



OWN YOUR FUTURE

- 01** Introduction
- 02** About Us
- 03** Career Focus
- 04** Career Development

- 05** Toolkit
- 06** Grad Gallery
- 07** Employer Directory



CAREERS SERVICE

OWN YOUR FUTURE



UNIVERSITY OF CAPE TOWN
UNIVERSITEIT VAN KAPSTAD

On the web

www.careers.uct.ac.za
www.mycareer.uct.ac.za
www.vula.uct.ac.za

In your pocket

UCT Mobile App

On social platforms

FB: UCTCareers
Twitter: @UCTCareers
Youtube: UCTCareersService



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Take your unrivalled passion for financial services to the next level in a market-leading organisation that is the cutting edge of financial consulting. Be a part of our innovative firm that helps transform leading banks and financial institutions by providing a superior bespoke consultancy service.

At Monocle, we combine your relevant Honours degree and career-driven ambition to help you realise your inner consultant potential.

To become a part of Monocle, follow the link provided on our career webpage:

[**www.monocle.co.za/careers**](http://www.monocle.co.za/careers)

**Registrations for our Graduate intake commencing January 2018
& closes 31st August 2017.**

Welcome to your Careers Service Guide 2017



The Careers Service offers information, advice and opportunities to registered UCT students in order to support their career planning, job-search preparation, and ongoing personal and professional development. Our programmes help students to realise their potential and to contribute meaningfully to the communities in which they work and live.

Page through, and engage with, this annual publication designed to assist you with your career, postgraduate and future plans. Find out how to engage with hundreds of employers offering bursaries, internships and graduate opportunities across multiple sectors and areas of work who are looking to recruit UCT students and graduates locally, continentally and globally. Get information, advice, tips, and a fresh/real perspective from people who know and understand the career-development landscape best.

In the Guide you will find tips and tricks to assist with your career-development journey during your time at UCT. Get assistance on submitting applications for your future career, read case studies from careers advisors, employers and graduates, and engage with 'how-to' sections by alumni in our Grad Gallery who share advice and experiences and have been through the same process you might be facing.

Send us your valuable feedback on our services anytime through the 'Submit your feedback' button on the website, or email us directly at careers.service@uct.ac.za. Also stand a chance to win a tablet when you complete our Guide Survey on Page 13.

Learn how to begin your career-planning process today. Let's go!

Wishing you every success as you embark on your future.

David Casey
Director: UCT Careers Service

Employer Partners

UCT Careers Service would like to acknowledge the continued annual commitment from our Employer Partners who have supported various career development initiatives for UCT students.



- Jointly Awarded Best Work Readiness Initiative 2015
- Awarded Best Careers Service 2010, 2011, 2012, 2013, 2014, 2015, 2016
- Awarded Best Careers Fair 2010, 2011, 2012, 2013, 2015, 2016

Contents

1	About us	6
	Meet the team	8
	At your service: FAQs	10
	Ways to connect	12
	Survey	13
2	Career Focus	14
	Common career queries	16
	Ten career myths	20
	Career scene investigation	22
	Getting real value from a humanities degree	26
3	Career Development	32
	Taking charge of your career: from first to final year	34
	First to final year: planning your career	40
	A personal journey	42
	Design Thinking: a key new skill in the workplace	44
	Are you made for the Digital Revolution?	46
4	Toolkit	48
	10 steps to awesome applications	50
	How to work an expo	52
	Using social media to get a job	56
	LinkedIn: connect. find. be found	58
	Selection interviews	60
	Workplace assessments: are you prepared?	64
	Before you sign on the dotted line	66
	What should you expect to earn?	68
5	Grad Gallery	70
	UCT Grad Gallery	72
	Jess Schulshenk	73
	Namatirai Zinyohwera	76
	Arielle De La Roche	78
	Tsepo Ngwenyama	80
	Where do UCT graduates go?	84
6	Employer Directory	86
	A-Z directory of employers	

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About us



Working in partnership with academic and other colleagues, the Careers Service aims to enhance the quality of UCT's graduates and help ensure that you are equipped with the skills to compete in a global workplace. We work to enable you to make informed choices about your future, fulfil your career ambitions and make a meaningful contribution to the communities in which you will live and work.

Meet the team
At your service: FAQs
Ways to connect
Survey





**MEET
THE
TEAM**



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Communications Manager

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Funder Liaison Coordinator

Rita-Sue McCormick
Careers Advisor

OWN YOUR FUTURE

Whether you are in your first year, post-graduate or up to three years after graduation, from any faculty and degree, come and connect with our free services to shape your future professional journey.

Services

1. Discuss career options with career advisors
Read inspiring graduate stories
2. Email, call or visit peer career support staff and advisors
3. Check out self-reflexive career path online resources
4. Look for up-to-date and relevant info on our website
5. Personalise your www.mycareer.uct.ac.za student portal
6. Watch talks and presentations
7. Find job opportunities: part-time, 'earn-as-you-learn' and full-time employment
8. Access funding and bursaries
9. Get CV support, job search resources and application reviews
10. Network with employers
11. Attend Expos and 'World of Work' festivals
12. Go to company showcases and presentations
13. Access internships, graduate employment opportunities and immigration advice for work throughout Africa and globally
14. Access career talks spotlight on multiple sectors, per faculty!
15. Develop your entrepreneurial self and mindset with tools and business games
16. Check out curriculum enhancement programmes (UCT+)
17. Access Beyond School careers programme
18. Find pop-up stalls around campus, including Main Library
19. Make use of our facilities including virtual interview rooms, computers, and resource centre

At your service: FAQs

1. How can the Careers Service help me?

We offer a wide range of services and resources designed to help students at any stage of study with all aspects of career and job-search planning and preparation. We can help you explore your career options, connect with personal and professional-development opportunities (e.g. part-time work experience, internships and employer showcases), compile job-search materials (CVs, covering letters, etc.), and prepare for the job search.

Visit our office for a career consultation, attend career talks and participate in our employer networking events.



Log in to MyCareer at www.careers.uct.ac.za to have 24/7 access to our offerings!

2. How do I join the Careers Service's mailing list?

MyCareer is our online Careers Service platform designed to make our services and facilities easily accessible to all students for up to three years after graduation. Current students are automatically registered, so go to www.careers.uct.ac.za and log in to MyCareer to customise your account and receive notifications about events, opportunities and resources of particular interest to you. You can also book a career consultation, stay informed about employer activities on campus, and keep up to date with Careers Service news and events. MyCareer also serves alumni and employers.

3. If I'm not a final-year student, what can the Careers Service offer me?

Whether you are happy with your studies and career choices or anxious and uncertain about them, we have services and resources that will benefit all students.

If you're already confident about your career plans, build on this by getting a head start on career-development strategies in order to improve your career and employment prospects.



Continue exploring your career options, use our CV and covering-letter resources to assist you in your work and further-study applications, and take advantage of the part-time work opportunities listed on MyCareer so as to gain work experience and additional skills.

If you're feeling less confident, pop in for a consultation with a careers advisor to talk through your concerns. We'll support you in regaining direction and confidence in your career journey.

4. How do I book to see a careers advisor?

Go to www.careers.uct.ac.za and log in to MyCareer to set up a consultation or visit our office in the Hoerikwaggo Building and book an appointment at reception. These initial 15-minute appointments are available throughout the week. Online appointment bookings open at 1pm. the day before. Longer appointments are available but must be arranged during the 15-minute consultation with the careers advisor.



Appointments can be booked online or at our reception.

Ways to connect

Newsletter

This newsletter brings insights and opportunities customised for your faculty and stage of study.

UCT App

Have on-the-go access to our complete range of opportunities via the UCT Mobile app in one easy-to-use interface. Download and install the app through the iTunes app store or the Google Play store and search for UCT Mobile.

If you use a different mobile operating system, or don't want to download the app, you can also access it from a web browser on your mobile device. Visit uct.ombiel.co.uk/

Walk-in

If you prefer a personal approach, don't hesitate to pop into our office Monday to Friday from 8.30am to 4.30pm, all year round (excluding public holidays). Our friendly staff are waiting to welcome you. We will gladly guide you through our online and offline resources and the host of services on offer to you.

Website

Connect with us 24/7 through our up-to-date website www.careers.uct.ac.za for all your career needs. Registered students and alumni also have an all-access, behind-the-scenes pass by logging into MyCareer.

This online portal allows you to book an appointment with a careers advisor; book into careers education and employer events; search for full-time, vacation and/or part-time jobs and internships, bursaries and scholarships.

Log in to MyCareer today to update your contact details under the profile tab.

New students: your details are automatically loaded after registration, but check that these are correct. You can divert your myuct email to another address. See the link on MyCareer to do this.

Social Media

It has never been easier to stay in-the-know by engaging with us on social media.

On the web

www.careers.uct.ac.za
www.mycareer.uct.ac.za
www.vula.uct.ac.za

In your pocket

UCT Mobile App

On social platforms

FB: UCTCareers
 Twitter: @UCTCareers
 Youtube: UCTCareersService

Visit Us

Level 1, Hoerikwaggo Building, North Lane, Upper Campus

Have your say

Survey closes
31 August 2017 &
winners will be
contacted early
September.

We value your input. Please take a few moments to tell us what you think of this guide.

One
entry per
student

WIN!
a tablet!

Fill in the form below and drop it off in the red post box at our office (Hoerikwaggo Building, Level 1, North Lane, Upper Campus) and you could **win a tablet!**
T&Cs apply.

Q1 Do you regularly read the Careers Service Guide?

- ☐ Yes, annually
☐ Sometimes
☐ No, this is my first copy

Q2 What is your favourite section(s)?

- ☐ Everything
☐ Career Focus
☐ Career Development
☐ Career Toolkit
☐ Graduate Gallery
☐ Employer Directory

Q3 How would you rate the overall value of the guide for you?

- ☐ Super helpful
☐ I'm undecided
☐ Not helpful at all

Q4 As a result of the guide, how likely are you to engage with the Careers Service?

- ☐ Very likely
☐ Somewhat likely
☐ Neutral
☐ Somewhat unlikely
☐ Highly unlikely

Q5 What topics would you like to see featured in future editions?

.....
.....
.....
.....
.....

Q6 What do you like best about the guide?

.....
.....
.....
.....
.....

Q7 Are you aware that many more vacancies and organisations are advertised on MyCareer after this book is printed?

- ☐ No, but I know now
☐ Yes, I know this

Q8 If you would like to be entered into the draw and stand a chance to win one of our prizes we need to be able to contact you. Can we?

- ☐ Yes, I want to enter the draw.

Please contact me if I win a prize:

Name

.....
.....

Student No

.....
.....

Faculty

.....
.....

Year of Study

.....
.....

Cell

.....
.....

- ☐ No thanks, I don't want to enter the draw.

Thank you for completing the survey. Now all you have to do is tear it out (along the perforated edge) and drop it off in the red post box at our office at the UCT Careers Service, Hoerikwaggo Building, Level 1, North Lane, Upper Campus.

Career Focus



Some decisions in life are straightforward: what to cook for supper, or which movie to stream. Others are more puzzling, and choosing a future career is one of these. Many people make choices that are influenced by myths or don't know how to research their options properly. This section will keep you on track as you navigate your choices.

Common career queries

Ten career myths

CSI: Career scene investigation

Getting real value from
a humanities degree



Common career queries

How can I use my subject?

Are you wanting to use the knowledge content of your subject? (So, if you are studying History, doing something history-related.) Or the methods of work and skills gained from your subject? (That is, using the research and writing skills you have gained through studying History.)

Here are some suggestions:

- Use the Careers Service section 'Options With My Degree' at www.careers.uct.ac.za/options-my-degree to see particular ideas and links that are subject-related.
- Find out what people who have studied what you are studying do for a living. Go to 'Where Do UCT Graduates Go' at www.careers.uct.ac.za/cs/graduate-gallery and watch out for the networking and careers talks organised by the Careers Service that feature graduates talking about what they do.
- Many companies visit career expos on campus, and you can visit their exhibits to find out what work they offer and what their organisation offers.
- Learn more about the various skills, that most organisations are wanting.

I don't know what to do when I graduate

This can certainly make you feel insecure. Remember that there are various outcomes to degrees: some are clearly vocationally based, like medicine or chartered accountancy, whereas others are broad-based, providing a general education with no single, obvious career outcome. The latter is not a weakness, by the way – just a difference. Interestingly, many graduates can (and do) work in an area that bears no relation to the subject matter of their degree. But, be careful: some professions have specific requirements.

The point is, many don't have such criteria, and what employers require is for employees to display a broad range of skills and attributes: interpersonal skills, self-awareness, problem-solving skills, flexibility and teamwork to name just a few. None of these is unique to a particular subject or degree, but can be acquired through a range of study areas as well as part-time or voluntary work and extramural involvement.

Other parts of the Careers Service website (www.careers.uct.ac.za) that will help you:

- The section on employability skills;
- The section, 'Options With My Degree';
- MyCareer – look at what is happening here in order to keep in touch with the various employer and career-education networking events on campus; and
- Careers advisors – make an appointment and discuss your situation by with a career advisor.





What if I don't like the career options directly related to my degree?

There is no rule that says you have to follow the obvious outcomes of your degree. Remember that employers look for skills, and you may already have skills that can open up alternative options.

Think about your options by:

- Looking at what you are good at and what you enjoy.
- Keeping in touch with employers that visit the campus and with career-education events (Make sure your MyCareer profile is up to date);
- Interviewing people in jobs that fascinate you (This is called 'informational interviewing'. There is a tutorial on how to do that at: www.quintcareers.com/informational_interviewing.html); and
- Looking at 'Skills Employers Look For' on our website.

There is no rule that says you have to follow the obvious outcomes of your degree.

What if I am not enjoying my subjects or my degree?

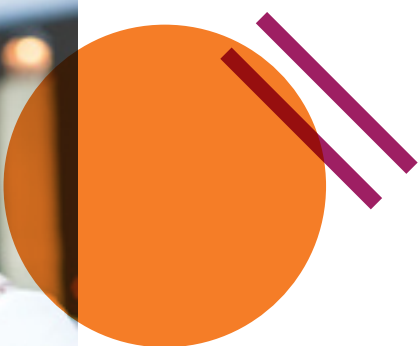
Start by asking yourself why you chose this course in the first place. Did you have limited access to information about your options? Did you not get into your first choice and are now landed with a second choice you put down just for the sake of it? Or were you heavily influenced by your peers, a sibling, parent or teacher?

Some students even take on a course because, with it, they could get a bursary, but, without this funding, they would not be able to study. Also look carefully at whether it is your whole degree that you are unhappy with or just one or two courses or even a part of a course. Sometimes, that can put things into perspective and help you to identify the reason for your unhappiness. If you look back and identify that you took your degree for the wrong reasons, imagine that you were back at the beginning. Using the knowledge and experience gained, what would you study if you could choose all over again? Look thoroughly at your options and make sure you research the course content.



Some practical steps you can take:

- See a careers advisor to work through your options and get ideas.
- Consult a curriculum advisor in your faculty to find out the possibilities of changing streams or majors.
- If you are looking to change to a degree in another faculty, consult a curriculum advisor in that faculty to see if you would get credits for courses you have already passed.
- Ask other students in courses you want to move to if you can have a look at their textbooks or course outlines.
- If you are a bursary holder, rather be honest about being unhappy than keeping quiet, failing, and losing your bursary anyway. Discuss the options available to you.
- Realise that if you are down, unmotivated and unhappy, it is very difficult to perform – you may need support from the UCT Student Wellness Service. Visit www.uct.ac.za/students/health/wellness/clinical/ for more information.
- Use the section on our website 'Options With My Degree' and look at the resource that is linked to your subjects.
- Find out what people do who have studied what you are studying.



CAREERS CAFÉ: INDUSTRY SPOTLIGHT ON...

These panel format talks take place on campus between 5pm and 7pm. Panels for Science, Humanities and Law Degrees are focal this year. Listening to the career journeys of others can help you figure out what works – or not – when entering the industry.

#Network
#LearnFromPros
#UCTAlumni

UCT CAREERS CAFÉ

Science Career Café

25 May 2017
5pm

Humanities Career Café

30 May 2017
5pm

Law Careers Café

TBC



Sign up for alerts on
www.mycareer.uct.ac.za



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On social platforms

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Youtube: UCTCareersService

Ten career myths

Well-meaning friends and relatives have no doubt offered you career advice at some point. Unfortunately, much of this advice is based on common-sense assumptions or stereotypes that frequently are just not true. These myths or ill-founded, uncritically held beliefs can be very misleading and undermining to your career planning. Here are ten of the most popular career myths that you shouldn't fall for:

#1 I must know what I want to become from day one.

Actually, choosing a career is not a once-off activity. Your career evolves over time as you do, and it is part of an ongoing, lifelong process of learning, developing, exploring and consolidating. The more you invest in learning about yourself (your interests, values, motivations, strengths, etc.) and your options, the better your career decisions and the more rewarding and successful your career journey.

Some things are beyond your control and these will also influence the direction of your career and life path, but the more proactive you are in your day-to-day career-development activities, the better your chances of discovering or creating a career niche for yourself that suits you.



#2 Aptitude or psychometric tests will tell me exactly what career is right for me.

Assessments (aptitude, interest and personality) can be used as a starting point for developing more self-awareness and for generating career options, but they do not take the place of you actively engaging with these in a holistic and in-depth way. While tests might generate suggestions, these still need to be examined against circumstance and context. They cannot provide a perfect match for you and you still need to do further reality-checking and research in order to make informed decisions.

#3 A careers advisor can tell me what career to choose.

No one can tell you what career is best for you. Careers advisors, and others whose opinions you trust, can help you identify career possibilities, understand how to make informed decisions, and point you to useful information to help you in this regard – but you will need to explore these possibilities further. You are also the person best placed to make choices and decisions that will suit you.

#4 A tertiary qualification will get you a job.

Very few qualifications alone guarantee a job. A degree is often taken as a starting point by many employers. Over and above that, they look for evidence of a diverse range of skills, competencies and experience – which are gained in all aspects of your life, not just your academic career. Even academic success needn't guarantee anything! There are many success stories that indicate otherwise (Bill Gates, Steve Jobs, to name a few)!

#5 I can't make a living from my hobby.

There are many examples of people who do, and one should not exclude one's hobbies in the generation of possibilities for your career. However, one's passions don't always translate practically into a career, but they can be used as a springboard for thinking creatively about your career options. It's also important to find work that you can enjoy and find meaningful most of the time.



#6 Humanities, Social Science and Natural Science majors have fewer job options after varsity.

Studying in the Arts and Sciences develops marketable skills like communication, writing, research, and critical thinking. These skills are transferable, that is, they are learnt in one area and utilised in a wide range of other contexts. Arts and Sciences graduates are employed in a wide range of careers where the job title may not be obviously related to the title of their academic subject matter.

#7 Making a lot of money will make me happy.

While salary is important, it isn't the only factor you should look at when choosing a career. Countless surveys have shown that money alone doesn't necessarily lead to job satisfaction. For many people, enjoying what they do at work is much more important. When deciding on a job or occupation, it is advisable to look at salary along with other criteria in order to make your decision.

#8 Once I choose a career, I'll be stuck in it forever.

Not true. Many people change careers several times over the course of their lifetimes. If you change careers, your skills will not go to waste – they are yours to keep and you transfer them from one job to another. Most skills are not unique to one career area. Proactively seeking other options if you feel stuck involves understanding how to transfer your skills, and then actively looking to make a change.

#9 Postgraduate studies will always make you more marketable.

Not necessarily. What makes you marketable is a whole lot of factors, including work experience, your field, and other activities you were involved in that developed skills. It also depends on the area of your postgraduate studies.

#10 There is one perfect job for me.

Many jobs have the potential to satisfy your career goals. Furthermore, your job preferences are likely to change as you gain experience, skills and more self-knowledge. So, for now, define what you are looking for in a career, and you will find that you have several options. Having these options is a positive rather than a negative, and your goal at this point should only be to take the right 'next step'.

CSI: Career scene investigation

Don't become a victim of serial indecision where your career is concerned. Grab your CSI Career Development Kit and investigate your career options.

Some decisions in life are straightforward: what to cook for supper or which movie to stream. Others are more puzzling, and choosing a future career is one of these. It requires rather more brainpower than opening the fridge door and locating those items that don't require DNA analysis to tell you what they are! So, when it comes to piecing together your skills and experiences, and finding a link between these and what motivates you – where do you start? Let's look!

Build a profile

When it comes to choosing your ideal career, the clues are all there – you just need to know where to look. We are all good at something, and having a clear understanding of your skills and personality can lead to areas where your strengths will be an asset. Knowing your weaknesses and working on them is equally important.

- Speak to friends about your strengths.
- Prospects Planner asks you questions about your skills and interests then suggests occupations that match this 'profile'. Find this on www.prospects.ac.uk.
- Explore a variety of jobs and what they involve at www.targetjobs.co.uk.

Look for a motive

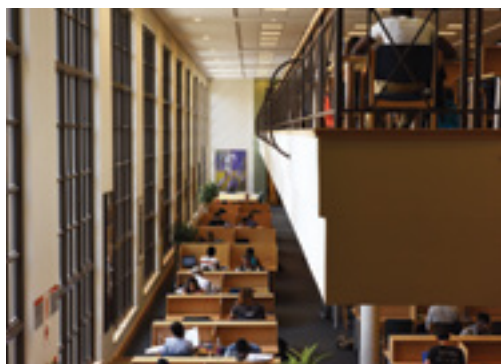
As well as skills, our interests can be a legitimate basis for finding a career that fits – don't disregard them! Spend some time thinking about those things that are important to you, whether recreational interests or your personal beliefs. They may lead you towards certain types of work or a particular sector.

Having active interests can also be an important factor when employers recruit graduates and can provide evidence of motive. Applicants often have the same academic results, so employers use this 'evidence' to differentiate between them.

INSIDER TIP

Have a look at the Grad Gallery section of our website for career ideas and a better understanding of what jobs involve.

www.gradgallery.uct.ac.za



Professional bodies and institutions can also be a very useful source of information.

Get online

The websites targetjobs.co.uk or www.prospects.ac.uk are good places to start researching what specific jobs involve, from typical activities and working conditions through to entry-level requirements and typical employers. Professional bodies and institutions can also be a very useful source of information. They often have a section on careers and are important places to start if your chosen career requires specialist training, for example: the South African Institute of Chartered Accountants at www.saica.org for accounting, the Health Professions Council of SA at www.hpcsa.co.za for health-related disciplines, the Engineering Council of SA at www.ecsa.co.za for engineering fields, etc.

Visit the section on our website 'Options with my degree' for more ideas.

Interview the witnesses

Talking to people about their careers and the organisations they work for can be a good way of sussing out whether certain career areas would be right for you. What do they like about their job? What sort of experience do they look for in potential entrants?

Each year, employers from a range of industries visit the University, giving you the opportunity to find out more about what they do. They might give a presentation or exhibit at one of the Career Expos. This is especially true of the well-known graduate recruiters in sectors such as business and finance. Use these opportunities to speak to them.

Go undercover

For some job sectors, finding someone to talk to is less straightforward. You may have to 'turn detective' and do some networking. Networking is about asking people for information and advice with a view to building your knowledge of a field and getting contacts. When networking, potential contacts can come from almost anywhere, so think carefully about who you know, and, more importantly, whom they might know. For example, a friend's brother may work in the sector you are targeting and could be persuaded to have an informal discussion with you (called an 'informational interview'). Networking can be a good way of 'getting a foot in the door' and should not be overlooked, especially for the types of work where work-experience schemes are competitive or rare, for example advertising and environmental work.

Carry out a field investigation

When it comes to work experience, you are in a win-win situation. Employers regard work experience highly and as evidence of motivation and ability. For a potential candidate, what better way of finding out what a career might be like than to spend time in that environment? Many graduate recruiters offer vacation work and industrial placements – the Careers Service is a good place to find out about these.

If you can't find a ready-made placement in your chosen career area, don't despair. Many students get work experience by contacting employers directly, sending a targeted CV or even ringing them up! Work experience does not have to be paid and full-time to be of value – work shadowing and voluntary work are also legitimate in the eyes of potential employers.

Talk to an expert

Students of the University of Cape Town have access to a team of careers advisors. These advisors can help you sort through your options and make realistic decisions about your future. Contact the Careers Service for more information about how we can help, or visit our website: www.careers.uct.ac.za.

Adapted from The Manchester Careers Guide published by GTI Media. Used with permission and grateful thanks!



FURTHER INFORMATION

Look for the following resources on our website

Watch 'Can I have a few Minutes of your Time'

Login to MyCareer and look under resources

Look at
www.careers.uct.ac.za/options-my-degree

View Career Café talk recordings on our YouTube channel

Other useful sites:
www.careerplayer.com
www.icould.com

CISCO VIRTUAL INTERVIEW ROOM



We have a dedicated virtual interviewing space that is ideal for Webex, Skype and other virtual interview platforms. The room is equipped with audio-visual equipment and a secure internet connection.

The aim is to help UCT students connect with employers in a virtual space. Even though campus is Wi-fi enabled, no room exists to book a space for a virtual job interview.

This room stemmed from the need of students who wanted a virtual room, and employers who use virtual interview platforms.

The room is available to all registered UCT students, who are encouraged come to the UCT Careers Service office on Upper Campus to enquire about bookings or email **careers.service@uct.ac.za**

There are also dedicated computers for career-related research.

Get friendly and fast frontline support from our Peer Career Support staff.

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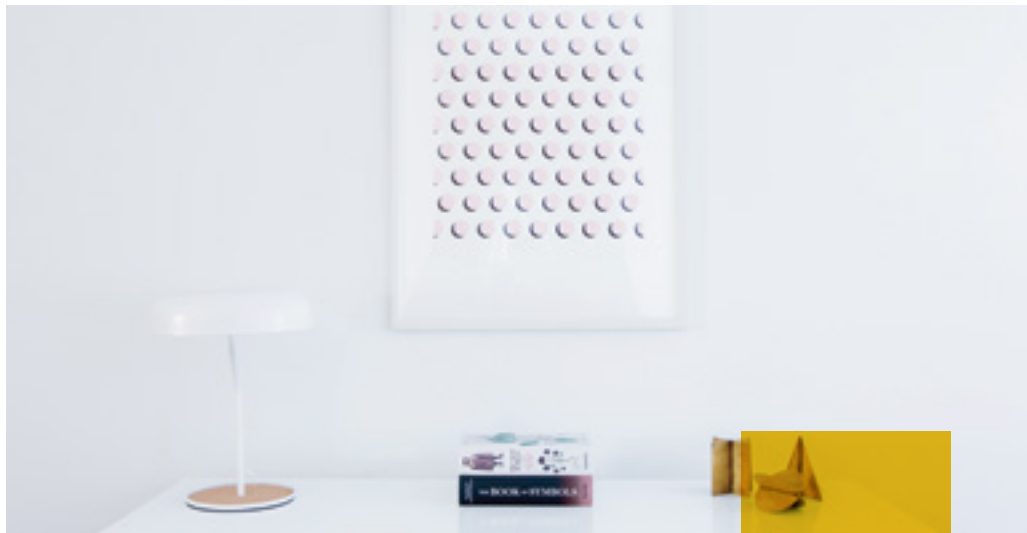
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Getting real value from a humanities degree



Maybe you're doing your degree because you love the subject matter. Maybe you're doing it because you really haven't been sure what to do afterwards, or because it has been the most practical study option for you. Regardless of the shape of your academic career to date, though, the issue of what happens after graduating always rears its head and needs to be addressed constructively and actively so that we can honour our lifelong talents and needs and find our contributing role in society.

Getting launched in one's career these days is rarely a straightforward matter. The world is a fast-changing, unpredictable and increasingly technological place in which work patterns are changing – to patchworks of jobs, often interspersed with periods of unemployment, and in which new jobs are emerging. High-profile, 'popular' jobs seem to need commercial, technological or specialist qualifications or experience. On top of this, the value of a humanities degree is often questioned. Do any of the following questions sound familiar? 'Does it actually qualify you to do anything?'

'So how many jobs are there for Political Studies majors?' 'But what else can you do with languages aside from journalism or translating?' You may feel confident about work after graduating, but then find with a shock that your Organisational Psychology major doesn't automatically lead to offers from employers. Or you may struggle with not knowing where to start when it comes to finding your direction.

At the end of the day, there are two broad, interrelated issues around the humanities degree and its role in launching a successful career:

- **Will my degree lead on to a viable career?**
- **Will I manage to find work after graduating?**

Can a humanities degree really help? Yes it can! It has real value when its role is understood correctly, and when one makes full use of the educational and personal-growth opportunities it provides so as to create a foundation for one's future.

A career from a humanities degree?

At the heart of the debate about whether a humanities education can provide a useful career base is usually the wish or expectation that these degrees should create a vocation. In other words, the major subject(s) should both provide career direction and qualify the person to begin working as a professional in that field. Does a humanities degree 'lead to' a profession? Frankly, the answer is 'No', in the sense that an undergraduate humanities degree rarely leads directly to the kind of professional job that we hear about in the media. It is tempting to set one's eyes on immediately doing the kind of work that experienced professionals do. But it is usually only after postgraduate study, and qualifying exams and an internship or preliminary experience, that one can work as a professional or an academic in one's major field of study. (Becoming a psychologist is a well-known example.)

Very few graduates of any discipline follow careers directly related to their majors.

In practice, while Engineering, Architecture and Medicine aim to provide professional training and entry qualifications, university education for most other graduates has a different role in an initial career choice, the transition to work, and the evolution of a career. Very few graduates of any discipline follow careers directly related to their majors. And entry-level work from a first degree is usually much more general, and at a lower level, than we are popularly led to think. (When have we ever seen a TV sitcom about a 22-year-old's typical personal struggles and misunderstandings during their first, maybe unsatisfactory, job?) It's what we make of our opportunities, and how we build on them, that is significant in the long term.

If humanities degrees don't lead directly into a profession, what they, like commerce and science degrees, do is help form a valuable foundation which can lead onto a personally satisfying career when managed well. They give a broad education about life and living, which also helps to soundly develop a number of insights and high-level abilities, and provides a grounding for work in many fields (in a way that more focused degrees don't).



History, sociology, political or religious studies, psychology and languages: in their own ways, these disciplines each help develop our understanding of, and sensitivity to, how people think and live: they can increase our tolerance of different perspectives and our compassion, and they develop our ability to communicate with, and relate to, others. They help in developing imagination and tolerance of ambiguity, in synthesising information, and in developing critical thinking, complex problem-solving, and our ability to ask questions and to learn.

These perspectives and abilities are particularly useful in fields such as marketing and sales, advertising, the media, management, client services, public administration, and much work undertaken by non-governmental organisations (NGOs) (to name a few areas). But there are countless other work options out there,



more than we typically know about, and available to be taken on – or created! The gains from a humanities education are generally valuable in helping to understand and to interact effectively in any work environment.

Many areas of work don't have fixed 'entrance requirements': they instead require a combination of skills and experience that can be gained in various ways. Others may require a specific set of skills that need to be learnt through some kind of training programme (such as those run at universities of technology, training colleges or sometimes in-company), and that can be learnt alongside or after one's degree. You may not have apparent, direct use for some of your degree education in your early days of work, but the insights you have gained can be woven into the fabric of your life and career for years to come. You may choose to express your degree interests recreationally and focus on other areas at work. You may also not be able to get straight into an area in which you are interested, but, if you maximise the role of your degree as a launching pad, there is potential for opportunities and a fulfilling career to emerge later.

