmental professional, my work centres around these two statements.

I would call myself an Expert-Generalist. Over the past decade, sustainable water management has been the common thread in my seemingly unconventional career journey. I am a researcher and PhD Candidate at the Leibniz-institute for Functionalised Polymers. My work is centred around translating a bioinspired, biomedical surface engineering technology for use in maintaining household drinking water.

Alongside this work, I trained in biomimicry and (human-centred) design thinking as well as circular economics. These are the main services of my portfolio as a part-time innovation consultant and design thinking coach. My recent and most exciting role as a course facilitator for

LearnBiomimicry allows me to combine my passion for problem-solving using nature-based strategies (biomimicry) and teaching.

Every day I endeavour to look for solutions in unexpected places to augment the larger agenda of the green economy and improve how societies function.

How have your degrees helped you to get where you are?

Chemical engineers are problem solvers and trained systems-thinkers that can work across several disciplines with ease. UCT's chemical engineering department is among the best in the world. The Environmental and Process Systems [Engineering] team which I was a part of during my Master's degree continue to pioneer the way chemical engineers, designers and scientists can minimise their environmental impact. The supportive staff and strong curriculum gave me the solid quantitative foundations and courage to tackle some of the world's most wicked problems.

Science is knowledge and innovation is knowledge reimaged.

What has been a highlight of your career so far?

I am passionate about teaching, design and storytelling. Some of my best and award-winning work have come out of spaces where I allowed myself to indulge all three in my environmental profession. The highlight of my journey has been picking up a role as course facilitator and mentor for LearnBiomimicry. This role is a culmination of all my career experiences, ideas and choices channelled through teaching and collaborative work with innovators from all around the world.

What's the next thing you want to achieve/ learn?

I would like to continue to grow in this direction. Hence, teaching through science communication or a career in transdisciplinary management feels like a natural next step for me.

How do you see your industry evolving?

Science is knowledge and innovation is knowledge reimaged. I am particularly excited by the innovation that can arise when designers speak to scientists and

engineers through nature's lens. My vision for education and future-of-work is to see the rise in transdisciplinary and generalist curricula, through which students can graduate as simply 'Problem Solvers'. This approach can leverage the current shift to hybrid learning models, which are enabling programmes to transcend borders and thinking models like never before.

Any advice to those that want to follow in your footsteps?

1. I have a **child-like curiosity** that has pushed my career in many different and exciting directions. Here are a few things I have learnt along the way:
2. **Allow failure** to be part of your process.
3. With the right **tools and mentors**, your 'weaknesses' are your strengths: 'overthinkers' are good systems analysts; daydreamers are visionaries when given the right boundaries; the 'quiet ones' are often the empathetic leaders we need to lead from behind and within.
4. **80%** is as good as done.
5. You can and should take time to **define your own 'job title'**.



Book & course recommendations

Any **design thinking** course

Any **Learn Biomimicry** course

"The Artist's Way"
by Julia Cameron

"Where Good Ideas Come From"
by Steve Johnson

Have conversations with a mentor much older than you

**Tinotenda Jeketera****Job history****2016-Present**

Project Manager
Rabie Property Group

2014-2015

Site Foreman
Rawson Developers

2014

Sub Warden
Department of Student
Housing at UCT

Academic history**2015**

BSc Honours
in Construction
management
University of Cape
Town

2012-2014

BSc in Construction
studies
University of Cape
Town

**Describe your job –
what do you do?**

I'm a construction project manager for a property developer. The role involves managing construction projects from inception to completion. I put together and manage teams that bring construction projects to life and I manage the project delivery process, including but not limited to financials, cost and time management. I am involved in the whole lifecycle of a project – from market research, land acquisition, professional appointments, design, costing and marketing, to construction and final handover to the excited clients, not forgetting the post-handover lifecycle of the projects. Handover to the end-user is always the best part, it's like realising a dream, something was never there two years ago, you built these teams to make it happen and people will use it for the next couple of decades.

**How have your
degrees helped you
to get where you are?**

My two degrees were so multifaceted, and had a range of courses that allowed me the chance to experience different disciplines which has proven important in project management. As a project manager you have to know everything: construction processes, negotiation, finance, professional communication, law and regulations. The degrees exposed me to a bit of everything and my experience is just amplifying that all-round knowledge.

**What has been a highlight
of your career so far?**

Finding out the ease of applicability of my skills to other industries.

What advice would you give to graduates that want to follow in your footsteps?

Go out there and try to get practical experience while completing your degree. This will give valuable insight into career paths and afford free advice from experienced professionals.

“The built environment shapes our life and what we do; the way buildings are designed and constructed is going to change dramatically and we will have to adapt quickly to these changes.

The industry is going to adapt a lot to climate change in particular. The built environment shapes our life and what we do; the way buildings are designed and constructed is going to change dramatically and we will have to adapt quickly to these changes.

What is the next thing you want to achieve or learn?

I would like to develop my skills and knowledge to stay in touch with how the industry is evolving due to market changes brought about by climate change and recently the pandemic.

How do you see your industry evolving in the near future?

The industry is going to adapt a lot to climate change in particular. The built environment shapes our life and what we do; the way buildings are designed and constructed is going to change dramatically and we will have to adapt quickly to these changes. There will be a big integration of energy-use consultants, sustainability consultants, sustainable materials and technology and there will be incentives that help promote use of a different type of building. Regulation has already started changing to suit this.

Book & course recommendations

The Green star accreditation is good because it comes with resources that are constantly being updated.

Follow online architecture/ built environment magazines like Dezeen. These have resources and up-to-date information that keeps you updated and can lead you to emerging trends as they happen.



Suzanne Lambert

Job history

2022–Present

Business Analyst
Partners in
Performance

2020–2022

Engineering Consultant
NES Consult

Academic history

2018–2019

Master of Engineering
in Civil Engineering
University of Cape Town

2013–2017

BSc in Civil Engineering
University of Cape Town

Describe your job – what do you do?

I've just begun a new job at Partners in Performance. PIP is a management consultancy that hires diverse, pragmatic and out-the-box thinkers. It partners with a variety of different industries to solve complex operational challenges. Focusing on implementation, they have a hands-on approach to drive lasting change. It's my job to aid organisations and their employees to diagnose their operational issues, find and implement the best avenues for performance improvement, and ultimately help them gear themselves toward continuous improvement.

How did you make the transition from your previous job?

What got me up in the morning at my previous post was meeting new clients, and problem-solving and brainstorming possible solutions with them. The shift from engineering to management consulting meant I could do this on a larger scale for a wider scope of

industries. Another pull to my new job was the supportive culture at PIP where I could receive mentoring and coaching to achieve my full potential.

How have your degrees helped you to get where you are?

My undergraduate engineering degree was integral in teaching me how to think and how to work in partnership with my peers. Additionally, I was lucky enough to have the opportunity to delve into interesting research for my master's research project, and undertaking the lab work taught me how to deal with complex and unforeseen problems and how to make informed decisions based on incomplete information. I utilise the soft skills learnt from both my degrees daily, but the tangible degree behind my name has also unlocked many career opportunities for me.

What has been a highlight of your career so far?

A highlight has been problem-solving and brainstorming in group settings, either with clients or colleagues. In

these interactions, I have learnt and gained invaluable insight from listening and working with others.

What advice would you give to current engineering students?

Imagine a graph, skill on the x-axis and willingness on the y-axis. Ultimately, you want to be in the upper right corner of the graph. However, you will definitely start your career unskilled, and it is difficult to work with someone who is both unskilled and unwilling. So, my advice would be to strive to be willing, and the skills will follow.

What is the next thing you want to achieve or learn?

I'm excited to get exposure to a wide range of industries and grow my skills as a management consultant.

What stands out to you from your cycle tour across Africa?

In 2019, I cycled from Uganda to Cape Town unassisted. Among many other lessons, this experience taught me that constant communication makes for a good team. There were four of us on our cycle and every

afternoon before it got dark, we had to make sure we had food, water and a place to sleep.

To get all of this done we had to split up the work, and it often meant separating without signal. Before splitting up we had to rigorously make sure we were all on the same page. I once waited an hour on the wrong route thinking I was ahead of the team because I failed to communicate my plan clearly. I ended up narrowly missing our Malawian border crossing and spending a lonely night by myself. This can be an allegory to the real working world, communicate with your team so you don't find yourself lost and travelling down the wrong route.

Course recommendation

<https://www.craftingcases.com/>

It's a course for management consulting interviews, but it gives an essential toolkit for structuring your thoughts and solving any problem systematically.



Samar Elsheikh

Job history

2021–Present

Postdoctoral Research Fellow
Pharmacogenetics Research Clinic,
Centre for Addiction and
Mental Health in Canada

2020

Postdoctoral Researcher
University of Cape Town

2019–2020

Tutor
African Institute for
Mathematical Sciences

Academic history

2015–2019

PhD in Bioinformatics
University of Cape Town

2013–2014

MSc in Mathematical Sciences
University of Ghana

2012–2013

MSc in Statistics
University of Khartoum

2006–2011

BSc in Statistics
University of Khartoum

Describe your job – what do you do?

I recently joined the Pharmacogenetics Research Clinic (PGxRC) as a post-doctoral fellow in the field of bioinformatics and pharmacogenetics. I work on developing mathematical models and analysis pipelines that integrate various clinical, genetic and psychosocial characteristics to elucidate the underlying biological mechanism of depression. Specifically, my work focuses on understanding why people respond differently to antidepressants.

Currently, I am engaged in and leading research projects that aim at developing predictive machine learning models to understand the effect of genes on antidepressant remission in late-life depression with a special consideration on understanding the effects of medical comorbidities associated with the emerging neurodegenerative and cerebrovascular changes (e.g. Dementia and Stroke) on the response to treatment.

What is the next thing you want to learn?

As I am continuing to do my postdoc for a few more years, I would like to focus more on getting additional training towards translational research in the fields of neuroscience and bioinformatics, as well as to apply my skills and new knowledge in understanding brain-related diseases. As much as I can, I am also keeping my opportunities open to both Academia and Industry careers.

How do you see bioinformatics evolving?

The field of bioinformatics is rapidly evolving and expanding as technologies develop. The biologist now generates a tremendous amount of datasets, and therefore, new research methods and ways to deal with these data are quickly changing. To keep up with all that, one needs to continuously expand their knowledge in the field, be adaptable to this changing environment and acquire the essential computational skills and specifics

“ **The biologist now generates a tremendous amount of datasets, and therefore, new research methods and ways to deal with these data are quickly changing.** ”

of their target jobs. Some of the current job titles in the field are; Bioinformatics Scientist, Bioinformatics Engineer and Bioinformatician Consultant.

to the situation. I managed that by talking to supervisors, taking short breaks, enjoying Cape Town's nature and surrounding myself with very good friends.

What were some of the challenges and highlights of studying at UCT?

During the years I studied and worked at UCT, I managed to build and surround myself with a great network of extraordinary researchers and mentors. In particular, the [H3ABioNet – Pan African Bioinformatics Network initiative](#), which is led by Dr. Nicola Mulder, provided me with a lot of essential bioinformatics training, and connected me with researchers around the continent.

Although I received the [OWSD](#) PhD fellowship; UCT has generously awarded me the International and Refugee Scholarship, which provided me with additional support during the course of my PhD.

Like any other PhD, my journey had ups and downs. There were times when work progress was slow and worrying. Also, being away from home for so long added more pressure

Course recommendations

Foundations of Project Management

Our Lessons – Software Carpentry

Lessons – Data Carpentry

Genomics Workshop Overview – Data Carpentry

Bioinformatics Specialisation – Coursera

Read these blogs:

[How To Start A Career In Bioinformatics](#)

[Bioinformatics Jobs: How to Succeed in This Competitive Space](#)



Che Daniels

Job history

2021–Present

Medical Registrar in General Internal Medicine
Health Service Executive, Dublin

2017–2021

Senior Specialist Registrar
Tygerberg Hospital

2015–2017

Medical Registrar
Groote Schuur Hospital

2015

Senior House Officer
CuraNova Medical Recruitment

2014

Community Service Medical Officer
Lotus River Community Health Centre

Academic history

2006–2011

MBCbB
University of Cape Town

2003–2005

BSc Microbiology and Biotechnology
University of Cape Town

Describe your job – what do you do?

My role is that of a hospital-based doctor, who is responsible for the assessment and treatment of critically and acute unwell patients. These patients frequently need admission to and investigation in the hospital. My favourite part of the job is seeing patients who are unwell, and walking the path to recovery alongside them and their loved ones.

How have your degrees helped you to get where you are?

The medical degree provides you exposure to all walks of life and different levels of health care. It forms the basis to develop practical skills that allow you to relate and interact with people.

What has been a highlight of your career so far?

There have been many highlights along the way, and each one has contributed to my personal and professional growth.

What advice would you give to graduates that want to follow in your footsteps?

It's important to find balance. Medicine can take a lot away from one and it's easy to lose oneself.

” It’s important to find balance. Medicine can take a lot away from one and it’s easy to lose oneself.

**How big was your transition from SA to Ireland?
Are there big differences between the healthcare systems?**

Surprisingly the systems aren't too different. The Irish system is demanding in different ways, but I believe the training we receive here is more than adequate to adapt to it. The difference mainly relates to the patient and disease profiles.

How do you see the healthcare industry evolving in the future?

I think Artificial intelligence will play a big part in future health systems and the role of the doctor may involve data management as much as clinical skills. Genetics and individualised treatment will also play a big part.

Book & course recommendations

Anything non-medical. It's important to find balance and have a life outside of medicine.


Florence Phelanyane
Job history
2016–Present

Health Data Scientist
Centre for Infectious Disease
Epidemiology Research

2013–2015

IsiXhosa Language Tutor
University of Cape Town

Academic history
2022–Present

PhD in Computational and Health Informatics
University of Cape Town

2021

Master of Public Health in Epidemiology and Biostatistics
University of Cape Town

2015

BSc Med Honours in Bioinformatics
University of Cape Town

2014

BSc Genetics and Microbiology
University of Cape Town

Describe your job – what do you do?

I am a Health Data Scientist seconded to the Western Cape Department of Health's (WCGH) Provincial Health Data Centre (PHDC). The PHDC is a health information exchange developed and hosted within the WCGH. It integrates and harmonises public health data at scale.

I get to combine my public health background and computational/analytical skills to solve health care problems at scale. I am privileged to use my diverse skills to be part of a team that uses data driven tools for strengthening public health systems, and in turn 'save lives'.

How have your degrees helped you to get where you are?