Because of their general nature, humanities degrees demand that you have conscious self-ownership of your career path: rather than do it for you, your degree will provide a context for your self-development. This means challenging any idealised views you

have of the years ahead, exploring and confronting career choices, and building onto your core education in ways that will lay a strong foundation for your very personal future.

You have chosen to do a humanities degree for a reason: get in touch with that reason, respect it and learn from it, for it can be a rich source of personal growth and later life rewards.

A question of marketability

Will a humanities background actually help you land the kind of work you want?

Humanities degrees are sometimes labelled as having limited relevance to the world of work and as not being useful for finding employment. A humanities education that is not grounded in broader, practical life and work experience can lend itself to creating hazy and idealised perceptions of work and the world, and to developing more general, 'high-level' skills than concrete ones. This can translate into unrealistic expectations about first jobs (which often require very practical contributions) and into poor work skills. Humanities graduates can also be passed over by employers who are not aware of the value of a humanities education and want immediate, obviously relevant qualifications and experience.

The insights you have gained can be woven into the fabric of your life and career for years to come.

Realistically, where do you stand? If one stereotypes a humanities graduate as emerging with a degree certificate and little else, concerns about employability can have some merit. However, there is more to 'being employable' than simply having a particular kind of qualification. In practice, employers almost always aim to employ a competent person, viewed as a whole 'package'. They have certain key minimum requirements (and a degree may or may not be one of them), but, beyond that, they look for someone who will be motivated,

will be competent in a variety of ways, will fit in personally, and will actively further the business or organisation. The issue is how to get your degree to assist your overall personal employability, and then how to communicate the whole package effectively to potential employers.

This means that it is very important not to expect your humanities degree alone to launch your working career. Your choice of subjects and your marks may help show an employer some of your ability, commitment and interests, but they are not drawcards in themselves. To make yourself marketable, your academic subjects need to be deliberately combined with other activities – such as extramural activities, part-time work and volunteering. Why and how you've done what you've done is usually more important than exactly what you've done. The purpose is to deliberately build a strong, broad base of work and life experience and practical skills.

In addition, it can be valuable to take courses that will help give your qualifications more immediate relevance to the entry-level job market. This can mean including business-related courses in your undergraduate studies – or adding onto your degree a practical qualification such as an advertising or desktop publishing diploma, or one of the Faculty of Commerce's postgraduate diplomas (which are especially designed for those without a commerce background). It is when your general degree is combined with, for example, business and technology exposure to create a diverse combination of qualifications and skills that you can promise to add special value. To be clear on this point, extra qualifications won't in themselves land you a job if you haven't grown in other areas. And you may not necessarily have to add to your degree academically if you have developed your skills and experience in a coherent way.

What is important is to make sure that your educational qualifications contribute to developing your career foundation as a whole.

Where to find work

What can be overlooked in finding a job is that it is not only necessary to have attributes that make one practically employable, but also to have realistic, appropriate expectations about where to find – or create – employment, and to look for it effectively. These issues concern not your humanities degree itself, but more broadly how you launch your working career given your educational background. One of the keys is understanding where and how your humanities education can be an asset. We tend to have stereotypes about the kind of work available, and where we can find it. Work opportunities include not only those few competed-for jobs in large businesses, but also a countless variety of others, often not advertised – for instance, jobs in NGOs or informal businesses, contract work, part-time work ... and those gaps in the market waiting for a committed entrepreneur.

Today, people's working careers start off and continue in all sorts of ways and need to be actively managed throughout. A reality is that there are very few 'high-flying' jobs especially designed and waiting for inexperienced graduates. Many entry-level jobs can seem ordinary, but, realistically, a lot of work is relatively straightforward and practical. It is important to get a realistic feeling for where you can make a contribution and satisfy your interests so that you can focus your job search appropriately. You may not find your perfect job immediately, but aiming for appropriate 'stepping-stone' jobs and building on those is one key to a successful working career. Humanities graduates can sometimes take longer initially to get established in working careers than others with professional or commercial qualifications.





The initial return on investment for newly qualified graduates can be low for employers, and you are likely to compete with experienced and clearly committed people. Therefore, you do need to pay particular attention to how you look for work. You need to be able to show clearly (and this takes preparation and practice) that, despite having a general degree, you can make a real contribution, intellectually and practically. For this, clear goals and expectations, a detailed understanding of what you can offer, an excellent CV, and effective interview and other job-search skills can tip the balance in your favour.



Adding value to a humanities degree

If your time at university is about giving yourself a really good, all-round education in its broadest sense, and laying a solid foundation for your future, what can you do to make the most of it – from your first year onwards?

Make sound academic choices and include courses that will reflect your abilities and interests, give your degree flexibility, and support your plans for the future.

Get as much life and work experience as possible. Become fully involved in recreational and work activities – ones which you enjoy – and through these expose yourself to further opportunities.

Consciously review what you learn and how you grow through all your experiences, good and bad, and keep records of it. Updating working drafts of your CV is one very good way of doing this. Through reflecting systematically, you'll become aware of your values, your aspirations, recurring themes in your life, your natural talents that you can draw on, as well as the progress you're making in building skills and relevant experience.

Conduct an ongoing, personal research project around exploring career options, the workplace, and how to be competent at job-hunting. Challenge societal stereotypes and your own assumptions about work and career: develop, instead, your own healthy and informed perspective on 'success', and on careers and sectors of the job market relevant to you. Because your degree is not vocational, be very active about exploring ideas and options. Read up on careers, career development and the job search, participate in the Mock Interview Programme, attend Career Café events, talk to people with work experience, arrange visits to a variety of organisations, and try out work roles for yourself (that's called 'action research'!). Your academic skills can be very usefully applied to your career development.

Create a network of resources for yourself that can support your exploration and personal growth.

Not only make use of the Careers Service, but also find and draw on mentors, begin a network of contacts in the working world, build up your own career file.

Out of your explorations of the world and your knowledge of yourself, develop realistic goals and plans – which can evolve – for your career development while at university and for entering the job market.

Your humanities degree creates the opportunity for you to give yourself an interesting education and to grow at the same time. We do all periodically experience setbacks during our careers, and at some points early in your career it could be tempting to focus on the role your humanities degree may be playing. But the bottom line is that it is ultimately not things 'out there' which determine our career success – such as our degree certificates, or

even the state of the job market – but our real ownership and the ongoing creation of our personal careers into an unpredictable future. Recognise that your humanities degree creates a particular set of challenges for your next career step, challenges which you can identify and address. If you lay enough of the necessary foundations along the way, the next phase of your career will come together – and you can reap the value of your education.

ADD THESE THINGS TO YOUR REPERTOIRE

Build up your skills, qualifications and experiences one way or another – through your studies, extramural activities on and off campus, vacation work, part-time work, volunteering, informational interviews, the Careers Service offerings and personal self-development.

Employers generally want:

- Concrete indications that you have a minimum level of ability and potential competence;
- Evidence of realistic goals, personal initiative and drive, and personal stability;
- Courses that have direct application in an organisational context – such as business, management, marketing, economics, business communication, public speaking, useful languages, finance, law, statistics, accounting, mathematics or IS (information systems) courses;
- Work experience (the more the better) and some business sense;

- Leadership and organisational skills – such as completing projects successfully against standards, identifying problems and needs, managing resources effectively, and taking responsibility;
- Interpersonal and teamwork skills – such as speaking and listening effectively, using tact and discretion, handling customers, adapting to a new workplace, and fitting in with 'the team';
- Good work habits – such as following instructions, time management, punctuality, and presentable dress; and
- Practical, day-to-day work skills – such as computer literacy, using administrative systems, writing reports, communicating effectively on the telephone, and doing tasks accurately and timeously.

As a guide to understanding what employers would want, ask yourself: 'Who would I want to employ if I were running my own business – and my reputation and livelihood were on the line?'

Career Development



Careers are developed, not chosen as a once-off decision when you leave school. Developing your career involves getting involved on many levels throughout your time at university, ensuring your personal growth, learning skills and widening your options. It also involves understanding what today's working world requires of you and making sure you are prepared for multiple opportunities on graduation.

Taking charge of your career:
from first to final year

First to final year: planning your
career

A personal journey

Design Thinking

Are you made for the Digital
Revolution?



Taking charge of your career: from first to final year

Coursework, assignments and exams will take up a lot of your time at university. It is important to focus on achieving and maintaining the best grades you can in all your subjects. Alongside studying, it is also important to complete the career groundwork, for this will help you when you reach your final year and need to take the next step.

Many students may overlook the important first steps needed to build their career. In the excitement of starting university studies and choosing a degree, first-years may think that any further action to do with their long-term career can wait until the final year. However, a degree alone does not guarantee a job in an increasingly competitive and changing job environment.

Knowledge combined with skills and experience make up the 'skilled graduate' package.

The reality is that employers are looking for skilled graduates. These are graduates who have achieved a degree with good grades and have developed skills through involvement in other activities during their time at university. Knowledge combined with skills and experience make up the 'skilled graduate' package, and, with the growing competition for jobs each year, this package becomes increasingly essential.

For this reason, you have to make sure that you are as attractive a package as possible within the graduate-recruitment market. If you do all the important groundwork during your first year, it will give you more time to develop and be the best you can be on graduation.

You don't want to leave thinking about 'what next' to your final year. The ability to demonstrate ongoing personal development over a period of time will make you stand out from other potential candidates and will help you become that sought-after package.





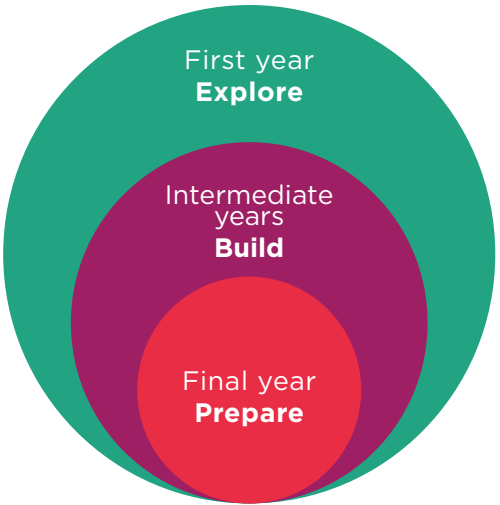
Career planning: what to do at each stage of university

Each year of university presents different challenges, demands and rewards. The best start to career planning is to establish a balance between meeting academic demands and your personal and professional development. Asking yourself key questions can help keep you on track.

Ask yourself the questions in the exercises that follow. The questions are specific to each year of your degree. It is a great way for you to start reflecting on where you are now and where you would like to be going in your career.

Answering honestly and keeping a record will help you reflect. Challenging yourself in this way will inspire you to take action!

Career framework/model



QUESTIONS TO ASK YOURSELF AT EACH STAGE OF YOUR DEGREE

Explore

It is your first year at university. Explore your new environment and what it has to offer you.

FIRST YEAR

What do I enjoy about my course?

This can relate to subject content, activities, engagement with other students, kind of assignments, lecturers, etc.

What makes me stand out now? What will make me stand out?

- This could be grades, achievements, questions you ask in class, how you interact with other students, involvement with on-and-off campus interests, including clubs, societies, sports, volunteering, part-time work or entrepreneurial initiatives, etc.
- Describe what you do within these areas.
- What can you change?
What can you improve?
Are there things you can add to your repertoire of skills, experiences and achievements?

Can I take on any other activities?

Check your schedule to see if you have time to take on additional activities as part of developing other skills. Try to give an equal amount of time to everything you do – spending too much time on additional activities just for the sake of it will harm you in the long run. Stay true to your interests.

Do I know myself?

It is important that you acknowledge your skills, interests, experience, passions, strengths, weaknesses, and values. Refer to the 'Tips and Tools'. Make contact with the Careers Service for some help with this task.

How do I develop my experience?

Experience is a product of engaging with people, information, knowledge and opportunities. Think about the kinds of experiences that can help you grow and develop. Build enough time into your life for these activities.

Think 'out of the box' to come up with creative solutions in order to build both personally and professionally rewarding experiences into your life. Work experience is just one example.

How could I use this degree?

Consider how you can use your qualification. Identify how you can apply the skills and knowledge you are gaining to other interests, activities and opportunities that present themselves during the year.

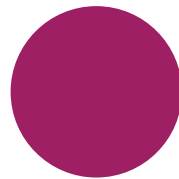
Think about what you enjoy and at which part of your studies you excel. Use Careers Service resources and services to explore how your qualifications and skills can be used in different job sectors and occupations. You can then identify a fit or possibilities for your career.

Do I really need a careers advisor now?

Yes, everyone should see a careers advisor at some stage during their studies, even if you are sure that you are on the right career path. Careers advisors will help you think holistically about your career path. They may provide advice that will open up possibilities you might never have considered.

When should I see the careers advisor?

Go to www.mycareers.uct.ac.za and log it to MyCareer to book a career consultation. Careers advisors also deal with specific queries. Typically, these include career options, CV and other application material feedback, and job-search resources. Consultations are free to registered UCT students.



Build

During your intermediate years, you consolidate what you have learnt during your first year. Use the groundwork you have completed during year one to add a deeper level of understanding of the career possibilities open to you.

Use this time to improve your university experience. Consider exploring other opportunities alongside your studies. This year is the ideal time to develop your network of fellow students and to get to know your lecturers at UCT. You may even need one of them as an academic referee!

INTERMEDIATE YEARS

How did I do in my studies last year?

What learning can you take into the next year to help you? This can relate to achievements and challenges in relation to your subjects, other students, assignments, preparation for lectures, getting to know your lecturers, etc. Focus on how to get the most out of your courses for the year.

Do I have records of my achievements?

Your achievements and the skills you have acquired are what employers will ask about as part of the interview process. Be mindful of how and when you demonstrated these skills. Employers will look for evidence of these skills in your CV as part of the recruitment process and particularly during interviews.

Recording what you did and how you did it will help you keep track of your successes. You can then

use these examples in your CV and to provide evidence of your achievements during interviews.

What does my online profile say about me?

If a prospective employer were to Google you, what would they find? What would the findings convey about you? What impressions are you sending out to employers? Make an effort to ensure that what is online does not hamper any future opportunities.

Have I developed my networks?

Who do you know in your class and elsewhere in the university? Developing academic, social and extracurricular networks is important. These contacts could serve as potential career networks in the future. Take the time to develop them.

Who is in your greater network of family and friends? These networks can also provide advice on your career path or access to opportunities.

How would I describe myself?

Building on the first-year exercises that relate to how well you know yourself – has anything changed? If so, how and why? Knowing who you are and what you want will help you make better choices and decisions in your life.

What new activities, clubs, sports, etc., can I participate in during the year?

Having had the benefit of one year of university, have you come across any new activities that you would like to try? New experiences can offer new opportunities for learning.

Prepare

This year is about bringing everything together, making decisions for the next stage of your career, and learning how best to market yourself and your skills. There are many resources to help you.

Focus on how to display a positive attitude, a willingness to learn, flexibility and, ultimately, your potential and what makes you unique to employers.

FINAL YEAR

What do I want to do next?

There are many opportunities to explore, such as postgraduate study, working or studying abroad, starting a new job, graduate internships, as well as travel. Use the Careers Service and your extended network to explore your options further.

What do I need in order to embark on my ideal career journey?

Is this related to grades, skills, work experience or are there other requirements? This is the next stage of reflection and research to cross off your list. Complete this exercise at the beginning of your final year, if not sooner. If there is anything you are lacking, then you have your final year to meet these requirements, or, depending on what they are, to inform your plan for the year after graduation.

Do I know how to develop my CV?

Content, layout and style are all very important. Take advantage of the many resources that are available to you at the Careers Service. When you have worked on your CV, bring it in to have it reviewed at the Careers Service.

Can I talk confidently and convincingly about my skills in an interview?

Draw on your record of achievements, activities and other learning experiences as the starting point. Be prepared with these examples to support what is in your CV. Learn how to speak clearly and practise how you would answer some likely questions. Be confident about yourself, your strengths, skills and what you have.

It is important to learn how to deal with an interview. Look at all the interview resources on our website. There are many tips to help you to improve your interview skills..

Have I used the Careers Service effectively to prepare for my next step?

Whether face-to-face, online or the library, the Careers Service offers services and resources for all your study and career-planning needs at university.

Why must I attend career expos and other employer-led events?

They are great ways to make direct contact with employers, or to find out more information. To get the most out of these opportunities, go prepared and ready to make a good impression. Know what you want from your career and how to articulate your ideas clearly to others.

3.2

First to final year: planning your career

	First year
Connect with the Careers Service	<p>Check that your profile has been uploaded on MyCareer</p> <p>Visit www.careers.uct.ac.za and log in to MyCareer using your student login details. Your details will be uploaded soon after registration</p>
Focus on your academics	<p>Download a copy of Studying at University: A Guide for First-year Students at www.ched.uct.ac.za/first-year-student-guide</p> <p>Get to know your curriculum or student advisor, who will help plan your curriculum</p> <p>Use the Writing Centre to fine-tune your writing skills: www.writingcentre.uct.ac.za</p>
Get involved/develop skills	<p>Join a club or society to meet people in different contexts and discover new passions</p> <p>Join residence subcommittees and learn from seniors without overcommitting</p>
Compile applications	<p>Start compiling your CV using Careers Service resources: www.careers.uct.ac.za/cs/cvs-cover-letters-and-applications</p> <p>Have your CV/covering letter reviewed by the Careers Service</p>
Explore opportunities & get to know yourself	<p>Obtain a copy of the UCT Careers Service Guide (available in May)</p> <p>Attend career expos, company presentations and career cafes</p> <p>Apply for vacation jobs, bursaries and scholarships (it's never too early to get a vacation internship)</p> <p>Consider applying for an academic exchange abroad (contact the International Academic Programme Office: www.iapo.uct.ac.za)</p> <p>Use our resources to learn more about yourself and your options</p>

This information can help you plan, so it's not set in stone. Don't worry if you don't follow the exact steps outlined here. Getting involved is important at every stage. If you get stuck, we're here to help.

Second/intermediate years	Final year (final undergraduate or postgraduate)
Update your details on MyCareer and set your preferences	Update your details on MyCareer and set your preferences
Contact your curriculum or student advisor to discuss course changes	Contact your curriculum or student advisor to check credits for graduation and requirements for postgraduate study
Use the Writing Centre to fine-tune your writing skills: www.writingcentre.uct.ac.za	
Run for House Committee/Societies Executive/SRC/ Faculty Student Council/other campus organisations Volunteer at SHAWCO, Ubunye, iKhaya Participate in Beyond School career-education workshops Apply for front-desk assistant, subwarden, dining-hall monitor, tutor, and mentor in residence Become an orientation leader or tutor	
Tailor your CV and covering letter to specific opportunities	Refine your CV for graduate opportunities or postgraduate applications
Have your CV/covering letter reviewed by the Careers Service	
Obtain a copy of the UCT Careers Service Guide (available in May) Attend career expos, company presentations and career cafes Apply for vacation jobs, bursaries and scholarships (it's never too early to get a vacation internship) Consider applying for an academic exchange abroad (contact the International Academic Programme Office: www.iapo.uct.ac.za)	
Use our resources to learn more about yourself and your options	Participate in the Careers Service FLUX business game Sign up for the Mock Interview Programme Chat to a careers advisor about your next step Research organisations for graduate opportunities Start applying for graduate options

A personal journey



Simeon Gready

In the muddled world of job-seeking, life-defining, post-graduation malaise, I have found the process of gaining a collection of experiences the most effective path forward. I graduated from UCT at the end of 2014 with an honours degree in Political Science and have since travelled extensively, have served an internship that turned into a job, have volunteered for a humanitarian organisation, and have lived in four countries while doing so.

I am more fortunate than most with respect to the opportunities that led to these experiences. In saying that, the experiences have been immensely valuable in tackling life after graduation, and ahead of a master's degree that I will start in September of this year.

Immediately after handing in my final thesis at UCT, I set off on a two-month Cape-to-Cairo public-transport adventure, travelling

on trains, buses and ferries up the East Coast of Africa. This amounted to a learning experience of a different kind and helped shape my own views and perceptions in a way that formal university life cannot.

From Cairo, I flew to The Hague in the Netherlands to start an internship with a non-governmental organisation (NGO) called Justice and Peace Netherlands in its recently established Human Rights Defenders and Security Programme. Within the internship, I helped build a training course called The Hague Training Course for Human Rights Defenders on Security.

This course is a biannual initiative of the Hague-based NGO, taking the form of a week-long training course. Justice and Peace Netherlands selects 20 grassroots human rights defenders from around the world to participate in each edition, with the aim of facilitating the strengthening of their knowledge and skills on security issues involved in their work, as well as the building of their international networks. I was involved in all aspects of developing the training course, gaining immensely valuable skills in programme management as well as in conducting training and handling budgets.

This helped shaped my own views and perceptions in a way that formal university life cannot.

For me, work experience in a relatively small NGO such as Justice and Peace Netherlands (with a 15-person office), as opposed to many of the other big NGOs, courts or embassies in The Hague brought many benefits.

I was given much more responsibility in such an environment, with a clear, direct role and the space to develop my own ideas. Importantly, it was an environment where subsequent employment was also possible. I accepted a job at Justice and Peace Netherlands after the culmination of my internship, with the opportunity for further growth.

It was still, however, a short-term endeavour for me. Towards the end of 2015, I contacted a humanitarian organisation that I followed on Facebook. The opportunity for volunteer experience, and the chance to live somewhere else for a short while again, promised an entirely different learning prospect from the office-oriented lifestyle in The Hague.

Consequently, in January 2016, I flew out to the Island of Lesbos in Greece to volunteer with The Worldwide Tribe, spending three months working to alleviate the current refugee crisis. We worked in camps and with the boats, welcoming boats coming from Turkey, ensuring they reached the shore safely and empowering them to carry on with their journey.

There were many other opportunities in such a volunteer-centric environment. I became a certified trainer in psychological first aid, received extensive first-aid training, and was able to significantly enlarge my network in such fields, both in terms of people and organisations. After Greece, I moved to Turkey to volunteer in Syrian neighbourhoods in the city of Izmir.

In addition to these experiences, I attempted to add to my formal educational qualifications. I attended a summer school on Decolonising the Mind in Amsterdam in 2015, while completing several free online courses, such as Harvard's Humanitarian Response to Disaster and Conflict.

I have found immense value in this collection of experiences in between study programmes, and ahead of a master's degree from September 2017. The experiences have helped shape my worldly perceptions, further defining my ambitions and skills and providing a solid platform on which to build a career.



3.4

Design Thinking: a key new skill in the workplace

Twenty years ago, Google did not exist. Neither did Facebook, Twitter, YouTube, Instagram, Uber or Airbnb. The Digital Revolution has disrupted industries that existed for centuries, creating new kinds of employment and causing the demise of old jobs.

We are living in an age of rapid change where it is difficult to predict what jobs will exist over the next 20 years, but what is certain is that everything will continue to change. The World Economic Forum predicted that the top ten skills in 2020 will be:



1 Complex problem-solving

2 Critical thinking

3 Creativity

4 People management

5 Coordinating with others

6 Emotional intelligence

7 Judgment and decision-making

8 Service orientation

9 Negotiation

10 Cognitive flexibility

All of the above-mentioned skills are a huge shift from industrial-era silos in which professionals from different disciplines worked in isolation from one another. Engineers did not collaborate with marketing staff, planners did not talk to cleaners, accountants did not speak to designers, and nobody thought about the end user: the human being at the end of the line who was meant to be served by the product or service.

Design Thinking is an approach which cuts across university faculties and disciplines and aims at improving a student's empathy, comfort with ambiguity, ability to resolve conflicting ideas through solutions that are stronger than each on their own, and the ability to produce new knowledge through creative mental leaps.



www.dschoool.uct.ac.za

Last year, the Hasso Plattner Institute of Design Thinking at UCT piloted two semester-long Design Thinking programmes (one in each semester) attended by an array of postgraduate students. Those attending the programmes came from all spectrums, including disciplines, and from every faculty in the University such as Health Sciences, Engineering and the Built Environment, Law and Commerce, and from departments such as Drama.

The students spent two full days a week over 12 weeks huddled in interdisciplinary groups writing and doodling ideas on colourful Post-its, going out into the field and interviewing and observing local people with regard to their needs, emotions and experiences concerning a real-world problem. Students would return to the d-school space, discuss what they had found in the field, and adapt new ideas and prototypes using an assortment of tools last used in pre-school – Lego bricks, dress-up wigs and masks, pipe cleaners and playdough – to fashion prototypes in order to help address the perceived needs and emotions of the people interviewed.

Design Thinking is an approach which cuts across university faculties and disciplines

Project partners from industry, government and civil society provide real-world challenges to which d-school student teams learn to apply design-thinking tools and processes. Students begin by trying to understand the challenge from the project partner's perspective.

They then go out and interview other people affected by the challenge, particularly end users. The process fosters future-thinking among students and the project partners, identifying not just what is, but what could be.

So far, over 50 UCT postgraduate students, as well as hundreds of undergraduates and staff, have benefitted from design-thinking training at the d-school.

Adedolapo Akin-Adetoro, a masters student in information systems, who completed the Foundation Programme in Design Thinking in the first semester of 2016, says design thinking has taught him that 'one easily loses track of the problem if you do not teach yourself to forget your "solution from the sky"'. 'I have learnt,' he adds, 'that creativity is unleashed when you think and co-create like a child and let go of adulthood and all its baggage.'



Are you made for the Digital Revolution?

FNB covets the in-house entrepreneur, the non-conformer, the dreamer. They are at the core of the bank's digital DNA.

According to The World Economic Forum, the world is entering a fourth industrial revolution driven by technologies that are blurring the lines between the physical, digital and biological. Banks, too, will increasingly blur the lines between finance, telecoms and other virtual services to meet changing customer expectations. Having the right people will be key to understanding these expectations and building digital solutions of the future.

FNB has been the leader in digital banking since introducing Online Banking and eBucks in 1999, followed by a series of digital innovations such as Cellphone Banking, eWallet, FNB App, and starting its own mobile network with the FNB Connect SIM and Smart Devices. In the latest South African Customer Satisfaction Index (SACSI) survey, FNB has again been rated best in the country in all Digital Banking channels among SA's five major banks.

'Traditional banking spaces such as branches, call centres and ATMs will also morph to support the digital bank,' says Sahil Mungar, Head of Marketing: Digital Banking at FNB. He adds that, as banking becomes more digitally enabled, there is greater need for out-of-the-box thinking to find unique and creative solutions. 'FNB looks for people who think innovatively, efficiently and have an attitude of getting work done. There is no real limit to who can work at FNB; rather that each role is met by the right individual who has the right attitude and curiosity.'

FNB's Graduate Programme has grown from 36 graduates when it started in 2007 to over 100 graduates this year, and it's not

just bankers. Actuaries, engineers, business analysts and IT and data scientists make up a large part of the annual cohort joining the non-bank bank.

Joanna Preston, head of the FNB Graduate Programme, says:

'Graduates as a generation are the digital natives; they grew up with technology all around them and this gives them a unique advantage in the way they look at problems and opportunities, and how technology is inherent in addressing those.'

Preston says a big differentiator is that it's driven by business demand. 'In many cases, a company's graduate programme is an "HR" initiative where grads are hired and rotated into the business with the hope of being hired into permanent roles. Here businesses within FNB request graduates, and pay for them upfront. Graduates are not rotated, but placed into meaningful roles and start adding value from the first day.' They are also immersed in the innovative culture from the start. A big part of their training is through the graduate project, where they work in diverse teams to ideate, plan and implement an innovation, in the same way people work together on projects that they enter into the bank's Innovators Competition.

This year, the FNB Graduate Programme celebrates its tenth year of finding the best young talent to take forward 'SA's Best Digital Bank'. Find out more about the FNB Graduate Programme:

www.fnb.co.za/careers.mobi
www.facebook.com/fnbsa
<https://blog.fnb.co.za/>
LinkedIn

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FEATURES



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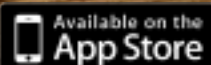
EVENT DETAILS



ANNOUNCEMENTS FOR
REAL-TIME UPDATES



TIPS SECTION TO HELP
YOU PREPARE



Toolkit





Here are all the resources you need to work your way from researching companies to writing applications, acing interviews and negotiating the right salary.

10 steps to awesome applications

How to work an expo

Using social media to get a job

LinkedIn: connect. find. be found

Selection interviews

Workplace assessments: are you prepared?

Before you sign on the dotted line

What should you expect to earn?



Ten steps to awesome applications

Whether you are applying for bursaries, the Mock Interview Programme or vacation/graduate jobs, you will need a CV and covering letter, as well as knowledge about how to complete an application. Here's how!



1 Think about the requirements

If you are applying for a specific opportunity, you must research the organisation, the role and requirements indicated in the advert (skills, experience, etc.). If you only want to get started, your CV can be a basic document that is ready to be adapted for future opportunities

2 Brainstorm what you have done

This includes thinking about your activities in and out of school and university, sports, societies, voluntary and paid work and experiences like exchanges, awards or achievements. Write down your qualifications and other training that you've had.

3 Look at our CV resources

Download CV Guidelines and Just One Example of a CV from our website: www.careers.uct.ac.za/cs/cvs-cover-letters-and-applications. Hard copies can be collected at our office.

4 Read and apply

If you have a CV, revise and improve it according to these guidelines. Use headings that are appropriate to your experience (not ones you find in a CV template). Tailor your CV to the specific opportunity.



5 Use the CV checklist

Use the CV Checklist resource to ensure that you have covered all your bases. www.careers.uct.ac.za/cs/cvs-cover-letters-and-applications.

6 Write a covering letter

With our Cover Letters guideline and sample, write a cover letter that explains why you are applying to the organisation and why you are a great candidate.

7 Fill in an application form

Doing the groundwork for your CV will give you what you need to answer questions on the application form. Remember to follow the instructions given. Watch the Your Jobs Online video found on our website: www.careers.uct.ac.za/cs/cvs-cover-letters-and-applications.

8 Ask for help if you are stuck

Make an appointment with a careers advisor who will assist if you have questions or are stuck with your application. But remember: we expect you to work on your CV according to the above steps before making an appointment. To book, visit www.careers.ac.za and log in to MyCareer.

9 Prepare for interviews

There is a lot you can do to prepare for an interview, whether it is for the Mock Interview Programme or an actual job interview. We have great resources on our Careers Service website which can help with your preparation. For more information, visit: www.careers.uct.ac.za/cs/interviews

10 Don't just repeat what you have done in the past

Remember to tailor each new application to the specific job that you are applying for. Be careful not to reuse the same information.

How to work an expo



How do I prepare?

Find out which organisations are going to be there and decide who you would most like to speak to. Research your preferred organisations' websites and think about what you want to say/ask. Make sure you collect the Career Expo programme on the day, for this has useful facts on each employer. It is also a good idea to put together an up-to-date CV and to take copies along with you. (You can get feedback on your CV by attending a 15-minute quick-query session at the Careers Service.)

Isn't the expo just for engineers and business students?

No. Many employers look for graduates of any discipline because they are interested in the skills and attributes you have gained from your degree and your extra-curricular activities, not necessarily the degree content.

Not a final-year student?

You don't have to be looking for a graduate job to benefit from the expo:

- Use the opportunity to learn about what employers look for in applicants. You can use this information to develop your skills and experience before and during your final year.
- Enquire about work experience and placements/internships. The Career Expo programme will tell you which employers offer placements and internships. You can also ask about opportunities for further informal conversations or work-shadowing in order to further your research.
- Remember that employers will be quite focused on talking about their graduate opportunities. If they don't have time to talk about experience, etc., ask if you can contact them at a later date with your questions.

Who should I speak to?

You can speak to any organisation that interests you. Be open-minded - you might learn about a company you hadn't considered before. Be confident. When you meet an employer, introduce yourself, find out their name and ask if you could ask them some questions.



What do I ask about?

The Work

Ask about the day-to-day activities, the rewards and the challenges, and about what new graduates actually do. How will the work change over time?

The Workplace

Find out about the culture, the location, and the size of the teams, as well as about impending changes.

Skills and Attributes Needed

What exactly are they looking for? What makes a candidate stand out? Where can you gather evidence to show that you have these skills?

Experience

What sort of experience do they like graduates to have? Do you need relevant experience, and do they offer any opportunities to gain experience?

Training and Development

How will you be developed as a graduate? Are there opportunities to gain further qualifications?

The Industry and The Business

How much/what are applicants expected to know, where are the best places to look for information, and what are the issues and developments within the industry at the moment?

Opportunities To Work Abroad/ Use Your Languages

Is this a possibility? When might the opportunity to work overseas arise?

Their Experiences

Ask employers about their personal experiences working for the particular organisation, and why they chose this company/role. What do they wish they had known when they were applying for jobs? How much have they used their degree?

What about international students?

Some things to consider:

- It can be frustrating to talk to employers about work permits/visas. The people you meet are often recent graduates who might not know the regulations on employing international graduates.
- If you cannot get the information you need on the day, politely ask for the name and contact details of someone that you can take your questions to.
- Company websites and/or job advertisements sometimes state whether the employer accepts applications from international graduates and whether they have any particular schemes for international graduates. Have a look at these before you attend the expo.
- Ask questions that show your genuine interest in the company and the jobs on offer. Although you need to ask questions about opportunities for overseas graduates, asking about this straight away could suggest that this is your primary concern.

Come and ask questions at our annual immigration panel discussion on May 23 or watch online previous panel talks on the UCTCareersService youtube channel.



FINAL TIPS...

- 1** Be polite and enthusiastic. Remember that eye contact and body language are important.
- 2** You don't need to wear a suit. Being casual is fine, but don't be scruffy – try to make a good first impression.
- 3** Some employers get very busy during the expo. Don't be put off – be prepared to wait or come back.
- 4** Make notes about your conversation with your preferred employers for future reference.
- 5** If an employer gives you their card/contact details, it is an invitation to contact them.
- 6** Be professional. Ask about the work and the company and avoid being seen to be overly interested in the salary and benefits.



4.3

Using social media to get a job

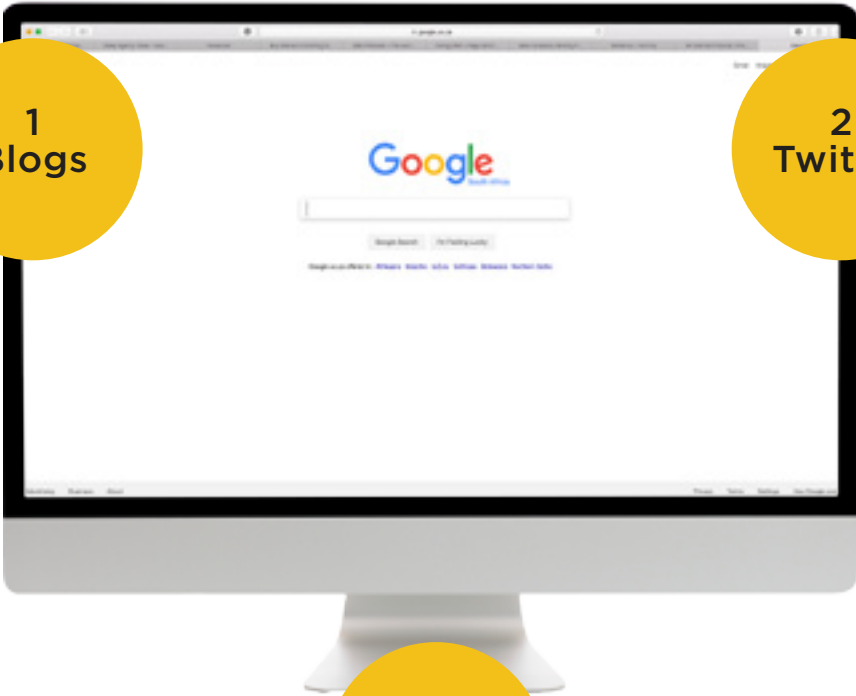
1
Blogs

2
Twitter

3
LinkedIn

4
Facebook

5
Online
Identity



Blogs

Show the world evidence of your creative skills by blogging. This shows commitment and is a way to practise writing and to communicate your ideas. Start a blog about issues related to the area in which you want to work. Artists and designers can showcase images, and film-makers and musicians can share videos or podcasts. If you don't fancy having your own blog, following one related to your chosen career can lead to valuable suggestions on how to start in the business and could provide useful links and networks.

Twitter

Twitter is more worthwhile in sectors such as marketing, communications and charities, where it is an indication of being 'social-media savvy' and talented at communications on a minimal budget. You can join networking events like Twestival, which is useful if you are looking for an opportunity to network on the inside. If you have a few organisations you'd love to work for, and they are on Twitter, sign up for their tweets. You might hear about vacancies, and it is a good way to keep up to date with information that could be useful in job applications.

LinkedIn

LinkedIn is becoming the most well-known professional networking site, and, unlike Facebook, it is focused on career development. Used mainly by people with a few years' work experience, it still has value for university students. If you want to find out more about a particular job, you can join a professional group and post questions. Alumni groups can be a route to finding ex-students who have studied your course or who are working in a career that you are interested in (join the University of Cape Town Alumni group). Keep your LinkedIn profile concise but fully completed, especially if you have niche skills such as an unusual programming language.

Five tips to manage your LinkedIn account

1. Use a professional headshot.
2. Maximise your headline.
3. Create a winning summary.
4. Link and enhance education with current and past positions.
5. Get to 100% profile.

Facebook

Joining careers-related groups on Facebook is an easy way of keeping in the loop concerning up-to-date news, events and opportunities. You won't necessarily be able to predict how a Facebook contact could feature in your job hunt. You may move back to your home town for a few years and find that your network of school friends becomes useful. Perhaps you hit it off with someone when you did an internship and want a simple way of keeping in touch. Many companies now have Facebook pages to disseminate information to potential hires – 'Like' to get updates!

Four tips to manage your Facebook account

1. Remove anything that an employer may consider questionable.
2. Maintain strict privacy settings.
3. Use a respectable profile picture.
4. Assume that everything on your page can be seen by everyone.

Managing your online identity

Remember: 'On the fingertips for seconds, online for ages.' Various high-profile media cases show that it can be easy to embarrass yourself on social networks. While a site like Facebook is primarily for social networking rather than finding a job, employers will Google candidates.

Site owners have a habit of changing privacy settings, so don't assume you're safe. Take a few moments before you post something to consider if that comment or photo is something you want a prospective employer to see in two years' time. Make sure you maintain a clean online presence and periodically Google yourself to see what the Internet is saying about you to the world. Begin now by typing your full name into www.google.co.za and see what comes back at you!

LinkedIn

CONNECT. FIND. BE FOUND.

You may think that LinkedIn is a platform to be used solely by people in the world of work such as professionals, businesspeople and others. If you do, you couldn't be more wrong. LinkedIn, which describes itself as the world's largest professional network, allows one, in its own words, to: 'Connect. Find. Be found'; 'Power your career'; and 'Learn and share'. What is more, you as a student can be part of this all by networking and building up your contacts during the course of your studies – contacts that could later be extremely valuable in your endeavours to find a job, get vacation work, do volunteer work, and so on. To become part of this network, start right now by going to the 'linkedin-for-students' link and watching the short video. Then, start your life of networking by going to the tip-sheet link and begin 'building a great student profile'.

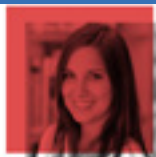
Note: the link to this resource may move from time to time – if the link does not work, you should find the new link by googling UCT/LinkedIn.

[university.linkedin.com/
linkedin-for-students](https://university.linkedin.com/linkedin-for-students)



Building a Great Student Profile

Showcase your experience and professional interests on LinkedIn!



1

Write an informative profile headline.

Your headline is a short, memorable professional slogan. For example, "Honors student seeking marketing position." Check out the profiles of students and recent alumni you admire for ideas.

View this guide and more on

university.
linkedin.com/
linkedin-for-
students

2

Pick an appropriate photo.

LinkedIn isn't Facebook. Upload a high-quality photo (your profile will be 7x more likely to be viewed) of you alone, professionally dressed. No party shots, cartoon avatars, or puppy pics!



3

Show off your education.

Include all your schools, major(s) and minor, courses, and study abroad or summer programs. Don't be shy – LinkedIn is an appropriate place to show off your GPA, test scores, and honors or awards.



4

Develop a professional Summary.

Your Summary statement is like the first few paragraphs of your best-written cover letter – concise and confident about your qualifications and goals. Include relevant work and extracurriculars.

5

Fill "Skills & Expertise" with keywords.

This section is the place to include keywords and phrases that recruiters search for. Find relevant ones in job listings that appeal to you and profiles of people who have the kinds of roles you want.



7

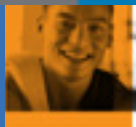
Show your connectedness.

Groups you join appear at the bottom of your profile. Joining some shows that you want to engage in professional communities and learn the lingo. Start with your university and industry groups.

8

Collect diverse recommendations.

The best profiles have at least one recommendation for each position a person has held. Recruiters are most impressed by recommendations from people who have directly managed you.



9

Claim your unique LinkedIn URL.

To increase the professional results that appear when people search for you online, set your LinkedIn profile to "public" and create a unique URL (e.g., www.linkedin.com/in/JohnSmith).



10

Share your work.

You can also add actual examples of your writing, design work, or other accomplishments on your profile, where you can share rich media or documents. What better way to sell your skills than to show employers exactly what you can produce?



Get a Great Profile.

Get going at www.linkedin.com

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Selection interviews



When you've submitted an application and are invited for a job interview, it usually means that the employer has established that you meet the main requirements for the position. Nevertheless, it is important to take the interview seriously, no matter how good your CV is, as the selection interview is one of the means by which employers will choose between you and a number of other suitably qualified candidates on their shortlist. The interview gives the organisation an opportunity to flesh out the paper version of you as set out in your CV, covering letter and other application documents. It is also an opportunity for you to make yourself stand out from other candidates.

The key to a successful interview is preparation.

The main objectives of the job interview are:

- To establish that the candidate meets the requirements of the post and matches the 'person specifications' or employee profile of the organisation;
- To enable the applicant to build on the information outlined in her or his CV in order to demonstrate that she or he has the skills, competencies and attributes necessary to add value to the organisation;
- To facilitate dialogue in order to establish that the candidate is a well-rounded person with good 'soft' skills (e.g. communication, interpersonal and teamwork skills);
- To provide an opportunity for the candidate to find out more about the employer and what the job entails; and
- To explore the fit between the applicant's career-development needs and goals and the demands and priorities of the company.

The key to a successful interview is preparation. The more you know about the organisation, the job, the interview process and what you have to offer, the more confident you will come across during the interview. You can prepare even further by working through practice interview questions. To a certain extent, the job interview is a performance and an exercise in self-promotion – so, the more prepared and confident you are in this regard, the better you will do.

The STAR method

In a normal conversation, when someone asks how you get along working with others, a one- or two-word answer would normally suffice. When asked in an interview, 'Can you give me an example of a time when you had to work with others?', this signals a behaviour-based question, which is a cue to tell your story. But not just any long-winded story! There are various ways in which you might choose to respond to an interview question.

The STAR technique is one approach that you might use to practise structuring your answers.

- S** = a brief description of the situation
- T** = a brief description of the task
- A** = what action you took or what additional information you can provide
- R** = the result of your action and the outcomes

In the example given here, the STAR method helps prepare interviewees to answer questions succinctly, transfer the information logically, help the interviewee to show initiative where relevant, to refer to vacation-work experience, and to demonstrate understanding that studying something theoretically isn't always the same as knowing the profession on the ground – this helps to indicate an all-important willingness to learn. It is not always the case that the only outcome of valuable experiential learning has to be a success story – the point is what you learnt in the process and your capacity to build on that.

Interviewer

'Why are you interested in HR management?'

(Using an example from her or his vacation-work experience, the interviewee answers as follows:)

Situation

'I really enjoyed what we learnt in the HR courses I took and I also observed HR functions at first hand when I did administrative work during a vacation in a medium-sized engineering firm.'

Task

'When I worked for Acme Incorporated, there was a salary dispute and I requested to sit in on the negotiations as an observer.'

Additional

'I found it fascinating and it amplified my course material.'

'I have also had a lot of teamwork and administrative experience in the role I played in the Apex Health Campaign where I was a project manager.'

Result

'Apart from the human factor, I am aware that there is a lot of administration in HR and I am comfortable with that – especially as a starting point as I learn my way into the profession.'



Common interview questions

When faced with questions about your strengths and weaknesses, the way in which you engage with this question and present your own reflections on your ongoing development says a lot about you. Never write yourself off as 'hopeless' at this and 'not very good' at that – think, rather, about these as areas for development and how you might improve them. Don't fall for the old routines either, such as claiming that you're 'a perfectionist to a fault and will work overtime to get the job done'. Think, for example, about real situations in which you have had to grapple with new skills and adjustments and go the extra mile to get things right in your transition from school to university, or through a group project or a mini-thesis.

If you are asked why you applied for a particular position, you should relate your answer to knowledge of the organisation and to what the employer is looking for, based on your prior research. Try to convey an impression of informed interest and even a passion for the work.

'Tell me about yourself' is a common starting point in interviews and, while it might seem to be a bland and open-ended question, you can help yourself to narrow down the set of possible answers by asking the interviewer whether there is any particular aspect that they want you to focus on. Try not to waffle when answering

– be concise, and remember that the interviewer is not really interested in you as a potential friend, but as a colleague.

If an interviewer probes gaps in your CV or setbacks or failures in your academic record, you should be prepared to account for these. It is more important to convey how you overcame these difficulties than to justify why they happened: be open rather than defensive, taking responsibility for what happened and explaining any extenuating circumstances.



'TELL ME ABOUT YOURSELF'

You may be asked about your industry knowledge, and this can only be answered on the basis of thorough research. Start with the company website and move on to more general information about the particular profession, the organisation's competitors, or parallel institutions, as well as about key issues and debates for that sector.

Be open rather than defensive, taking responsibility for what happened and explaining any extenuating circumstances.

Brain-teaser questions are ultimately designed to test your ability to formulate a logical step-by-step answer under pressure. For example, if you are asked, 'How many golf balls are there in the air in Cape Town right now?', nobody expects you to even hazard a guess as to the number. But you should be prepared to engage with the question and talk about how and if it might be possible to arrive at an estimate.

And finally ...

Always be prepared to ask thoughtful and informed questions. This demonstrates that you have a genuine interest in the company and that you are concerned about establishing whether this is an appropriate opportunity for you.

Accepting a job is a big decision, and you need to know as much about the organisation as it needs to know about you in order to ensure that the fit is mutually beneficial.

However, keep in mind that some questions you may want to ask are just not appropriate, especially in an initial interview. Be wary of asking questions about salary, leave and retirement benefits. Such information can be accessed outside of the selection interview.

Job applicants also have the same rights as employees under South Africa's labour laws. No candidates should be discriminated against on the grounds of race, gender, disability, health status, age, political beliefs or sexual orientation.

Know your rights and familiarise yourself with the main thrust of the legislation against discrimination in the workplace.

This article is based on the 'Preparing for Interviews' talk presented by the Careers Service.

Visit our offices (on the ground floor of the Hoerikwaggo Building) to find out more, or visit www.careers.uct.za/cs/interviews

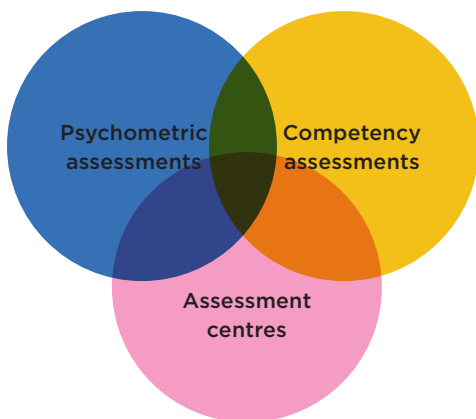
Workplace assessments: are you prepared?

Rentia Landman

Assessment Advisor: Human Resources
University of Cape Town

What are workplace assessments?

Workplace assessments can, at a high level, be categorised into three types:



What are psychometric assessments?

The term 'psychometric' literally means 'measurement of the mind'.

Psychometric assessments aim to measure attributes like intelligence, aptitude, ability and personality. They provide a potential employer with an insight into how well you work with others, how well you handle stress, and whether you will be able to cope with the intellectual demands of the job. These assessments are usually administered by way of a survey or test and are completed on an individual basis either online or under the supervision of a trained administrator.

The results from your psychometric assessment usually form part of a bigger picture that will include interviews, written applications, and other background information. Best practice dictates that selection decisions should not be based on psychometric results alone, but should include various sources of information.

What are competency assessments?

Competency assessment tests are valid and reliable tests that measure, in a very practical way, specific knowledge, skills and competencies required for a specific role/job.

These assessments often simulate a real-life situation/example of a task that you can typically be expected to handle on the job and are performed under timed conditions. The following are potential exercises/activities:

- Presentation;
- In-tray task;
- Group task;
- Case study; and
- Role play.

What are assessment centres?

The term 'assessment centre' refers to a battery or combination of assessments, usually including both competency and psychometric assessments.

These centres are highly structured in their design, application and procedures, and there will typically be multiple assessors evaluating you against multiple competencies in multiple exercises. The process can last from half a day to three days.



How to prepare for workplace assessments

Obtain information such as the following from the employer:

- What sort of tests does the employer conduct?
- What do the tests measure?
- How long will the tests take?

In the case of psychometric assessments, make use of the tools available so that you know what to expect. Do practice assessments to familiarise yourself with the types of questions that may be asked – examples of these tests are easily accessible online.

With regard to competency assessments, familiarise yourself with the job description and know the selection criteria.

Things to remember when completing the assessments

- Try to undergo the testing in the morning if possible.
- If completing multiple tests, take a break between them.
- Get a good night's sleep beforehand.
- Stay calm: practise deep breathing.
- Be yourself and take every opportunity to showcase your uniqueness.

- In the case of personality assessments, be honest; don't overthink the questions. The first intuitive answer is usually the most accurate one. All personality and integrity assessments have highly sophisticated monitors built into them to identify the extent to which you are honest in the way you answer the survey – honesty is truly the best policy.
- If you are doing assessments in a group, don't worry about the speed or pace of other candidates – a balance between speed and accuracy is essential. Work at a pace that is comfortable for you and don't allow time pressure to affect your performance.

Getting feedback

Many organisations will offer you feedback, regardless of whether or not you are successful. If feedback is not offered, ask if it can be made available.

Test-taker's guide to some useful websites

- <https://online.shl.com>
- www.morrisby.com
- www.psychometrics.co.uk

Before you sign on the dotted line

You've attended the final round of interviews and they want to hire you! Congratulations! Ingrid van der Merwe helps to unpick what you need to know about contracts.

Once you have been offered a job, your new employer will present you with a contract and letter of offer. It's important to know what you are signing up for. Whilst most employers are very thorough about the contract-signing stage, you need to know what is required of you so that you can ask informed questions and not make incorrect assumptions.

Can I negotiate my salary?

As a graduate without full-time work experience, you are usually not in a position to negotiate a salary. Benefits and basic salaries are usually predetermined and are aligned to those of other employees at the particular level, or are market-related. Some fields (like accounting) set an agreed starting salary for all trainees regardless of the firms they are at.

You are in a different position to negotiate your salary if you are already earning a salary, or have previous related experience.

Luan McArthur-Grill,
University Relations Manager,
Cisco

Graduates need to be mindful of the fact that they are just as in need of a job as the company is in need of them. We have very high levels of graduate unemployment in this country, and should a candidate decline based on salary, you can be sure there is another very eager graduate waiting in the wings to snap up the job!

What about benefits and rights?

In the Basic Conditions of Employment Act (BCEA), your rights as an employee are explained. The Act includes regulations about things like leave and working hours. A Google search will bring up plenty of detailed sites dealing with the BCEA. An accessible summary can be found on www.westerncape.gov.za. Benefits like medical aid and a pension fund differ from company to company and it is important to discuss with your prospective employer whether or not these items will be deducted from your salary, and what your options are. (For example, do you have to belong to a medical aid prescribed by your employer or one of your choice?)



Common graduate mistakes: Employers comment

Letters of offer and contracts

Remember that you should never proceed on the basis of a verbal offer without it being supported by a written document. Some organisations have a letter of offer and a separate contract, whereas others incorporate these two into the same document. Whatever you sign, make sure it is also signed by someone in the organisation as well, and make sure you keep copies of documents with both signatures.

A contract and/or a letter of offer should contain the following particulars/documents:

- The start date and the duration of employment if it is a contract position;
- A detailed role description and reporting lines (where applicable, name and title of manager);
- The location;
- The hours of work;
- The salary (how it will be structured and paid);
- A description of company benefits and eligibility rules in respect thereof;
- The leave provisions;
- A clause on duties after work hours/overtime;
- The notice period;
- A repayment agreement (if training is involved);
- Confidentiality agreements (where applicable);
- Clauses pertaining to breaches of contract;
- In some cases, the relocation package;
- The company representative's signature to ensure validity.

Graduates sometimes misunderstand OR don't read the terms and conditions of their employment contract. They don't ask the relevant questions pertaining to their employment terms. Sometimes they don't understand the position they've applied for or been placed in.

Rene Andries, Senior HR Manager, RCS

The devil is in the detail and this often gets missed – if there is a deadline date by which to submit the signed contract, make sure you meet it. If they ask you to initial every page, initial every page. If they need certified copies of documents, don't send uncertified copies! This is the employer's first impression of you and your level of attention to detail – don't start off on a bad footing!

Cindy Mati, Talent Manager, Grant Thornton

A common mistake is misunderstanding the total cost to company of a salary and benefits package. A graduate should understand the base pay plus benefits value of their package. If you don't understand, rather ask! Azvir Rampursad, Talent Officer, Unilever

Graduates do not always read the 'fine print' pertaining to company-specific benefits like their study policy and eligibility. They often make the assumption that all company benefits are standard and they are 'entitled' to certain perks from day one. It is not always the case and graduates should always ask questions (before signing on the dotted line) if they are uncertain. Luan McArthur-Grill, University Relations Manager, Cisco

Many thanks to the employers who contributed to this article.

What should you expect to earn?

Dr Sarah Riordan

Consulting organisational psychologist

As a graduate preparing to enter the labour market, your thoughts may turn naturally to the nature of the work you will perform, the type of organisation likely to employ you, and the rewards you can expect for your efforts.

It might be helpful to adopt a broad understanding of reward and to accommodate intrinsic and extrinsic elements in your expectations. Bear in mind that opportunities for learning and development constitute a significant part of reward, especially during the early career period. Feeling good about the contribution you are making, taking on responsibility, and working in a stimulating environment are all integral to a positive work experience. Obviously, you are entitled to expect money too. However, expectations must be tempered with market realities.

However, expectations must be tempered with market realities.

A fairly crude but nonetheless useful description of the job market is the exchange of work or labour for monetary reward. A key question, then, for many job seekers is: What can I expect to earn? Like any other commodity, labour is subject to the economics of supply and demand – the more unique your skills and abilities, the more you are likely to earn. However, organisations differ in their talent-management strategies and this directly influences their remuneration strategies.

Some companies pay a salary premium because highly qualified individuals (graduates) are considered to have the potential to add value to the organisation over time. This long-term perspective is typical of large, well-resourced organisations that can afford to invest significant amounts of time and money in graduate-development programmes that focus on learning. Other organisations adopt a different strategy where immediate and direct work contributions from employees determine their reward. This means that, if someone less qualified than you is capable of performing the job, holding higher qualifications will not necessarily earn you more money.

Most organisations pay for the perceived value of the job, not the individual. When calculating pay, jobs are evaluated externally against the 'going rate' for similar jobs in other comparable organisations, and they are evaluated internally against a set of criteria that determine the relative worth of the job to the organisation.





Critical among these criteria are the complexity of decisions you are likely to take, the potential risk to the organisation if your decision is a poor one, and the controls and checks in place to minimise that risk. Qualifications and experience are, of course, also taken into consideration.

Selection of staff usually involves a series of interviews and, possibly, assessments. Assuming you are successful during the first selection stages, you may be invited for further meetings when rewards are discussed. Ideally, you should have researched the market sufficiently to have a fair idea of the 'going rate'.

Check for hidden costs, such as parking fees in the city, as these can make a big difference to what you take home.

Remember to clarify what your net pay will be after compulsory deductions for items such as pension or medical aid. And check for hidden costs such as parking fees in the city, for these can make a big difference to what you take home.

Starting your career is an exciting time. By thinking holistically about the work you will do, the overall organisational context and the whole reward package, you are more likely to have a realistic and positive early career experience!

Grad Gallery

CAREERS SERVICE **GRAD GALLERY**

UNIVERSITY OF CAPE TOWN
PROGRESS THROUGH KNOWLEDGE

CAREERS SERVICE SUBMIT YOUR STORY

HOME COMMERCE ESE HEALTH SCIENCES HUMANITIES LAW SCIENCE

Sally Mashiane
“Networking is important. Participate in extra-curricular activities; a well-rounded student makes a good impression.”
[Read more](#)

53%
of graduates earn over R15 000 per month

44%
of graduates were employed by their graduation day in permanent roles

33%
of graduates completed the Graduate Exit Survey
Based on the 2015 Graduate Exit Survey.
Share on: [f](#) [t](#) [in](#)

Michelle Botha
Funding Developer and PRO at The Cape Town Society for the Blind.

Thokozile Lewanika

Thina Maqubela
Lecturer in the Statistics Department at Rhodes University, Grahamstown



www.gradgallery.uct.ac.za

Have you ever wondered where students who have graduated from the same subjects as you have gone on to do in the world of work? The Grad Gallery showcases the stories of UCT graduates, where they share their stories about the world of work. This online resource is available at **www.gradgallery.uct.ac.za** where you can also submit your own story.



UCT Grad gallery

Jess Schulshenk

Namatirai Zinyohwera

Arielle De La Roche

Tsepo Ngwenyama

Where do UCT graduates go?

The UCT Careers Service Grad Gallery: a valuable resource for career planning

The UCT Careers Service Grad Gallery is an online platform intended:

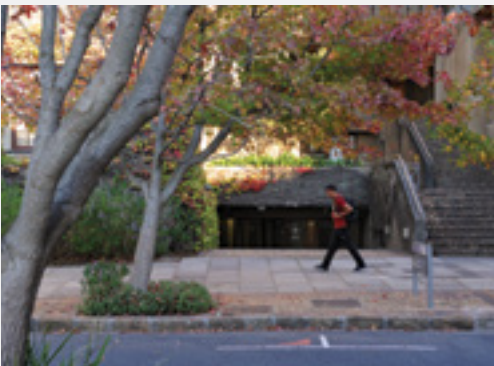
- 1** to educate users – both current and past students and those about to embark on further study – through graduates' stories
- 2** to heighten users' awareness of different opportunities and outcomes; and
- 3** to broaden users' exposure to ordinary as well as unusual possibilities in the job market.

The Grad Gallery has been designed to showcase the stories of UCT graduates. These stories, apart from detailing a graduate's qualifications and current job, address a broad range of questions, the answers to which you will find invaluable on your career-planning journey and in your job searches.

Matters dealt with on the online platform include:

- What graduates' jobs entail;
- How they got to where they are today;
- How they obtained their current positions;
- What particular skills are required in their careers;
- How their qualifications relate to their work;
- Their day-to-day activities;
- What the best and most challenging things are about their jobs;
- What student- or community-based activities they participated in while at UCT;
- The extent to which they made use of the Careers Service while they were at UCT;
- Advice for those wanting to do what the graduates do;
- How you can approach your own career-development journey;
- The qualifications recommended for the sectors in which the graduates work; and
- How to give yourself a competitive edge in your field.

The UCT Careers Service Grad Gallery is therefore yet another resource that can be used profitably in planning one's journey towards the world of work, a resource that outlines the road ahead, as illuminated by UCT graduates.



Grad Gallery



Jess Schulshenk

Degrees:
BSc Ocean & Atmosphere Science/
Environmental & Geographical Sciences
Currently enrolled for: PhD in Business
Administration at the Graduate School
of Business, University of Cape Town

Faculty:
Science

Current job:
Director, Sustainability Institute
(a non-profit trust)

Previous job:
Senior Researcher on Corporate
Governance & Sustainability, EY

What does your job entail?

Overseeing and supporting the various programmes we run as a non-profit trust that aim to provide transformative learning experiences in the transition towards just and flourishing futures. We have a Montessori early-learning centre, a partnership onsite with an innovative primary school, a youth programme, a further education and training (FET) college with programmes in early-childhood development and organic farming, and degrees in sustainable development taught onsite in partnership with Stellenbosch University. We strive to balance our learning programmes with practical experience and relevant research, so I am involved in supporting each of these programmes and connecting the dots between them and their broader contexts.

How did you get to where you are today?

In part, by pursuing what I believe matters, and not what others tell you makes the most sense at a given time – often, our parents and families want the best for us, but don't know that new possibilities exist that are not necessarily realised through predefined career paths. And, also, through the tremendous generosity of mentors who have guided and shaped me along the way.

How did you obtain your current position?

I had worked for the organisation previously and was asked to come back to support it during a time of transition, which itself developed into taking up the director role. My most interesting and challenging jobs are the ones I never interviewed for!

What particular skills are required in your career?

Listening and dialogue – navigating what is being said, and what isn't being said, in any situation; trying to read the pattern from the noise to make sense of the real issues; and, also, being well informed about the issues that you are tackling so that you remain true to the work that needs to be done and the systems-level changes that you are trying to play a small part in realising.

In what way does your qualification relate to your work, whether directly or indirectly?

A foundation in the sciences provided the context from which I began to explore questions of sustainability and the role of humans in both creating and addressing these challenges. A strong set of research skills and appreciation for rigorous research have helped me throughout my work, research and teaching.

What are your day-to-day activities?

Meeting with amazing people who are doing fantastic things, building stuff and growing things (sometimes plants, sometimes minds – mostly my own, though), questioning norms, and celebrating change. That, and teaching, researching, writing, facilitating and supporting. And emailing – far too much emailing, unfortunately.

What are the best and most challenging things about your job?

The amazing people who inspire me to learn more, question more, and deepen our work further. The most challenging aspects are saying 'No' to worthwhile projects because we don't have the capacity to deliver quality work – and then being able to switch off at the end of the day in order to maintain a balance between work, life and everything else.



What other student- or community-based activities did you participate in during your studies?