I am a self-taught data scientist in that I do not have formal training in computer science/statistics/math; I took Information Technology (IT) as a subject in matric and picked it up again at university when I switched from molecular

biology to computational biology (bioinformatics).

I started working as a health data scientist during my masters. The epidemiology and biostats coursework, invaluable experience gained working alongside public health experts/fellow health data scientists, and the completion of various data science certificates helped me to become the data scientist I am today.

What's been a highlight of your career so far?

Working for an academic institution like UCT, and its research nurturing environment, allows you to both work and study simultaneously. I managed to submit a few proposals to various prestigious conferences. One such conference was AIDS2020, during which I presented my masters thesis on a contemporary review of the prevention of mother-to-child transmission (PMTCT) of HIV 20 years after its inception.

I love that I can do meaningful public health work, advance my career and

travel the world (not quite AIDS2020, but for future academic conferences).

What advice would you give to graduates that want to follow in your footsteps?

At postgraduate level, it's really important to chat to fellow students/tutors/lectures in your faculty about possible opportunities. Get involved and let people know you're interested to hear about their projects. My internship was sparked by a conversation I had with an ex-stats tutor (now a fellow colleague/friend), who told me about an amazing project that she is a part of.

What is the next thing you want to achieve or learn?

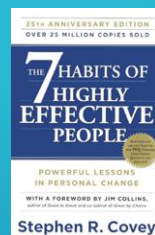
I'd like to take my skills to a new level with my PhD. I don't know what that holds for me as yet, but I am excited to find out.

”

The need and demand for data science, engineering and analytic skills have really blown up in the last few years.

How do you see your industry evolving in the future?

The need and demand for data science, engineering and analytic skills have really blown up in the last few years. More and more companies are investing in such technologies. I would really advise everyone to acquire these skills (you don't need to have studied computer science) – you will be amazed at how applicable they are in many industries/ companies, and how many doors they will open for you.



Book recommendation

When I am not stuck with an academic paper; I mostly read self-help books for my sanity, I am currently revisiting an old favourite, "The 7 habits of highly effective people" by Stephen R. Covey.



Geraldine Kwenda

Job history

2019–Present

Human Resources
Manager
SouthSouthNorth

2016–2018

HR and Training
Manager
Shout-It-Now

2014–2015

Recruitment
Consultant
Hire Resolve

2011–2013

Business
Development
Consultant
Tourism
Enterprise
Partnership

2010–2011

Administrator
Braxton
Consulting

Academic history

2020–2021

MPhil specialising in
Programme
Evaluation
University of Cape Town

2017

Certificate in Practical
Labour Law (short
course)
GetSmarter via
University of Cape Town

2009

BSocSc Honours
specialising in
Organisational
Psychology
University of Cape Town

2006–2008

BSocSc in Labour,
Organisational
Psychology and Human
Resource Management
University of Cape Town

What do you do?

I am the Human Resources (HR) Manager at SouthSouthNorth (SSN), an organisation which focuses on addressing climate change issues worldwide. My day-to-day work includes developing and implementing organisational policies; overseeing employee performance management; managing and negotiating remuneration; and providing technical HR advice. I'm also responsible for recruitment, role changes and selection within SSN.

My favourite part of my job is making people's working lives better, even in the smallest way, and the variety of complex work that comes my way.

How have your degrees helped you to get where you are?

My qualifications have given me the scientific foundation to understand how individuals and organisations work, and what drives them to perform effectively. They have also aided in my decision-making and solidified my ethics, allowing me to improve

workplace environments and productivity.

What has been a highlight of your career?

In both my HR management roles I have managed to set up all HR processes and systems within the organisations. Prior to me joining, neither of them had a dedicated HR hub. Seeing the systems I have set up (recruitment and selection; performance reviews/management; salary grading; internship programmes; internal policies, etc.) working and making people's work lives easier has been rewarding and a great achievement.

What advice would you give to graduates starting out in HR?

Don't look down on entry level positions you get within HR. When you work in HR, people are your business, therefore getting exposure to a variety of roles and organisations and their cultures will help develop your skill set. It can be a tough market, but HR is a broad field, so you can explore opportunities and gain exposure

“My favourite part of my job is making people’s working lives better, even in the smallest way, and the variety of complex work that comes my way.

in different areas within HR, like Recruitment and Selection, Learning and Development, HRIS, Industrial relations, etc.

How did you juggle working full-time with your studies?

Working full time, while having to submit assignments, develop a proposal and write a thesis, was very tough. However, because of the lockdown, there was nowhere to go and we ended up working from home, which meant less time on the road or seeing people, so I made use of all my non-working hours to study. But it took a conscious effort.

How do you see your industry evolving in the near future?

I think HR positions have been evolving from the traditional transactional/administrative role to a more strategic business partner role.

This has been highlighted by the pandemic, as businesses have had to transform their work practises, for example implementing remote working, which required HR professionals to develop innovative ways of evaluating and improving performance.

Organisations are also utilising big data and artificial intelligence (AI) trends to analyse People Analytics, forcing HR departments to rethink the skills and competencies that the workforce requires to remain efficient and competitive.

Course recommendations

I would recommend doing a **Practical Labour Law and Basic Labour Relations course**.

As an HR professional in SA, it is imperative that you know the practical aspects of labour law. Having this technical knowledge also gives you an advantage. Also look at courses that help people challenge and navigate today’s workplaces – these include ones that focus on Diversity, Equity & Inclusion and Strategic HRM and Business Partnering.



Bubele Boo

Job history

2016 - Present

Record Producer &
Songwriter
Noble (Los Angeles)

2013

Assistant Sound Designer
Sterling Sound
(Johannesburg)

Academic history

2018-2022

MMus in Music Technology
NYU Steinhardt

2014-2017

BMus in Music Technology
University of Cape Town



Bubele worked alongside Beyoncé on her song "Find Your Way Back." Listen to the track [here](#).

Describe your job – what do you do?

I'm a record producer and songwriter. Every day we get into the studio and write and record songs with artists. Additionally, we occasionally get the chance to do music for screen (i.e. documentaries and short films). My favourite part of writing music is that moment when the song seems to materialise out of nowhere and you know it's special and everyone starts dancing around the room.

What advice would you give to music technology graduates starting out?

Don't wait to start your career until you've graduated. Start now. It's likely that no one will ask you for proof of qualification, but they'll always ask for proof of competence. So use the edge that education gives you to enhance your competence beyond that of your contemporaries in order to gain more career leverage.

Once in the industry, forget any notion of 'rules'. You can craft your own path – there's no one way to do it and no one way is the same.

How have your degrees helped you to get where you are?

My degrees helped prepare me for the fact that nothing is handed to you easily in the creative job market and it's all about synthesising disparate elements to formulate something new – much like research.

What has been a highlight of your career so far?

I think the highs and lows are incredibly big in the entertainment industry so I try not to put too much focus on them as a source of happiness. My biggest highlight is getting to do what I love and getting to do it from a studio with windows (a rarity).

“Don’t wait to start your career until you’ve graduated. Start now. It’s likely that no one will ask you for proof of qualification, but they’ll always ask for proof of competence.”

How did the pandemic affect your career?

It killed a few deals that were in the making but opened opportunities that would otherwise not have existed. It forced a lot of introspection and reassessment on the topic of “what actually matters?”. The remote nature of COVID-19 meant that deals could happen from anywhere in the world, which was helpful to my production team. The pandemic also slowed the world down just enough for us to sneak into Los Angeles and get situated before the massive machine of the music industry took off once again.

What are you planning to learn in the near future?

I think it’s important to never stop learning. If I go a week without learning something new, oftentimes that is my least inspired week. Inspiration is synonymous with discovery and education to me.

Book recommendations



“No Rules Rules: Netflix and the Culture of Reinvention” by Erin Meyer and Reed Hastings

I found it really great for understanding some things about building teams with high density talent and optimal creative output.

“Name of the wind” – Patrick Rothfuss

Possibly one of the greatest novels ever written and the main character is a musician, which makes it resonate a little more with me personally.



Jamie Masters

Job history

2020–Present

Product Manager
Aerobotics

2018–2020

Product Marketing Manager
Aerobotics

2018

Design and
Communications Coordinator
Aerobotics

2017

Digital Marketing Intern
Rhino Africa

2016–2017

Intern
one2love agency

2015

Community Manager (Part-time)
King James Group

Academic history

2014–2016

BA Media and Interactive Web
Design
University of Cape Town

What do you do?

As Product Manager (PM), I work with a team of engineers and a product designer to deliver products that serve our customers and fulfil our business needs. A PM interfaces with customers to understand their needs, and collaborates with the development team to produce solutions and products to solve our customers' problems. All this is done while working with the commercial side of the business to ensure we're building the right things at the right time to ensure business success. I also work with other PMs and our Chief Product Officer to define the product vision and strategy.

My favourite part is that I get to work closely with different parts of the business, and I get to be involved in executing the company's vision, with an incredible team of software engineers.

How has your degree helped you in your job?

During my degree, I had the opportunity to become well-rounded in a digital capacity; I learned online writing skills, I was able to express myself creatively, I learned a bit of HTML and CSS, created a blog and got to work with many different people in varying roles. All of these skills, as well as the experience I gained doing internships, set me up with the know-how

and confidence to begin working at a tech startup as a bit of a jack of all trades, and eventually mould my way into the career I'm in now.

What has been a highlight of your career so far?

Last year I was involved in the re-launch of our new webapp, called Aeroview. It's an online software that's used by farmers across the world, helping them to optimise their yields. The app has and continues to gain a lot of traction among our customers and prospects, and is a solid foundation upon which our business can build even more valuable products.

How did you juggle working part-time with your studies?

At first, knowing how to manage my time was a learning curve, but after a few weeks I got the hang of it. Being able to work part-time on a remote basis became super manageable. With the recent COVID-19 related shifts in the working world, these kinds of opportunities are thankfully more widely accessible now.

Whilst interning, since everything was online, I'd be able to set aside an hour in the morning or evening each day (depending on lectures) to focus on work,

no matter where I was. At the end of the day, when you realise the value of the experience you're getting (and the extra cash), it's worth it to just compartmentalise and work smarter instead of harder. I made sure I spent my time wisely, devoting a set number of hours to studying and lectures, and a set number of hours to the internship on a weekly basis.

As for Product people (in any industry), or anyone wanting to move into the space of Product, this role is a great one to be in. You get to work with world-class technology, and have the opportunity to bring hard and soft skills to the table which are absolutely necessary in building a sustainable company that solves the right problems.

What did you learn during your internships?

Doing internships during and after varsity was the most valuable thing I could've done in terms of making my way into the career I'm in. I particularly learned a lot at Rhino Africa, where I was working beneath incredible leaders in the digital marketing space. At One2Love and King James, I learned how to be autonomous and independent.

How do you see your industry evolving in the near future?

The Precision Agriculture industry is an inspiring one to be in – remote sensing, smart machinery and artificial intelligence are among the many evolving technologies in the Ag space. As long as humans are around, we'll need food, and we'll need our food to be produced in more sustainable ways. Leaders in the Precision Ag space are constantly working with this in mind.

I made sure I spent my time wisely, devoting a set number of hours to studying and lectures, and a set number of hours to the internship on a weekly basis.

Book & course recommendations

For budding marketers: Learn hard skills like SEO and Google Adwords. This could set you apart from other candidates when looking for a job. The Google certifications are a great way to get started on that front.

For budding Product people: There are a lot of Product Management courses out there, which can give you insight into what Product Management is about. This won't replace experience (e.g. interning with someone in the role), but could entice you into the field.

A good book: "Inspired" by Marty Cagan. Cagan's blog, "Silicon Valley Product Group" (<https://svpg.com/>), is worth following; he is a world-renowned Product leader.



Law



Nolundi Luwaya

Job history

2019–Present

Director
Land and Accountability
Research Centre
at UCT

2017 - 2018

Researcher
Centre for Law and
Society at UCT

2016

Deputy Director
Land and Accountability
Research Centre
at UCT

2013-2015

Programme Coordinator
of Rural Women's Action
Research Programme
Centre for Law and
Society at UCT

2012

Junior Researcher
Centre for Law and
Society at UCT

Academic history

2018

LLM, UCT

2011

BA LLB, UCT

2008

BA (English,
Law and
Sociology),
UCT

Describe your job – what do you do?

The Land and Accountability Research Centre (LARC) is based in the University of Cape Town's Faculty of Law. The Centre combines research, litigation and advocacy in customary law in order to advance the struggles of South Africans living in the former homelands. LARC forms part of a collaborative network, constituted as the Alliance for Rural Democracy, which provides strategic support to struggles for the recognition and protection of rights in the former homeland areas of South Africa. An explicit concern of LARC is power relations, and the impact of national laws and policy in framing the balance of power within which rural women and men struggle for change at the local level.

As Director of the Centre, my role is to provide leadership and strategic direction to the Centre. Together with the LARC team I steward relationships with partner organisations and funders. I serve as the face of the organisation and work to build its public profile.

How have your degrees helped you to get where you are?

Having studied both law and sociology has been useful in getting me to where I am currently. These degrees have helped me to develop critical social research skills and the ability to work across disciplines.

” Stay curious. If we are not asking the hard questions and trying to find answers to those questions, then we are accepting the status quo and depriving ourselves of so much more.

What has been a highlight of your career so far?

The opportunity to work alongside amazing community activists who work tirelessly to advance the rights of their communities is a definite highlight. As is the chance to travel within our beautiful country and the opportunity to engage with a wide range of people and experiences.

What advice would you give to graduates that want to follow in your footsteps?

To stay curious. If we are not asking the hard questions and trying to find answers to those questions, then we are accepting the status quo and depriving ourselves of so much more. Staying curious keeps the questions coming and the quest for solutions alive.

What is the next thing you want to achieve and/or learn?

I would really like to grow my own vegetables, so that is something that I hope to learn

about and hopefully achieve in the future. Professionally, there is always more to learn, and I am interested in learning more about research methodologies and how to get creative with those given what we are learning and have learnt from the restrictions we experience through the COVID-19 pandemic.

How do you see your industry evolving in the future?

The issues that we work on at LARC are quite niche and there is always a need for curious people who are interested in grappling with the socio-legal challenges faced by communities who practice systems of customary law. For as long as there is inequality in how people experience the impact of the law and the realisation of the Constitution there will be a need for people with skills and interests that cross disciplines.