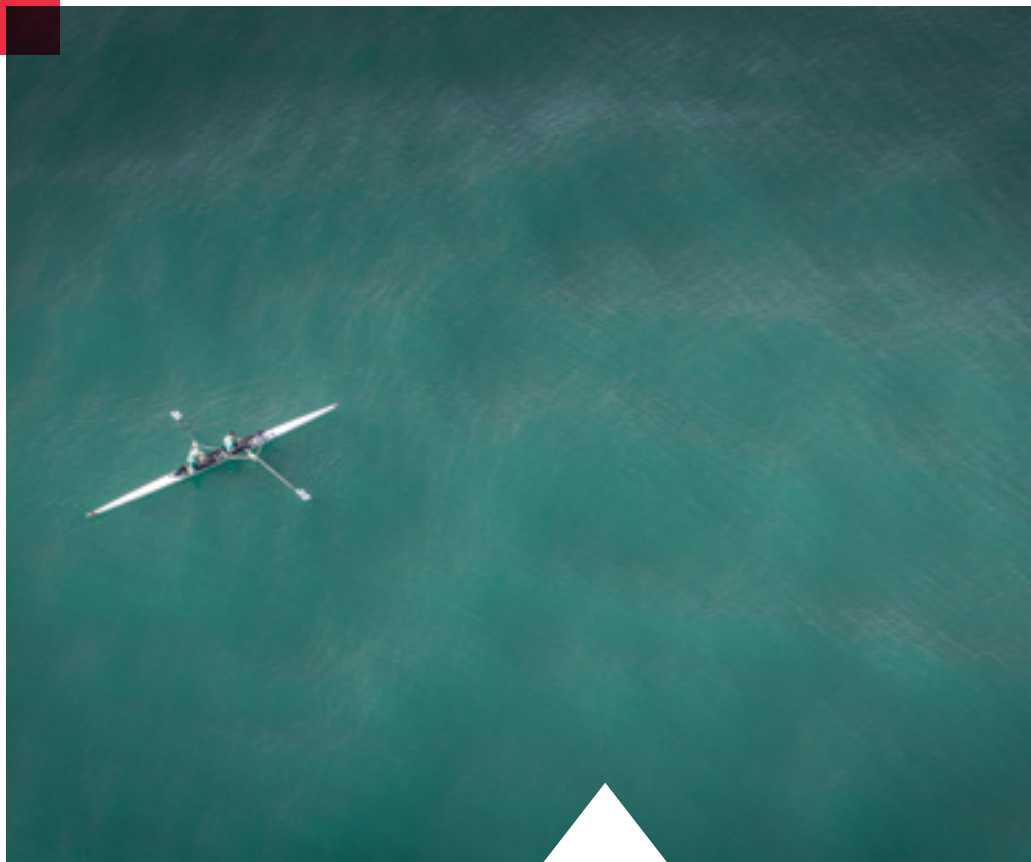
Joining SHAWCO (Students' Health and Welfare Centres Organisation) was an important part of experiencing the range of challenges in our city, and being a small part of joining with others to start addressing them.

What advice would you give to students wanting to do what you do?

Follow your heart and never compromise on what you believe in, because there is a more 'sensible' route to be taken. That said, work hard, study hard, and enjoy every moment along the way.

In retrospect, what advice can you give to students about how to approach their own career-development journeys?

Job-shadow as much as you can – I learnt so much of what I wanted (and didn't want) to do by just spending time in different organisations as an intern, volunteer and general enthusiast. Pay it forward – give back time to others coming up through the system.



What degree options are recommended for this sector?

As transdisciplinary and cross-cutting as you can find. I took economics and philosophy in my undergraduate science degree; I studied a masters in sustainable development; and now my PhD is in business strategy. Take extra courses and get internship positions to gain experience. Two of the best extra courses I took were a programme in neuroleadership and learning to sail.

How best should students use their time at university to give themselves a competitive edge in your field?

Be open to new skills that you can acquire – both in and out of lecture halls. Environmental science taught me research skills, philosophy taught me to question the question, and economics taught me that economics taught to undergraduates (at least back then) explains very little of how the real world actually works!

Rowing taught me discipline and was 'a hell of a great party'. SHAWCO taught me how many things are happening in our city that we should be aware of, and that we should do something about them. In the field of social impact, we need more people who are open-minded, ready to learn, and can collaborate across a range of cultures and experiences. Make the most of the experiences and don't be passive in your own life. And, remember: the most amazing things happen in the unplanned and unpredictable spaces.

Read more grad stories:
www.gradgallery.uct.ac.za

Grad Gallery



Namatirai Zinyohwera

Degrees:
BA Politics, Media and Writing

Faculty:
Humanities

Current job:
Business Development Associate at Feastfox, a tech start-up company currently in incubation at the University of Cape Town's (UCT) Graduate School of Business (Waterfront) in the MTN Solution Space

Previous job:
Promoter

What does your job entail?

On-boarding restaurant merchants and developing the sales process for Feastfox.

How did you obtain your current position?

I applied for a post advertised on the UCT Careers Service website and was then shortlisted for an intense interview process, which saw me being chosen from a pool of 50 applicants.

What particular skills are required in your career?

Interpersonal and communication skills.

In what way does your qualification relate to your work, whether directly or indirectly?

The disciplines of politics and media ultimately entail the study of ideas and how these can be positioned to better gain popular appeal and thus generate

consensus in the public sphere. In working for a mobile app that seeks to change the restaurant industry on a global level, such a macroperspective on the spreading of new ideas serves me well in the development of the Feastfox vision.

What are your day-to-day activities?

I set up and attend meetings with potential restaurant partners in the central business district and on the Atlantic Seaboard.

What are the best and most challenging things about your job?

I am the first employee of the company, working with four founders of the company, sometimes remotely, as most of them are based overseas. Doing everything online has been something of a learning curve.



What other student- or community-based activities did you participate in during your studies?

Entrepreneurship opportunities advertised on the UCT Careers Service website. My participation in many of these competitions solidified my application and matched me up with the needs of the company. Most notably, my participation in the Global Student Entrepreneur Awards and the Falling Walls Competitions made my CV 'fly above' the rest.

To what extent did you make use of the Careers Service while you were at university?

I think, on average, I went on to the UCT Careers Service site at least three times a week since my second year of University.

What advice would you give to students wanting to do what you do?

I once heard one of my professors remark that students should stop saying that there are no employment opportunities and instead ask themselves if they are actually 'employable'. I expanded my CV way before my final year and involved myself in things just for future reference – and, in my case, this worked to my advantage.

In retrospect, what advice can you give to students about how to approach their career-development journeys?

I would say ignore all the things that don't add value to your CV. At the end of the day, the job market is competitive and nobody owes you anything. Knock on every door. UCT provides so many opportunities and it just takes a student who is attentive to see how best to rise above the rest.

What degree options are recommended for this sector?

BCom degrees, but I managed to get this job with a BA.

How best should students use their time at university to give themselves a competitive edge in your field?

I would say always get on board with internal entrepreneurship competitions like Flux and, at the same time, look out for challenges presented by external bodies. These are opportunities to showcase your natural talents and to get your 'head in the game' before the axe falls.

Read more grad stories:
www.gradgallery.uct.ac.za

Grad Gallery



Arielle De La Roche

Degrees:

BSocSc Psychology and Spanish, BA (Hons)
French Language and Literature, MA French
Language and Literature

Faculty:

Humanities

Current job:

Digital Marketing Officer, PwC Mauritius

Previous job:

Digital Marketing Specialist, Sun Resorts Ltd

What does your job entail?

My job is to maximise business opportunities and to amplify the PwC brand through online mediums. My role stands on four main pillars, namely content marketing, search marketing, social-media marketing, and analytics.

How did you obtain your current position?

It was advertised on LinkedIn.

What particular skills are required in your career?

A successful digital marketer must have a mix of creative, analytical and technical skills. Creativity is essential when it comes to developing content (copy, graphics or video) that will appeal to the target audience, while analytical skills help evaluate the impact and return on investment of that content. Useful technical skills include HTML, CSS, and graphic-design tools.

In what way does your qualification relate to your work, whether directly or indirectly?

My qualifications in language and literature have made me a storyteller – and marketing today is largely about telling a brand's unique story. This may seem very abstract; it took a lot of introspection and quite a few internships for me to figure out how my degree translated into the real world. But, if one of your life goals is to find a career path that makes you excited to wake up in the morning, it's totally worth the effort!

**What are your day-to-day activities?**

I maintain the firm's digital-communications channels, ensuring that its website and social-media profiles are kept up to date with dynamic content, all within strict brand guidelines. I collaborate with the firm's lines of service to create social-media and emailing campaigns aimed at generating leads and driving awareness about their services. I also build reports to evaluate campaign performance.

What are the best and most challenging things about your job?

The best part of my job is that I get to sit at the same table as top-level management, since they are my main clients, so to speak. I get to experience their leadership skills first hand. The most challenging part of my job is that digital marketing is an ever-changing landscape. I always have to be ready to adapt to, and make the most of, the latest trends in tech.

What other student- or community-based activities did you participate in during your studies?

I worked part-time at my residence, at Student Records, at the Knowledge Commons computer lab, at the Student Orientation and Advocacy Centre, and at Careers Service. I also served as the Vice Chairperson of Amnesty International's UCT Chapter, and was a member of the Golden Key International Honour Society.

To what extent did you make use of the Careers Service while you were at university?

As an intern at Careers Service, I had no excuse for not using all the services on offer! The career consultations and CV reviews were particularly useful. Through the MyCareer portal, I applied for leadership training at Google, by far one of the best experiences of my life. I literally lived the movie, *The Internship*!

What advice would you give to students wanting to do what you do?

If you have not studied marketing or Web development, you can still work in digital marketing. What you need is a genuine interest. There are so many affordable or free online courses out there for a lack of relevant qualifications to be a barrier to entry. You can start experiencing the job by building your own personal online brand or by volunteering. A lot of non-profits or student organisations on campus are looking for volunteers to manage their online presence.

In retrospect, what advice can you give to students about how to approach their career-development journeys?

Research possible career paths, experiment with them through internships, job-shadowing or volunteering, and talk to as many people as possible about your aspirations as well as your doubts.

What degree options are recommended for this sector?

Digital marketing is open to all degrees, but Marketing, Media and Communications, or Advertising might be an advantage.

How best should students use their time at university to give themselves a competitive edge in your field?

The student body is a challenging audience – students are constantly assailed by marketing messages. If taken seriously, participating in any student association's marketing or communication campaigns will give you an edge that can easily rival actual work experience. The university also offers access to a lot of relevant online courses that can give you practical technical skills such as skills in photography, HTML basics, or Photoshop.

Read more grad stories:
www.gradgallery.uct.ac.za

Grad Gallery



Tsepo Ngwenyama

Degree:
BSocSci – Sociology and English Language
and Literature

Faculty:
Humanities

Current job:
Graduate Intern – Marketing and
Communications (MTN Solution Space)

Previous job:
Full-time student; also Managing Editor of
the University of Cape Town (UCT) student
newspaper, Varsity

What does your job entail?

As a marketing intern, I'm responsible for ensuring that what we do at Solution Space is clearly transmitted/communicated to the start-up community, as well as our partners and funders. My role also entails content development, social-media management, advertising, bulk mailing, database management and reporting, and events implementation.

How did you obtain your current position?

I used to spend a lot of time on the UCT MyCareer website – I practically lived there from December 2016 until February 2017. As a result, I saw the advertisement for my current position on the website and I applied for it.

What particular skills are required in your career?

- Strong communication skills, both verbal and written;
- Creativity and innovation;
- Problem-solving and analytical thinking;
- Leadership skills;
- Computer proficiency covering various social media, database management systems, and Microsoft;
- Strong organisational skills and an excellent work ethic; and
- Proactivity.

In what way does your qualification relate to your work, whether directly or indirectly?

I've learnt a number of things from my English and Sociology majors: both helped me to harness my critical-thinking skills; English taught me a lot about how to creatively communicate ideas and also how to bring life to those ideas through words; and Sociology



gave me a 'third eye', a pragmatic yet human approach to problem-solving. A great deal of what we do at Solution Space is to provide a platform for entrepreneurs from different backgrounds to not only develop their businesses, but also develop themselves as business owners. Furthermore, my sociology background helps me assist my team to develop solutions that address structural issues affecting entrepreneurs coming from township or impoverished backgrounds.

What are your day-to-day activities?

Every day is different. Much depends on what's happening at Solution Space. Most days are spent making sure I meet deadlines. However, when I get to the office each morning, I read and respond to emails, and I check all our social-media platforms, replying to 'mentions' and direct messages if there are any. I also spend a lot of time online reading up on the latest in entrepreneurship in Africa and the world, as well as about tech innovation.

What are the best and most challenging things about your job?

The best part about my job is the learning. I get to learn so much from really talented people – and I get paid for it! I enjoy connecting with entrepreneurs who are still on the way up and with people who've been 'in the game' for a while and are doing really well.

The challenging things about my job? It's a fast-paced space – really fast – and everyone gives one hundred percent and is always at the top of their game. My team works really hard to create 'the magic' that happens at Solution Space.



What other student- or community-based activities did you participate in during your studies?

I was involved in a lot of student-based activities on campus that I liked. But my liking for such activities was more of a desire to take my learning outside the lecture rooms. So I was part of the Student Orientation and Advocacy Centre (SOAC) as an orientation leader and a trainer and the Humanities Mentorship Programme as a mentor. I was also a res tutor, a subwarden, and a staff writer at Varsity before becoming Managing Editor.

To what extent did you make use of the Careers Service while you were at university?

I used the Careers Service quite a lot. When I applied for my first job, I went to the Careers Service for help with my CV, covering letter and interview preparation. I also visited the office whenever I had to submit a major job application. In the case of my current position, for instance, I visited the centre to obtain assistance with my application. I have also spent a lot of time on the website looking for opportunities.

What advice would you give to students wanting to do what you do?

- Understand the space you want to get into, and understand the culture of, and the trends within, the industry.
- Be on the lookout for learning opportunities at all times.
- Get involved in a wide range of student-based activities and societies, keep an open mind, and don't focus solely on activities that seem directly related to marketing or advertising.
- Don't focus on the specific role/position but rather on the skills and lessons to be gained – that is what is of real value, not the title or position.

In retrospect, what advice can you give to students about how to approach their own career-development journeys?

I believe that what's of most importance is skills sets, as well as being able to articulate how they help you add value.

What degree options are recommended for this sector?

A bachelor degree in marketing, digital marketing, public relations, communications, or brand communication.

How best should students use their time at university to give themselves a competitive edge in your field?

No matter what the field, know yourself – be self-aware. Get involved in activities that harness leadership skills, and encourage personal development – in terms of both skills and character. Understand what your personal strengths and weaknesses are, and the best way to do that is to sign up for activities that push you outside your comfort zone.

To give yourself a competitive edge in any industry or field:

- Understand your field, that is, its culture, values, stakeholders, current and future trends, etc.
- Be able to articulate how you and your skills set and degree can add value to the organisation. This is key! One needs to understand how what has been learnt, for instance from their time as SRC president, can be of value to the organisation in the position they are applying for.
- Understand the skill sets you have and how these fit into the role/position you want.
- Understand your strengths and weaknesses.
- Be versatile and open to learning and unlearning things!

Read more grad stories:
www.gradgallery.uct.ac.za





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Where do UCT graduates go?



One of the challenges that career practitioners face in South Africa is the limited availability of comprehensive South African graduate-destination data. Without standardised graduate-exit surveys or graduate-destination research, it is difficult to track where graduates go or to measure their preparedness for the world of work. Without these details, the ability to plan, prioritise and implement holistic and effective career-education interventions in higher education is compromised.

Career practitioners rely on graduate-destination information and other labour market information to remain up to date and informed about graduate supply and demand in order to guide and support learners in their study and career decisions in an ever-changing world of work.

Graduate-destination data also helps learners make more informed study and career decisions. Prospective and current students (along with the parents or sponsors of these students) want some idea of career and employment prospects, given the considerable time, energy and money invested in education choices.

Destination surveys showcase how subjects and qualifications can relate to different career paths and options, and also highlight trends and changes in different sectors of the economy. Students get to know who the graduate employers are, where they are located, what they are looking for in terms of graduate skills and attributes, and the kinds of roles and opportunities open to new graduates. The data also helps students entertain more realistic expectations of graduate salaries and other benefits.

Graduate-destination data is also useful and important for other stakeholders. Government and business depend on a steady supply of suitably qualified and skilled graduates to sustain and grow the country's economy. Universities need to ensure that curriculum planning, and the teaching and learning services provided, are effective in producing educated, employable and capable graduates who can make a positive difference in society.

UCT's graduate-destination information

The Graduate Exit Survey happens every year at Graduation. It is designed to keep you informed as to where UCT students go after UCT, how much they earn, which province they settle in, which sectors they work in, and lots of other insights.

We invite you to participate, as your feedback will help the next generation of students to enhance their career prospects through the aggregate and qualitative data that you share.



Here are some interesting facts:

33.57% of 2015 Grads completed the survey. On graduation, **65.49%** of our surveyed students are either employed or studying further.

25.57% of our students are actively seeking entry-level opportunities.

44% of those surveyed are employed in permanent roles.

22% are on fixed term contracts of longer than 12 months.

15% are on fixed term contracts of under 12 months.

5% described themselves as self-employed.

52% of those surveyed are in the private sector.

14.5% are in government.

13% are in education linked to government.

6% are in education not linked to government.

4% are working in the NGO sector.

How they found their work

16% via employer – approached by employer.

16% through network (family friends acquaintances).

15.9% - through UCT Careers Service.

9.9% through part-time vac work.

8.24% headhunted.

8.5% through social networks and online job boards.

Salary

53% set to earn more than R15k per month.

40% set to earn more than R20k per month.

Further study

72% said they would like to study further at UCT.

We encourage you to get to know us better and to take full advantage of all our free services and facilities.

Employer Directory



CAREER EXPOS 2017

Semester 1

Internship Expo

20 April | Leslie Social

Law Expo

10 May | Kramer

Africa Expo

23 May | Leslie Social

Social Impact Careers Day

24 May | Leslie Social

Semester 2

All Degrees Expo

16 August | Jameson Hall

Accounting Expo

17 August | Jameson Hall

Business, Finance & Management Expo

21 August | Jameson Hall

Banking, Consulting & Asset Management Expo

22 August | Jameson Hall

Technology Expo

23 August | Jameson Hall

Engineering & the Built Environment Expo

24 August | Jameson Hall

Every year the Employer Relations team at UCT Careers Service engage with employers to bring you choice opportunities to consider and explore as your first step into the world of work.

This section of the Guide brings you these offers. We have a handy key for you to check which faculties, degrees and skills the employers seek. Also find details on how to apply and where you can meet and network with these companies at our expos, showcases and presentations.

Many more offers are updated on www.mycareer.uct.ac.za all the time.



YOUR IDEAS
DON'T **X** MATTER
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So you have a great idea that could change the face of banking globally, but your ideas don't matter...

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Your ideas don't matter until made.

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A.T. KEARNEY



A.T. Kearney is a leading global management consulting firm with offices in more than 40 countries. We are a partner-owned firm, mutually committed to helping clients achieve immediate impact and growing advantage on their most mission-critical issues. Our work provides clear benefits to the organizations we work with in both the short and long term. We focus our resources, leverage our global scale, and drive excellence in all we do while enhancing our partner-like culture to ensure we are collaborative, authentic, and forward-thinking. A.T. Kearney has a distinctive, collegial culture that transcends organizational and geographic boundaries. Regardless of location or rank, our consultants are down to earth, approachable, and have a shared passion for doing innovative client work.

WHO WE ARE LOOKING FOR

Candidates must have: a proven record of academic excellence; outstanding written and verbal communication skills; strong critical thinking and analytical capabilities; an innovative and collaborative approach to problem-solving; natural self-direction, with the ability to operate in ambiguity and learn quickly; proficiency in Microsoft Office; non-MBA advanced degree or a bachelor's degree, plus two or more years' full-time work experience in a rigorous environment, such as a consulting firm or global or Fortune 500 company. A MBA degree is an advantage.

HOW TO APPLY

Candidates can apply online by selecting the relevant requisition under the Africa Careers section.

WEBSITE

www.africa.atkearney.com

APPLY AT

www.africa.atkearney.com/careers/recruiting

CLOSING DATE

FOR APPLICATION

Friday, 01 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Consulting

OPPORTUNITIES ON OFFER

Vacation/ Internship

DEGREES SOUGHT



PRESENTATION

Tuesday, 15 August 2017 |
1 PM | LS 3A

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

ABSA BANK



At Absa, ideas are our currency, but we also know that even the best of ideas don't matter until made. This is what the Rising Eagles Graduate Programme is about working with your ideas and making them happen. During the 12 month programme, you'll be guided and trained - building up your skills and experience. The programme spans almost every part of our business, every route offering its own challenges, and unique opportunities. We have opportunities across Africa, wherever you join us, you'll be challenged and inspired by leaders at every level. You'll bring new ideas and enthuse all those around you. And you'll define where your ambitions lie within our dynamic global organisation.

WHO WE ARE LOOKING FOR

Postgraduate qualifications in Commerce, Science, Engineering and Law.

HOW TO APPLY

Visit our site to apply.

WEBSITE

www.absa.co.za

APPLY AT

www.risingeagles.mobi/

CLOSING DATE

FOR APPLICATION

Sunday, 18 June 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Nationally

TYPES OF JOBS

Various

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



BE THE LAWYER YOU WANT TO BE!

Watch our THERE'S THIS LAWYER series, and apply online for the opportunity to write your own career-story.

With over 40 different practice areas across disciplines such as intellectual property, commercial law, litigation and property, you're sure to find your place at Adams & Adams.



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ACI WORLDWIDE



ACI Worldwide, the Universal Payments (UP) company, powers electronic payments for more than 5,100 organizations around the world. More than 1,000 of the largest financial institutions and intermediaries as well as thousands of global merchants rely on ACI to execute \$14 trillion each day in payments and securities. In addition, a myriad organizations utilize our electronic bill presentment and payment services. Through our comprehensive suite of software and SaaS-based solutions, we deliver real-time, immediate payments capabilities and enable the industry's most complete omni-channel payments experience.

WHO WE ARE LOOKING FOR

In our strategic Postilion Platform teams, you will help to fill the needs of today's demanding retailers and financial institutions to offer best of breed payments solutions. Besides a get-things-done attitude, you'll need: A Bachelor's degree in Computer Science or related field or equivalent software development experience; Core Java development experience; Experience in one of the following database platforms: SQL Server / My SQL / DB2 / Oracle

HOW TO APPLY

Please submit your CV and a copy of your academic transcripts to nikki.blaser@aciworldwide.com

WEBSITE

www.aciworldwide.com

APPLY AT

<https://careers.aciworldwide.com/jobs/international>

CLOSING DATE FOR APPLICATION

Thursday, 07 December 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Century City, Cape Town

TYPES OF JOBS

Java Software Engineers

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

ADAMS & ADAMS



Adams & Adams is the leading intellectual property law firm in South Africa, recognised internationally for its legal expertise in all forms of intellectual property law, as well as specialist teams that focus on commercial and property law and litigation.

WHO WE ARE LOOKING FOR

Candidates with: BCom Law / BA Law / LLB / BAccLLB. Academics, leadership experience, community service involvement.

HOW TO APPLY

Apply online and be sure that you have the following documents ready: a motivational letter; latest CV; latest academic transcripts; best assignment of the year (marked only) and two character references.

WEBSITE

www.adamsadams.com

APPLY AT

www.adamsadams.com/careers/graduate-recruitment/

CLOSING DATE FOR APPLICATION

Sunday, 19 March 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Pretoria

TYPES OF JOBS

Legal

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



COMPANY SHOWCASE

Thursday, 16 March 2017 | Kramer Quad

EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



| strategy consulting | equity investments

At Agis, we combine strategy consulting and equity investments to achieve long term, sustainable growth.

Our work blends creativity with analytical rigour to create an extraordinary opportunity for career growth and exposure to diverse industries.

For more information on what we do and how to apply, please visit www.agis-holdings.com

AFRIZAN CADET ACADEMY



The Afrizan Cadet Academy was established to provide experiential learning and development to predominantly previously disadvantaged South Africans as per the definition in the Empowerment Act of South Africa. In collaboration with our clients, we alleviate the plight of unemployed graduates by providing a platform for experiential learning - creating a talent pool of skilled equity graduates for the South African workplace. The Afrizan Cadet Academy offers graduates permanent employment to have a chance to build up experience in a stable environment. Over and above the normal statutory benefits, Afrizan Cadets are offered a standard funeral, life and disability cover and have the option to choose a Medical Aid and/or a Retirement Annuity Plan.

WHO WE ARE LOOKING FOR

We are looking for graduates who completed a qualification and have no work experience. We assist graduates in any field of study who would like to gain corporate work experience. Successful candidates should be able to demonstrate the unique Afrizan spirit through their leadership abilities, integrity, willingness to learn, and 'can do' attitude.

HOW TO APPLY

Please submit your CV to admincpt@afrizan.co.za

WEBSITE

www.afrizan.co.za

APPLY AT

www.afrizan.co.za

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town, Johannesburg

TYPES OF JOBS

Finance, Investment, Asset Management, Human Resources, Information Technology, Marketing & Communication

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☒ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

AGIS



Agis combines strategy advice, operational support & growth capital to create value for its clients. The firm has two business units: Agis Strategy provides strategy consulting services to companies and investors looking for market disruptive growth; & Agis Investments funds small companies' expansion capital requirements & supports their management teams in the development and delivery of best-in-class strategy. Agis offers graduates the unique experience of having a focus in strategy advisory work with the added benefit of ad-hoc investment work, such as deal sourcing, company valuations and deal structuring.

WHO WE ARE LOOKING FOR

The ideal candidate will have been a top achiever at school & university & should have at least a bachelor's degree. Strong analytical & well-developed problem solving capabilities, backed by intellectual curiosity & creative thinking, will be highly valued. Candidates must show past experience of operating in teams & going beyond the standard requirements of course-work, e.g. through extra-curricular engagement. Communication & networking skills will be critical in dealing with stakeholders, industry peers & clients.

HOW TO APPLY

Please submit your application, consisting of your CV, cover letter, matric & university transcripts to recruiting@agis-investments.com

WEBSITE

www.agis-holdings.com

APPLY AT

www.agis-holdings.com

CLOSING DATE

FOR APPLICATION
Thursday, 31 August 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg

TYPES OF JOBS

Winter Internship (strat & investment), Full-time Business Analyst

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

“BLAST is allowing me to build a career path that plays to my strengths, from being a Commodity Research Analyst to a Strategy Analyst, I am helping to inform the future of this great company.”

~ Adithi Naidoo, Strategy Analyst
Bachelor of Business Science
(Honours)

A portrait of Adithi Naidoo, a young woman with long dark hair, smiling and wearing a white lace-trimmed blouse. She is seated with her hands clasped in front of her.

4 YEARS
3 ROLES
2 CONTINENTS
BLAST Programme

Anglo American's Building Leaders and Shaping Talent (BLAST) programme offers the experience of 3 meaningful roles across 2 different continents in 4 years.

If you are exceptional and have studied any business or mining related disciplines, please apply online at <http://blast.gradx.net>

Applications open 3 May - 30 July 2017



Real Mining. Real People. Real Difference.

ALEC



ALEC is a multi-award winning, established and successful multi-disciplinary construction company based in Dubai with operations in UAE, Qatar & Oman. We have consistently evolved and grown to become one of the largest and respected contractors for the execution of major construction projects across the region.

WHO WE ARE LOOKING FOR

We are looking for dynamic graduates who are solution driven problem solvers, with a hard working attitude, seeking to be part of a great team. Disciplines sought include Civil Engineers, Construction Management, Mechanical Engineers, Electrical Engineers and Quantity Surveyors.

HOW TO APPLY

Please submit your profiles with a photo, CV & academic transcripts to Tom Ward at tward@alec.ae

WEBSITE

www.alec.ae

APPLY AT

www.alec.ae

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

UAE

TYPES OF JOBS

Construction, Design & Engineering

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



PRESENTATION

Wednesday, 23 August 2017 |
1 PM | TBC

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

ALLAN GRAY PTY LTD



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. We take a long-term view to managing investments and have consistently applied the same tried and tested investment philosophy, guiding principles and values since we began managing our clients' investments. Our success depends on our investors' success'. We pride ourselves on having achieved superior investment performance for our clients over the long term.

WHO WE ARE LOOKING FOR

We aim to recruit and invest in academic achievers who are motivated and enthusiastic about joining our firm. We are looking for focused final year students, completing a Bachelor's degree, with excellent academic results in the following fields: Actuarial Science; Business Science; Commerce; Engineering; Humanities; Information Systems; Mathematics; Medicine; Sciences and Statistics.

HOW TO APPLY

Please apply online. The following documents must be included in all applications: CV, motivational letter, Matric certificate and full academic transcripts.

WEBSITE

www.allangray.co.za

APPLY AT

www.allangray.co.za/careers

CLOSING DATE

FOR APPLICATION
Wednesday, 31 May 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Client Service Consultant, Operations Consultant, Trainee Business Analyst (Institutional Client Services; Product Development; Distribution; Information Systems), Junior Software Developer, Junior Software Tester

DEGREES SOUGHT



OPPORTUNITIES ON OFFER

Graduate Opportunity

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

The Company

Aspect Advisory is a boutique financial services management consultancy. We've helped some of South Africa's largest financial institutions on issues related to growth and strategy, finance and earnings optimisation, and risk management.

By focusing on financial services, we're able to use deep industry insights to create value for our clients in innovative ways. We're different because of the quality of work we produce and the value we add, which is why our client list includes corporate, investment and retail banks, development finance institutions, wealth managers, insurance companies, and asset managers.

Although headquartered in South Africa, we have deep international experience, with active satellite offices in Germany and London.

Our culture is based on integrity, collaboration, diversity, camaraderie, and a commitment to excellence in everything we do.

The role

Aspect Advisory is looking for bright, entrepreneurial and motivated individuals to join the company. Candidates should possess:

- the ability to think strategically
- a logical and creative approach to problem solving
- excellent analytical skills
- excellent presentation and soft-skills, and
- the ability to contribute to a positive working environment even during stressful times

In return, you'll get the opportunity to work as part of a highly-skilled, creative and ambitious team in a collaborative environment, with competitive salaries and a generous leave structure.

Applications, including a cover letter, CV, and academic transcripts can be sent to info@aspect.co.za.

www.aspect.co.za

ALLEN & OVERY LLP

Allen & Overy is new in South Africa, but is an established and ambitious law firm at the very forefront of global legal practice. We have long been working in Africa supporting major national and global businesses in executing the decisions that will define their future.

WHO WE ARE LOOKING FOR

Students must be studying towards the following: LLB; BA Law or BCom Law.

HOW TO APPLY

Please submit your applications on our website

ALLEN & OVERY

WEBSITE

www.allenoverly.com

APPLY AT

www.allenoverly.com/careers/South-Africa/students-and-graduates/Pages/default.aspx

CLOSING DATE

Thursday, 31 August 2017

FOR APPLICATION

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Candidate Attorney positions in banking finance

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Vacation/ Internship

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

AMAZON DEVELOPMENT CENTER

Amazon has a thriving technical center in Cape Town! The Cape Town Development Center plays a central role in building the Amazon Elastic Computer Cloud (EC2), the web service that pioneered cloud computing. The Cape Town AWS Support team provides global technical support to external customers, helping them build mission-critical applications using AWS services.

WHO WE ARE LOOKING FOR

We need exceptional engineers with very strong technical skills and experience. You should be obsessed with customer satisfaction, and passionate about cloud computing. We have open roles currently available for Software Developers, Systems Engineers, Support Engineers as well as graduate positions in the Software Engineering and Premium Support space.

HOW TO APPLY

Please send your CV and academic transcript to awsnewgrads@amazon.com



WEBSITE

<http://adcpt.com/>

APPLY AT

<http://adcpt.com/>

CLOSING DATE

Sunday, 31 December 2017

FOR APPLICATION

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Software Development Engineers

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

ANGLO AMERICAN



Anglo American is a globally diversified mining business. Our portfolio of world-class competitive mining operations and undeveloped resources provides the raw materials to meet the growing consumer-driven demands of the world's developed and maturing economies. Our people are at the heart of our business. It is our people who use the latest technologies to find new resources, plan and build our mines and who mine, process and move and market our products to our customers around the world.

WHO WE ARE LOOKING FOR

We are looking for candidates who: have an exceptionally strong academic record; graduate at the end of 2017 with a four-year or post graduate degree in disciplines that are relevant to our business such as engineering, science, commerce, IT, risk management, sustainability and environmental studies and other mining related disciplines; demonstrate strong leadership qualities; possess drive, ambition and a passion for new challenges; actively participate in campus and community life; and want to work among the best people in the business.

HOW TO APPLY

Please apply online at www.blast.gradx.net

WEBSITE

www.angloamerican.com

APPLY AT

www.angloamerican.com

CLOSING DATE

FOR APPLICATION

Sunday, 30 July 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☐ No

LOCATION

Throughout South Africa

TYPES OF JOBS

Graduate opportunities

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

ASPECT ADVISORY



Aspect Advisory is a financial services specialist management consulting company focused on issues related to strategy, finance and earnings optimisation, and risk management. Our focus on financial services allows us to deliver high-quality solutions backed by close client collaboration and deep industry insight. Our clients include corporate, investment and retail banks, development finance institutions, wealth managers, insurers, and asset managers.

WHO WE ARE LOOKING FOR

Aspect Advisory is looking for bright, entrepreneurial and motivated individuals to join the company. Candidates should possess: a finance skill-set with a focus on banking or insurance; the ability to think strategically; a logical and creative approach to problem solving; excellent analytical skills; excellent presentation and soft-skills; and the ability to contribute to a positive working environment even during stressful times.

HOW TO APPLY

Please submit: 1. Cover letter 2. Full CV + references 3. Full academic transcript, plus school results

WEBSITE

www.aspect.co.za

APPLY AT

www.aspect.co.za

CLOSING DATE

FOR APPLICATION

Thursday, 30 November 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg

TYPES OF JOBS

Management Consulting

OPPORTUNITIES ON OFFER

Vacation/ Internship, Graduate Opportunity

DEGREES SOUGHT



PRESENTATION

Monday, 04 September 2017
11 PM | LS 3A

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

AUDITOR GENERAL OF SA



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.

WHO WE ARE LOOKING FOR

We accept candidates with Accounting qualifications.

HOW TO APPLY

Apply online and come and speak to us at the Careers Expos.

WEBSITE

www.agsa.co.za

APPLY AT

www.agsa.co.za

CLOSING DATE

FOR APPLICATION
Tuesday, 31 October 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Nationally

TYPES OF JOBS

Accounting

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

AVI LIMITED



Grow a great career with the company that grows great brands. Our company represents everything that is great about South Africa - brands, business, opportunity and diversity. Opportunity abounds, and if you are the type of person who is serious about business, AVI is the company for you. We are very proud of the history, present innovation and future prospects associated with each of our brands and businesses, and our engagement with social investment, sustainability, transformation and environmental practices. From the corporate head office to our operating environments there is a diversity of opportunities available within the group: from fishing to fashion, marketing to manufacturing, IT to innovation and more.

WHO WE ARE LOOKING FOR

We are recruiting candidates with BSc (Eng) degree in Industrial, Mechanical and Chemical Engineering, as well as IT degrees.

HOW TO APPLY

Please visit our official website and apply by registering your profile, uploading your CV and cover letter and following the instructions to apply online. Please include your academic transcript.

WEBSITE

www.avi.co.za

APPLY AT

<http://avi.recruit.co.za/candidateapp/Register>

CLOSING DATE

FOR APPLICATION
Saturday, 30 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg, Durban, Cape Town

TYPES OF JOBS

Chemical, Mechanical and Industrial Graduates and IT Graduate positions

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

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WORLD-CHANGERS WANTED

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ENJOY THE CLIMB OF YOUR LIFE

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OUR PEOPLE ARE AMAZING

We enjoy what we do and the people we work with.



WE'RE PROUD TO WORK HERE

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Interested?

Apply now:
www.joinbain.com

Select office preference(s) Johannesburg, South Africa or Lagos, Nigeria.

Submit a resume or 2 page CV; University transcripts; Matric results and a copy of your ID/passport.

- **Consultant** full-time role
- **Associate Consultant** full-time role
- **CA(SA) Training Programme** (3 years)
- **Associate Consultant Internship** (Summer & Winter vacation period)
- **Building Entrepreneurial Leadership programme (BEL)** (1st and 2nd year students)

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Make your mark. Change our world.

BAIN & COMPANY

AVIOR CAPITAL MARKETS



Avior Capital Markets is an independent, globally recognised capital markets research and trading firm.

WHO WE ARE LOOKING FOR

Qualifications include Finance, Economics and Investment Management. Candidates must have intellectual curiosity and a passion for markets.

HOW TO APPLY

Submit your updated CV, matric certificate and university transcripts to yolandi@avior.co.za

WEBSITE

www.avior.co.za

APPLY AT

www.avior.co.za

CLOSING DATE

FOR APPLICATION
Tuesday, 31 October 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town & Johannesburg

TYPES OF JOBS

Research Analyst

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☒ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

BAIN & COMPANY



Bain & Company is one of the world's leading management consulting firms. We work with top executives to help them make better decisions, convert those decisions to actions and deliver the sustainable success they desire. For more than 40 years, we've been passionate about achieving better results for our clients—results that go beyond the financial and are uniquely tailored, pragmatic, holistic and enduring.

WHO WE ARE LOOKING FOR

We are looking for motivated and passionate students across all faculties: 3rd & 4th year, Honours and Masters within Commerce, Finance and Engineering.

HOW TO APPLY

For full time and internship, applications please visit www.joinbain.com, select office preference(s) Johannesburg, South Africa or Lagos, Nigeria. Submit your CV/resume, academic transcripts; motivating cover letter and a copy of your ID/Passport online.

WEBSITE

<http://bain.com/>

APPLY AT

www.joinbain.com

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg & Lagos

TYPES OF JOBS

Consulting

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

Baker Tilly Greenwood is a large audit, accounting and consultation firm in Cape Town. Baker Tilly Greenwood is an independent network firm of Baker Tilly International. Through our dedicated range of services we provide peace of mind in a changing world.

People are our priority. Regardless of whether you are a client or an employee, it is important to us to make sure that your expectations are exceeded.



For more information, contact us at 021 410 8500
or send an email to info@bakertillygreenwoods.co.za

www.bakertillygreenwoods.co.za

An independent member of Baker Tilly International

BAKER MCKENZIE



Baker McKenzie defined the global law firm. In fact, global is the first word people associate with Baker McKenzie because we were established to offer a genuinely global perspective and operate without boundaries around the world. We are a unique law firm that offers a training experience that no other firm can match. Central to that is the global setting in which we work, with offices in 77 locations worldwide. Our size in Johannesburg means that we can offer candidate attorneys the scope and scale of work they would expect from a major international law firm, yet in an environment that is friendly and supportive.

WHO WE ARE LOOKING FOR

Candidates must have or be studying towards a LLB degree.

HOW TO APPLY

Submit your application online. This should include your CV, a recent head and shoulders photo, a copy of your ID, full academic records (including Matric certificate), two reference letters and a letter of motivation.

WEBSITE

www.bakermckenzie.com/en/locations/emea/south-africa

APPLY AT

www.bakermckenzie.com/southafricacandidateattorney2019

CLOSING DATE FOR APPLICATION

Wednesday, 31 May 2017

SA CITIZENSHIP REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg

TYPES OF JOBS

Candidate Attorney (2019)

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

BAKER TILLY GREENWOODS



Baker Tilly Greenwood is one of the oldest and largest independent auditing, accounting and consulting firms in Cape Town. The firm focuses on a diversity of clients throughout South Africa, covering a comprehensive range of services with a personal approach. An independent member firm of Baker Tilly International, we operate within South Africa with associated independent member firms in Johannesburg and Durban. Integrity, trust and commitment are core values of our firm, and have been key features in our ongoing growth and success.

WHO WE ARE LOOKING FOR

Baker Tilly Greenwood is looking to appoint graduates who studied either BBusSc and BCom (CA stream). We need team-players who have a good academic record, possess strong verbal and written skills, are able to relate to clients on all levels, can work under pressure and are capable of setting goals and paying attention to detail.

HOW TO APPLY

E-mail CV and full academic transcripts to recruitment@bakertillygreenwoods.co.za or apply online.

WEBSITE

www.bakertillygreenwoods.co.za

APPLY AT

www.bakertillygreenwoods.co.za

CLOSING DATE FOR APPLICATION

Friday, 29 September 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Finance

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

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Best Career Service Rating
universum



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Global Student Survey 2016
Career Services Satisfaction
universum



- Jointly Awarded Best Work Readiness Initiative 2015
- Awarded Best Careers Service 2010, 2011, 2012, 2013, 2014, 2015, 2016
- Awarded Best Careers Fair 2010, 2011, 2012, 2013, 2015, 2016

BDO SOUTH AFRICA INCORPORATED



AUDIT • ADVISORY • TAX

Our client base crosses a wide range of industries, and our 350+ audit staff in the four major business cities of South Africa, are able to apply skills and specialisations which benefit the business as a whole, no matter where you need it. Whether the audit is a legislative requirement or commissioned for a special purpose, we are committed to a high level of service and expertise. At BDO, we make it a priority to provide our interns and entry level professionals with mentorship, flexibility, and learning opportunities.

WHO WE ARE LOOKING FOR

Candidates who have obtained a Certificate in the Theory of Accounting (CTA) or equivalent qualification. This is a post-graduate course that focuses on Accounting, Auditing, Taxation and Financial Management. The course takes a minimum of one year and must also be completed at a SAICA-accredited university.

HOW TO APPLY

Our recruitment process is standard and straight forward, as long as you meet the requirements set and fit into our culture, you will have no problems joining our family. Log onto our career portal through our website and follow the simple process.

WEBSITE

www.bdo.co.za

APPLY AT

www.bdo.co.za

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg, Cape Town, Durban and Pretoria

TYPES OF JOBS

Audit Trainees, Tax Trainees, SAIPA learnerships, Risk Advisory & Wealth Advisory

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

BELL OAK INVESTMENT (PTY) LTD



Tagtron Solutions, a partner of Bell Oak Investment, is a 100% South African company, based near Atlantis in the Western Cape with a young and innovative Research & Development Company bringing together the latest European technology and South African expertise. We specialise in: Electronic Article Surveillance (EAS), Tagtron Solutions markets, installs and maintains Electronic Article Surveillance (EAS) products, including hardware equipment, a growing range of tags, consumables and anti-theft solutions; Radio Frequency Identification (RFID); Tagtron's RFID solutions can be integrated into third-party management solutions.

WHO WE ARE LOOKING FOR

All Engineering & Technology-related degrees.

HOW TO APPLY

Send your CV to info@tagtron.co.za

WEBSITE

www.belloak.co.za

APPLY AT

www.tagtron.co.za

CLOSING DATE

FOR APPLICATION
Friday, 15 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Nationally

TYPES OF JOBS

Engineering

OPPORTUNITIES ON OFFER

Vacation/ Internship

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



BOWMANS

THE VALUE OF KNOWING

Do your articles at a leading Pan-African law firm. Apply your knowledge, assess your interests, and get practical training and access to top lawyers and clients.

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twitter.com/Bowmans_Law

BOWMANS



Bowmans is a leading PAN-African law firm specialising in commercial law. We have a long history of providing specialist legal services to clients across the African continent and around the world. Our lawyers specialise in the sectors of corporate law, banking and finance law and dispute resolution. The culture at Bowmans ensures that the we work in an environment which is friendly, warm and open to sharing knowledge.

WHO WE ARE LOOKING FOR

We accept applications for students studying towards a degree in BCom Law; BA Law; BSocSci; BAcc LLB and Postgraduate LLB. We look for well-rounded individuals who have a high standard of academic achievement and are both commercially and socially aware. They must be team workers and have a passion for law, but also willing to apply their minds to complex matters.

HOW TO APPLY

Apply online.

WEBSITE

www.bowmanslaw.com

APPLY AT

www.bowmanslaw.com/careers/graduate-opportunities/

CLOSING DATE FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg and Cape Town

TYPES OF JOBS

Articles of Clerkship

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

CITIBANK



Citi provides consumers, corporations, governments and institutions with a broad range of financial products and services. We have an open and collaborative culture that runs on teamwork and encourages continuous networking across our various geographies, businesses, and functions.

WHO WE ARE LOOKING FOR

Various qualifications and skills

HOW TO APPLY

Visit our website for vacancies and filter your search to your local region.

WEBSITE

www.citi.com

APPLY AT

Oncampus.citi.com

CLOSING DATE FOR APPLICATION

Wednesday, 15 November 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Banking, finance, compliance, HR, IT, law, public affairs, general services

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

CLIFFE DEKKER HOFMEYR



At Cliffe Dekker Hofmeyr (CDH) we believe in partnerships. As one of the largest business law firms in South Africa, the partnerships we cherish & value the most are those we have forged through time & experience with our clients, our people & our communities. We are committed to providing a high degree of client care & relationship management. Getting to know our clients is our priority. In this way, we are able to support their strategic & operational needs by offering high quality legal advice across our full range of legal services tailored to their requirements. We have the depth of skills to respond to a client's business operations locally & anywhere else in the world.

WHO WE ARE LOOKING FOR

We are looking for candidates with a qualification in law (preference is not attached to either type of law degree). We are looking for candidates we can consider to be 'all-rounders', i.e. individuals with a solid academic record, good communication skills, interests in areas outside of their studies and individuals who actively contribute to their communities. We value integrity, a positive attitude, a willingness to embrace the firm and a commitment to contribute to a successful partnership.

HOW TO APPLY

Apply online.

WEBSITE

www.cliffedekkerhofmeyr.com

APPLY AT

www.apply4law.co.za

CLOSING DATE FOR APPLICATION

Friday, 19 May 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town and Johannesburg

TYPES OF JOBS

Candidate Attorneys

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

CLYDE & CO



Clyde & Co is a dynamic, rapidly expanding global law firm focused on providing a complete legal service to clients in our core sectors. With over 1800 lawyers operating from 45+ offices globally, we advise on a wide range of contentious and transactional matters. At Clyde & Co in South Africa, we know the importance of maximizing our candidates' exposure to all aspects of our specialised practice and providing them with the appropriate guidance and training to ensure a meaningful articling experience. We take a teamwork approach. Candidate attorneys are given the opportunity to work closely with both associates and partners, while being given the freedom to act independently. A healthy balance is maintained between theoretical and practical tasks.

WHO WE ARE LOOKING FOR

We are looking for intelligent and motivated candidates with excellent communication skills and a consistently strong academic record. You should be able to work independently or in a team and are expected to display common sense and initiative. You should have strong analytical skills, welcome responsibility at an early stage, and have good commercial acumen.

HOW TO APPLY

In order to apply for articles or a vacation scheme, complete our online application form.

WEBSITE

www.clydeco graduates.com

APPLY AT

www.clydeco graduates.com/apply/apply

CLOSING DATE FOR APPLICATION

Monday, 22 May 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg and Cape Town

TYPES OF JOBS

Article Clerkships and Vacation Placements (Law only)

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



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CORONATION FUND MANAGERS



Coronation Fund Managers is an independent asset management company that was founded almost a quarter of a century ago in 1993. As a pure fund management business, we know that our people are the heart of our DNA - a group of talented professionals with an extraordinary blend of skills, insights and passion. Teamwork, long-term thinking and continuous learning that is actively encouraged by the company are all key components of our culture. Headquartered in Cape Town, we are one of the largest managers of third party assets in South Africa. We also have offices in London and Dublin.

WHO WE ARE LOOKING FOR

We are looking for individuals who are ambitious, highly energetic and keen to take on additional responsibilities in a dynamic environment. Team effort and accountability are important. There are various internship opportunities throughout the year, mainly in the Retail and Operations areas of the business. The ideal students should have the following, but not limited to: BCom Economics, BCom Accounting, Information Systems or Computer Science or BBusSc Finance.

HOW TO APPLY

To apply, please visit www.coronation.erecruit.co.za

WEBSITE

www.coronation.com

APPLY AT

www.coronation.com

CLOSING DATE

FOR APPLICATION
Tuesday, 31 October 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Retail and Operations areas

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☒ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

COX YEATS ATTORNEYS



Cox Yeats is a leading firm of attorneys which offers a wide range of commercial and personal legal services. To give the best service to our clients we believe that it is essential to understand their objectives and to deal with their legal affairs in the context of their overall requirements.

WHO WE ARE LOOKING FOR

As an award-winning law firm and an excellent teaching establishment, we're always on the look out for bright young minds. We're seeking confident, excited, positive graduates to join us in offering tailor-made legal solutions of the highest standard. We invite top candidates to apply to us for consideration for vacation work or articles.

HOW TO APPLY

Please visit our website and click on our careers tab to upload your application.

WEBSITE

www.coxyeats.co.za

APPLY AT

www.coxyeats.co.za

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Durban

TYPES OF JOBS

Attorneys

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

MY CAREER AT CORONATION

SINOVUYO NDALENI (22)

is an analyst and member of Coronation's fixed income team. She received a bursary from Coronation while studying at UCT, and joined the company after graduating in 2016.



Why did you choose a career in investing?

I always enjoyed maths, and when we did a financial maths segment in high school, I realised that I wanted to work in the financial services industry. I wasn't sure which part of the industry, until the second year of doing my Bachelor of Business Science degree. I specialised in quantitative finance and one of my courses intensively covered how to price bonds, equities and choose your investments. I then knew I wanted to work in investment management.

What do you like about working at Coronation?

I like the diversity and different skillsets each member of the team brings to the table. I enjoy the unique perspectives of each individual and how we debate to support our views. As much as we are different, we work together as a team to reach a common goal.

What support are you getting from Coronation?

Coronation offers mentorship for all its new employees and I have my own mentor. I meet up with her to update her about the new responsibilities I have taken on, how I was adapting and to discuss any issues I may have. As new employees, we also go through group coaching where we meet and share our experiences. The group coaching sessions allowed me to interact with people from different departments in the company and to take initiative in owning the responsibilities

handed to me. These sessions were instrumental in making me aware of my strengths and weaknesses, the importance of balancing work and other aspects of life, and embracing change. The fixed income team also helped me ease in well and answered any queries I had with regards to what my role entailed.

What do you love about what you do?

I enjoy interacting with the smart people I work with, who have given me a wealth of knowledge about the industry and life in general. I thrive on the constant flow of information and enjoy the challenge of thinking on my feet when the markets move.

Who would enjoy working for Coronation?

Someone who is curious, and always asking the 'what, why and how' questions. You need to be able to work in a team yet remain an individual thinker.

What advice would you give grads starting out in their first job?

Your first job is a lot like university in the sense that you are still continuing your learning journey. As an individual you never stop learning. That is what your first job is about – and subsequently the rest of your working life. You need to be patient with yourself, be proactive in your learning and work towards making a contribution in your company. Don't be afraid to get out of your comfort zone and embrace the change that comes with the new responsibilities you will take on.



CORONATION
TRUST IS EARNED™

CSG INTERNATIONAL



CSG International is a global industry leader in software development, implementation and management of Business Support Systems, with over 3500 employees in more than 20 countries, and 500+ clients worldwide. Join an elite Cape Town team of around 200 employees driven for success in finding innovative solutions for our company and clients delivering software and services-based solutions that enable our clients to accurately capture, manage, generate and optimize revenue, strengthen customer relationships and exploit emerging opportunities in highly complex, transformational markets.

WHO WE ARE LOOKING FOR

We are raising up two agile delivery teams of interns, one C# and one Java, that will contribute meaningfully to our 2017 delivery goals while being mentored by Senior Software Development specialists and attending certified training in business critical development processes. We are looking for passionate, motivated and creative people who are team players. Primary Skill sets: Java / C# Software Development Knowledge.

HOW TO APPLY

To apply please visit our careers page: www.csgi.com/careers. Search for position 11799 and follow the steps.

WEBSITE

www.csgi.com

APPLY AT

www.csgi.com

CLOSING DATE

FOR APPLICATION

Saturday, 15 April 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Software Development

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

CULTURAL CARE AU PAIR



Ever thought of becoming an Au Pair? With Cultural Care Au Pair you will have the unique opportunity to become part of an American host family and help care for their children while experiencing life abroad. The programme is a minimum 12 month commitment, and allows you to gain international experience, travel and study at an American college.

WHO WE ARE LOOKING FOR

If you have childcare experience and you are currently in your final year of studies please contact us.

HOW TO APPLY

Contact us on 021 422 0807 or email us on aupair.za@culturalcare.com to see if you meet our basic requirements.

WEBSITE

www.culturalcare.co.za

APPLY AT

www.culturalcare.co.za

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

United States of America

TYPES OF JOBS

Au Pair

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



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Dedicated enough to
mentor the next generation.



Educating tomorrow's technical leaders is just as important to us as coaching our own future leaders. Mentoring and teaching in our work and in our communities is how we build success in each other. This is how we do business — we call it *Working Right*.

Chase A.
Project Coordinator

Working Right. | careers.cummins.com/africa



CUMMINS AFRICA



Cummins is a global power leader that designs, manufactures, sells and services diesel and alternative fuel engines from 2.8 to 95 liters, diesel and alternative-fueled electrical generator sets from 2.5 to 3,500 kW, as well as related components and technology. Cummins serves its customers through its network of 600 company-owned and independent distributor facilities and more than 7,200 dealer locations in over 190 countries and territories.

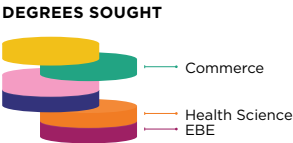
WHO WE ARE LOOKING FOR
Final year of study of a Bachelor's degree or a postgraduate degree in Mech or Electrical Engineering, Human Resources/Industrial Psychology, Information Technology, Project management, Commerce, Finance, Sales marketing, Industrial Engineers & Communications, Supply chain/logistics.

HOW TO APPLY
Apply online

WEBSITE
www.cummins.com
APPLY AT
careers.cummins.com
CLOSING DATE
FOR APPLICATION
Thursday, 31 August 2017
SA CITIZENSHIP
REQUIRED?
☒ Yes ☐ No
LOCATION
Johannesburg

TYPES OF JOBS
Various roles

OPPORTUNITIES ON OFFER
Internship, Graduate Opportunity



EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

DEFY APPLIANCES



Defy Appliances is a South African white goods manufacturing company and is the largest manufacturer and distributor of major domestic appliances in Southern Africa. During the past 80 years, Defy has taken a leading role in appliance manufacturing, pioneering among others, the manufacture of gas stoves, washing machines; tumble dryers; continuous clean ovens and convection ovens in South Africa.

WHO WE ARE LOOKING FOR
We are looking for BSc Mechanical Engineering graduates who are innovative and have strong analytical and numeric skills.
HOW TO APPLY
Please submit your CV and academic transcripts to: hr@defy.co.za

WEBSITE
www.defy.co.za
APPLY AT
www.defy.co.za
CLOSING DATE
FOR APPLICATION
Tuesday, 31 October 2017
SA CITIZENSHIP
REQUIRED?
☒ Yes ☐ No
LOCATION
Durban

TYPES OF JOBS
R&D, Quality, Production

OPPORTUNITIES ON OFFER
Graduate Opportunity



PRESENTATION
Wednesday, 23 August 2017 |
5 PM | LS 3A

EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

What we do

We are a global leading advisory and investment firm specializing in the telecoms, media and digital space (TMD), with offices located in the Middle East, Africa, Europe, Asia, Latin America and the U.S.A.

We partner with global and regional telecom operators, digital players and other TMD clients to help address their most challenging strategic issues, offering a unique combination of the following:



Management Consulting



Corporate Finance



Investment Activities

Our people

- 200+ professionals located around the globe
- Over 50 nationalities speaking over 45 languages
- Recruited from the most prestigious universities and business schools in the world
- Eager to form and develop their career paths in a dynamic and rapidly-changing environment



What makes a career at **Delta Partners** unique?



Geographical exposure

52% of our employees have had the chance to work over cross-regions



Cross-platform rotation

One in three has moved between more than one business line



Accelerated career growth

Two promotion cycles per year. In 2015, 80% of employees received promotions



Competitive compensation

Top-paying firm for graduates in each one of our locations



Great work environment

Regular social events as well as several policies in place that enhance work-life balance



Learning opportunities

30% of MBA applicants received scholarships in 2015. We also offer 100+ on-site and off-site trainings

DELOITTE

Deloitte.

Deloitte is one of the leading professional services organisations. We specialise in providing Audit, Business-Process-as-a-Service, Tax, Consulting, Risk Advisory, & Corporate Finance Services. We serve clients in a variety of industries from financial services to consumer business, energy, mining & manufacturing, tourism, technology, media & telecommunications & the public sector. Deloitte professionals are unified by a collaborative culture that fosters integrity, outstanding value to clients, commitment to each other, & strength from cultural diversity. We enjoy an environment of continuous learning, challenging experiences, & enriching career opportunities.

WHO WE ARE LOOKING FOR

We recruit from the following fields: Actuarial, Mathematics, Quantitative, Information Technology, Data Analytics, Risk Management, Financial Accounting 3 with Honours in Taxation, Economics, Internal Audit, Finance & Investment, BSc Computer Science, Information Systems, Industrial Engineering, LLB.

HOW TO APPLY

Apply online (search under "careers" and then click on students).

WEBSITE

www.deloitte.com

APPLY AT

www.deloitte.com/za

CLOSING DATE

FOR APPLICATION
Friday, 15 December 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg, Cape Town

TYPES OF JOBS

Banking, Finance, IT, Consulting, Analytics, Internal Audit

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☒ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☒ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

DELTA PARTNERS GROUP

DELTA PARTNERS

Delta Partners is the leading Advisory and Investment firm specializing in Telecoms, Media and Digital with offices in the Middle East, Africa, Europe, Asia and the Americas. The group operates globally and covers the emerging and high-growth economies. Our unique combination of Management Advisory, Corporate Finance and Investment Services creates unparalleled value for our clients, investors and business partners. Delta Partners' advisory team leverages its industry expertise, unique intellectual capital and 360-degree view of the TMD industry to help its clients solve their most-challenging strategic questions. We work with global and regional telecom providers, digital players and other TMD clients on a wide range of topics.

WHO WE ARE LOOKING FOR

We are looking for graduates with strong academics in a business-related discipline with majors in Finance, Economics or Engineering. Strong analytical and numeracy skills as well as innovative thinking are core qualities required.

HOW TO APPLY

Upload your CV and cover letter to the online application form on our website.

WEBSITE

www.deltapartnersgroup.com/careers-delta-partners/graduates-students

APPLY AT

<https://deltap.taleo.net/careersection/ex/jobsearch.ft!?lang=en&portal=101430233>

CLOSING DATE FOR APPLICATION

Sunday, 30 April 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Management Consulting

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

DEVERE ACUMA



As an independent financial consultancy with a truly global presence, deVere Group prides itself in offering clients a world-class and results-driven service. Established in 2002 by CEO Nigel Green, deVere is now one of the world's leading independent international financial consultancies. With well over 80,000 clients in more than 100 different countries -and in excess of \$10 billion under advice and administration -deVere Group aims to maintain its place at the forefront of the industry. Licensed and regulated by the FSB, deVere Acuma has been operational since 2008. It also forms part of deVere Group; finding itself at a strategic vantage point to offer its clients unrivaled market knowledge and exclusive financial planning solutions that are exclusively available to deVere clients.

WHO WE ARE LOOKING FOR

We are looking for top talent to join our teams across Africa. The perfect candidate would be highly focused, driven and passionate about their career in financial services. We are also in search of individuals with a proven track record in sales and a hunger for success. If you have international experience or an international mind-set and are looking for a new challenge in the world of finance; then this could be the perfect opportunity for you.

HOW TO APPLY

Please submit your CV, cover letter and full academic transcripts to recruitmentsa@devere-acuma.co.za

WEBSITE

www.devere-group.com

APPLY AT

www.devere-acuma.co.za/

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town, Johannesburg, Durban, Botswana, Zambia, Zimbabwe and Ghana

TYPES OF JOBS

Finance and Sales

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☒ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

DIMENSION DATA - BRITEHOUSE



Britehouse, a division of Dimension Data, is a global leader in the provision and management of specialist IT Solutions and Services. With operations in over 58 countries, over 23,000 employees and over 6,000 clients - coupled with our deep understanding of the global business and technology landscape - we help accelerate the achievement of our client's business goals.

WHO WE ARE LOOKING FOR

We are looking for students who are majoring in Technology and Engineering.

HOW TO APPLY

Please submit your CV to michelle.esteves@britehouse.co.za and martha.sayi@britehouse.co.za

WEBSITE

www.britehouse.co.za

APPLY AT

www.britehouse.co.za

CLOSING DATE

FOR APPLICATION
Wednesday, 15 November 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg, Capetown, Port Elizabeth, Durban, Pretoria

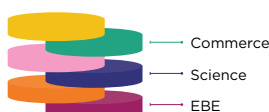
TYPES OF JOBS

Consulting

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

EFFCOMM SA PTY LTD



Effcomm SA is a Software Development company which caters to clients both locally and abroad.

WHO WE ARE LOOKING FOR
BSc degree in Computer Science, Engineering or Information Systems.

HOW TO APPLY
Please submit your CV and any supporting documentation to info@effcomm.com

WEBSITE

www.effcomm.com

APPLY AT

www.effcomm.com

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

**SA CITIZENSHIP
REQUIRED?**

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

Software Development

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

ELECTRUM PAYMENTS



Electrum builds software that represents the next generation of payments technology. Founded in Cape Town by some of South Africa's most experienced and innovative payments technologists, today our team includes the top payment experts in the region. Our customers include two out of Africa's top three retailers, South Africa's fastest growing retail bank, the largest drug store chain in South Africa, and the most cost effective money transfer company in South Africa. Our work environment is relaxed yet results-driven, encouraging creativity and collaboration. Additional benefits include: your own MacBook Pro, free healthy, cooked lunch, Friday drinks, flexible working hours, awesome offices and highly competitive games of table tennis.

WHO WE ARE LOOKING FOR

Electrum hires extremely smart people and offers great opportunities for personal growth and career progression. Please chat to us if you are a third year or Honours student in Computer Science. We have mid-year and end of year internship opportunities available, as well as full-time positions for graduates.