Law



Kate Handley

Job history

2021–Present
Co-founder
Biodiversity Law
Centre

2019–Present
Environmental
Law Consultant
Cullinan &
Associates

2016–Present
Western Cape
Representative
Environmental
Law Association
of South Africa

2015–2019
Attorney
Nicholas Smith
Attorneys

2014–2015
Associate
Assheton-Smith
Ginsberg Inc

Academic history

2014–2016
LLM in
Environmental
Law
University of
Cape Town

2009–2010
LLB
University of
Cape Town

2006–2008
BSocSc
specialising in
Industrial and
Organisational
Psychology and
Law
Rhodes
University

Describe your job – what do you do?

I am an environmental attorney. I currently work as a consultant for a law firm, providing advice to a variety of clients in the private, public and NGO sectors on a range of environmental law topics.

One of the reasons I love my job is that the matters I work on, and what I therefore do, differ daily. I have worked for renewable energy developers assisting them with navigating the laws they need to comply with to build solar and wind farms. I have helped NGOs fight big corporations looking to conduct oil and gas drilling off the South African coast. I have helped clients comment on proposed new legislation relating to wildlife management. My work involves a large amount of reading and research, as well as consulting with clients and advocates (who we appoint to argue litigation matters in court).

How have your degrees helped in your career?

In order to be a lawyer, you have to study an LLB. My degree was therefore a prerequisite to the career I wanted to follow. I also wanted to pursue environmental law as a particular specialisation, and the LLM in this field assisted me in gaining a deeper understanding of this area of law, as well as building a network of other environmental lawyers, many of whom I have worked with.

What has been a highlight of your career so far?

Founding a new law clinic, the Biodiversity Law Centre. Its purpose is to use the law to reverse the catastrophic decline of biodiversity in Southern Africa. It is an ongoing project and it has been a huge challenge, but I am passionate about working with purpose.

What advice would you give to environmental law graduates?

Read widely. As a lawyer, reading is going to be one of your key skills. It is critical to keep up to date with developments in the law and politics relevant to your field, and to keep abreast of environmental issues affecting South Africa and the world in general.

What are some of the biggest challenges you have faced in your career?

I didn't start my career in environmental law. I first practised in the field of insolvency law and business rescue. I worked in this field for four years, but I knew that my passion lay in environmental law.

I had many conversations, and sent many emails with my CV before I eventually managed to make the career shift into an environmental law firm. Making a change in career direction is certainly challenging, but the transition was worth every effort.

To this end, I studied my LLM part-time while working. This in itself was a challenge. It was also a big challenge to find employment at a firm or organisation specialising in environmental law, as it is a niche field with limited employment opportunities. I had many conversations, and sent many emails with my CV before I eventually managed to make the career shift into an environmental law firm. Making a change in career direction is certainly challenging, but the transition was worth every effort.

How do you see environmental law evolving in the near future?

I think the momentum around climate action is only going to increase. I hope to also see greater shifts towards biodiversity conservation as a means of ensuring climate mitigation and adaptation, and lawyers who are able to straddle the law-energy nexus and law-ecology nexus are going to play an important role.

I think the mainstreaming of environmental law into other fields of law is going to become critical. For example, we are already seeing climate change considerations making more of an appearance in the insurance industry, as well as in the finance sector.

**Hannah Delit****Job history****2021–Present**

Senior – Legal Managed Services
EY (USA)

2020–2021

Legal Process Lead
Radiant Law (England)

2019–2020

Candidate Attorney
De Beer Attorneys Inc

Academic history**2018**

LLM in Commercial Law
University of Cape Town

2014–2017

LLB
University of Cape Town

**Describe your job –
what do you do?**

I recently started a new job as a senior in Contract Lifecycle Management. My job entails working with legal departments and other stakeholders to improve and implement contract management needs.

My favourite part about my job is transforming and optimising the contracting process and adding value for clients.

**How have your degrees
helped you in your career?**

My degrees have been instrumental in my career to date, particularly my LLM in Commercial Law, which provided me with a more focused learning on what I was interested in. The UCT Law Faculty is rated highly around the world and it has been invaluable to have degrees from a globally recognised institution.

**What has been a highlight
of your career so far?**

The highlight of my career has been moving from working in a traditional law practice to working in legal managed services. Working in an alternative legal industry has been exciting and it is great to see how traditional law and existing practises can evolve in the future.

**What advice would you give
to law graduates entering
the world of work?**

Write everything down and use a diary or calendar! It is normal to make mistakes, but it is important to use those mistakes as opportunities to learn and grow so that you don't repeat them.

” The UCT Law Faculty is rated highly around the world and it has been invaluable to have degrees from a globally recognised institution.

Did you have to adopt new and different ways of working when you started practising law in the USA?

There are definitely some cultural differences, but it has been great to work with people from all over the world. Since COVID-19, we have all had to adapt to working remotely and I think this has been helpful in adjusting to different ways of working! Right now the biggest adaptation has been spelling certain words with a “z” instead of an “s”!

How do you see commercial law evolving in the future?

There is increased demand from legal departments and companies to reduce their legal costs and speed up the contracting life cycle. Law firms will need to embrace technology and focus on improving the efficiency of outputs to create real value for clients.

Book & course recommendations

I recently completed a **“Visually Effective Excel Dashboards” course on Udemy** which I found to be very interesting! I would recommend this course to anyone looking to brush up on their Excel skills and present data in the most impactful ways.



Neann Mathai

Job history

2021–Present

Cheminformatics
Data Scientist
BenevolentAI

2018–2021

Research Fellow:
Cheminformatics
University of Bergen
and University of
Hamburg

2017–2018

Senior Programme
Officer
Management
Sciences for Health

2015–2017

Programme Officer:
Strategic Information
Management
Sciences for Health

2015

Business Data
Analyst
Mettler-Toledo
International

Academic history

2018 – 2021

PhD in
Cheminformatics
University of Bergen

2013–2015

PhD student in Food
Science (not awarded)
Cornell University

2011–2013

MSc in Computer
Science
(Computational
Chemistry)
University of Cape
Town

2009

BSc Honours in
Computer Science
University of Cape
Town

2006 - 2008

BSc in Computer
Science and Chemistry
University of Cape
Town

What do you do?

I work as a cheminformatician/ computational chemist for a pharmaceutical tech company where my team uses computational techniques to drive the chemistry of drug development projects. This includes everything from pulling together data packages and analyses for the chemistry to running simulations which gives you more insight into how the chemicals of interest are behaving.

What pulled you towards chem-informatics?

I discovered computational chemistry in my first year at UCT and I went on to do a Masters (with the Department of Computer Science) at UCT in computational chemistry, thoroughly enjoying it along the way.

I then pursued a PhD in a similar topic to my Masters but had to leave before completing this and started working in public health. During my public health work, I was using all sorts of statistical data analysis techniques to

understand and model public health scenarios to deliver better health services and outcomes to people around the world. I missed pharmaceutical/medicinal chemistry research though. I then went to pursue a PhD in Cheminformatics, so that I could use the techniques I was using from my public health work within basic medicinal chemistry research.

How do your degrees help you in your job?

The theory from the Computer Science and Chemistry coursework I took at UCT directly relates to the work I am doing now. This is obviously not usually the case for most people (and it wasn't the case for me for part of my career) and it is certainly not sufficient.

Transferable skills and the logical thinking that these disciplines equip you with are very important, but they are usually only realised once you grasp the theory of a discipline. It is important to keep building on your skills and drawing connections from one set of skills to the next.

” **There will be hiccups, but nothing needs to be wasted and every individual has a unique combination of skills and experiences which can be used for the greater good.**

What has been a highlight of your career so far?

Realising that nothing needs to be wasted. Every next step is a new opportunity to learn and equip yourself, whether that is progressing in the same field or making lateral moves across fields.

What advice would you give to current students?

There will be hiccups, but nothing needs to be wasted and every individual has a unique combination of skills and experiences which can be used for the greater good. So, keep pushing when chapters in a vocational life are hard and use easier chapters to stretch and push yourself. Seek holiday internships (UCT research groups love having undergrad students during the vac for research) and vac-work. If it is not possible to take on the more relevant unpaid vac-work (I hope that vac-work these days will cover living costs at

least!), apply and transfer the skills you have been acquiring during your study within the communities you are spending your vacation time. This may be hosting remedial lessons for children in the community or learning the processes of small businesses.

What is the next thing you want to achieve or learn?

I have just started working in industry within the pharmaceutical sector and this is quite different to how research is carried out in academia. I have a lot to learn about the industrial research process and how it complements and builds on the very important academic research bringing therapies to scale. My immediate goals are to gain a better understanding of this process and the areas within this process which can be improved upon my cutting edge academic research.

Book and course recommendations

I would highly recommend courses in **basic statistics and data science**. So much of work these days involves implementing basic statistical principles.



Matthew Dickie

Job history

2022

Technical Analyst
Jembi Health Systems

2021

Developer/Analyst
Jembi Health Systems

2019–2020

Mid-level Developer
Jembi Health Systems

2017–2018

Junior Developer
Jembi Health Systems

Academic history

2016

BMedSci Honours in
Bioinformatics
University of Cape Town

2013–2015

BSc in Biochemistry and
Genetics
University of Cape Town

Describe your job – what do you do?

My job title is very vague due to the scope of my work. Primarily, I develop software. I lead a team of software engineers developing health data exchange software for national systems. Being a senior developer in a small company means you're a jack of all trades. My day consists of writing code, architecting software designs, fixing bugs, writing tests, and reviewing my colleagues' code.

I'm also a line manager for two developers and a fair amount of my time goes towards coaching them (pair programming) and making sure they are growing in their careers. When needed I am also part of the recruiting team. I interview candidates, build a rapport, test their skills, and if I'm happy with them pass them on to management. A smaller part of my job is data and business analysis. This involves liaising with clients and partners to get their requirements.

What pulled you towards becoming a developer?

Honestly, job security. I became disabled in my third year at UCT and I knew that I would need a reliable well paying job to support my needs. At the same time, I did not want to be a developer in any field.

My undergrad was in Biochemistry and Genetics, my honours in Bioinformatics, I have a passion for science and helping people so I was incredibly lucky that my first job was at a non-profit public health company. If I'd gone into fin-tech, I probably wouldn't have excelled the way I did at Jembi.

How do your degrees help you in your current role?

My degrees did not prepare me well for the development side of my job. I took CompSci as an elective in first year and the knowledge I gained there has helped a bit. My Bioinformatics also helped a little as it forced me to practice my coding. Unfortunately, none of my courses taught me how to code well or the value of neatness and consistency within a project.

But overall, my science degrees did teach me excellent general analysis skills that transfer over into software development and data analysis.

What has been a highlight of your career so far?

The highlight of my career has been taking on the responsibility of being a line manager. I've had two excellent managers in my career and two rather less than.

After work you need to have time to switch off, play sports, learn an instrument or a language – preferably all of the above. Starting these hobbies in university looks great on your resume.

A great manager makes you fly through your career trajectory. They will challenge you constantly, give little bits of feedback on your performance every day, but they will also have your back. A less than manager will stifle you.

I try to emulate the good characteristics of my past managers when interacting with juniors, and seeing them succeed has been worth all the effort.

What advice would you give to current students?

Have hobbies. Don't be a start up tech bro. Maintaining a healthy balance with your work is essential for your long term flourishing.

After work you need to have time to switch off, play sports, learn an instrument or a language – preferably all of the above. Starting these hobbies in university looks great on your resume. If your CV says you play a team sport, my feeling would be that you can probably handle conflict and pressure. If your CV says you play an instrument, my feeling would be that you are persevering and creative. If you are part of a club/society committee, I would hope you have time management, communication and leadership skills.

Never lie about any of your hobbies or skills on your resume – when you're caught, any rapport you've built is lost.

What is the next thing you want to achieve or learn?

I will be starting my Masters later this year in Health Technology Innovation. Working in health tech is incredibly rewarding for me and studying a different aspect of the field (engineering) is exciting.

Recommendations

Join **Toastmasters!** I'm president of the Cape Town Toastmasters club, and it has improved my confidence hugely. It h helps you through every difficult conversation in your career (salary negotiation, work demos, work failures, networking, difficult managers, etc).



For wannabe developers, read **“Clean Code”** by Robert Cecil Martin. For experienced developers, re-read “Clean Code” by Robert Cecil Martin.

For developers, learn another human language. This helps you learn computer languages (in my anecdotal experience). More generally, it expands your cultural horizons, and it may help you connect with a client or colleague or get you a job overseas.



Ramontsheng Rapolaki

Job history

2021–Present

Researcher:
Agrometeorology
Agricultural Research
Council

2021

NRF PDP Postdoctoral
Research Fellow in
Climate Science
South African
Environmental
Observation Network

2020

Postdoctoral Lecturer in
Ocean and Atmospheric
Dynamics
UCT

2019–2021

LaunchPAD Early Career
Research Fellow
UCT

2018–2019

Website Manager
SAEON Graduate
Student Network

Academic history

2016–2019

PhD Ocean and
Atmosphere
Science
UCT

2015–2016

Master of Science
in Ocean and
Climate Dynamics
UCT

2014

BSc Honours
Ocean and
Atmosphere
Science
UCT

2009–2013

BSc
Environmental
and Geographical
Science, and
Ocean and
Atmosphere
Science
UCT

What do you do?

I conduct and lead research in climatology and the impacts of weather and climate on agricultural production and potential. My job includes looking at the potential effect of projected climate change on agriculture, and developing climate modelling capabilities. My favourite part of my job is working with farmers to address their climate-related challenges.

How have your degrees helped you to get where you are?

My current position required a PhD in a climate-related field as a minimum. I have developed the required set of skills and behavioural competencies for a career as a researcher in agrometeorology through my academic career. These skills include effective communication, programming, grant applications and project management, to name a few. My undergraduate and postgraduate degrees have equipped me with the theoretical knowledge of southern African meteorology and climatology which I require for my job.

What advice would you give to graduates that want to follow in your footsteps?

1. Set some **career goals** for yourself, and work towards them while allowing for some flexibility.
2. Learn to **prioritise** what is most important to you. We live in a world with many opportunities and options available to us, and we must be cautious about where and how we spend our energy and time.
3. Find a **mentor(s)** who will point you in the right direction and (push) you when you are slacking.
4. Begin **publishing** your work (honours project, master's thesis, and/or PhD thesis) in reputable journals as early as possible. If you do this, you will have at least five good papers when you finish your PhD to help you get a postdoctoral fellowship or a job as a researcher.

“More climate analyst jobs may be created in the future to analyse and interpret climate data for various industries.”

What has been a highlight of your career so far?