HOW TO APPLY

If you wish to apply please send your CV and academic transcripts to careers@electrum.co.za

WEBSITE

www.electrum.co.za

APPLY AT

<http://electrum.co.za/careers>

CLOSING DATE

FOR APPLICATION
Friday, 22 December 2017

**SA CITIZENSHIP
REQUIRED?**

☒ Yes ☐ No

LOCATION

Woodstock, Cape Town

TYPES OF JOBS

Software Development, Payments

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

calling all law
students
to apply for
articles



go to ENSafrica.com to send us your CV and include:

- a cover letter
- your ID
- academic transcripts
- two references

Africa's largest law firm
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ens AFRICA

ENSAFRICA



ENSAfrica is Africa's largest and fastest growing commercial law firm. Our success stems from a difference in approach - we're not about grey suites and old school ties; we focus on problem-solving and are passionate about creativity, excellence and client service. We believe that there is strength in diversity and we're into developing our people; after all, our people are our only assets. We love what we do, because of who we do it with - we are about being in Africa, for Africa. The work we do encompasses the full spectrum of commercial law, from mergers and acquisitions (M&A), competition, employment and insolvency, to commercial litigation, property, environmental, forensics, IP, tax, oil and gas, mining and finance. There's something for everyone here.

WHO WE ARE LOOKING FOR

We look for problem solvers who always find innovative solutions when faced with an obstacle, people who challenge the status quo to make things that little bit better or more edgy for our clients. ENSAfrica employees are diverse, brave individuals, unfazed by what has been done before and what others may think cannot be done - they are truly looking to add value and make a difference to the less fortunate in our society, and to one another

HOW TO APPLY

Complete the form on our website at www.ENSafrica.com/recruitment.

WEBSITE

www.ensafrica.com

APPLY AT

www.ensafrica.com

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg, Durban, Cape Town, Stellenbosch, Namibia

TYPES OF JOBS

Legal

DEGREES SOUGHT



OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

ENTELECT SOFTWARE (PTY) LTD



Entelect, with a head office in Melrose Arch, Johannesburg, is South Africa's leading software engineering and solutions company. Entelect assists the world's best companies in the delivery of customised software solutions that differentiate them in the marketplace. Our solutions enable our clients to meet the rapidly changing demands of their businesses and stay competitive. With a team of over 300 software engineers, we have for the last 16 years been delivering and solving the most demanding software problems, across all industry sectors.

WHO WE ARE LOOKING FOR

BSc, BCom or BSc Eng in Computer Science, Software, Information Systems or Electronic-related sciences. A postgraduate degree would be advantageous. Applicants should have excellent academic results.

HOW TO APPLY

Applicants should apply online via our website. Alternatively, CV's and academic transcripts can be sent to career@entelect.co.za

WEBSITE

www.entelect.co.za

APPLY AT

www.entelect.co.za/DirectoryDisplay/CareersDirectory.aspx

CLOSING DATE

FOR APPLICATION

Tuesday, 21 November 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg & Centurion

TYPES OF JOBS

Information Technology

DEGREES SOUGHT



OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

ERNST & YOUNG

Our shared values inspire our people worldwide and guide them to do the right thing, and our commitment to quality is embedded in who we are and in everything we do. Our values define who we are: People who demonstrate integrity, respect and teaming. People with energy, enthusiasm and the courage to lead. People who build relationships based on doing the right thing. They are the fundamental beliefs of our organization and guide the actions and behaviors of each one of us. They influence the way we work and interact with each other, as well as the way we serve our clients and engage with all our stakeholders. Our values underpin our peer-based global awards program, 'Better begins with you'.

WHO WE ARE LOOKING FOR

We are looking for academically strong graduates in business-related disciplines such as Finance, Economics and Actuarial Science.

HOW TO APPLY

Please apply via our website. The application process and requirements are outlined online.



WEBSITE

www.ey.com

APPLY AT

www.ey.com

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Finance, IT, Branding and Marketing, HR

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Vacation/ Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

EVERSHEDS SUTHERLAND



Eversheds Sutherland is one of the world's largest full service law firms with 61 offices across 29 countries around the world. Eversheds Sutherland represents the coming together of two firms with a shared ethos and commitment to client service excellence. We are known for our business savvy and industry intelligence and for providing innovative and tailored solutions for every client. We have two offices based in Johannesburg and one in Durban. We are a modern progressive law firm, we set ourselves apart with our people and culture. Our offices in South Africa specialise in litigation, employment, intellectual property, commercial, corporate, banking, tax, IT, company secretarial work, environmental law and fiduciary services.

WHO WE ARE LOOKING FOR

We are looking for LLB graduates with strong academic performance, a proactive mind-set, outstanding problem-solving, strong interpersonal skills, commitment to excellence, able to work with others and a passion for a law career.

HOW TO APPLY

Please submit your CV, motivational letter and copy of your ID to careers@eversheds-sutherland.co.za

WEBSITE

www.eversheds-sutherland.com/southafrica

APPLY AT

www.eversheds-sutherland.com

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg and Durban

TYPES OF JOBS

Legal

OPPORTUNITIES ON OFFER


Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



**Will you wait
for the future
to happen, or
take a hand in
shaping it?**

Whenever you join, however long you stay, the exceptional EY experience lasts a lifetime. Exceptional careers are often defined by their beginnings. Begin your career with EY and you will gain the contacts, experiences and perspectives that will define your future.

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**The better the question. The better the answer.
The better the world works.**



**Building a better
working world**

FAIRBRIDGES WERTHEIM BECKER ATTORNEYS



Established in 1812, Fairbridges Wertheim Becker is the oldest law firm in Africa. The firm's offices are in Cape Town, seat of South Africa's Parliament and capital city of the Western Cape Province, and in Johannesburg, commercial centre of the country and capital of Gauteng Province. Fairbridges Wertheim Becker has a well-established local and international client base, and offers a full range of sophisticated professional legal services with extensive links with the public, private, financial, industrial, and corporate sectors. The firm is able to service the needs of its local and international clients, not only in South Africa itself, but throughout the Southern African sub-continent.

WHO WE ARE LOOKING FOR

We are looking for LLB graduates -a postgraduate degree is an advantage but not essential. The ideal candidate has achieved a good academic record, is involved with community projects and other activities, has excellent verbal and written abilities and have strong research skills.

HOW TO APPLY

Email required documents listed on our website to: Anette Rezelman at arezelman@fairbridges.co.za

WEBSITE

www.fwbattorneys.co.za

APPLY AT

www.fwbattorneys.co.za

CLOSING DATE

FOR APPLICATION

Sunday, 30 April 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town and Illovo
Gauteng

TYPES OF JOBS

Candidate Attorney

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

FASKEN MARTINEAU



Fasken Martineau is a leading international business law and litigation firm. Tracing our roots back to the mid-1800s, our firm was founded through the merger of three regional Canadian icons in 2000. Today we have eight offices with more than 700 lawyers across Canada and in the UK and South Africa. While we take pride in each of these acknowledgements, we take our greatest satisfaction from our clients who continue to entrust us with their most pressing matters. We aim to see legal issues in the context of our clients' broader business issues. We have created a firm that is nimble, entrepreneurial and responsive to the global pressures facing our clients. Our success depends on the success of our clients.

WHO WE ARE LOOKING FOR

LLB Degree with above average grades.

HOW TO APPLY

Please apply online and include a full academic transcript.

WEBSITE

www.fasken.com

APPLY AT

<http://fasken.erecruit.co.za>

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Sandton

TYPES OF JOBS

Candidate Attorney Articles

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



“As a junior lawyer at Fasken Martineau, you work directly with and are trained and mentored by a variety of **leading legal specialists.**”

- Ingrid Rogers, Associate



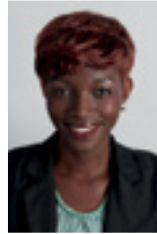
“Being a Candidate Attorney at Fasken Martineau does not only come with prestige of a prominent firm, but you are equipped with **skills that are unmatched.**”

- Thato Mashishi, Candidate Attorney



“At Fasken Martineau, you are not merely a statistic, **you are a role player.**”

- Zaid Mahomed, Candidate Attorney



“Fasken Martineau encourages its members to be themselves at all times, inevitably, **the members perform their best!!!**”

- Precious Mudau, Associate

Your legal career starts here.

Fasken Martineau is one of the world's leading international business law and litigation firms with over 700 lawyers in eight offices across South Africa, the United Kingdom and Canada.

We provide a professional and vibrant work environment for our vacation students, candidate attorneys, lawyers and staff. Our highly specialised team of lawyers balances excellence in the workplace with a commitment to a fulfilled life outside of it.

For more information, and to apply for bursaries, vacation work and articles, please visit fasken.erecruit.co.za



FIRST NATIONAL BANK



FNB is the oldest bank in South Africa and can be traced back to the Eastern Province Bank formed in Grahamstown in 1838. Today, FNB trades as a division of FirstRand Bank Limited. When looking at FNB's history, two things in particular stand out. The first, is a story of survival - different circumstances in South Africa have posed many great challenges in our history, all of which FNB has successfully met. This track record provides a strong foundation for our future challenges.

WHO WE ARE LOOKING FOR

We are continually searching for hardworking, talented individuals who share our values & can grow with us. If you are such an individual, please register & apply for vacancies listed on their site that you believe match your skills, qualifications & ambitions.

HOW TO APPLY

Apply online.

WEBSITE

www.fnb.co.za

APPLY AT

www.fnbgrad.mobi

CLOSING DATE

FOR APPLICATION
Thursday, 24 August 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg, Cape Town

TYPES OF JOBS

Banking, Finance, IT, Quants

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☒ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

FIRSTRAND BANK LIMITED



Talented individuals who love challenges, are motivated to add value and have innovative ideas will always find a home at FirstRand. 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: A 4-in-1 experience for exposure, experience, skills and knowledge.

WHO WE ARE LOOKING FOR

CA candidates: Completing Honours in either BBusSc degree (CA Stream) / BCom Accounting. Quants candidates: Completing Honours in BSc (Actuarial Science) / BBusSc degree with Honours in Mathematical Statistics.

HOW TO APPLY

Please prepare the following to upload onto our site below: CV; motivational letter; detailed academics for all your years of study; and Matric certificate.

WEBSITE

www.my4in1.com

APPLY AT

www.my4in1.com

CLOSING DATE

FOR APPLICATION
Thursday, 31 August 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg, Gauteng

TYPES OF JOBS

Banking & Finance

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

For a future extraordinary.

Join the FNB Graduate League.

The FNB Graduate League is no ordinary graduate programme. Because FNB is no ordinary Bank: as the coolest banking brand; we're also a Telco and an Insurer and we never stop asking what next? We hire extraordinary people such as IT specialists, Engineers, Finance and Accounting gurus; Actuaries and Statisticians (even a Phd in Organic Chemistry!) into permanent roles through the grad programme, and teach them how to innovate their way to an amazing career.

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.

So, for a career extraordinary submit your CV and academics at www.fnbgrad.mobi before August 25, 2017.

Want a sneak peak into the world of FNB? Apply to join the Future League Week taking place between 3 – 7 July, by submitting your application before June 15, 2017 on www.fnbgrad.mobi

To find out more, check out the **FNB Careers page**.



FNB
First National Bank

www.fnbgrad.mobi

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how can we help you?

FTI CONSULTING



FTI Consulting is a global business advisory company, dedicated to helping organisations navigate and manage a wide variety of complex issues. Established in the US in 1982, FTI has grown into a company of more than 4,700 staff in 29 countries with expertise in five areas: economic and financial consulting; forensic and litigation consulting; corporate finance; strategic communications; and technology. We are passionate about recruiting, developing and training the best people. In South Africa, we are looking for people to join our Economic and Financial Consulting team. The people we hire would initially be based in our offices in Cape Town and Johannesburg, with potential opportunity in the future to undertake secondments elsewhere in the world.

WHO WE ARE LOOKING FOR

We are looking for hardworking candidates who can demonstrate strong academic performance, team work, leadership and initiative. In particular, we are looking for people with strengths in the following areas: structured and logical thinking; analytical and numerical skills; the ability to explain complex concepts simply and clearly and attention to detail.

HOW TO APPLY

Please log onto our careers portal and search for job listings in South Africa. You will be required to upload your CV and a covering letter.

WEBSITE

www.fticonsulting.com

APPLY AT

www.fticonsulting.com/careers/students/how-to-apply

CLOSING DATE FOR APPLICATION

Thursday, 31 August 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town and Johannesburg

TYPES OF JOBS

Economic and financial consulting

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

GETSMARTER



GetSmarter offers online short courses in collaboration with the world's leading universities. We aim to improve lives through better education by helping working professionals stand out from the crowd. Improve lives through better education, whether it's our own, a colleague's or a customer's. It's this purpose that unites us as a team. Our team of over 300 in-house employees and 90 industry experts has successfully changed the lives of over 40,000 customers to date. This is what makes us the premium providers of continuing education. We believe that a community of motivated, healthy and happy employees is key to a thriving team. This is why we place huge importance on the culture at GetSmarter and creating an environment that brings out the best in our team.

WHO WE ARE LOOKING FOR

Although tertiary qualifications are important, we hire based on our values. Candidates who; can balance relationships with honesty, honour learning, offer colleagues and customers heroic support and love playing to win. If this is you, then your journey starts here.

HOW TO APPLY

All application information can be accessed via our website. It is easy to use, and walks you through the process step by step. Feel free to email hr@getsmarter.com for more details.

WEBSITE

www.getsmarter.com

APPLY AT

www.getsmarter.com/careers

CLOSING DATE FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Digital Marketing, Content Creation, Copywriting, Course writing, Systems Development and Finance.

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

At Grant Thornton, exceptional people are empowered to make a real difference.

Our culture ignites and fosters high performance. We're passionate about our clients' success – and we care deeply about our work and each other. We're committed to our people, our clients and the communities we live in to make a difference.

For graduates, Grant Thornton is a firm where you can derive meaning, challenge and opportunity from the work you do. We want you to become the best you can be. You'll be actively encouraged to develop your skills, working with our transformational leaders and engaging in Grant Thornton's structured learning programs. You'll gain exposure to clients on multiple projects, experience fresh approaches and be actively encouraged to progress your career. Plus, importantly, our comprehensive graduate training program will help launch you as a confident advisor.

To find out more visit:

www.grantthornton.co.za



Grant Thornton
An instinct for growth™

GRANT THORNTON



Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. Grant Thornton South Africa was established in 1920. We are leaders in our chosen markets, providing assurance, tax, advisory and outsourcing services to dynamic organisations, including listed companies, large privately held businesses and private equity-backed organisations. We also have significant capabilities in the public sector market. Following a number of years of bumper growth we are now firmly established as the undisputed leader in the mid-tier market and the fifth largest auditing, tax, outsourcing and advisory firm in the country.

WHO WE ARE LOOKING FOR

No matter where you are in the CA stream, Grant Thornton offers you more than just an accounting traineeship. We offer you a dynamic environment, challenging work as well as exposure to a wide range of audit, tax and advisory services. You'll also benefit from a meaningful training experience, a range of social activities and the opportunity to shape your career - because you are more than just an accounting trainee. We are looking for CA stream students who will best suit our dynamic, innovative and out-of-the-box culture.

HOW TO APPLY

Apply online by submitting your CV, academic record and copy of your South African ID book.

WEBSITE

www.grantthornton.co.za

APPLY AT

www.grantthornton.co.za

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town, Johannesburg,
Pretoria, Port Elizabeth,
Durban

TYPES OF JOBS

SAICA and SAIPA Training Contracts

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



COMPANY SHOWCASE

Wednesday, 05 April 2017 |
LS Mezzanine

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

GROWTHPOINT PROPERTIES



Growthpoint Properties is Listed on the JSE and is South Africa's leading property company.

WHO WE ARE LOOKING FOR

We look for students studying toward a Property Studies qualification, Quantity Surveying & Mechanical Engineering.

HOW TO APPLY

Please submit your CV to
BFtalent@growthpoint.co.za

WEBSITE

www.growthpoint.co.za

APPLY AT

www.growthpoint.co.za

CLOSING DATE

FOR APPLICATION
Friday, 29 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg & Cape Town

TYPES OF JOBS

Retail, Industrial & Commercial

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

HOGAN LOVELLS SA



Hogan Lovells is one of the world's top 10 legal practices with over 2500 lawyers across more than 45 offices in Africa, Asia, Australia, Europe, Latin America, the Middle East and North America. Our South African office in Johannesburg has a total staff complement of around 250, with more than 100 legal professionals who are regarded as high-calibre sector practitioners, acting both within the country and across the continent. With our spread of global relationships as well as our professionals' international experience, we are perfectly positioned to offer candidate attorneys a varied and interesting work experience in preparation for a successful legal career.

WHO WE ARE LOOKING FOR

Talented, motivated people who'll embrace our vision & values & add something to our business. We've created a workplace in which the right people flourish: an exhilarating environment in which responsibility is given early, but always with the support of the people around you when you need it. Candidates should have: Excellent communication skills, both verbal & written; interpersonal skills; ability to use initiative/creativity; good analytical, problem solving & negotiation skills; ability to conduct research. A LLB degree essential.

HOW TO APPLY

Apply online at careers.hoganlovells.com. include copies of: A comprehensive CV; cover letter/ motivational letter; ID; full academic transcript; Matric certificate.

WEBSITE

www.hoganlovells.com

APPLY AT

<http://careers.hoganlovells.com/local/southafrica/Pages/GraduateRecruitment.aspx>

CLOSING DATE

FOR APPLICATION

Thursday, 30 November 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Legal

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

HORWATH ZELLER KARRO



Crowe Horwath is the difference between a 'need to have' and a 'want to have' auditing firm. Crowe Horwath is ranked in the top 10 Auditing groups worldwide, we prefer to let the quality of service delivery dictate the size of our localized firms. We provide the personal attention of a small firm, the service efficiency of a medium size and the resources and knowledge base of a multinational. Crowe Horwath is a member firm of Crowe Horwath International - a global network made up of more than 600 offices in over 120 countries. Our approach is founded upon the long term and good working client relationships whilst remaining professional and independent. Our ethic has helped us achieve our clients' success and has earned us a solid reputation in our chosen markets.

WHO WE ARE LOOKING FOR

Requirement: An Honours degree in Accounting or an accredited BCom degree and be registered for an Honours degree or equivalent with the intention of qualifying as a CA (SA); self-motivated and proactive; responsible and dedicated; professional demeanor and good communication skills; interpersonal skills; dynamic in your approach; and an eye for detail and produce precision work.

HOW TO APPLY

Please complete an application form and include a copy of your ID and university transcripts. You can complete an application form online or print a copy from our website.

WEBSITE

www.crowehorwath.co.za

APPLY AT

www.crowehorwath.co.za

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

Auditing Article, Trainee Accountant, Accounting Learnership

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



Taking you places

Start your career in the right direction

At Horwath Zeller Karro, we want all our graduate recruits to get the most out of their training and to succeed in their career. That is why we have developed a programme that combines your academic studies with the opportunity to gain practical experience.

Horwath Zeller Karro is a significant national and global player, strategically positioned to cater for the auditing, accounting and business consulting needs in all market sectors. Horwath Zeller Karro is the Cape Town office of Horwath in Southern Africa and is a member of Crowe Horwath International, represented by more than 200 independent accounting and advisory services firms in over 120 countries.

Plan your journey to success.

Let us point you in the right direction - come and talk to us!

If you believe you have the necessary qualities to become part of our dynamic team, complete our application form on-line or call our Human Resources Office at 021-481 7000 or email recruitment.ct@crowehorwath.co.za



INCLINE



We aim to provide exciting and engaging work to clever, creative local graduates giving them the experience and learning opportunities that they need to be able to make a real contribution to the SA economy. Incline works across various industries including retail, insurance and financial services. Our analysts build predictive models (using tools such as SQL, R and Excel) that deal with large data sets (millions of observations and thousands of variables) to be able to discriminate desirable from undesirable outcomes. Incline clients are based both locally and internationally allowing Incline staff to develop global connections and experience.

WHO WE ARE LOOKING FOR

We are looking for graduates or postgraduate students with strong mathematical or statistical skills who enjoy a challenge and want to step into the world of business consulting. Preference is given to Engineering, Applied Maths and Stats students. Successful applicants have the ability to think logically, problem solve and present their findings in a user-friendly and appealing manner.

HOW TO APPLY

Please submit your CV to recruitment@incline.co.za or via our website www.incline.co.za

WEBSITE

www.incline.co.za

APPLY AT

www.incline.co.za/careers

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

Analytics, Consulting

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

INTELLIGENT DEBT MANAGEMENT GROUP



Founded in 2004, the IDM Group has established itself as South Africa's leading debt management business. The IDM Group, comprising of DebtBusters, Consumer Debt Help, Insurance Busters and Bond Busters, offers expert financial advice and solutions to help consumers manage their debt. We pride ourselves on our strong client service, personalised approach and professionalism. Over 50 000 South Africans have already benefited from our assistance, making it a hugely rewarding career.

WHO WE ARE LOOKING FOR

We are always on the look out for passionate, financially savvy individuals to join our team. Our team is primarily made up of professionals and graduates, which creates an innovative, energetic and fun environment in our Cape Town office. As we grow our business, we look for graduates with strong financial acumen and analytical minds. We want hardworking people with a natural talent for customer service, a good understanding of financial services and a recognised University Degree, ideally in Finance, Management, Accounting IT, Business Science, Science, or Marketing.

HOW TO APPLY

For a quick and easy application apply online: <http://idm.cloudrecruit.io/>

WEBSITE

www.intelligentdebtgroup.co.za/admin

APPLY AT

www.intelligentdebtgroup.co.za/admin

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Finance, Client Services and Financial Advise

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



**Kick start your
career with a graduate
opportunity at Intelligent
Debt Management**

Welcome to Intelligent Debt Management

Giving South Africans a second chance towards a brighter financial future



Apply Online

<http://www.intelligentdebtgroup.co.za/our-vacancies.php>

INVESTEC ASSET MANAGEMENT



Investec Asset Management provides investment products and services to institutions, advisory clients and individuals. Our clients include pension funds, central banks, sovereign wealth funds, insurers, foundations, financial advisers and individual investors. We strive to support our employees to reach their full potential. We remain open minded to people expanding their roles, moving jobs and changing their career paths. We employ highly curious and self-motivated individuals and we believe it is this constant opportunity for new challenges within the organisation that has resulted in our high proportion of long standing employees.

WHO WE ARE LOOKING FOR

Our program is open to students who are completing/completed any degree with a particular interest in BCom, BBusSci, Engineering, Mathematics, Statistics and Actuarial Science. Must have demonstrated academic excellence with an average of 65% achieved in all subjects at university; have achieved a minimum 65% pass in English and Core Mathematics in Grade 12; and demonstrate leadership and participation in sporting and/or cultural activities.

HOW TO APPLY

Apply online. Ensure that you have the following: certified copies of your ID, academic transcripts and your grade 12 certificate.

WEBSITE

www.investecassetmanagement.com

APPLY AT

www.investecassetmanagement.com/graduate

CLOSING DATE

FOR APPLICATION

Sunday, 27 August 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Investment and Operations roles in Asset Management

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☒ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

INVESTEC BANK LTD.



Investec Bank Ltd. is an international, specialist bank and asset manager that provides a diverse range of financial products and services to a niche client base. Our Available Graduate Programmes include: CA Programme; IT Grad Programme; Global Card Payment System Grad Programme; General Grad programmes/positions. Available Vacation Programmes; CA Programme Pathfinder & Investec Navigate. Available Scholarships: CA Scholarship and IT Scholarships.

WHO WE ARE LOOKING FOR

We look for dynamic, energetic grads filled with tenacity, integrity and out of the ordinary thinking. We value individuals who in turn value our culture - that is, a can-do attitude that challenges convention. We are interested in graduates of the following programmes: CA Programme: BCom Acc; BCom CA; BBusSci; BCom Law; IT Programme: BSc Comp; BSc IS/IT; BCom IS/IT; BSc Information Engineering; General Grad Programmes: All Bachelor Degrees

HOW TO APPLY

Please apply via our online job portal for all relevant programmes/positions

WEBSITE

www.investec.co.za

APPLY AT

www.investec.co.za/grads

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg

TYPES OF JOBS

Banking, IT

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☒ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

EXPOSED TO A DIVERSE RANGE
OF INDUSTRIES AND A VARIETY
OF PROJECTS, OUR CONSULTANTS
ARE NEVER LOCKED DOWN INTO
ONE ROLE OR CAREER PATH ...

TAKE YOUR CAREER ON AN ADVENTURE

For a varied and exciting career journey,
find your fit at IQ Business.

A great place to do great work.

IQbusiness
Our team. Your advantage.

grads@iqbusiness.net | iqbusiness.net/careers

IQ BUSINESS (PTY) LTD



IQ Business is a proudly South African Management Consulting firm and our team of 500 is growing. In fact, we're all about growth - our team helps businesses grow by solving problems and finding new and better ways of doing things. Our team. Your advantage.

WHO WE ARE LOOKING FOR

Our Internship Programme provides inspired, passionate and motivated graduates with applied experiences and plenty of opportunities for growth. We offer a 12 month internship programme, starting in January 2018. Requirements: Business and/or Technology-related disciplines with majors in Finance, Risk, Quantitative Analysis, Engineering, Computer Science, Information Technology and Information Systems. Final/Fourth year students in BSc Eng (Industrial), BBusSc, BCom and BCom Honours.

HOW TO APPLY

Apply online

WEBSITE

www.iqbusiness.net

APPLY AT

www.iqbusiness.net

CLOSING DATE

FOR APPLICATION
Thursday, 31 August 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Management Consulting

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☒ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

IRI SA



IRI is one of the top 10 market research firms in the world, and the definitive leader in delivering powerful market and shopper information, analysis and foresight that leads to action and growth. In today's world, where decision-making is complex and everything is important, we help to pinpoint what matters most and illuminate how it will impact our CPG/FMCG clients' and retailers' growth initiatives. At IRI, we source, process, analyse and interpret big data and consumer behaviours to deliver meaningful market intelligence and insights, helping our clients and leading retailers deliver growth and make informed decisions about their business, marketing and brand strategies.

WHO WE ARE LOOKING FOR

We are always on the look out for great, talented individuals to join our business. Preferable Qualifications: Bus Sci Marketing; BCom Marketing; PDGM and BSc IT

HOW TO APPLY

Please submit CV & Motivation letter to Kim Sasman Joseph at Recruitment@iriworldwide.co.za

WEBSITE

www.iriworldwide.com/en-SA

APPLY AT

www.iriworldwide.com/en-SA

CLOSING DATE

FOR APPLICATION
Friday, 22 December 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town & Johannesburg

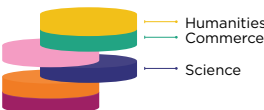
TYPES OF JOBS

Data Analytics, IT, Market Research

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

J5 SOFTWARE SOUTH AFRICA (PTY) LTD



J5 Software South Africa (previously J5 International) is a vibrant and diverse software development company whose office is based in Cape Town. We specialise in writing software for the industrial space (such as oil refineries, power plants, particle accelerators and more!). Our software is used all over the world and in multiple languages. Apart from working with a gifted group of people, you can look forward to the following: Working with cutting-edge technologies; growth in your career; international travel opportunities; table tennis tournaments; team lunches (a great way to get to know your team). Some of the programming languages we use are: Python (we like Python!); React Redux using ECMAScript6, Javascript, (A little Java) and a little C# to name but a few!

WHO WE ARE LOOKING FOR

Excellent candidates with one of the following qualifications: BSc Maths, Applied Maths, Computer Science, Engineering (with Computer Science major), preferably with Honors.

HOW TO APPLY

Email your CV, cover letter and academic transcripts to jobs@j5int.com or apply online via our website.

WEBSITE

www.j5int.com

APPLY AT

www.j5int.com

CLOSING DATE

Friday, 01 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

Software Developer

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

KANTAR VERMEER



Kantar Vermeer is the only global marketing consultancy focused on unleashing purpose-led growth through the development and embedding of consumer insight-led marketing strategy, structure and capability. We provide solutions to strategic marketing challenges, rooting our approach in consumer research, stakeholder understanding and financial analysis. We tie insights to dollars, the only universally accepted language of business, and our whole-brain thinking brings an intrinsically multi-lens and practical approach to all our work. With global offices in New York, London, Amsterdam, Singapore, Tokyo, Dubai, Beijing, Sydney, Cape Town, and Sao Paulo, to name a few, we support clients across five continents. We are a part of the Kantar family of companies as well as the WPP network.

WHO WE ARE LOOKING FOR

We inspire our clients with work that is authentic, relevant, open and committed. We look for these same qualities in our people. The ideal Kantar Vermeer candidate will be a self-starter with a strong interest in marketing and consulting who is eager to take on wide-ranging responsibilities and who is motivated to excel within an entrepreneurial environment. He or she should aspire to be an advisor to business leaders and have very strong analytical skills, a strong brand sensibility, and a highly proactive attitude.

HOW TO APPLY

Email CVs and a one-page cover letter to Dennis van den Burg at dennis.vandenburg@kantarvermeer.com

WEBSITE

www.kantarvermeer.com

APPLY AT

www.kantarvermeer.com

CLOSING DATE

Saturday, 30 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

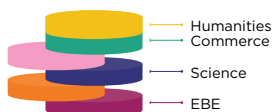
TYPES OF JOBS

Marketing, Analyst, Consultant

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

HANDS WASH MONEY *launderers* OUT TO Dry.

The IRBA is committed to its role as protector of the greater good of the country by requiring complete transparency in all company and financial submissions. If you are interested in revealing things as they are, no matter who or what is at stake, you should consider becoming a Registered Auditor (RA).

For more information, call 087 940 8800,
email edutrain@irba.co.za or visit
www.irba.co.za today.

KIMBERLY CLARK



For more than 135 years Kimberly-Clark has been transforming insights and technologies into innovative products and services that improve the health, hygiene and well-being of nearly a quarter of the world's population. At Kimberley-Clark we build powerful partnerships to create a leading sustainable and responsible supply chain. We harness innovations to reduce our impact on natural forests and set our sights on zero waste. We also aim to increase our energy efficiency and use of alternative energy sources each year.

WHO WE ARE LOOKING FOR

We are looking for hardworking, and analytical graduates with a good academic record.

HOW TO APPLY

Please submit a full CV and copies of all academic qualifications to charmaine.netshisaulu@kcc.com or apply online

WEBSITE

<https://kcc.com>

APPLY AT

www.kimberly-clark.co.za/

CLOSING DATE

Monday, 03 July 2017

FOR APPLICATION

Monday, 03 July 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

CPT Epping; Johannesburg Springs and Bedfordview

TYPES OF JOBS

Engineering, Marketing, Procurement, Supply chain, Commercial

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

KPMG



KPMG is a global network of professional firms providing Audit, Tax & Advisory Services. In South Africa, KPMG has 12 offices with over 3000 staff & more than 250 Partners which makes us one of the largest Audit, Tax & Advisory firms in the country. KPMG is a great place to work because of our people. They hail from all walks of life & diverse backgrounds with diverse minds & experience. That is what makes us unique.

WHO WE ARE LOOKING FOR

We are looking for BCom Acc. & BBusSci Finance graduates who want to pursue careers in Chartered Accounting, Advisory & Tax Consulting. We are for looking graduates with a strong academic record, strong social & leadership skills, business acumen & can reflect & live KPMG's values.

HOW TO APPLY

Apply online.

WEBSITE

www.joinkpmg.co.za

APPLY AT

www.joinkpmg.co.za

CLOSING DATE

Sunday, 31 December 2017

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Positions available in all of our South African Offices.

TYPES OF JOBS

Trainee positions in all of our 12 offices all over South Africa.

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Vacation/ Internship

DEGREES SOUGHT



COMPANY SHOWCASE

Tuesday, 16 May 2017 | LS Mezzanine

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug) ☒ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

LAFARGE



With a well-balanced presence in 90 countries, LafargeHolcim (SIX Swiss Exchange, Euronext Paris: LHN) is the world leader in the building materials industry. The Group has 115,000 employees around the world. Lafarge South Africa, a member of the LafargeHolcim group, manufactures and supplies cement, aggregates, readymixed concrete and fly ash, through its various business units.