My first manuscript publication from my MSc dissertation is one of my career highlights. Growing up, I never imagined myself as a published author in reputable journals, with my work being cited across the world. I am grateful to my postgraduate supervisors for ensuring that I began publishing early in my career.

What is the next thing you want to achieve or learn?

To obtain an NRF rating within the next few years. I'm also interested in learning more about artificial intelligence and its applications in climate science and agrometeorology.

How do you see your industry evolving in the future?

As in many other sectors, technological advancement and innovation are revolutionising and transforming the climate science sector as a whole. To monitor environmental changes and variability, researchers are now employing a wide range of technologies, including

sensors mounted on drones, automated weather stations, numerical models and satellites. These technological advancements are resulting in a plethora of climate data, which must be transformed into meaningful information to guide climate policy and decision making. As a result, more climate analyst jobs may be created in the future to analyse and interpret climate data for various industries such as agriculture, energy, health, and finance.

Another new line of climate research emerging that will complement the use of observations and climate models is artificial intelligence, particularly, machine learning.

Book & course recommendations

I would recommend scientific writing courses – I took the “**Write Science**” course through UCT’s CHED as well as The Conversation Africa’s science communication course “**Learn how to write for the media-online**”.

These courses will train you to communicate your science to a wide range of audiences, including scientists and the general public.

For books, “**Managing Oneself**” by Peter F. Drucker



Go to **mycareer.uct.ac.za** for more opportunities

1 2 3 4 5 6



Employer directory

Bringing you choice opportunities to consider and explore as your first step into the world of work. Find details on how to apply for your dream internship, bursary or vacation job. Use the key next to each listing to see which employers are specifically looking for grads from your faculty.

We asked each employer to choose the top 3 out of 13 Future of Work skills which they look for in applicants.

These skills were identified in research by the McKinsey Global Institute. Read more about them here: <https://mck.co/3vcRnYR>

1. Critical Thinking
2. Planning & Ways of Working (Time management, agile thinking)
3. Communication
4. Mental Flexibility (Creativity, adaptability, ability to learn)
5. Mobilizing Systems (Role modelling, organizational awareness)
6. Developing Relationships
7. Teamwork Effectiveness
8. Self-Awareness & Self-Management
9. Entrepreneurship
10. Goal Achievements (Ownership & decisiveness, coping with uncertainty, Self-development)
11. Digital Fluency
12. Software use & Development
13. Understanding Digital Systems

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AB InBev

Website: <https://www.ab-inbev.com/>

AB InBev is the world's leading brewer bringing people together for a better world. We're building a company to last, brewing beer and building brands that will continue to bring people together for the next 100 years and beyond. With centuries of brewing history, we've seen countless new friendships, connections and experiences built on a shared love of beer.

Who we are looking for: Commerce, Engineering and the Built Environment, Law, Humanities, Information Technology

How to apply: Please apply in the career tab of the website

Apply at: <https://www.sab.co.za/agegate?destination=available-roles>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: National

Types of jobs offered: Graduate, Finance, Marketing, HR, Logistics, Business, Procurement, Engineering, Information Technology

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship

Which countries are you recruiting from?
South Africa



Degrees sought

Science Humanities

Engineering Law

Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning and Ways of Working
- 3 Developing Relationships

accnture

Degrees sought

- Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Communication
- 2 Mental Flexibility
- 3 Developing Relationships

Accenture

Website: <https://www.accenture.com/za-en>

Accenture is a global professional services company with leading digital, cloud, and security capabilities. Combining unmatched experience and specialized skills across more than 40 industries, we offer Strategy and Consulting, Interactive, Technology and Operations services — all powered by the world's largest network of Advanced Technology and Intelligent Operations centres.

Who we are looking for: We're looking for well-rounded talented people with high learning agility, from all degrees. We look for people with intellectual curiosity and an entrepreneurial spirit, who can build relationships, lead others.

How to apply: Applications to our 2023 Graduate Programme open on 1st May 2022. Visit the link below and search for "Grad" to see detailed role descriptions to which you can apply. Deadline for applications is 31 Aug 2022.

Apply at:

<https://www.accenture.com/za-en/careers>

Applications closing date: 31 August 2022

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Types of jobs offered: Analyst roles within Technology and Strategy & Consulting

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa

ALLAN GRAY

Degrees sought

- Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Goal Achievements

Allan Gray

Website: <https://www.allangray.co.za/>

Established in South Africa and investing on behalf of clients since 1974, Allan Gray has grown to become Africa's largest privately owned investment management company. Our purpose is to help our investors build wealth over the long term. We seek to earn the trust of our clients by providing superior long-term investment performance, outstanding client service and holding ourselves to the highest ethical standards.

How to apply: Students can apply by visiting our careers website

Apply at: <https://www.allangray.co.za/careers/>

Applications closing date: 15 April 2022

Who we are looking for: Final year students currently completing an under or post graduate. Commerce or Business Science degree with majors in Finance, Economics, Investments, Engineering, Mathematics, Stats and Quants, with an overall average of 70% and above.

SA citizenship required? Yes

Locations: Cape Town

Types of jobs offered: Finance, IT, Internships and Graduate opportunities

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from?
South Africa

Allen & Overy LLP

Website:

<https://www.allenoverly.com/en-gb/global>

Our ambition at Allen & Overy maximise the opportunities that globalisation presents and meet the potential challenges. As our clients have sought new markets, so have we. We are continuing to invest in a growing network of international offices that covers Europe, Asia Pacific, the Middle East, North America, Central and South America and Africa. A&O's international network consists of over 40 offices in 30 countries - the largest footprint among the leading global law firms.

How to apply: Please submit the following documents online: Motivational Letter, detailed CV, Academic transcript, matric certificate and ID Copy

Who we are looking for: LLB, Bcom Law, BA Law.

Apply at: <https://www.allenoverly.com/en-gb/global/careers/south-africa/students-and-graduates>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Articles of Clerkship

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa

ALLEN & OVERY

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Teamwork Effectiveness

Associated Insurance Brokers (Cape)

Website: <https://www.aib.co.za/>

Associated Insurance Brokers (Cape) was established in 1983 and today, is one of the largest independently run insurance brokerages in South Africa. AIB Cape comprises a formidable team with complimentary skills and the underlying passion to service the needs of their clients. Throughout AIB Cape's history, we have enjoyed consistent growth and a low staff turnover ratio.

How to apply: Send your detailed CV to applications@aib.co.za

Apply at: <https://www.aib.co.za/>

Applications closing date: 31 December 2022

Who we are looking for: A financial or marketing degree are the required qualifications. We are looking for sociable extroverts, who are great listeners, relationship builders and who back themselves to make things happen. Must be able to work in a team & be goal focussed.

SA citizenship required? Yes

Locations: Cape Town

Types of jobs offered: Insurance Broker Internship

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from? South Africa



Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Communication
- 2 Developing Relationships
- 3 Goal Achievements



Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Developing Relationships
- 2 Self-Awareness & Self-Management
- 3 Digital Fluency

Auditor General of South Africa

Website: <https://www.agsa.co.za/>

The Auditor-General of South Africa (AGSA) is the supreme audit institution (SAI) of South Africa. It is the only institution which, by law, has to audit and report on how the government is spending the South African taxpayers' money. This has been the focus of the AGSA as an institution since its inception in 1911. When the country's new Constitution came into effect in 1994, the role and responsibilities of the organisation were expanded even further.

Who we are looking for: BCom Accounting, GDA

Applications closing date: 30 September 2022

How to apply: Please complete the quick online form to apply, Link provided and we will send you further steps.

Apply at: https://forms.office.com/Pages/ResponsePage.aspx?id=fjgb-ggSNki2hFhXEOBH-Nbk9hPf7awRFo8co_SoF_kIUQ1hNWUY5Rk-4wNFVaVExBTThRWTQ5MFU4Ty4u

SA citizenship required? Yes

Locations: National

Types of jobs offered: SAICA trainee articles

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Mental Flexibility

B&M Analysts

Website: <https://bmanalysts.com/>

Our purpose is to build dignity and opportunity through a production-led economy. This means making South Africa a globally competitive manufacturing hub. We do this by partnering with government and leading companies to facilitate innovative sector or value chain development programmes. These programmes include global best practice discovery, shared learning networks, value chain strategy and execution, manufacturing performance diagnostics and SME Accelerators.

Who we are looking for: Passionate about economics/economic development, self starter with strong attention to detail. Socially adaptable and intellectually curious with good business acumen. Not afraid of hard work to make a difference.

How to apply: Keep an eye on our LinkedIn page and job posts - B&M Analysts - and apply to relevant positions.

Apply at: <https://assessment.testgorilla.com/testtaker/publicinvitation/250236ec-8658-455d-af23-8c67949b2bab>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Cape Town, Durban

Types of jobs offered: Economic Development Interns, Economic Development Project Managers

Opportunities on offer: Internship

Which countries are you recruiting from? South Africa

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- **Bain Women Accelerate – MASTERCLASS** – Network, engage and learn more about our award-winning, people centric culture. Connect with talented, vibrant WOMEN in Consulting and share collective passions. We encourage all **2nd, 3rd, 4th year, postgraduate and masters students** from any degree and discipline to apply. **Application deadline: Friday, 12 August 2022. Apply [here](https://survey.eu.qualtrics.com/jfe/form/SV_7V85xtH3gdzUUF8)** (https://survey.eu.qualtrics.com/jfe/form/SV_7V85xtH3gdzUUF8)
- **Bain Accelerate Programme – Curious about Management Consulting? Join Bain Accelerate!** Bain & Company is one of the world's top tier strategy consulting firms, consistently recognised as a Best Place to Work! **2nd & 3rd year students** from all degrees and disciplines are invited to apply! The Bain Accelerate programme provides a unique platform to students wishing to build and strengthen problem solving, leadership and real-life business experience. Gain first hand exposure to Bain's award winning, fun and supportive culture. Programme graduates will receive accelerated consideration for Bain's best work experience internship as well as Bain's international talent programmes. All costs will be covered by Bain. **Application deadline: Friday, 12 August 2022. Apply [here](https://survey.eu.qualtrics.com/jfe/form/SV_5dbKFeyiFeKIYu)** (https://survey.eu.qualtrics.com/jfe/form/SV_5dbKFeyiFeKIYu)
- **CA(SA) Dinner – Come dine with Bain aspiring CA(SA) trainees!** Learn more about coveted CA(SA) training programme and engage with current trainees and qualified CAs. Bain offers a 3 year training programme meeting all required SAICA competencies whilst simultaneously gaining unrivalled strategy consulting experience. Commerce, Accounting and Business Finance students who wish to complete CA(SA) trainee articles in 2023, 2024 or 2025 should apply. **Application deadline: Friday, 12 August 2022. Apply [here](https://survey.eu.qualtrics.com/jfe/form/SV_73xXtEp4DZ5hM6a)** (https://survey.eu.qualtrics.com/jfe/form/SV_73xXtEp4DZ5hM6a)
- **IGNITE Your Passion – Calling all you first years – Ignite your passion for Management Consulting and join IGNITE!** Do you have a hunger for problem solving and curiosity for management consulting? Join for an insightful evening of fun activities, sumptuous dinner & cocktails. Network with Bainies in a relaxed atmosphere and receive accelerated consideration for Bain internships and talent development programmes locally and globally. All costs will be covered by Bain. **Application deadline: Friday, 16 September 2022. Apply [here](https://survey.eu.qualtrics.com/jfe/form/SV_6huET7puMxY8T4)** (https://survey.eu.qualtrics.com/jfe/form/SV_6huET7puMxY8T4)
- **Associate Consultant full-time role** – Graduating in 2022? Receive global training and continuous professional development to help springboard your career and maximize your potential. Targeting graduating students with a minimum of a 4 year degree. **Application deadline: Friday, 12 August 2022. Apply [here](#)**
- **2023 CA(SA) Training Programme (3 years)** – Providing required SAICA competencies whilst gaining unrivalled strategy consulting experience. Select Associate Consultant & insert referral code "CA(SA) Training Programme" **Application deadline: Friday, 29 April 2022. Apply [here](#)**
- **2023/24 Actuarial Qualification Sponsorship Programme** – An opportunity to meet work-based learning competency requirements with full sponsorship and support for actuarial exams, workshops and assessments, whilst gaining unrivalled strategy consulting experience. Targeting qualifying students who require full-time employment and actuarial qualification sponsorship in 2023/24. **Application deadline: Friday, 12 August 2022. Apply [here](#)**
- **Consultant full-time role** – If you are an ambitious business school graduate, or experienced professional who yearns to work with the brightest, most curious minds, then we'd love you to join our team. Targeting graduating students in their penultimate MBA year with a **minimum of 5 years work experience** looking for full time employment. **Application deadline: Friday, 12 August 2022. Apply [here](#)**



Bain & Company

Website: <https://www.bain.com>

We work with ambitious clients who want to define the future, not hide from it. Global leaders come to us to solve industry-defining challenges in: strategy, marketing, organization, operations, information technology, digital transformation and strategy, advanced analytics, transformations, sustainability, corporate finance and mergers and acquisitions, across all industries and geographies. Our unique approach to change management (Results Delivery®) helps structure, orchestrate and enable sustained results. Bain & Company has been named one of the world's best places to work.

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Entrepreneurship



Baker McKenzie

Website: <https://www.bakermckenzie.com/en/locations/emea/south-africa>

With more than 30 years of experience in the African market, we leverage our Firm's global footprint to provide first-class legal and commercial advice to foreign multinational investors in Africa, as well as some of Africa's largest domestic companies. As New Lawyers, we are responsive to our clients' changing needs in a post-pandemic environment. We partner with our clients in a commercial and collaborative manner, operating in multi-jurisdictional, industry-focused teams.

How to apply: Please submit your application via our careers page.

Applications closing date: 30 June 2022

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Mental Flexibility

Who we are looking for: We are looking for graduates with strong profiles from all disciplines.

How to apply: Please submit your CV, Cover Letter, Matric Certificate, Transcripts online.

Apply at: <https://www.bain.com/careers>

Applications closing date: 31 December 2022

SA citizenship required? No

Locations: Johannesburg

Types of jobs offered: Consulting

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from? International

Who we are looking for: We are looking for graduate with a law qualification with strong academic profile; team players; excellent written and verbal communication. Highest work standards with a strong service orientation - a "client first" culture.