WHO WE ARE LOOKING FOR
National Diploma or Degree in Engineering

HOW TO APPLY
Download an application form from the website

WEBSITE
www.lafarge.co.za

APPLY AT
www.lafarge.co.za

CLOSING DATE FOR APPLICATION
Thursday, 30 November 2017

SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No

LOCATION
We have a national footprint

TYPES OF JOBS
Engineering



OPPORTUNITIES ON OFFER
Bursary/ Scholarship, Internship, Graduate Opportunity

EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

MACROBERT INCORPORATED



MacRobert Attorneys is a national law practice with offices in Pretoria, Cape Town and Durban, and is therefore 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.

WHO WE ARE LOOKING FOR
Candidates must be energetic, intelligent, a self-starter, and hardworking with a LLB degree.

HOW TO APPLY
Please submit your CV, transcripts, copy of ID and drivers license to: candidateattorney@macrobert.co.za before the 31st of May each year.

WEBSITE
www.macrobert.co.za

APPLY AT
candidateattorney@macrobert.co.za

CLOSING DATE FOR APPLICATION
Wednesday, 31 May 2017

SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No

LOCATION
Pretoria, Cape Town, Durban

TYPES OF JOBS
Candidate Attorney/Articles



OPPORTUNITIES ON OFFER
Bursary/ Scholarship, Graduate Opportunity

EXPO DATES
☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

MALAN SCHOLES INC.

Malan Scholes Inc. specializes in mining, environmental and commercial law. We are a boutique law firm based in the hub of Johannesburg, and our clients include major mining houses. We take a hands-on and practical approach to advising clients, and we are involved in significant reported cases including the setting aside of legislation.

WHO WE ARE LOOKING FOR

Candidates should have the requisite degrees (Law). They should be energetic, ambitious and intuitive as well as hard working, and be able to think outside of the box with good problem solving skills.

HOW TO APPLY

Please go to our website to the recruitment tab and follow the prompts to upload a CV and academic transcripts.



WEBSITE

malanscholes.co.za/

APPLY AT

<http://malanscholes.co.za/recruitment/>

CLOSING DATE FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Attorneys

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

MAZARS

Mazars is an independent, integrated global partnership and leading audit, tax and advisory services firm. We specialise in providing high calibre services for listed and private companies, regulatory bodies, public interest organisations, owner-managed businesses, government organisations and high net-worth individuals. As one of the largest audit, tax and advisory firms in South Africa, Mazars has a long history of professional excellence. Nationally, Mazars currently has 68 Partners, and employs over 1000 staff members. Internationally, the firm is represented by over 18 000 employees operating in 79 countries.

WHO WE ARE LOOKING FOR

Eligible candidates need to be studying towards a SAICA accredited Accounting degree. i.e.: PGDA, BBusSc Finance (CA stream) BCom Accounting (CA stream).

HOW TO APPLY

Please apply online via our website



WEBSITE

www.mazars.co.za

APPLY AT

www.mazars.co.za

CLOSING DATE FOR APPLICATION

Friday, 01 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Western Cape, Johannesburg, Pretoria, Durban, Port Elizabeth, East London, Bloemfontein, Kimberly, Kathu.

TYPES OF JOBS

SAICA (CA) SA Training Contracts

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

MCKINSEY & COMPANY



McKinsey & Company helps business leaders address their greatest challenges, from reorganising for long-term growth, to significantly improving business performance. We are the trusted advisor and counsellor to many of the most influential businesses and institutions. The Johannesburg Office opened in 1995 and is committed to tackling Africa's most pressing challenges. McKinsey & Company serves over 70 percent of Fortune magazine's most admired companies and Fortune ranks us fourth in the 25 top companies for developing leaders. We employ more than 8,000 consultants and have 99 offices in over 60 countries.

WHO WE ARE LOOKING FOR

We're always looking for people who have an unusual blend of passion, dedication & energy - people who want to make the world a better place, enjoy working in teams, possess an entrepreneurial spirit, focus on accomplishment while still achieving a balanced life. Being a natural 'problem solver' is key. That is, someone who can take a complex fact situation, rigorously analyse it, & make positive recommendations forward. We also love people who like people, because they will be committed to helping their clients & colleagues succeed.

HOW TO APPLY

Apply online

WEBSITE

www.mckinsey.com

APPLY AT

www.mckinsey.com/careers

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Graduate and Post Graduate opportunities, Vacation/Internships

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

- ☒ Law (10 May) ☒ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
- ☒ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

MGI BASS GORDON



When you join 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.

WHO WE ARE LOOKING FOR

We are seeking candidates with the following: BCom Accounting (CA Stream), BBusSc Finance & Accounting or PGDA.

HOW TO APPLY

Please email your CV and updated academic transcripts to recruitment@bassgordon.co.za

WEBSITE

www.bassgordon.co.za/

APPLY AT

www.bassgordon.co.za

CLOSING DATE

FOR APPLICATION

Monday, 30 October 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

CAPE TOWN

TYPES OF JOBS

SAICA Training Contract

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

- ☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
- ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

MONOCLE SOLUTIONS



Monocle is a results-focused consulting firm specialising in Banking and Insurance. We believe in doing business with integrity and transparency. We work closely with every one of our clients to determine and build a unique solution that will solve their challenges.

WHO WE ARE LOOKING FOR

Monocle recruits the finest students with an Honours or Masters degree in: Finance; Economics; Mathematics; Statistics; Risk Management; Accounting; Commercial Law; Engineering; Information Technology; Informatics and Computer Science

HOW TO APPLY

To become a part of Monocle, follow the link provided to our Career webpage.

WEBSITE

www.monocle.co.za/

APPLY AT

www.monocle.co.za/careers/

CLOSING DATE

Thursday, 31 August 2017

FOR APPLICATION

Thursday, 31 August 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Sandton, Johannesburg

TYPES OF JOBS

Finance Consultancy Positions

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



PRESENTATION

Thursday, 11 May 2017 |

6pm | LS 3A

Thursday, 17 August 2017 |

5pm | LS 3A

COMPANY SHOWCASE

Thursday, 11 May 2017 |

LS Mezzanine

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

MOORE STEPHENS CAPE TOWN INC



Moore Stephens South Africa, 9th in size in South Africa, has 12 independent firms in key locations across the country. We are part of the Moore Stephens International Network, one of the world's major accounting and consulting networks with 292 independent firms and 626 offices in 103 countries. Our fast-growing network has a modern, innovative and dynamic approach to the profession. In 2015 Moore Stephens Trainees came first in the country in their final board exam (APC), a testament to the depth and breadth of the training and exposure that we offer. Our hands on partner and manager ethos ensures our trainees have access to technical and professional skills at the highest level.

WHO WE ARE LOOKING FOR

If you are studying towards the CA(SA) qualification and looking for exposure to a wide variety of clients in every industry and a work environment that is focused on your development, Moore Stephens is perfect for you. Qualifications: BCom Fin Acc (CA Stream); BBusSci (CA Stream); PGDA; BCom Hons Tax.

HOW TO APPLY

Please send your CV, ID and full academic transcripts to careers@msct.co.za or complete our online application.

WEBSITE

www.moorestephens.co.za

APPLY AT

southafrica.moorestephens.com/careers/online-applications

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Countrywide

TYPES OF JOBS

Trainee Accountant SAICA Audit & Assurance & Financial Management, Trainee Accountant CIMA, Tax Professional Trainee

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

$$\text{Coffee Cup} + \text{Coffee Cup} + \text{Coffee Cup} = 30$$

$$\text{Coffee Cup} + \text{Donut} + \text{Donut} = 20$$

$$\text{Donut} + \text{Calculator} + \text{Calculator} = 9$$

$$\text{Donut} + \text{Calculator} \times \text{Coffee Cup} = ?$$

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AUDIT | TAX | ADVISORY

MUNICH RE



Munich Re Africa celebrates 49 years operating in South Africa in 2017. Munich Re Africa Group operates on the Sub-Saharan continent with over 200 clients in 39 countries. Munich Re Africa Group is one of the leading reinsurers on the African continent and is a composite company with Life and Non-Life business. The head office of Munich Re Africa Group is located in Johannesburg, supported by offices in Cape Town, Kenya and Ghana. Reinsurers take on part of the risk that insurers assume from their clients. Insurers need reinsurance because some losses would just be too expensive for them to carry on their own. The purpose of reinsurance is to share the potential losses among several carriers.

WHO WE ARE LOOKING FOR

We are looking for young talented graduates who are academically strong with majors in Science, Engineering and Commerce.

HOW TO APPLY

Graduates can apply by emailing their CV's to Charlotte Mopeli at Cmopeli@munichre.com or Zama Khoza at Zkhoza@munichre.com

WEBSITE

<http://mrweb.munichre.com>

APPLY AT

www.munichre.com/worldwide/africa/sub-saharan/africa

CLOSING DATE FOR APPLICATION

Friday, 29 September 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Actuarial Science, Engineering, Risk Management, Accounting

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

NATIONAL FOODS LTD



National Foods Ltd (NFL) is Zimbabwe's largest food producer, with iconic home-grown brands across all basic foodstuff categories. We cherish the role we play in feeding the nation. Our objective is to build a regionally competitive business and we have an ambition to enter new food categories both within and outside Zimbabwe.

WHO WE ARE LOOKING FOR

Looking for graduates in Sales & Marketing, Human resources, Finance and Planning

HOW TO APPLY

Email a copy of your CV, latest transcripts and a cover letter to alicega@natfood.co.zw

WEBSITE

www.natfood.co.zw

APPLY AT

www.natfood.co.zw

CLOSING DATE FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☐ Yes ☒ No

LOCATION

Zimbabwe

TYPES OF JOBS

Graduate trainees

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☒ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



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The Nedbank Graduate Development Programme (NGDP) will help you to build a career that goes beyond the boundaries of banking. It is designed to bridge the gap between your theoretical knowledge acquired at university and the skills required in business. The NGDP also offers you an opportunity to add another recognised qualification / certificate in your basket of degrees.

WHO WE ARE LOOKING FOR

Typically, we look for graduates with the following: BBusSc; Finance; Economics or Accounting; BSc Honours in Mathematics; Statistics; Actuarial Science; Property Studies; Quantity Surveying; BCom Honours in Investment Management and Analysis; specializing in Valuations Management; Advanced Maths of Finance; an Engineering major; Financial Engineering and Information Technology.

HOW TO APPLY

Apply online

WEBSITE

www.nedbank.co.za

APPLY AT

www.nedbank.co.za/graduates

CLOSING DATE FOR APPLICATION

Tuesday, 15 August 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

National

TYPES OF JOBS

Banking, IT, Analysts, HR

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug) ☒ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

NEXIA CAPE TOWN



Nexia Cape Town is a member of Nexia International, an international association specialising in audit, tax and financial consulting and operating across 651 offices with more than 250 member firms in over 110 countries. Our purpose is to work with member firms, leveraging our combined strengths to create value and deliver global solutions to our clients. Nexia Cape Town is a medium sized firm of Chartered Accountants and Registered Auditors with a varied client base to which you will gain extensive exposure during your training programme. We are seeking candidates who are self-starters and who can add value to our firm's culture and values.

WHO WE ARE LOOKING FOR

If you are studying towards BCom Accounting degree or equivalent CA(SA) qualification at a SAICA accredited institution and interested in becoming a Chartered Accountant, you may apply for a SAICA traineeship. You must have strong communication and interpersonal skills, leadership ability and enjoy working in a team.

HOW TO APPLY

Please email your CV, Grade 12 certificate and your detailed academic transcripts to Doreen at hmrgr@nexiasa.com

WEBSITE

www.nexiacapetown.com

APPLY AT

www.nexiacapetown.com

CLOSING DATE FOR APPLICATION

Thursday, 31 August 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

SAICA-Traineeship

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



Nexia, your passport to the business world.

Your future chartered accountant training is your passport to success in the business world. Nexia Cape Town is part of the Nexia International network of independent accounting and consulting firms operating in 110 countries ranking us within the top 10 international networks.

If you have the drive, enthusiasm and determination to qualify as a chartered accountant then Nexia Cape Town is well positioned to provide you with the essential training that will help you achieve your goal. With our friendly, dynamic working atmosphere and excellent business exposure, Nexia Cape Town is the perfect place for the entrepreneurially minded CA.

Application forms are now available on our firm's website www.nexiacapetown.com or send your CV together with your detailed academic transcripts to hmrgr@nexiasa.com

Please call Doreen for an appointment on 021 527 3400.



NEXIA SAB&T



Nexia SAB&T is an international member firm of Nexia International providing accounting, auditing, business & management consultancy, risk management, forensic and tax advisory services. In 2014, Nexia SAB&T celebrated its 20th year in operation. Nexia SAB&T has a truly national footprint with offices in all 9 provinces of South Africa each offering the same high level of client care and commitment according to our signature methodologies. Nexia SAB&T employs more than 450 individuals the majority of which are from historically disadvantaged backgrounds. Nexia SAB&T's significant business experience across a variety of industries and sectors places the firm in the perfect position to bring the best practices in the conduct of professional services to its clients.

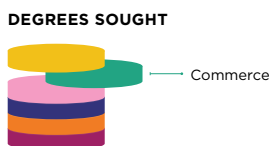
WHO WE ARE LOOKING FOR
BCom Accounting CA(Stream). Personal attributes: Futuristic; Innovative; Charismatic; Vibrant

HOW TO APPLY
www.applications@nexia-sabt.co.za
www.selina.n@nexia-sabt.co.za

WEBSITE
www.nexia-sabt.co.za
APPLY AT
www.nexia-sabt.co.za
CLOSING DATE FOR APPLICATION
Friday, 30 June 2017
SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No
LOCATION
Bloemfontein, Cape Town, Centurion, Durban, East London, Kimberly, Nelspruit, Port Elizabeth and Rustenburg

TYPES OF JOBS
Trainee Accountant

OPPORTUNITIES ON OFFER
Graduate Opportunity



EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

NORTON ROSE FULBRIGHT



Norton Rose Fulbright is a global legal practice. We provide the world's pre-eminent corporations and financial institutions with a full business law service. We have more than 3800 lawyers based in over 50 cities across Europe, the United States, Canada, Latin America, Asia, Australia, Africa, the Middle East and Central Asia. Recognized for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure; mining; commodities; transport; technology and innovation and life sciences and healthcare.

WHO WE ARE LOOKING FOR
BA Law, BCom Law and all other candidates wanting to do a post-graduate LLB should apply as from August of their final year as undergraduates. Undergraduate LLB candidates should apply as from August of their second year. Attributes include: good academics; a "can do" attitude; passionate about the firm; and a CV that is reflective of someone who has had real life experiences, plays sport, music, is actively involved in community service, has work experience, etc.
HOW TO APPLY
Students can apply online.

WEBSITE
apply.nortonrosefulbright.co.za
APPLY AT
apply.nortonrosefulbright.co.za
CLOSING DATE FOR APPLICATION
Sunday, 31 December 2017
SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No
LOCATION
Sandton, Cape Town, Durban

TYPES OF JOBS
Articles

OPPORTUNITIES ON OFFER
Bursary/ Scholarship, Vacation/ Internship



EXPO DATES
☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

OASIS GROUP HOLDINGS (PTY) LTD



Oasis is an established global wealth management company that offers a comprehensive range of investment products on the back of a competitive investment philosophy and a sustainable framework of operating values. Oasis' unwavering commitment to deliver sustained excellence across performance, service and administration to our clients has ensured an improvement in the lives of clients, their families, and society at large. Oasis, together with its global partner companies and distribution partners, delivers products and services to investors based in South Africa, Ireland, the United Kingdom, the United Arab Emirates, Switzerland, Mauritius, Singapore, Bahrain, Kuwait and Malaysia (amongst others).

WHO WE ARE LOOKING FOR

High calibre graduates with ambition who focus on excellence with majors in: Finance; Economics; Accounting; Computer Science; Information Systems; Marketing; Org Psychology; Actuarial Science; Quantitative Finance; Analytics; Management Studies; and Statistics; Chartered Accountants, Construction Management; Materials Science; Property Studies; Quantity Surveying; Project Management; (Appl.) Mathematics; (Appl.), Marketing, Media & Communication; Linguistics.

HOW TO APPLY

Submit your CV, motivation letter, university transcripts, Matric/A-Level/O-Level Transcripts, copy of ID/Passport, a 2-minute video motivating your application to recruitment@oasisrescent.com

WEBSITE

www.oasis.co.za

APPLY AT

www.oasisrescent.com

CLOSING DATE

FOR APPLICATION

Sunday, 20 August 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town; Johannesburg; London; Dublin

TYPES OF JOBS

Finance; Investment; Auditing; Advisory; Law; HR; IT; Research; Construction Management; Project management & Marketing

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

DEGREES SOUGHT



OHLTHAVER&LIST GROUP OF COMPANIES



As a truly African company employing more than 6,200 people in various business sectors, the Ohlthaver & List Group is rooted in, and committed to, Africa and all her people. It has business interests in food production, fishing, beverages, farming, retail trade, information technology, property leasing and development, renewable power generation, marine engineering, steel retailing, advertising and the leisure and hospitality industry.

WHO WE ARE LOOKING FOR

The fields of study listed below are not limited to any extent and will be in line with the functional needs expressed by the respective Operating Companies: Marketing and/or Sales; Engineering (Marine/Industrial/Electrical & Mechanical); Finance (Economics/Commerce/Accounting); Industrial Psychology/Human Resources Management; Public Relations; Health & Safety; Information Technology

HOW TO APPLY

Apply online via our website.

WEBSITE

www.ohlthaverlist.com

APPLY AT

www.ohlthaverlist.com

CLOSING DATE

FOR APPLICATION

Saturday, 30 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Namibia

TYPES OF JOBS

Marketing; Sales; Engineering; Finance; HR; PR Health & Safety; IT

OPPORTUNITIES ON OFFER


Graduate Opportunity

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

DEGREES SOUGHT





If your **Decidedly Novel Approach** reflects excellence in your achievements whilst still retaining your uniqueness, then we invite you to become part of our **DNA**.

The **Oasis Graduate Programme** and **Oasis CA(SA) Programme** offers top achievers an opportunity to begin their careers in an environment that supports commitment, drive and excellence, whilst placing value on that which is most important to you. Our programmes are designed to allow you to develop your future within the investment management arena and become part of a business that is committed to its people and their growth.

O A S I S



For more information about career opportunities at Oasis, visit www.oasiscrest.com or email: recruitment@oasiscrest.com



PARTNERS IN PERFORMANCE

Partners in Performance is a global Management Consultancy who have built a solid reputation for delivering fully implemented, bottom-line improvements to clients across a wide 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 as well as many professionals who have rich industry experience.

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

HOW TO APPLY

Interested applicants should submit a concise CV and a copy of all academic transcripts, including matric certificate, online at www.pipint.com



WEBSITE

www.pipint.com

APPLY AT

www.pipint.com/en/careers

CLOSING DATE

FOR APPLICATION
Sunday, 10 September 2017

SA CITIZENSHIP REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg

TYPES OF JOBS

Management Consultant

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



PRESENTATION

Wednesday, 16 August 2017 |
5 PM | LS 3A

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

PKF



PKF is one of the largest mid-tier accounting firms in South Africa, providing multi-disciplinary auditing, accounting and business advisory services. The member firms have 49 directors and consultants and over 526 staff to provide clients with focused, quality personalised service and support at director level. In addition to our full range of advisory services, PKF has the ability and the capacity to service large, complex transactions. Our clients acknowledge both our sound business judgment and our innovative and disciplined application of specialist skills, where quality of delivery includes not just technical expertise but also focused attention and a pragmatic, cost-effective approach.

WHO WE ARE LOOKING FOR

BCom Accounting graduates with strong numerical skills, a passion for figures and an eye for detail who are interested in pursuing the CA(SA) designation are welcome to apply.

HOW TO APPLY

The different PKF offices have different application procedures. Please click on the Careers tab on the PKF website to find out how to apply.

WEBSITE

www.pkf.co.za

APPLY AT

www.pkf.co.za/careers/

CLOSING DATE

FOR APPLICATION
Thursday, 31 August 2017

SA CITIZENSHIP REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town, Durban,
Johannesburg, Port
Elizabeth, Welkom,
Saldanha Bay, Knysna

TYPES OF JOBS

SAICA Trainee Accountants

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

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PROCTER & GAMBLE



Procter & Gamble is a globally renowned FMCG that produces, markets and sells trusted brands such as Ariel, Pampers, Always, Gillette, Old Spice, Pantene and Oral B which have been touching and improving the lives of South African consumers since 1995. Recently P&G was awarded the #1 Employer of Choice in Africa (Careers in Africa) and locally recognised as the Company most Associated with Leadership Opportunities & Professional Development, a testament to the fast start P&G careers give interns & graduates and the opportunity to work on projects that build leadership and entrepreneurial skills for future assignments. If you are looking for a company that develops business leadership skills and whose actions reflect its principles and values, our company is an exciting, fulfilling choice

WHO WE ARE LOOKING FOR

The ideal P&G candidate will have the ability to display infinite curiosity, be eager to create while having a healthy disregard for conventional thinking. The candidate should also be able to leverage the differences around them and constructively apply them to business problems or solutions while meeting change head-on and most importantly portray outstanding leadership skills.

HOW TO APPLY

Visit www.africa.pgcareers.com and click on Apply to search for the vacancy.

WEBSITE

africa.pgcareers.com

APPLY AT

www.africa.pgcareers.com

CLOSING DATE

FOR APPLICATION

Monday, 24 April 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Sales, Marketing, HR, Finance & Accounting, Engineering, IT, Supply Network Operations

OPPORTUNITIES ON OFFER

Vacation/ Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

PSG



PSG is a leading independent financial services group, with an extensive national footprint and both a Namibian and Mauritian presence. In operation since 1998, we offer a value-orientated approach to our clients' financial needs, from asset and wealth management to insurance. We deliver a broad range of financial services and products to individuals and enterprises. We focus on wealth creation, wealth preservation, asset management and insurance.

WHO WE ARE LOOKING FOR

We invite applications from graduates who studied Engineering (Electronics), Information Systems, Informatics, Computer Science and Investments. The ideal graduate will: show a high record of achievement; be entrepreneurial (solutions driven); be innovative (creative in thinking); be versatile/adaptable (grow in the business); and be passionate (energy & commitment).

HOW TO APPLY

Visit the Careers tab on our website and complete the registration process. Upload your CV, academic transcript, ID and submit your application for the advertised Graduate Programme.

WEBSITE

www.psg.co.za

APPLY AT

www.psg.co.za

CLOSING DATE

FOR APPLICATION

Thursday, 31 August 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town, Bryanston, Centurion

TYPES OF JOBS

Information Systems (Business Analyst), Computer Science (Developer), Engineer, Investment

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



THE NEXT CEO

CALLING ALL ASPIRING BUSINESS LEADERS!

Want **hands-on** experience working on **world-class brands**? Join **P&G** and work on **meaningful** projects that make real life **business impact**.

Internships and **full-time positions** available.

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www.africa.pgcareers.com

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PwC is a global professional services organisation with the largest national footprint. Our clients range from many of the country's leading blue-chip companies, to some of its more innovation entrepreneurs. With our range of professional services and industry experience, we have numerous career opportunities in Assurance, Tax and Advisory.

WHO WE ARE LOOKING FOR
We invite applications from students studying towards the following degrees at any recognised university in South Africa: BCom/BBusSc Accounting, Business Science Finance-CA, BSc Computer Science, BCom or BSc Information Technology, or Postgraduate Diploma in Tax.

HOW TO APPLY
Apply online. Note: bursary applications for the 2018 academic year close 31 August 2017.



WEBSITE
www.pwc.co.za/students

APPLY AT
www.pwc.co.za/students

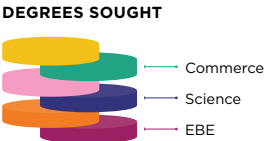
CLOSING DATE FOR APPLICATION
Thursday, 31 August 2017

SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No

LOCATION
Nationally

TYPES OF JOBS
Assurance (Auditing), Tax and Advisory (Consulting)

OPPORTUNITIES ON OFFER
Bursary/ Scholarship, Vacation/ Internship, Graduate Opportunity



COMPANY SHOWCASE
Thursday, 18 May 2017 | LS Mezzanine

EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug) ☒ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

QUINTILESIMS

QuintilesIMS delivers integrated information and technology solutions to drive healthcare forward. Around the world healthcare stakeholders are working to improve real-world patient outcomes through treatment innovations, care provision and access to healthcare. For the information, technology and service solutions they need to drive new insights and approaches, they count on QuintilesIMS. With a global team of 50,000, we harness insights, commercial and scientific depth, and executional expertise to empower clients to achieve some of their most important goals: Improving clinical, scientific and commercial results. Realizing the full potential of innovations. And, ultimately, driving healthcare forward.

WHO WE ARE LOOKING FOR
QuintilesIMS requires a medical/life or technology qualification. For the Statistical Programmer and Biostatistician roles a qualification in IT, Statistics or Mathematics is essential including programming knowledge and/or experience. For the Clinical roles, i.e. Clinical Research Associate or Clinical Trial Assistant roles and qualification in Life/ Medical science is a pre-requisite.

HOW TO APPLY
All applications must be submitted online. You can view all available roles within QuintilesIMS & also register your profile for future available positions suited to your experience & qualification.



WEBSITE
www.quintilesims.com

APPLY AT
www.quintilesims.com/careers

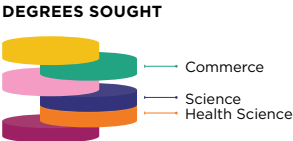
CLOSING DATE FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No

LOCATION
Cape Town, Pretoria, Bloemfontein

TYPES OF JOBS
IT, Programming, Medical, Clinical, Data Management, Lab

OPPORTUNITIES ON OFFER
Graduate Opportunity



EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

The opportunity of a lifetime

Your career is just that, yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities. That's why opportunities are at the heart of PwC careers.

Opportunities to grow as an individual, to work flexibly, to build lasting relationships and make an impact in a place where people, quality and value mean everything.



Actuarial



Assurance



Consulting



Deals



Forensics



Legal



Tax



*Risk
Assurance*



Technology

*Opportunities for graduates from all fields of study –
from CA to Consulting*

Take the opportunity of a lifetime

pwc.co.za/students



www.facebook.com/PwCSouthAfrica



www.twitter.com/pwc_za
[#mypwc](#)



RAND MERCHANT BANK



Rand Merchant Bank (RMB), a division of FirstRand Bank Limited, is leading African corporate and investment bank and part of one of the largest financial services in Africa. We offer innovative value added advisory, funding, trading, corporate banking and principal investment solutions. As the investment banking arm of FirstRand Bank Ltd, RMB has a deal footprint across 35 countries and offices in Namibia, Botswana, Angola and Kenya, RMB also operates in the UK, India, China and the Middle East.

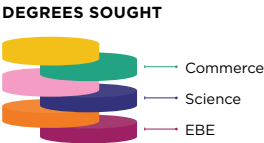
WHO WE ARE LOOKING FOR
BCom Finance, Investments, Actuarial, Maths of Finance, Pure Math, Computational Math, BBusSc Finance etc. as well as Engineering, Computer Science and Information Systems degrees.

HOW TO APPLY
Apply online

WEBSITE
www.rmb.co.za
APPLY AT
www.rmb.co.za
CLOSING DATE FOR APPLICATION
Tuesday, 15 August 2017
SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No
LOCATION
Johannesburg

TYPES OF JOBS
Banking

OPPORTUNITIES ON OFFER
Graduate Opportunity



EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

RBB ECONOMICS



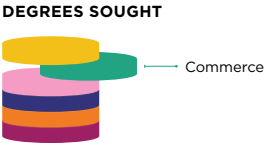
RBB Economics is an independent economics consultancy specialising in competition policy. We are one of the largest competition economics practices in the world, with offices in London, Brussels, The Hague, Johannesburg, Melbourne, Madrid, Stockholm and Paris. Our work concerns the behaviour of firms 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.

WHO WE ARE 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.
HOW TO APPLY
To apply, please send your CV, covering letter explaining why you would like to join RBB Economics and your transcripts to vacancies@rbbecon.com. For further information please visit our website.

WEBSITE
www.rbbecon.com
APPLY AT
www.rbbecon.com/working-at-rbb/
CLOSING DATE FOR APPLICATION
Sunday, 31 December 2017
SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No
LOCATION
Johannesburg

TYPES OF JOBS
Associate - Competition Economics

OPPORTUNITIES ON OFFER
Internship, Graduate Opportunity



PRESENTATION
Wednesday, 30 August 2017 |
1 PM | Economics LT

EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

This woman means business



B.Bus.Sc (Finance with Accounting) | Entrepreneur | Transactor
RMB Corporate Finance

Simphiwe Sigaba has always dreamed of running her own business. This dream paved the way for her choice to study a business science degree at the University of Cape Town. Simphiwe recently joined RMB through the Graduate Programme as a Transactor in Corporate Finance. Today the prospect of owning her own business one day seems all the more a reality.

Simphiwe knew from the onset that she wanted to study a business science degree as it gave her the freedom of variety and choice in subjects. That meant she had to uproot from Pretoria to live in Cape Town for four years. It was during her third year at UCT, at one of Invest Soc's networking events that she learnt about the RMB Winter School. Simphiwe is very proud of the fact that she was the President of said Society a year later – no mean feat as the Society comprises over a thousand UCT members. She subsequently enrolled for the Winter School and the proverbial seed was planted to eventually join the bank permanently through the RMB Graduate Programme.

While she is still finding her feet at RMB, Simphiwe is enjoying every minute of her new working environment. Even though she is not new to the financial services industry – having had a prior internship at Citibank, she is full of praise for RMB's unique employee-centric culture. "RMB is different – they really look after their people," adds Simphiwe.

Simphiwe is currently learning the ropes of Corporate Finance – specifically in the financial services sector – skills she hopes will stand her in good stead as she is dreaming of owning her own business one day. She also feels strongly about inspiring other black females to carve careers in the financial services industry. Watch this space.

Be a part of the equation.

Visit www.rmb.co.za from 1 June - 14 August to submit your CV.



RCL FOODS



Are YOU a Future Leader? We are searching across South Africa for Top Talent! RCL FOODS is a leading African food producer in South Africa with a market capitalization of R16 billion, employing 20 479 people in operations across South Africa, Swaziland, Namibia, Botswana, and Zambia. We manufacture and distribute a wide range of household brand names including Selati Sugar, Supreme Flour, Rainbow and Farmer Brown Chicken, Pieman's Pies, Mageu Number 1, Sunbake bread, Nola mayonnaise, Yum Yum peanut butter, Bobtail and Catmor pet food products, and the leading animal feed brands Epol and Molatek. We also offer a wide range of dedicated services to food service customers across South Africa and beyond our borders.

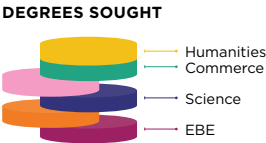
WHO WE ARE LOOKING FOR
Key competencies that we look for include: communication skills; attention to detail; team work; problem solving; decision making; computer literacy and innovation.