Apply at: <https://www.bakermckenzie.com/en/careers/job-opportunities/emea/south-africa/candidate-attorney-2024>

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Candidate Attorney

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa



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Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Communication
- 2 Mental Flexibility
- 3 Teamwork Effectiveness



BHP GROUP

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Planning & Ways of Working
- 2 Teamwork Effectiveness
- 3 Goal Achievements

BDO South Africa

Website: <https://www.bdo.co.za/en-za/home>

Build your career with the fastest growing professional services firm in the world! You're working towards a CTA, SAIPA, SAIT or IT degree and you want the best opportunity to kickstart your career. It makes sense to choose the fastest growing professional services firm, globally, for over 10 years! At BDO, we believe in building well-rounded people and so our Values programme is an important part of work life at BDO.

Who we are looking for: SAICA: Accredited CA(SA) qualification (Whether you are in 1st to final year of studies), SAIT: Tax Honours, IT: Information systems degree or Honours to work with our Financial Services and Technology team, SAIPA: Bcom

How to apply: Follow the link to the BDO Careers portal, Register, Upload your ID, Updated CV, Academic record, Apply

Apply at: <https://www.bdo.co.za/en-za/careers/student-careers>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg, Port Elizabeth, Pretoria

Types of jobs offered: SAICA, SAIPA, SAIT and Information System Traineeships

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa

BHP Trading

Website: <https://www.bhp-groupsa.com/>

BHP is a boutique commodities business that develops and produces SA mining assets. We offer trusted access to specialised trading, licensing and investment opportunities within the mining industry. We're a team of entrepreneurs spanning diverse finance, legal, investment and logistics fields. We weren't born into mining. We chose this space for its underserved gaps and raw growth potential. We view the industry with an entrepreneurial lens, creating opportunities unreachable to those mired in procedures and hierarchies.

Who we are looking for: Graduates with strong academics in a business-related discipline with majors in Finance, Economics, or Engineering.

How to apply: Submit CV and cover letter to zack@bhp-groupsa.com and lisa@bhp-groupsa.com. Include your full academic transcripts.

Apply at: <https://www.bhp-groupsa.com/>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Cape Town

Types of jobs offered: Managers, Coordinators, Finance, Accountants, Assistants, Office administrators

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from? South Africa



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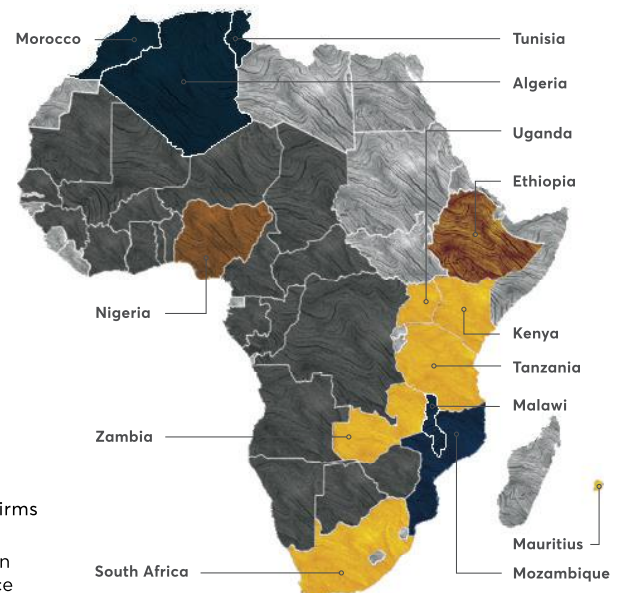
Apply online at www.bowmanslaw.com/careers/graduate-opportunities.

Start your legal career at one of the premier African law firms, where you get exposure to high-end, top-quality work. Challenge yourself to learn from the best within a diverse and inclusive culture, with a focus on excellence, collaboration and innovation.



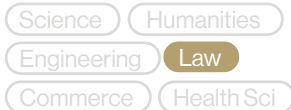
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-  Significant transaction or advisory experience





Degrees sought



Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Mental Flexibility

Bowmans

Website: <https://www.bowmanslaw.com/>

We have an enviable track record of providing legal services to the highest professional standards in Africa. We work for clients across numerous African jurisdictions on corporate, finance, competition, taxation, employment, technology and dispute resolution matters. With eight offices in six African countries and over 400 specialist lawyers, we draw on our unique knowledge of the business and socio-political environment to advise clients on a wide range of legal issues.

Who we are looking for: Students studying towards law degrees. Our lawyers are team players, committed to excellence and deliver high quality service. Most importantly, they possess a passion for the law. We look for well-rounded people.

How to apply: Applications must be submitted online. The graduate recruitment team and selected partners of the firm will screen your application to assess your eligibility.

Apply at: <https://www.bowmanslaw.com/careers/graduate-opportunities/>

Applications closing date: 31 December 2023

SA citizenship required? No

Locations: Cape Town, Durban, Johannesburg

Types of jobs offered: Legal Sector

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought



Top 3 skills sought

- 1 Communication
- 2 Developing Relationships
- 3 Goal Achievements

Chadwicks Risk and Insurance Brokers

Website: <https://www.chadwicks.co.za/>

Our core client value offering, is that Chadwicks exists to help people with insurance, by making insurance as "Fast, Friendly and Simple" as possible, leaving them confident, that when bad things happen, Chadwicks will be there, no matter what, to help make things better. Plus we aim to do all of this really fast, with a smile on our face - every single time clients engage with us. This is our ongoing commitment to our customers.

How to apply: Please provide a CV and email it to applications@chadwicks.co.za.

Apply at: <https://chadwicks.co.za/>

Applications closing date: 01 October 2022

Who we are looking for: A financial or marketing degree and Grade 12 are the required qualifications. Calling all extroverts with excellent numeracy, literacy and negotiation skills, who are self driven, self managed and are goal orientated, within a team environment.

SA citizenship required? Yes

Locations: Cape Town

Types of jobs offered: Trainee Insurance Broker (Internship)

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from?
South Africa



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INCORPORATING
KIETI LAW LLP, KENYA



Degrees sought

Science

Humanities

Engineering

Law

Commerce

Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Software use & Development



INCORPORATING
KIETI LAW LLP, KENYA

Degrees sought

Science

Humanities

Engineering

Law

Commerce

Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Teamwork Effectiveness

CHISL Group

Website: <https://www.chislgroup.com/>

Chisl is a niche management consultancy, operating in South Africa and the United Kingdom, specializing in providing bespoke and innovative solutions for quantitative and data-related problems, primarily in the financial services and telecommunications sector. We are a small team with a flat management structure and have an open and honest culture that promotes continuous learning, encourages collaboration, and rewards excellence.

How to apply: Please submit your CV and academic transcripts to info@chislgroup.com

Apply at: <https://www.chislgroup.com/>

Who we are looking for: Our consultancy focuses on embedding novel technology stacks and quantitative models in businesses so as to ensure their data driven success. Candidates should ideally be both technically skilled and able to manage complex stakeholders and dynamic deliverables.

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Johannesburg, London, Pretoria

Types of jobs offered:

Data Engineer, Data Analyst

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?

South Africa

Cliffe Dekker Hofmeyr

Website: <https://www.apply4law.africa/>

Cliffe Dekker Hofmeyr (CDH) is one of Africa's largest corporate and commercial law firms. Our firm track record spans over 165 years and CDH has consistently been ranked as one of Africa's number one largest commercial law firms. With more than 350 qualified lawyers and a service capability in 11 different practice areas, our lawyers specialise in the full spectrum of services covering our clients' business legal needs and sizeable influence in Africa's key financial centres and markets.

How to apply: Please submit the following documents on our application portal: CV, Cover letter, Full academic transcript, Matric Certificate (or equivalent), ID

Who we are looking for: We look for all-rounders, ie law students with a good academic record, good communication skills and interests in areas outside of their studies. We value integrity, a positive learning attitude and teamwork.

Apply at: <https://www.apply4law.africa/>

Applications closing date: 30 April 2022

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Types of jobs offered: Legal

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?

South Africa

Clyde & Co

Website: <https://www.clydeco.com/en>

Clyde & Co is a global law firm providing a complete service to clients in its core sectors of insurance, transport, energy, infrastructure and trade & commodities. Clyde & Co has grown to become a leading global law firm in our core sectors. With over 2,500 legal professionals operating from over 50 offices and associated offices across six continents, we offer a comprehensive range of legal services and advice to businesses operating at the heart of global trade and commerce.

Who we are looking for: Clyde & Co is seeking to employ Candidate Attorney's for 2023 and 2024 that are ambitious, committed, independent, and adventurous with excellent technical and people skills.

Crowe HZK Pty Ltd

Website: <https://www.crowe.com/za>

Crowe HZK is a member of Crowe Global, an international network of independent accounting and advisory services firms. Ranked the eighth largest accounting network in the world, Crowe Global has over 200 independent accounting and advisory firms in 130 countries. Our affiliation benefits you in that there are opportunities to link up with our affiliate offices. This will give you highly sought-after work experience.

Who we are looking for: We are looking for graduates with a strong academic background and completed BCom Accounting or equivalent recognised by SAICA (BCom Honours preferred).

How to apply: Student can apply with the link to Clyde & Co Job Board

Apply at: https://fsr.cvmailuk.com/clydecocareers/main.cfm?token1=27227445&token2=7201654f25664803-28240351-984D-D95B-A3A98FC42DA8A733&ext_source=gradportal&srxksl=1

Applications closing date: 31 October 2022

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Types of jobs offered: Candidate Attorney

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

- Science
- Humanities
- Engineering
- Law
- Commerce
- Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Teamwork Effectiveness



Degrees sought

- Science
- Humanities
- Engineering
- Law
- Commerce
- Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Goal Achievements



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Cultural Care Au Pair

Website: <https://www.culturalcare.co.za/>

Cultural Care offers participants an opportunity to spend at least 12 months as an Au Pair in the USA on a life changing journey. Immersing themselves in a new culture, acquiring new skills as well as the opportunity to experience an American classroom at a local college or university. The Au Pair experience prepares the participant for their future career path.

Who we are looking for: We are looking for candidates who are passionate about caring for kids and would like the opportunity to travel to the USA. Candidates would need to have childcare experience, driver's license and aged between 18-26.

How to apply: Please complete an enquiry form on our website.

Apply at: <https://www.culturalcare.co.za/au-pair-application>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: USA

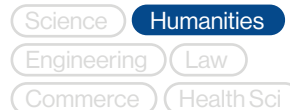
Types of jobs offered: Childcare (Au Pair)

Opportunities on offer: Vac Work

Which countries are you recruiting from? South Africa



Degrees sought



Top 3 skills sought

- 1 Planning & Ways of Working
- 2 Communication
- 3 Mental Flexibility

Deloitte

Website: https://www2.deloitte.com/za/en/careers/life-at-deloitte.html?icid=top_life-at-deloitte

Deloitte is a leading global provider of audit and assurance, consulting, financial advisory, risk advisory, tax and related services. Our global network of member firms and related entities in more than 150 countries and territories (collectively, the "Deloitte organization") serves four out of five Fortune Global 500® companies. Learn how Deloitte's approximately 312,000 people make an impact that matters at www.deloitte.com.

Who we are looking for: Qualifications: Engineering all streams, Computational and Applied Mathematics/Statistics, Actuarial Science, Information Systems, Economics, Mphil, Mcom, Investment Management and Financial Mathematics.

How to apply: Please browse through all our job vacancies on smart recruiters. Please also make sure to attach your full academic transcript, matric certificate & ID.

Apply at: <https://careers.smartrecruiters.com/Deloitte6>

Applications closing date: 31 December 2022

SA citizenship required? No

Locations: Cape Town, Durban, Johannesburg

Types of jobs offered:

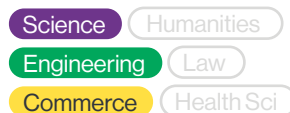
Finance, IT, Consulting, Risk Advisory, Financial Crime, Actuarial Sciences

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



Degrees sought



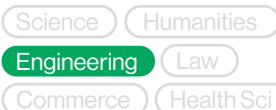
Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Mental Flexibility



Discovery Insure

Degrees sought



Top 3 skills sought

- 1 Critical Thinking
- 2 Mental Flexibility
- 3 Mobilizing Systems

Website: <https://www.discovery.co.za/portal/>

Discovery Insure is South Africa's fastest growing short-term insurance company with comprehensive products that provide protection against current and emerging risks facing clients in the motor, home and business insurance sectors. Vitality Drive, an internationally-recognised and award-winning programme, is a key differentiator in the market that incentivises and rewards clients for driving well. The Vitality Drive programme has been scaled to local and international markets which now include Europe and the Middle East.

How to apply: Please submit your CV to lebo-gangn4@discovery.co.za. Please include academic transcript.

Who we are looking for: The team consist of a number of engineers spanning various disciplines from cloud skillsets, develops, mobile, hardware/firmware and IoT and Data science leveraging a number of technologies.

Apply at:

https://careers.discovery.co.za/?locale=en_GB

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Johannesburg

Jobs types: Telematics Mobile engineers

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa



ENSAfrica

Website: <https://www.ensafrica.com/trainees>

ENSAfrica is Africa's largest law firm. We provide legal, tax, forensics and intellectual property advice to local and international corporate entities from our offices in Ghana, Kenya, Mauritius, Namibia, Rwanda, South Africa and Uganda.

How to apply: To apply to our programmes, use the following link: <https://www.ensafrica.com/trainees/> and include the following documents: Motivational letter, Curriculum vitae, Academic transcripts, Matric certificate, ID document

Apply at: <https://www.ensafrica.com/trainees>

Applications closing date: 31 December 2022

Who we are looking for: We hope to recruit graduates with a strong desire to practice law in a commercial law firm who are completing either a Bachelor of Laws; BA/BCom (Law) or any course with the view of completing a law degree in the future.

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Types of jobs offered: Practical Vocational Training; Vacation Programmes

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought



Top 3 skills sought

- 1 Planning & Ways of Working
- 2 Mental Flexibility
- 3 Teamwork Effectiveness

Entelect Software

Website: <https://culture.entelect.co.za/>

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How to apply: Please submit your CV and full academic transcripts to careers@entelect.co.za

Who we are looking for: BSc, BCom, BIS or BEng in Computer, Software, Information or Electronic related sciences.

Apply at: <https://culture.entelect.co.za/>

Applications closing date: 01 November 2022

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Types of jobs offered: Information Technology

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa



Degrees sought



Top 3 skills sought

- 1 Mental Flexibility
- 2 Goal Achievements
- 3 Software use & Development

Eversheds Sutherland (SA) Inc.

Website: <https://www.eversheds-sutherland.com/global/en/index.page>

Eversheds Sutherland in South Africa is part of Eversheds Sutherland International, which provides legal advice of the highest quality from 74 offices across Africa, Asia, Europe, the Middle East and the United States. Through our international operations we have the ability to provide clients with the benefit of substantial global reach combined with local knowledge and experience.

Who we are looking for: We are looking for LLB graduates who are friendly and kind to clients, registrars and other court officials; proactive and always willing to put in the extra hours; dedicated to every matter you work on; and knowledgeable and professional.

How to apply: Include cover letter, CV, Matric certificate, full academic transcript and ID.

Apply at: <https://www.eversheds-sutherland.com/global/en/where/africa/south-africa/overview/careers/index.page>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Johannesburg

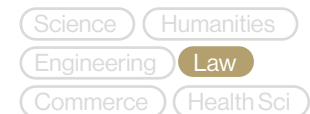
Types of jobs offered: Articles

Opportunities on offer:
Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa

EVERSHEDS
SUTHERLAND

Degrees sought



Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Mental Flexibility



FirstRand

Perfect your game. Learn some moves. Make some waves...

A world of opportunity in retail, commercial and investment banking, finance and asset management awaits.

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START

Explore a world of opportunities available to Quant and CA students and graduates, from year 2 onwards.

Build a meaningful career that makes a positive difference in the challenging, exciting and rapidly evolving field of financial services with FirstRand – a diversified financial services group operating in several countries.

Eager for the future? Want to know more? Exploring possibilities?

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FirstRand//START

EY

Website: https://www.ey.com/en_za

At EY, our purpose is Building a better working world. The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

Apply at: https://www.ey.com/en_za/careers/students-apply-here

Applications closing date: 31 December 2027

SA citizenship required? Yes



Degrees sought

- Science
- Humanities
- Engineering**
- Law
- Commerce**
- Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Teamwork Effectiveness
- 3 Goal Achievements

FirstRand Limited

Website: <https://www.my4in1.com/>

FirstRand is a leading African financial services business with brands well known for their entrepreneurship and innovation: FNB, RMB, WesBank and Ashburton Investments. Each of the brands is united by a shared philosophy and a unique owner manager culture that empowers and mandates teams to make a serious impact in the financial services field – and on the world. We select exceptional students for two unique programmes (one for CAs, one for Quants) that gives them hands on, on the job experience in all aspects of banking, investments, finance and financial services.

How to apply: Submit Motivational Letter, CV and Academic Transcript to www.my4in1.com



FirstRand

Who we are looking for: BCom or BSc Accounting Honours, BSc Honours in Actuarial Science, BSc Honours in Mathematical Statistics, Honours in Quantitative Risk Management, Honours in Industrial & Chemical Engineering and Data Science.

Apply at: <https://www.my4in1.com/>

Applications closing date: 31 August 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Finance

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from? South Africa

Degrees sought

- Science
- Humanities
- Engineering**
- Law
- Commerce**
- Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Mental Flexibility



FNB

Website: <https://www.fnb.co.za/>

FNB is no ordinary Bank. It is Africa's strongest Banking brand. We are also a Telco and an Insurer and we never stop asking what next? As part of the FNB Graduate League, you will always keep learning; you will collaborate; work on projects; be part of industry-changing innovations and have an opportunity to make your mark in SA's coolest bank.

Who we are looking for: We hire extraordinary people in the fields of IT, Engineering, Actuarial Science, Mathematics and Statistics.

How to apply: Visit www.fnbgrad.mobi, register your profile on the careers site and submit your CV and full academic transcript.

Apply at: <https://www.fnb.co.za/careers/>

Applications closing date: 21 August 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: IT, Engineering, Quants

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Teamwork Effectiveness
- 3 Digital Fluency



Franc

Website: <https://www.franc.app/>

Franc is a fast-growing fintech startup that was co-founded by two UCT graduates, Thomas Brennan and Sebastian Patel. They saw the need to make investing more simple and accessible for all South Africans. They did this by building an app that allows users to invest any amount they want at any time. We also believe that educating people about personal finance is a key part of what we do and that is why we started our blog, Francly Speaking, which publishes free, new, educational content each week. When joining Franc you can expect a steep learning curve that will place you in good stead for the rest of your career.

How to apply: Please send your CV and school and university transcripts to careers@franc.app.

Apply at: <https://www.franc.app/>

Who we are looking for: We are looking for smart, dynamic and committed individuals to join the organisation and candidates that are self-motivated and have good attention to detail will do very well. The Franc team works primarily remotely so candidates must have their own computer.

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Types of jobs offered: Software Developer, Marketing

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from?
South Africa

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Self-Awareness & Self-Management



Grow⁴Change

The opportunity to learn, the power to change.

It's what makes you special, it's your ability to break rules, shift paradigms and shatter expectations. It's your understanding of the world around you, what it is made of, and how it can be taken apart and put back together again. What makes it changeable. It's your power to challenge, change and disrupt. Join FNB's Grad Programme and find out how you can change the way we think, innovate and bank.

One simple change makes a big difference.
Bank of #TheChangeables.

Future League Week applications close

30 June 2022

Apply to the FNB Graduate Programme

Applications from 04 April – 21 August 2022

 www.fnbgrad.mobi



First National Bank A division of FirstRand Bank Limited. An Authorised Financial Services and Credit Provider (NCRCP20).



THE FIDUCIARY INSTITUTE OF SOUTHERN AFRICA



PEOPLE | PLANET | PROFITS

Q

Are you a law or accounting graduate?

Do you have a highly developed sense of ethics?

Do you want to help others while making money?

A

A range of interesting careers in fiduciary practice awaits you.

"Fiduciary" implies a sense of duty and care - which is what you will have as a fiduciary practitioner whether you are in trusts, wills, estate planning or administration, or tax advice.

What must I do?

- Become a candidate member of the Fiduciary Institute of Southern Africa (FISA)
- Then consider doing the Advanced Diploma in Estate & Trust Administration through the University of Free State (distance learning)
- Following which you can apply to FISA for the ultimate designation of Fiduciary Practitioner of SA® (FPSA®)

Did you know?

FISA has developed an extensive archive of fiduciary-related court case summaries. You can read these on our website under "Court cases".

Find out more at www.fisa.net.za or contact secretariat@fisa.net.za

Join us   

Frost & Sullivan

Website: <https://www.frost.com/>

Frost & Sullivan is a global strategy consulting and market intelligence firm with a long-standing presence in Africa. We help organisations advance by informing them of market dynamics, advising on how to respond to these dynamics, and connecting them to relevant stakeholders in Africa and beyond. Our services span the broader policy and strategy cycle leveraging our proactive commercial and technical research relevant to our sectors of focus to develop actionable intelligence for organisations.

Who we are looking for: We are looking for graduates with good evidence of academic achievement. Strong quantitative and organisational skills are required.

How to apply: Suitable applicants should apply in writing, providing a CV, cover letter and full academic transcripts to hr.africa@frost.com, quoting reference: Intern.

Apply at: <https://www.linkedin.com/company/frost-sullivan-africa/about/>

Applications closing date: 31 December 2022

SA citizenship required? No

Locations: Cape Town

Types of jobs offered: Consulting Intern

Opportunities on offer: Internship

Which countries are you recruiting from? International



Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Planning & Ways of Working
- 2 Communication
- 3 Teamwork Effectiveness

Hatch

Website: <https://jobs.hatch.com/>

Our organization is passionately committed to the pursuit of a better world through positive change. We embrace your visions as our own and partner with you to develop better ideas that are smarter, more efficient, and innovative. Our global network of 9,000 professionals work on the world's toughest challenges. Our experience spans over 150 countries around the world in the metals, energy, infrastructure, digital, and investments market sectors.

Who we are looking for: We are looking for graduate with strong academics in the different engineering disciplines.

How to apply: Please submit your CV, ID copy, & full academic transcript online.

Apply at: <https://jobs.hatch.com/>

Applications closing date: 31 July 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Engineering

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship

Which countries are you recruiting from? South Africa



Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Teamwork Effectiveness



Degrees sought

- Science
- Humanities
- Engineering
- Law
- Commerce
- Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Teamwork Effectiveness
- 3 Software use & Development

IQbusiness

Website: <https://iqbusiness.net>

Established in 1998, IQbusiness is the largest independent management and technology consulting firm in Africa. As one of 4000 certified B Corporations globally, we've been recognised as a business that meets the highest standards of verified social and environmental performance, public transparency and legal accountability to balance profit with purpose.

Who we are looking for: We are looking for final year and post grad students from the following faculties: Science, Commerce, Law, Engineering and Digital Design.

How to apply: Please apply on our careers page on our website.

Apply at: <https://iqbusiness.net/>

Applications closing date: 31 August 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Management consulting

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa



Degrees sought

- Science
- Humanities
- Engineering
- Law
- Commerce
- Health Sci

Top 3 skills sought

- 1 Communication
- 2 Developing Relationships
- 3 Self-Awareness & Self-Management

iTOO Special Risks

Website: <https://www.itoo.co.za/>

iTOO is a collective of industry leading special risk insurance #experts across a range of insurance offerings. With technical fluency in every sphere of our business, we pride ourselves on service that goes above and beyond. We call this combination of expertise and service proficiency the iTOO difference. Our unique forward-thinking approach to proactive risk mitigation makes all the difference. With the iTOO Graduate programme, we aim to create a community of forward-thinking experts with their sights set on shaping the future of the insurance industry. We aim to make insurance a deliberate and trendy career choice!!

How to apply: Please send an e-mail to iTOOCareers@itoo.co.za

Who we are looking for: We are looking for creative problem solvers and relationship builders who strive to shape the future of insurance.

Typically, our #experts have studies in Insurance/ Risk Management, Law, Management, Information Systems or Engineering.

Apply at: <https://itoo.co.za/>

Applications closing date: 31 October 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Claims Management, Marketing, Technology/Digital, Underwriting

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from?
South Africa

Kazang Connect

Website: <https://www.kazang.com/>

Kazang is a leader in prepaid value-added services (VAS) in Southern Africa. We trade through a network of more than 35000 active devices where we process over 1,5 million transactions daily. Our products and services allow business owners to connect their customers with convenience and maximise their earning potential. Some of our products include airtime, data, electricity, international money transfers and gaming top-up vouchers. Kazang currently operates in South Africa, Namibia, Botswana and Zambia. We are part of the Connect Group of companies which provides cash and fintech solutions for businesses.

KPMG

Website: <https://home.kpmg/za/en/home.html>

KPMG is a professional services firm that specializes in Audit, Tax & Advisory. Where disruptive technologies are embraced, and collaboration is a way of life! Our Purpose is to Inspire Confidence and Empower Change. We firmly believe that our purpose is not just how we energize and engage our people – it's how we operate in the marketplace and society at large. With our culture, colleagues become like family, work becomes a passion, and our people grow and develop through a collaborative and supportive environment.

Apply at:

<https://home.kpmg/za/en/home/careers.html>

Who we are looking for: BSc Computer Science Degree or Honours and experience in programming in Python.

How to apply: Please submit your CV and GitHub link to careers@kazang.com. Please include your full academic transcripts.

Apply at: <https://connected.co.za/careers-connect/join-our-team-now.html>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Cape Town

Job types: Fullstack Python Developer

Opportunities on offer: Full Time Offer

Which countries are you recruiting from?
South Africa

Who we are looking for: Accounting (CA stream), From 1st year up to CTA students studying towards a SAICA accredited qualification. Internal Audit, Tax, IT, LLB, Business Science

Applications closing date: 01 September 2022

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg, PE

Types of jobs offered: Audit, Advisory, Tax

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

- Science
- Humanities
- Engineering
- Law
- Commerce
- Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Teamwork Effectiveness
- 3 Software use & Development



Degrees sought

- Science
- Humanities
- Engineering
- Law
- Commerce
- Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Teamwork Effectiveness

A photograph of four people (three women and one man) sitting on a modern wooden staircase with a glass railing. They are engaged in a collaborative work session. One woman is using a laptop, while the others are looking at it or holding documents. The background is a dark wall with a grid of small circular perforations. A large green plant is visible in the foreground on the left.

It's never just about the work.

At Mazars, you make friends for life. For us, work is meant to be fun. By joining, you will experience a truly human and international adventure thanks to our accessible management style and permanent feedback & coaching culture. With us, you will be given the space to suggest, to create, to test and to fail. We want you to be your true self whatever your background, culture and generation.

Leadership development opportunities, sport clubs, social events, women empowerment initiative, wellness programme, and more!

For more information, visit
www.mazarscareers.co.za

Mazars, the smart choice.

MacRobert Attorneys

Website: <https://www.macrobot.co.za/>

MacRobert Attorneys is a national law practice in a position to provide legal services throughout the country. MacRobert manages law concerns in the following fields: medicine, property, pharmaceuticals, industrial, engineering, oil, food and beverage, clothing manufacturing and the steel and iron industry. A large component of partners and lawyers deals with professional indemnity and medical professional indemnity. We employ some 50 lawyers and a number of candidate attorneys.

Who we are looking for: Although academic results will get us interested, this is not all that we are looking for. We are looking for the EISH factor: energetic, intelligent and self-motivated individuals who are hardworking.

How to apply: Candidates should please submit their detailed CV, certified copies of full academic records and matric certificate as well as a certified colour copy of ID document on our MacRobert Recruitment Portal, in order to be considered for articles for 2023

Apply at: <https://macrobot.simplify.hr/>

Applications closing date: 20 May 2022

SA citizenship required? Yes

Locations: Cape Town, Pretoria

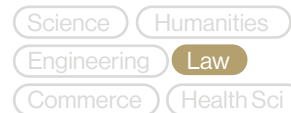
Types of jobs offered: Article Clerkship

Opportunities on offer: Internship

Which countries are you recruiting from?
South Africa



Degrees sought



Top 3 skills sought

- 1 Communication
- 2 Teamwork
Effectiveness
- 3 Goal Achievements

Mazars

Website: <https://mazarscareers.co.za/>

Mazars is a leading international audit and advisory firm, aspiring to build the economic foundations of a fair and prosperous world. Operating as a united partnership, Mazars works as one integrated team, leveraging expertise, scale and cultural understanding to deliver exceptional and tailored audit, tax, financial, consulting and legal services.

Who we are looking for: Well-rounded students who express commitment to their studies in addition to actively developing skills they will utilise in the working environment. Applicants must be pursuing a SAICA-accredited qualification.

How to apply: Submit your application on our website. You will be required to upload your CV, copy of ID and academic transcript.

Apply at: <https://mazarscareers.co.za/>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Bloemfontein, Cape Town, Durban, Gauteng, George, Gqeberha, Plettenberg Bay

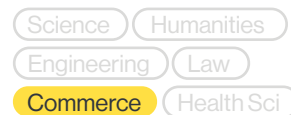
Types of jobs: SAICA training contracts

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought



Top 3 skills sought

- 1 Planning & Ways of Working
- 2 Communication
- 3 Teamwork
Effectiveness

McKinsey & Company

Degrees sought

Science Humanities

Engineering Law

Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Entrepreneurship
- 3 Goal Achievements

McKinsey & Company

Website: <https://www.mckinsey.com/za/>

McKinsey & Company is a global management consulting firm with six offices across Africa. We have conducted over 1800 engagements in South Africa and have 10 nationalities represented among our Johannesburg office colleagues. We serve many leading African organisations across sectors including energy and materials, financial services, consumer goods and retail, telecommunications, infrastructure and logistics, as well as the public and social sectors.

Who we are looking for: Applicants from various academic backgrounds interested in pursuing a career in consulting and passionate about working in Africa. Undergraduates (3rd/4th years) and post-graduates are encouraged to apply.

How to apply: Your CV in English (2/3 pages maximum) and your latest academic transcripts. Your CV should include details of your education, work experience, extracurricular activities and achievements.

Apply at: <https://www.mckinsey.com/careers/search-jobs/jobs/businessanalyst-15136>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Consulting, IT

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship

Which countries are you recruiting from? South Africa

mgi bass gordon

AUDIT | TAX | ADVISORY

Degrees sought

Science Humanities

Engineering Law

Commerce Health Sci

Top 3 skills sought

- 1 Communication
- 2 Mobilizing Systems
- 3 Self-Awareness & Self-Management

MGI Bass Gordon

Website: <https://www.bassgordon.co.za>

Upon joining MGI Bass Gordon, you become part of a global family of independent auditing and accounting firms. With decades of experience, we are able to offer our trainees exciting career development opportunities through a personal mentorship programme and broad-based business exposure. Our vision is to be recognised as the leading mid-tier professional services firm, offering a growing array of business solutions, whilst being the trusted partner of choice for those seeking more than just the ordinary.

How to apply: Email your CV and Academic Transcript to joinmgi@bassgordon.co.za or apply online.

Who we are looking for: We are looking for graduates with an academic background in a business and accounting-related discipline: BCom Accounting (CA Stream), BBusSc Finance & Accounting or PGDA.

Apply at: <https://www.bassgordon.co.za/apply-now/>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Cape Town

Types of jobs offered: SAICA Training Contract

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa

Monocle Solutions

Website: <https://monoclesolutions.com/en-za/>
 Monocle is an industry-leading management consultancy specialising in banking and insurance. We work closely with leading banks and other financial institutions – in South Africa, UK and Europe – to design and execute bespoke solutions to enhance their businesses and ensure their success. Our expert consulting teams analyse complex client challenges in order to translate business and regulatory imperatives into tangible, end-to-end solutions that deliver both IT- and data-driven results, ultimately providing a commercial edge in highly-competitive markets.

Apply at: <https://www.monoclesolutions.com/en-za/careers/analyst-graduate-programme>

Nedbank

Website: <https://www.nedbank.co.za/>
 Nedbank Group is a financial services group in South Africa offering wholesale and retail banking services as well as insurance, asset management, and wealth management. Nedbank Limited is a wholly owned subsidiary of Nedbank Group. Nedbank's primary market is South Africa.

Who we are looking for: Pure mathematics, statistics, econometrics, engineering, financial engineering, or quantitative risk management. Other qualifications with a strong quantitative element will also be considered.

Who we are looking for: If you have a passion for finance and data, engineering or the sciences, an Honours or Masters degree, and you think you have what it takes to join a team of your most ambitious and driven peers, we would like to hear from you.

Applications closing date: 31 August 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Management Consultancy in Banking & Insurance

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa

How to apply: Apply on our graduate careers website.

Apply at: <https://www.nedbank.co.za/content/nedbank/desktop/gt/en/careers.html>

Applications closing date: 30 June 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Graduate Programmes

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



- Degrees sought**
- Science
 - Humanities
 - Engineering
 - Law
 - Commerce
 - Health Sci

- Top 3 skills sought**
- 1 Critical Thinking
 - 2 Communication
 - 3 Teamwork Effectiveness



- Degrees sought**
- Science
 - Humanities
 - Engineering
 - Law
 - Commerce
 - Health Sci

- Top 3 skills sought**
- 1 Critical Thinking
 - 2 Planning & Ways of Working
 - 3 Communication



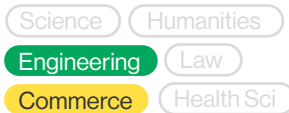
Nestle South Africa

Website: <https://www.nestle.com/>

Nestle is the world's largest food and beverage company. We have more than 2000 brands ranging from global icons to local favourites, and are present in the 190 countries worldwide. Constantly exploring and pushing the boundaries of what is possible with foods, beverages, and nutritional health solutions to enhance quality of life and contribute to a healthier future.

Who we are looking for: We are looking for graduates with strong academics in supply chain, engineering, economics, management science, and accounting.

Degrees sought



Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Mental Flexibility

How to apply: Please look at our careers website and search for hundreds of jobs and find the one that is right for you.

Apply at: <https://www.nestle-esar.com/youth-opportunities>

Applications closing date: 31 December 2022

SA citizenship required? No

Locations: Babelagi, East London, Estcourt, Harrismith, Johannesburg, Mossel Bay

Types of jobs offered: Graduate programs, Internships and Learnerships

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from?
South Africa



Nexia Cape Town

Website: <https://www.nexiacapetown.com/>

Nexia Cape Town is part of a global network of firms providing Audit, Tax and Advisory Services with a varied client base to which you will gain extensive exposure during your training contract. We are dedicated to "Expertise, Services and Commitment."

Who we are looking for: We are looking for entrepreneurial students with an enquiring mind and vision beyond the obvious. You must be an analytical thinker. We are interested in B.Com Fin Acc (CA Stream)/ B.Bus Science (Fin and Acc)/ PGDA/B.Com Hons (Acc) students.

Degrees sought



Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Goal Achievements

How to apply: Please forward your CV, ID and a detailed copy of your academic transcripts to hrmgr@nexiasa.com

Apply at: <https://www.nexiacapetown.com/>

Applications closing date: 31 August 2022

SA citizenship required? Yes

Locations: Century City

Types of jobs offered: SAICA Training Contract

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa



Invest in your future



Investing for a world of change

Applications are open now

Closing date: **14.10.22**

Programme location: **Cape Town**

To apply, please visit our website:

www.ninetyone.com/careers

About Ninety One

Ninety One is an independent, active global asset manager dedicated to delivering compelling outcomes for its clients, managing R3.06 trillion in assets (as at 31.12.21). We started in South Africa, in '91. Back then, change was coming. Along with its challenges came the chance to invest in a better future. Our journey through that time taught us to recognise and embrace change and uncertainty. We believe that active investing can be a force for good.

Our distinctive owner culture allows us to commit to building a long-term, intergenerational business. We value the dignity of difference and allow each person who works at Ninety One to have the freedom to be themselves and express their talents and potential whilst recognising that they are part of something bigger as a community.

Emerging Investment Talent programme 2023

About the programme

At Ninety One, we believe the best way to learn is by doing. So, from day one of our Emerging Investment Talent programme you will be part of our global investments team, with the day-to-day responsibilities of an Investment Analyst.

This is an opportunity for you to gain exposure at an international firm and understand what it means to be a global investment manager. You will learn from experienced and collaborative colleagues who will continuously encourage your curiosity for global financial markets and sustainable investing.

During our twelve-month non-rotational programme you will receive technical training and continuous feedback from your team on areas for you to develop. You will use what you have learnt to take ownership of company analysis and research, macroeconomic research and financial modelling. You will take part in professional development training that will help you to refine your communication skills so you can share your insights and perspectives when contributing to team debate.

We are looking for

Talented individuals who are passionate about pursuing a career in asset management. You will get our attention if:

You have recently graduated, ideally in the last three years or are due to graduate in 2023

You can demonstrate leadership skills through your participation in a variety of non-academic activities

You have a strong academic track record

You are a South African citizen



Ninety One

Website: <https://externalcareers.ninetyone.com/>

Ninety One is an independent, active global asset manager dedicated to delivering compelling outcomes for its clients, managing R2.84 trillion in assets (as at 09.21). We started in South Africa in '91. Along with its challenges came the chance to invest in a better future. We believe that active investing can be a force for good. Our owner culture allows us to build a long-term, intergenerational business. We value the dignity of difference and allow each person to have the freedom to be themselves and express their talents and potential, whilst recognising they are part of something.

Apply at: <https://ninetyone.com/en/careers>

Applications closing date: 31 December 2022

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Communication
- 3 Developing Relationships



Nolands

Website: <https://www.nolands.co.za/>

Nolands was founded in 1976 and is represented in 9 centres in South Africa and 6 Internationally. Auditing is at the centre of its business, complemented by Advisory and Law. Nolands takes pride in taking a "not ordinary" approach and encourages individualism and personal growth. Trainees have the advantage of getting the bigger picture on auditing projects and responsibility is delegated at an early stage. On-going technical training is built into the article's programmes.

Who we are looking for: Technical ability and the willingness to strengthen the group are both highly valued. We look for what we call "And People" – positive, optimistic team players that add value every working day.

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Developing Relationships
- 3 Self-Awareness & Self-Management

Who we are looking for: We have a particular interest in the following degrees: Actuarial Science, Engineering, Finance and Accounting, Information Systems and Computer Science, Investments, Mathematics and Statistics.

How to apply: Please complete the online application and attach a copy of your I.D., academic transcripts and matric certificate (mandatory).

SA citizenship required? Yes

Locations: Cape Town

Types of jobs offered: Investments, IT

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa

How to apply: Submit your CV, matric certificate, degree certificate & full academic record.

Apply at: <https://www.nolands.co.za/careers/trainee-accountant>

Applications closing date: 20 December 2022

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg, Port Elizabeth

Types of jobs offered: Graduate Internship (SA-ICA Learnership as Trainee Accountant) & Graduate Internship (SAICA Learnership specialising in Corporate Finance & Financial Management)

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa

Norton Rose Fulbright SA Inc



Website:

<https://www.nortonrosefulbright.com/en-za>

Norton Rose Fulbright is a top ten global law firm with a powerful strategic focus and tangible momentum. Driven by an enterprising strategy and a keen industry focus, we have made remarkable progress in recent years. The work we do, the locations we are reaching, and the combinations that we have made with other legal practices, have created a far-reaching global platform. And we are still striving for more. This allows us to offer careers of exhilarating mobility and breadth. It also engenders a shared sense of purpose that drives everyone's progress here.

Who we are looking for: We looking for BCom Law, BA Law, LLB, LLM graduates

Apply at:

<https://www.nortonrosefulbright.com/en-za>

How to apply: Create a profile and follow the instructions.

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Types of jobs offered: Articles, Vacation Work, Job Shaddowing

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa

Degrees sought



Top 3 skills sought

- 1 Communication
- 2 Mental Flexibility
- 3 Goal Achievements

Old Mutual



Website: <https://www.oldmutual.co.za/>

Old Mutual is a premium financial services group, deeply rooted in Africa, that offers a broad spectrum of financial solutions to retail and corporate customers in 14 countries. Our lines of business include Life and Savings, Property and Casualty, Asset Management and Banking and Lending. We believe in championing mutually positive futures everyday and that an excellent customer experience is anchored in a great employee experience. At Old Mutual, we invest in young future leaders. We believe that potential needs a positive environment and mentorship to develop and grow fully.

Apply at: <https://www.oldmutual.co.za/careers/>

Applications closing date: 31 August 2022

Who we are looking for: Are you 26 or younger?

Are you eligible to work in the country of application? Are you able to work in any part of the continent? Have you achieved a minimum of 65% average in your final year (across all subjects)?

SA citizenship required? Yes

Locations: National

Types of jobs offered: Our graduates are appointed into various roles across Old Mutual's businesses.

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship

Which countries are you recruiting from? South Africa

Degrees sought



Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Communication



Partners in Performance

Degrees sought



Top 3 skills sought

- 1 Communication
- 2 Mental Flexibility
- 3 Teamwork Effectiveness

Website: <https://www.pip.global/en/>

PIP is a global Management Consultancy who have built a solid reputation for delivering fully implemented, bottom-line improvements to clients across a range of sectors and countries. PIP has a continued growth of 30% per annum globally and the Africa office is showing the highest growth of all. As a result, we are seeking out top-class talent to join our organisation. We look for smart, curious pragmatists. Our consultants have mixed backgrounds, including experience at top consulting firms and rich industry experience.

How to apply: Submit a concise CV and copy of all academic transcripts (e.g. matric certificate).

Who we are looking for: We are looking for candidates who are smart, curious pragmatists. Ideally we focus on students who have completed BEng, BCom and BSc degree.

Apply at: <https://www.pip.global/en/>

Applications closing date: 28 August 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Management Consultants

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



PKF Experience

Degrees sought



Top 3 skills sought

- 1 Planning & Ways of Working
- 2 Communication
- 3 Self-Awareness & Self-Management

Website: <https://www.pkf.co.za/>

PKF is one of the largest mid-tier accounting networks in the world and in South Africa, making us big enough to provide an excellent career foundation, and small enough for you to make a difference. Develop your true potential and receive unique opportunities needed for your personal growth and development as a trainee accountant. With PKF you can set yourself on the right career path as a future CA(SA).

How to apply: Submit a copy of your ID and full academic history online.

Apply at: <https://www.pkf.co.za/careers/training-contracts/training-contract-form/>

Who we are looking for: BAcc Degree, PGDA/CTA/Honours in Accounting. Our ideal candidate is: Energetic and takes initiative to learn and succeed, Highly accurate, paying close attention to detail, Able to work well under pressure, A logical and analytical thinker

Applications closing date: 01 December 2022

SA citizenship required? Yes

Locations: Cape Town, Durban, George, Johannesburg, Nelspruit, PE, Pretoria, Welkom

Types of jobs offered: Articles

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa

Procter & Gamble

Website: <https://africa.pg.com/>

P&G was founded over 180 years ago as a simple soap and candle company. Today, we're the world's largest consumer goods company and home to iconic, trusted brands such as Ariel, Always, Gillette, Pampers, Vicks, etc. Our products make life a little bit easier in small but meaningful ways. We've spanned three centuries thanks to three simple ideas: leadership, innovation and citizenship.

Who we are looking for: We are looking for students and graduates across multiple disciplines.

How to apply: Please apply online on our careers portal

Apply at: <https://www.pgcareers.com/>

Applications closing date: 31 October 2022

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Internship and Graduate opportunities

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship

Which countries are you recruiting from? South Africa



Degrees sought



Top 3 skills sought

- 1 Planning & Ways of Working
- 2 Developing Relationships
- 3 Goal Achievements

PSG Management Services

Website: <https://www.psg.co.za/>

PSG provides the opportunity for graduates to kick-start their careers in a working environment that fosters growth, performance and opportunity. We strive to create a diverse entrepreneurial environment where talented individuals are empowered to take ownership of decisions and realise their full potential. Whether you are looking to gain valuable corporate experience or your dream is to become a future business leader, PSG's Graduate Programme is designed to help you build the skills you need.

How to apply: Please submit your CV and ID copy to Graduates@psg.co.za. Please include your full academic transcripts.

Apply at: <https://www.psg.co.za/careers>

Who we are looking for: We are looking for graduates with strong academics in business-related discipline with majors in Computer science, Engineering, Economics/ Investments, Maths or Finance. Strong analytical skills as well as innovative thinking are core qualities required.

Applications closing date: 31 December 2022

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

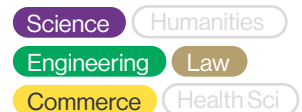
Types of jobs offered: IT, Finance, Engineering, Science

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from? South Africa



Degrees sought



Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Teamwork Effectiveness



Degrees sought



Top 3 skills sought

- 1 Communication
- 2 Mental Flexibility
- 3 Digital Fluency

PwC

Website: <https://www.pwc.co.za/students>

At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 157 countries with over 276,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at <http://www.pwc.com>. PwC has a presence in 34 African countries with an office footprint covering 66 offices. With a single Africa leadership team and more than 400 partners and 9000 professionals across Africa, we serve some of the continent's largest businesses across all industries.

Apply at: <https://www.pwc.co.za/students>

Applications closing date: 31 August 2022

Who we are looking for: PwC looks at various graduates across discipline for our varying opportunities. A large part of our business is the CA(SA) stream and our Consulting business. We also have a broader assurance services department.

SA citizenship required? Yes

Locations: National: Bloemfontein, Eastern Cape, Gauteng, Kimberley, KZN, Mahikeng, Western Cape

Types of jobs offered: Graduate opportunities across various disciplines

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa



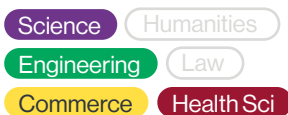
Quantum

Website: <https://quantum.com/>

Data is everywhere. From tracking your steps, to online ads. It is used to personalise your shopping experience, to optimise your time, and to help you make better financial decisions. It's one of the fastest growing industries in the world. We are a global leader in data analytics and engineering, helping our clients solve their most important problems using data. We have a track record of innovation and combining the best of human and artificial intelligence to power possibilities for individuals, organisations and society.

Apply at: <https://thequantiumgroup.hire.trakstar.com/jobs/b820344a1d6b-495fa3a4aa8a50824db4>

Degrees sought



Top 3 skills sought

- 1 Critical Thinking
- 2 Teamwork Effectiveness
- 3 Self-Awareness & Self-Management

Who we are looking for: We're looking for early talent with strong academics and majors in Engineering, Computer Science, Statistics, Data Science and Actuarial Science. We're passionate about building out our team of smart, fun, diverse and motivated people.

Applications closing date: 06 June 2022

SA citizenship required? No

Locations: Cape Town, Johannesburg

Types of jobs offered: Analytics, Data Science, Data Engineering

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? International

RBB Economics LLP

Website: <https://www.rbbecon.com/>

RBB Economics is an independent economics consultancy specialising in competition policy. We are one of the world's leading competition economics practices, with offices in London, Brussels, The Hague, Melbourne, Johannesburg, Madrid and Stockholm. Our work concerns all aspects of competition economics including mergers and acquisitions, market investigations, abuses of dominance, vertical agreements, joint ventures and price setting. We provide professional, independent economic advice with the latest advances in economic theory and econometric techniques.

Apply at: <http://www.rbbecon.com/working-at-rbb/>

Who we are looking for: Entry level economists for our Johannesburg office. Candidates should have excellent academic credentials in economics, typically to post-graduate level and preferably with an interest in industrial organisation.

Applications closing date: 29 March 2023

SA citizenship required? Yes

Locations: Johannesburg

Types of jobs offered: Economist Associate and Senior Associate.

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from? South Africa

RBB Economics

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Teamwork Effectiveness

Riskworx

Website: <https://www.riskworx.com/>

Riskworx is a boutique consultancy that specialises in Financial and Quantitative Modelling. We are passionate about solving problems and building strong relationships with our clients while providing meaningful careers for our people. Over the last 20 years, we have helped our clients navigate the complex regulatory landscape to ensure compliance and create strategic advantage.

Who we are looking for: We are looking for post-graduate (preferably Master's level) degree in Quantitative Finance, Financial Engineering, Quantitative Risk Management, Mathematics, Statistics, Information Technology or any other degree with a strong quantitative foundation.

How to apply: Visit our careers page and apply online.

Apply at: <https://www.riskworx.com/>

Applications closing date: 31 August 2022

SA citizenship required? No

Locations: Johannesburg

Types of jobs offered: Consulting in financial services sector.

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from? South Africa



Degrees sought

Science Health Law
Engineering Health Sci
Commerce

Top 3 skills sought

- 1 Critical Thinking
- 2 Mental Flexibility
- 3 Self-Awareness & Self-Management

RBB Economics offers career opportunities for entry level economists

Who are we?

RBB Economics is an independent economics consultancy specialising in competition policy. We are one of the largest competition economics practices in the world, with offices in London, Brussels, The Hague, Johannesburg, Melbourne, Madrid, Stockholm, Paris, Düsseldorf and Hong Kong. Our work concerns the behaviour of firms with market power, and covers issues such as mergers, vertical agreements, joint ventures, price setting and the abuse of dominant positions.

We work in dedicated, multi-national teams which combine the experience and expertise relevant to each case. This enables us to respond to our clients' needs in a focused and flexible manner. We offer a hands-on service, supporting and working in partnership with our clients and their legal advisers.

Our working environment

The work at RBB is stimulating, challenging, demanding and rewarding. We give our staff the opportunities they need to flourish professionally, including early responsibility for our work product and to engage directly with clients and their legal advisors as well as with competition authorities.

However, we always offer our staff support, guidance and career progression advice from more experienced team members.

RBB is meritocratic, not hierarchical and offers a supportive and highly sociable working environment that adds greatly to the enjoyment of working here.

Our clients

RBB have built up strong relationships with clients from all areas of industry and commerce as well as with all of the major law firms specialising in competition law. Over the years we have been involved in hundreds of the most high-profile competition cases around the world.

Our expertise is wide ranging, from industries such as energy, mining and steel, to the manufacturing of sophisticated medical equipment, financial services and sports rights.

Our requirements

We're looking for exceptional, highly motivated economists to join our multi-national team. If you have outstanding academic credentials and flourish in the face of complex, intellectually challenging issues then we would love to hear from you.

Qualifications are usually to postgraduate level, preferably with an interest in industrial organisation. We are looking for consultants with a range of quantitative and analytical skills, and the ability to communicate complex economic concepts in a clear concise style.

To apply, please fill in the online application form on our website <http://www.rbbecon.com/working-at-rbb/>

For general enquiries, contact vacancies@rbbecon.com

www.rbbecon.com

SNG Grant Thornton

Website: <https://www.grantthornton.co.za/>

Our teams and member firms worldwide work and train together, sharing industry experience, technical expertise, and a commitment to excellence. Whatever the geographic location, we apply the same insight, flexibility and relevant experience. We examine each transaction objectively and work to involve all parties to ensure you receive the highest quality advice, providing a truly distinctive client experience. With more than 58,000 people in over 138 countries, we have a true global scale, deep technical capabilities and extensive industry expertise, but this does not make us different, it is how we work for you.

SOLIDitech

Website: <https://soliditech.com/>

We are on a mission to help our clients bring about the Fibre Internet Revolution and help them deliver high-speed Internet Services to millions of people all over the world. SOLIDitech is a leader in Business Automation Software, pioneering approaches on how to apply modern software technologies to solve very real world business problems. We're innovating new ways to deliver Marketing, Sales, Finance and Support functions, which are critical to every business. SOLID, our Business Automation platform, makes use of a number of software technologies to improve the way businesses work. To our clients, we really make a difference.

Apply at: <https://soliditech.com/careers-technology-development/current-vacancies/>

Who we are looking for: CTA, Accounting

How to apply: Please apply on our website.

Apply at: <https://www.grantthornton.co.za/Careers/Careers/>

Applications closing date: 30 June 2022

SA citizenship required? No

Locations: National

Types of jobs offered: Finance, Accounting and IT

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



- Degrees sought**
- Science
 - Humanities
 - Engineering
 - Law
 - Commerce
 - Health Sci

- Top 3 skills sought**
- 1 Critical Thinking
 - 2 Communication
 - 3 Teamwork Effectiveness



Who we are looking for: Beyond having the correct qualifications, we value creative problem-solving, good communication and attention to detail. You need to be a quick learner and must be able to be a team player. You also need to have strong logical reasoning.

Applications closing date: 31 December 2022

SA citizenship required? No

Locations: Cape Town

Types of jobs offered: Software Engineer, Quality Assurance Analyst, Scrum Manager, Business Analyst

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? International

- Degrees sought**
- Science
 - Humanities
 - Engineering
 - Law
 - Commerce
 - Health Sci

- Top 3 skills sought**
- 1 Critical Thinking
 - 2 Mental Flexibility
 - 3 Software use & Development



What's the appeal?

Corporate and commercial matters.

Practising in over 22 diverse areas of law, we specialise in corporate and commercial matters with a team of over 200 skilled lawyers.

If this appeals to you, apply now.

» Keep us close



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COMMERCIAL LAW FIRM**
A member of the LEX Africa Alliance
www.werksmans.com/graduates

Truworths

Website: <https://www.truworths.co.za/>

At Truworths, you'll find a dynamic business environment where our staff are constantly challenged to reinvent the way we do business in order to keep us at the forefront of the South African fashion industry. Take a walk through our stores or offices and you'll encounter an infectious love of fashion and a tangible will to succeed among the people who make up our business, both of which are key to keeping us at least one step ahead of the competition.

Apply at: <https://www.truworths.co.za/>

Applications closing date: 31 December 2022

SA citizenship required? Yes

Who we are looking for: We are in search of youthful, innovative and ambitious individuals who thrive on challenges. Students with BCom, BA, BSocSc, BBusSc, BSc Computer Science qualifications are invited to apply.

Locations: Cape Town

Types of jobs offered: Trainee Planner, Trainee Buyer Trainee Designer, Trainee Garment Technologist, Trainee Sourcing Co-ordinators

Opportunities on offer: Graduate Opportunity. Visit our social media pages (Truworths Careers) for annual bursary and internship opportunities.

Which countries are you recruiting from? South Africa

TRUWORTHS

Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Teamwork Effectiveness

Vega School

Website: <https://www.vegaschool.com/>

IIE Vega, an educational brand of The Independent Institute of Education, was formed in 1999. We supply the conceptual, strategic and practical skill sets required to rise to the challenge of the future. Our qualifications have a strong focus on brand leadership, brand management, brand innovation, brand strategy and creative brand communication. IIE Vega prides itself in the new breed of thinkers it has produced through the following type of accredited IIE qualifications: Certificates, Baccalaureates, Honours, Master's and Doctorate.

Who we are looking for: Afro-optimists, mav-ericks, change-agents and design thinkers. Have an intuitive understanding of how brands hold the power to lever and progress.

How to apply: Submit your application, certified copy of your ID/ Passport and any qualification obtained, plus academic transcripts or latest results National Senior Certificate or equivalent. Pay non-refundable application fee.

Apply at: <https://www.vegaschool.com/>

Applications closing date: 30 November 2022

SA citizenship required? No

Locations: Cape Town, Durban, Johannesburg, Pretoria

Types of jobs offered: Postgrad Studies

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Communication

WEBBER WENTZEL

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Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Critical Thinking
- 2 Planning & Ways of Working
- 3 Teamwork Effectiveness



Degrees sought

Science Humanities
Engineering Law
Commerce Health Sci

Top 3 skills sought

- 1 Planning & Ways of Working
- 2 Mental Flexibility
- 3 Teamwork Effectiveness

Webber Wentzel

Website: <https://www.webberwentzel.com/>

With over 150 years of experience and deep industry knowledge, Webber Wentzel is the leading full-service law firm on the African continent. We service complex and multijurisdictional legal and tax matters seamlessly and combine knowledge and experience to offer tailored and commercially-minded business solutions in record times. We focus on efficient and effective delivery of innovative solutions, adopting considered strategies around legal process management, legal process improvement and legal technology.

Apply at: <https://www.webberwentzel.com/Careers/Early-Careers/Pages/default.aspx>

Applications closing date: 31 December 2022

Who we are looking for: Academic excellence, diligence, leadership, curiosity, a desire to learn, a generosity of spirit and the ability to adapt. LLB Degree at an accredited SA Institution or SAQA certified equivalent. South African citizen/ Permanent Resident.

SA citizenship required? No

Locations: Cape Town, Johannesburg

Types of jobs offered: Opportunity to complete your practical vocational training

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? International

Werksmans Attorneys

Website: <https://www.werksmans.com/>

Established in the early 1900s, Werksmans Attorneys is a leading South African corporate and commercial law firm serving multinationals, listed companies, financial institutions, entrepreneurs, individuals and government. Operating in Gauteng and the Western Cape, and a member of the LEX Africa Alliance. The firm has a formidable track record in mergers & acquisitions, banking & finance, and commercial litigation & dispute resolution, we are distinguished by the people, clients and work that we attract and retain.

Who we are looking for: BA Law, BCom Law and LLB

How to apply: Applicants should apply by submitting an online application.

Apply at: <https://www.werksmans.com/graduates>

Applications closing date: 01 December 2022

SA citizenship required? Yes

Locations: Gauteng, Western Cape

Types of jobs offered: Candidate Attorney Programme

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from? South Africa

Don't Settle. PASSION OR NOTHING.

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