HOW TO APPLY
Apply online

WEBSITE
www.rclfoods.com
APPLY AT
www.rclfoods.com
CLOSING DATE FOR APPLICATION
Thursday, 31 August 2017
SA CITIZENSHIP REQUIRED?
☐ Yes ☒ No
LOCATION
Durban, Johannesburg, and Cape Town (rotating)

TYPES OF JOBS
Agriculture, HR, IT, Logistics, Food Technology, Engineering, Supply Chain and Marketing.

OPPORTUNITIES ON OFFER
Graduate Opportunity



EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

RETAILNEXT



The first retail vertical IoT integrated platform to bring e-commerce style shopper analytics to brick-and-mortar retailers, RetailNext is a pioneer in focusing entirely on optimizing the shopper experience. More than 300 retailers in over 60 countries have adopted RetailNext's analytics software and retail expertise to increase sales, reduce theft and eliminate unnecessary costs.

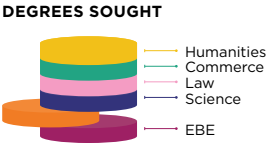
WHO WE ARE LOOKING FOR
We are looking for graduates (ideally IT) who are passionate about IT and big data analytics. For us attitude is everything! We love people who are proactive, team players and who are genuinely passionate about innovative technology.

HOW TO APPLY
Please send your CV and a cover letter to graduaterecruitment@retailnext.net

WEBSITE
retailnext.net/en/home/
APPLY AT
<http://retailnext.net/en/about-us/careers>
CLOSING DATE FOR APPLICATION
Sunday, 31 December 2017
SA CITIZENSHIP REQUIRED?
☐ Yes ☒ No
LOCATION
Cape Town

TYPES OF JOBS
IT, Finance, Analytics, Support, Marketing

OPPORTUNITIES ON OFFER
Internship, Graduate Opportunity



EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

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 and Paris. 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 send your CV with a covering letter explaining why you would like to join RBB Economics and your transcripts to vacancies@rbbecon.com

RETRO RABBIT PROFESSIONAL SERVICES



We are a software development company who searches for innovative answers to global problems by applying our people, partnerships & technology to build solutions in software and devices.

WHO WE ARE LOOKING FOR

We are in search of Information and Technology and Computer Sciences graduates. We genuinely enjoy coming to work in the mornings. And we want to work with other people who feel the same way; people who get things done right... not people who just want to get it done.

HOW TO APPLY

Send your CV to talent@retrorabbit.co.za

WEBSITE

www.retrorabbit.co.za

APPLY AT

www.retrorabbit.co.za

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Pretoria and Cape Town

TYPES OF JOBS

Software Developers, Designers, Multimedia

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

RHEINMETALL DENEL MUNITION



Rheinmetall Denel Munition (Pty) Ltd (RDM) is jointly owned by Rheinmetall Waffe Munition GmbH (51%) of Germany and Denel (Pty) Ltd. South Africa. RDM specializes in the development, design and manufacture of large and medium-calibre ammunition families and is a world leader in the field of artillery, mortar and infantry systems as well as plant engineering. Rheinmetall Defence's business is mainly focused on NATO countries such as Asia, the Middle East, South America, South Africa and African countries. Rheinmetall and its South African unit are able to draw on an expanded product portfolio when serving their respective core markets.

WHO WE ARE LOOKING FOR

RDM is looking for Engineering students who are innovative, flexible and critical thinkers. Additionally, we are also looking for students who have a strong academic history which can be applied passionately within our organisation. The pool of these engineering students can range from first year level up until postgraduate level.

HOW TO APPLY

Please submit your CV, academic record, matric certificate and copy of your id to graduates@rheinmetall-denelmunition.com

WEBSITE

www.rheinmetall-defence.com

APPLY AT

graduates@rheinmetall-denelmunition.com

CLOSING DATE

FOR APPLICATION

Saturday, 30 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town, Wellington, Boksburg & Potchefstroom

TYPES OF JOBS

Engineering

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

MAKE YOUR **#DREAMJOB** A REALITY



RCL FOODS MANAGEMENT TRAINEE PROGRAMME

Hey UCT!

We're looking for South Africa's future leaders,
could it be **YOU?**

Where else do you get a grad programme that's **paid** (yup you heard us) **permanent employment**? In 5 years, you could be calling yourself a manager...

Apply Online to be the next RCL FOODS Management Trainee!
<http://rcl.graduate.erecruit.co.za/candidateapp/Jobs/Browse.aspx>

CLOSING DATE 31/08/17

PS - look out for us on campus this year.

Apply Here!



Follow us on



RHINO AFRICA



Rhino Africa is Africa's leading online travel company. From our offices in Cape Town, we promote safari and wildlife destinations across Africa. We share an incredible passion for the world of travel and everything digital, and we are excited to share our passion with you!

WHO WE ARE LOOKING FOR

We are searching for young individuals with a passion for all things travel and tech. People with a love for Africa, who are skilled in fields ranging from Commerce to Digital Marketing, Copywriting to Multimedia.

HOW TO APPLY

Check the MyCareer page or visit our website for more information.

WEBSITE

www.rhinoafrica.com/en

APPLY AT

<https://rhinoafrica.workable.com>

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

Various

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

ROBERT WALTERS

ROBERT WALTERS

Robert Walters is an award-winning specialist professional recruitment consultancy with offices across the globe. We have an exciting opportunity for commercial, sales-driven graduates to join our team in Johannesburg recruiting for the London market across financial services. Based in the Robert Walters Johannesburg office within a team of over 25 other enthusiastic consultants, you will be supporting the Robert Walters London head office in hiring candidates for UK-based financial services roles.

WHO WE ARE LOOKING FOR

Good communication skills are essential as you will be registering candidates that you speak to on the phone, and building long distance relationships with your clients. You will be required to develop a comprehensive understanding of your clients' business, culture and current recruitment needs and to utilise this knowledge in placing candidates successfully.

HOW TO APPLY

Please submit your CV to craig.barrett@robertwalters.com

WEBSITE

www.robertwalters.co.za

APPLY AT

www.robertwalters.com

CLOSING DATE

FOR APPLICATION

Thursday, 30 November 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

Sales

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

BE VALUED AS AN INDIVIDUAL AND MENTORED AS A FUTURE LEADER

- 
- INDIVIDUAL PARTNER ATTENTION
 - SUPPORTIVE AND NURTURING ENVIRONMENT
 - FOCUS ON MENTORING AND DEVELOPMENT
 - WIDE RANGE OF AUDIT EXPERIENCE
 - DIVERSE CLIENT BASE
 - FIRM WIDE STUDY SUPPORT
 - INTERNATIONAL OPPORTUNITIES & SECONDMENTS
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Join our global team of 41 400 talented professionals in 120 countries. We'll empower you to face the future with confidence through extensive training and development.

Experience the power of being understood.
Experience RSM.

www.rsmza.co.za

RSM SOUTH AFRICA



RSM South Africa is a member of RSM, the 6th largest global network of audit, tax and consulting firms. We provide a multi-disciplinary service offering to ensure there are no gaps in client needs. By combining astute local knowledge from our senior professionals with global expertise, we offer our clients advice they can trust. We have a broad-based clientele which includes local and international clients, of both a personal and corporate nature. RSM South Africa was named RSM Member Firm of the Year for 2015 in the RSM Special Recognition Awards. We have offices in the major business districts of South Africa: Cape Town; Durban; Johannesburg; Tshwane.

WHO WE ARE LOOKING FOR

We are looking for graduates with BCom Accounting degrees or equivalent qualifications at a SAICA accredited university. Graduates with strong communication and interpersonal skills, leadership ability and someone who enjoys working in a team, is energetic, hardworking and committed to qualifying as a CA(SA).

HOW TO APPLY

Please submit your CV, cover letter, matric certificate, full academic history and ID to rsm.ct.recruitment@rsmza.co.za

WEBSITE

www.rsm.global/southafrica/

APPLY AT

www.rsm.global/southafrica/

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town, Johannesburg,
Tshwane and Durban

TYPES OF JOBS

SAICA Trainee Accountants (Audit and Assurance elective), SAICA Trainee Accountants (Tax elective), Tax Compliance Officers, Bookkeepers

DEGREES SOUGHT



OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

SANLAM INVESTMENT MANAGEMENT



Investments

The Investments Academy Graduate Programme continues to be unique and was the first of its kind in South Africa. As such, it has successfully positioned Sanlam Investments as pioneers and has enabled us to demonstrate an active commitment to transformation, celebrating our rich cultural heritage and diversity, and developing black investment professionals in South Africa. The Investments Academy Graduate Programme is geared to cultivate, develop and grow superior investment professionals with excellent track records. Sanlam Investments offers a unique opportunity for exceptional individuals to develop and hone their skills. Our Investments Academy Graduate Programme could be your best chance of becoming an entrepreneur, or launching your investment career.

WHO WE ARE LOOKING FOR

If you are a South African citizen, and graduating at the end of 2017 with a Post Graduate Qualification in one of the following areas, we invite you to apply. B.Com Honours/B. Engineering Honours/B. Engineering Science Honours/B.Sc Engineering Honours/Masters of Engineering/MSc Engineering.

HOW TO APPLY

To apply, please visit our website and click on the 'Investments Academy Programme' option. Follow the easy online application process & submit your application.

WEBSITE

www.sanlaminvestments.com

APPLY AT

www.sanlam.co.za/careers/career-opportunities/graduates

CLOSING DATE FOR APPLICATION

Friday, 18 August 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Trainee Analyst (Graduate Role)

DEGREES SOUGHT



OPPORTUNITIES ON OFFER

Graduate Opportunity

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

Discover what it means to be a Wealthsmith™.

It means investing R194 million in **training and developing** our fellow Wealthsmiths™.

Our Graduate Development Programme provides structured development opportunities focusing on leadership skills, exposure to group coaching and opportunities to network with other graduates and young professionals, all whilst working in the industry. We also offer a CA Training Programme as well as an Actuarial Training Programme where your analytical abilities will be honed.



It means having our heart in **South Africa** and a **global reach**. We're the insurance group with the **largest pan-African footprint**.

You can gain valuable industry experience in the fields of investment, finance, underwriting, IT and more.



It means having a **history of firsts** and a **future of innovation**. We were the **first major life insurer** to offer standard **life cover** for people **living with HIV**.



Will you join us?

If you'd like to become a Wealthsmith™ apprentice, apply for a graduate position at Sanlam between 1 March and 31 May 2017 and be placed in our Graduate Development Programme.

Go to www.sanlam.co.za/graduates.



SANLAM LIFE INSURANCE LIMITED



We are a fully diversified financial services business offering comprehensive and tailored financial solutions in five focused areas of expertise namely, Insurance, Financial Planning, Retirement, Investments and Wealth. We're in the business of planning for tomorrow and the never-ending pursuit of meticulously crafting our clients' futures. It's what we're passionate about. It's what makes us Wealthsmiths. Become a Wealthsmiths' apprentice. The graduate development programme provides structured development opportunities focusing on self-development and leadership competencies while at the same time also giving you the opportunity to earn valuable technical experience across multiple fields.

WHO WE ARE LOOKING FOR

We are looking for graduates with strong academics in various disciplines including but not limited to Actuarial; Mathematics; PGDA; Finance; Investments; IT; Law and Marketing.

HOW TO APPLY

Please submit your application online.

WEBSITE

www.sanlam.co.za

APPLY AT

www.sanlam.co.za/graduates

CLOSING DATE

FOR APPLICATION

Wednesday, 31 May 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town, Johannesburg

TYPES OF JOBS

Actuarial trainees, CA trainees (SAICA), IT, Investments, Legal, Marketing

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

SARATOGA



Saratoga prides itself in having the ability to turn business problems into agile solutions. Creating business and IT alchemy, Saratoga is a solution-driven enterprise that builds productivity and profit. To re-engineer the every day is what drives Saratoga to engage with and design such innovative and creative solutions. We invest in our people, and develop technology and business experts, by collaborating with clients on meaningful and challenging opportunities. Working at Saratoga means you'll have access to mentorship, career planning, eCoaching and tech talks.

WHO WE ARE LOOKING FOR

Required qualifications & technical skills include: BCom IS; BSc Comp Sci; BSc Eng in Mechanical Engineering or equivalent - (Honours degrees preferable), as well as a strong theoretical programming grounding and trouble-shooting skills. Attributes we search for: problem solver; innovative; passion for analysis and learning new technologies; excellent communication skills - both written and verbal; high attention to detail; proactive, a self-starter; adjusts to change positively and adjusts behaviour accordingly.

HOW TO APPLY

Please submit your CV, cover letter and academic transcripts when applying on the Saratoga website.

WEBSITE

<http://join.saratoga.co.za/>

APPLY AT

<http://join.saratoga.co.za/graduates>

CLOSING DATE

FOR APPLICATION

Saturday, 30 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Software Developer and Business Analyst

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT

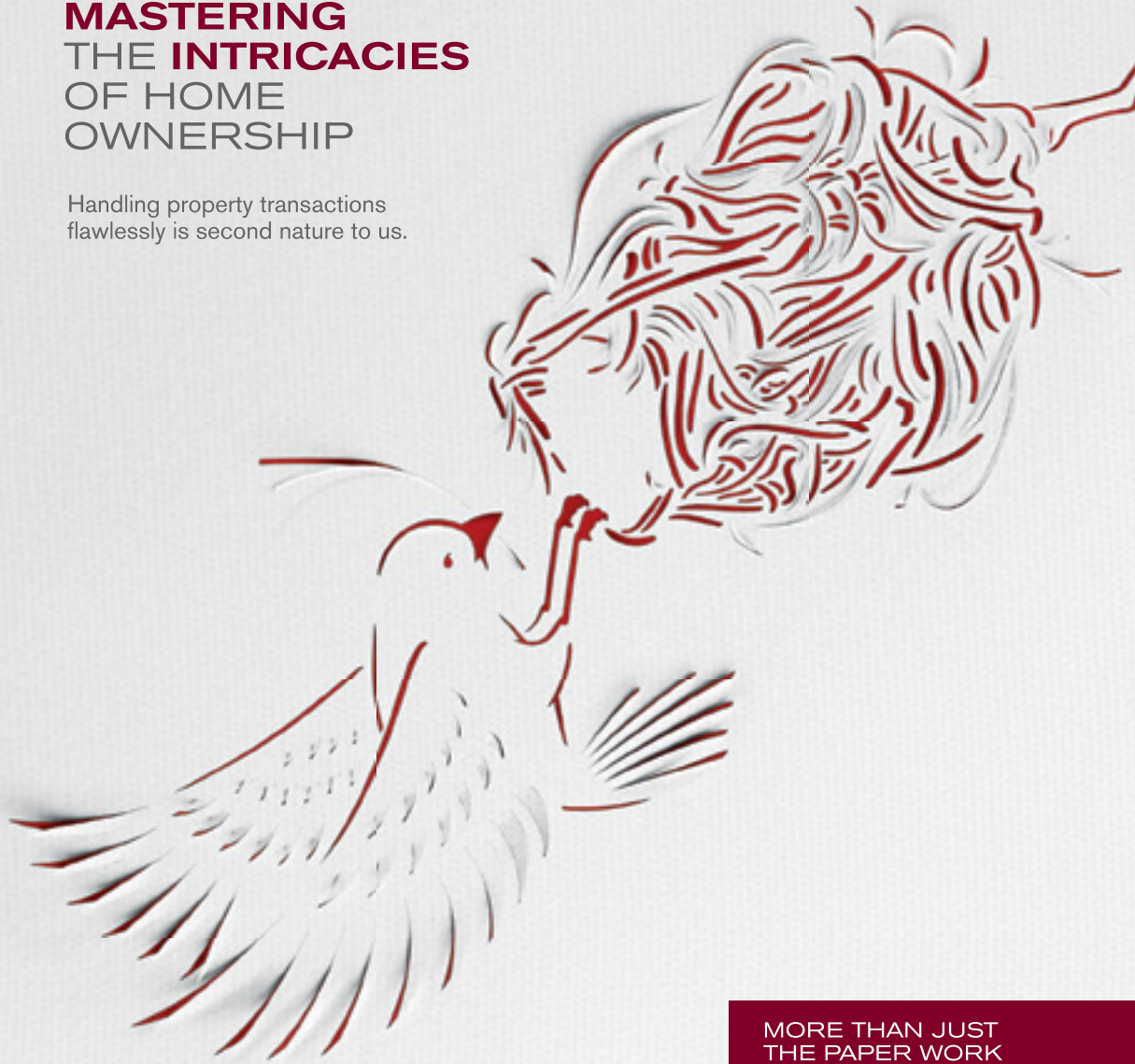


EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

MASTERING THE INTRICACIES OF HOME OWNERSHIP

Handling property transactions
flawlessly is second nature to us.



MORE THAN JUST
THE PAPER WORK

STBB

SMITH TABATA
BUCHANAN BOYES

COMMERCIAL LAW | **CONVEYANCING** | DEVELOPMENT LAW | LABOUR LAW
ESTATES | FAMILY LAW | LITIGATION | PERSONAL INJURIES & 3RD PARTY CLAIMS

www.stbb.co.za



You see a Chartered Accountant
and CEO of SAICA

WE SEE A BUSINESS AND

*Transformational
leader*

TERENCE NOMBEMBE CA(SA)
CHIEF EXECUTIVE OFFICER: SAICA

Through SAICA's transformation projects

3000

academically talented,
disadvantaged Black and
Coloured learners have
received Thuthuka Bursaries

25%

of CAs(SA) under
35 are now African
and Coloured

+1 Million

learners have
been part of our school
programmes

A CA(SA) is a leader among leaders. By taking personal accountability for transforming the face of South African business leadership, CAs(SA) like Terence are leading the way in giving previously disadvantaged students more reasons to pursue a career in chartered accountancy. This provides a whole new generation of business leaders with the necessary skills to take our economy into the future.

To find out more about SAICA's transformation projects, go to www.saica.co.za/thuthuka



CA(SA)
CHARTERED ACCOUNTANT
SOUTH AFRICA
responsible leadership.

THE SHOPRITE GROUP



The Shoprite Group is the largest retailer in Africa employing an excess of 140 000 staff. It operates 2653 outlets in 15 countries across Africa and the Indian Ocean Islands. We pride ourselves on our value proposition to current and future employees. We are the leading company for providing learnership-based qualifications, learning and skills development in our sector. We are an equal opportunity employer and we encourage all employees to advance their careers to their full potential and be more.

WHO WE ARE LOOKING FOR

The company offers bursaries to students studying a vast variety of courses ranging from Pharmacy to Accounting.

HOW TO APPLY

Apply online.

WEBSITE

www.shopriteholdings.co.za/

APPLY AT

www.shopritebemore.com/careers

CLOSING DATE

FOR APPLICATION

Saturday, 30 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

All over the country

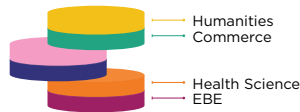
TYPES OF JOBS

Accounting, Pharmacy, Logistics, Retail Management, Industrial Engineering, Hospitality etc.

OPPORTUNITIES ON OFFER

Bursary/ Scholarship,

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

SMITH TABATA BUCHANAN BOYES INC.



STBB is the biggest property law firm in the Western Cape. We also offer a variety of other legal services such as Commercial, Construction Law, Tax, Family Law, Labour Law, Litigation, Estates & Trusts, Third Party Claims & Insurance which effectively means that we can advise our clients on different aspects of the legal industry.

WHO WE ARE LOOKING FOR

BCom/ LLB degree; fairly strong academic record; team player; practical experience within a legal environment (must have done vacation work at a law firm) and community work. We are looking for well-balanced individuals who also have time for extra-mural activities and family life.

HOW TO APPLY

Please visit our website to obtain details of the application process. Email applications to MarianneM@stbb.co.za.

WEBSITE

www.stbb.co.za

APPLY AT

www.stbb.co.za

CLOSING DATE

FOR APPLICATION

Monday, 30 April 2018

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Western Cape & Gauteng

TYPES OF JOBS

Candidate Attorneys & Finance

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)



THIS IS NOT FOR YOU

UNLESS YOU **HAVE AN INSATIABLE IMAGINATION**
UNLESS YOU **ARE A CREATIVE PROBLEM SOLVER**
UNLESS YOU **WANT TO SOLVE REAL-WORLD BUSINESS PROBLEMS**

SOLIDitech
AUTOMATE YOUR BUSINESS

TAKE OUR CHALLENGE
WWW.SOLIDITECH.COM



SOLIDITECH



We talk to businesses, find out what's frustrating them and figure out how we can help them and their customers. We figure out how they want their business to work, and develop a solution that's built to support those unique business rules and processes. Our engineering team gets to solve business problems (because that's what real engineers do) in radical new ways, using cutting-edge software development techniques such as Agile Delivery, Continuous Integration, Automated Testing, Real-time Monitoring and weekly release cycles. SOLIDitech's mission is to 'automate your admin', enabling businesses to sell any service to their customers from anywhere in the world, in record time.

WHO WE ARE LOOKING FOR

Candidates must have a good understanding of the Java programming language/syntax; experience with SQL and RDBMS database concepts and design; exposure to or good understanding of HTML/CSS and Javascript; Object Relational Mapping (e.g. Hibernate, EJB3); Java servlet containers (e.g. Tomcat, Jetty); Java IDEs such as Eclipse and/or Netbeans; practical experience with any of following databases: MySQL, Oracle or MS SQL as well as good English writing capabilities and communication skills.

HOW TO APPLY

Apply online.

WEBSITE

www.soliditech.com

APPLY AT

www.soliditech.com/careers-technology-development/current-vacancies/

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town and Johannesburg

TYPES OF JOBS

Software Engineer

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

SOUTH AFRICAN BREWERIES



For centuries, the experience of sharing a beer has brought people and cultures together. Even in our hyper-connected, always-on world, this simple act is as meaningful today as it was generations ago. We are AB InBev. Committed to driving growth that leads to better living for more people in more places. Through brands and experiences that bring people together. Through our dedication to brewing the best beer with the best ingredients. And through our commitment to helping farmers, retailers, entrepreneurs and communities grow. We are building a company to last. Not just for a decade. But for the next 100 years. Through our brands and our investment in communities, we will bring more people together, making our company an integral part of our consumers' lives for generations to come.

WHO WE ARE LOOKING FOR

Bachelors postgraduate degree from any of the following disciplines: Business, Economics, Marketing Sales, Finance, Science, Engineering, Law or IT. You'll fit in best if you have an entrepreneurial spirit, are results-driven and have undertaken some form of leadership position either inside or outside of university. You also need to be fluent in the native language of the country you wish to work in, and English, to be eligible for this programme.

HOW TO APPLY

Complete the online application form - include your personal details; contact details; study details and other experience. Attach certified copies of: ID and/or passport; Degree certificate and/or latest academic transcript(s) and Driver's license

WEBSITE

www.bestbeerjobs.sv.co.za

APPLY AT

www.bestbeerjobs.sv.co.za

CLOSING DATE

FOR APPLICATION

Thursday, 31 August 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

South Africa, Ghana, Tanzania and Nigeria

TYPES OF JOBS

Global Management Trainee positions as well as Functional Trainee positions

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



COMPANY SHOWCASE

Monday, 03 April 2017 | LS Mezzanine

PRESENTATION

Monday, 03 April 2017 | 1 PM | LS 3A

EXPO DATES

☐ Law (10 May) ☒ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

SAIPA

The South African Institute of Professional Accountants (SAIPA) is the leading accountancy institute representing suitably qualified Professional Accountant (SA), in practice, commerce and industry, academia and the public sector. For 35 years, SAIPA has been a pioneer in the South African economy, contributing to the advancement of the accountancy profession, influencing legislation and constantly transforming to keep abreast of business, financial and social developments in the country and internationally. SAIPA leads the way in forging a new and dynamic role for the Professional Accountant (SA) to fulfil the escalating demands made by business in South Africa's growing economy.

WHO WE ARE LOOKING FOR

Once you have completed your degree in the following, you will need to obtain practical experience by completing a three-year learnership with a SAIPA-Accredited Training Centre (ATC). Financial Reporting; Management Accounting / Financial Management; Taxation; Auditing / Internal Auditing 2 and Commercial Law.

HOW TO APPLY

Apply online



WEBSITE

www.saipa.co.za

APPLY AT

www.saipa.co.za/resources/178474/trainee-accountant-registration

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Throughout South Africa

TYPES OF JOBS

3 year Professional Accountant training contract

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

STANDARD BANK

In 2012, Standard Bank celebrated 150 years of providing high quality, innovative banking services across Africa. Proud of our strong African roots, we're now one of the continent's largest and most successful banking groups. We're moving forward by pioneering groundbreaking deals and innovative projects that are helping people, businesses and economies to thrive throughout Africa. With a presence in 33 countries our business focuses on opportunities in Africa and emerging markets with links to Africa. It's an approach that helped us win African Bank of the Year and Deal of the Year at the African Banker Awards 2011. With our commitment to sustainability we were also ranked as the 'greenest' company based in Africa in the 2011 Newsweek Green Rankings.

WHO WE ARE LOOKING FOR

We are looking for graduates with strong academics, in business-related disciplines with Finance, Economics or Engineering. Strong analytical and numeracy skills as well as innovative thinking is key.

HOW TO APPLY

Submit your application online. Include your CV with covering letter, full academic transcripts and a copy of your ID.



WEBSITE

www.standardbank.com/graduates

APPLY AT

www.standardbank.com/graduates

CLOSING DATE

FOR APPLICATION

Thursday, 15 June 2017

SA CITIZENSHIP REQUIRED?

☒ Yes ☐ No

LOCATION

Gauteng

TYPES OF JOBS

Banking, Finance, IT, HR, Engineering & the Built Environment

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☒ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

STANDARD CHARTERED BANK



As one of the world's leading international banks, we offer Graduate and Internship opportunities across Asia, Africa and the Middle East, as well as Europe and the Americas. We bank the people and companies driving investment, trade and wealth creation across these areas, calling the most dynamic markets in the world home.

WHO WE ARE LOOKING FOR

We're looking for passionate people with a diverse range of skills and interests, so we are interested in people from all degree backgrounds for our Graduate opportunities. Our Graduate Programmes are a platform for you to gain practical experience and learn the skills that will enable you to become a valued part of our global network, part of the good that happens here, both personally and professionally.

HOW TO APPLY

Apply online for the International Graduate Programme.

WEBSITE

www.sc.com

APPLY AT

www.sc.com/graduates

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg, Botswana,
Zambia, Angola, Nigeria,
Ghana, Kenya, Uganda,
Tanzania

TYPES OF JOBS

Banking and Finance

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☒ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

STEP ADVISORY



Step Advisory is a boutique management consulting company focused on fueling business growth. The Step Graduate Programme is a unique and intensive programme aimed at the development and growth of some of South Africa's most promising graduates. The 2-year programme is a balance of formal training and on-the-job training providing the opportunity to develop skills in various areas such as research, financial modelling, strategic communication, problem solving and project management. You will work closely with the dynamic team whilst under the mentorship of the innovative leadership team.

WHO WE ARE LOOKING FOR

Whilst we are open to a variety of academic backgrounds we are mainly targeting Accounting, Business Management and Economics students as well Engineering students who are interested in gaining more business experience.

HOW TO APPLY

Please email your CV, Academic Transcripts to date and a cover letter stating why you would like to be considered for this programme to: gradprogramme@step.co.za

WEBSITE

<http://step.co.za/>

APPLY AT

<http://step.co.za/>

CLOSING DATE

FOR APPLICATION
Monday, 31 July 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg

TYPES OF JOBS

2018 Graduate Programme with exposure to Management Consulting, Corporate Finance, Market Research, Strategic Communication & Analytics

OPPORTUNITIES ON OFFER

Graduate Opportunity

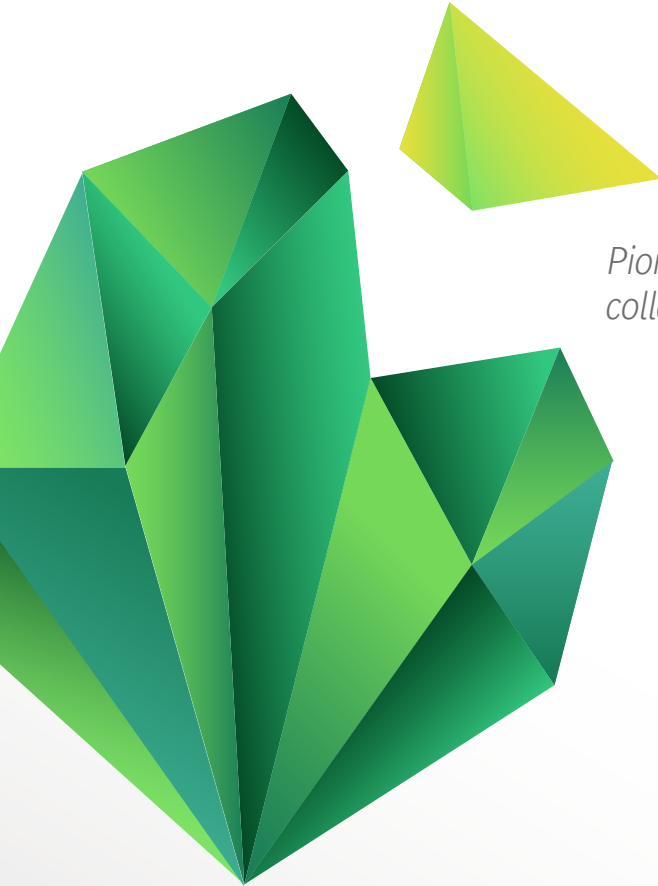
DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

JOIN US FOR A CAREER
IN CONSULTING
INTERESTED?
APPLY TODAY



*Pioneering
collaboration*

**INTERNSHIPS AND FULL-TIME
OPPORTUNITIES
IS CONSULTING THE CAREER
FOR YOU?**

As the world's leading advisor on business strategy, The Boston Consulting Group (BCG) pioneers ideas that drive sustained advantage for clients, industries, and society. BCG offers great career opportunities to students in all faculties. Visit our website to find out more.

<http://www.bcg.com/careers/default.aspx>

BUILD. CONNECT. GROW. [BCG.COM/
CAREERS](http://BCG.COM/CAREERS)

SWISS RE LIFE & HEALTH AFRICA LIMITED



Swiss Re Life & Health Africa Limited is committed to helping clients solve problems, including finding ways to optimise capital, manage new areas of risk and improve overall efficiency.

WHO WE ARE LOOKING FOR

We are looking for graduates with strong academics in a business-related discipline with majors in Actuarial Science, Finance and Economics.

HOW TO APPLY

Please submit your applications online.

WEBSITE

www.swissre.com

APPLY AT

www.swissre.com/careers/

CLOSING DATE

FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

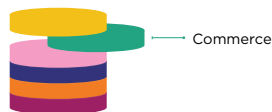
TYPES OF JOBS

Graduate

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



PRESENTATION

Monday, 28 August 2017 |

1 PM | LS 3A

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

TAKEALOT.COM



takealot.com is South Africa's largest, most innovative ecommerce retailers, with over 800 employees. At the core of everything we do is our customer. We are passionate about providing great customer experiences, beginning with the moment you land on our site, until the product you order is delivered safely into your hands. At takealot.com we firmly believe that the people with the best people win. And we plan on winning. So if you think you've got what it takes, we want to hear from you.

WHO WE ARE LOOKING FOR

We are a young, dynamic, hyper growth company looking for smart, young, creative, hard working people to join us. We offer market related benefits, a great work environment and a promise that you won't be bored as long as you are prepared for a challenge and want to build something great. We are in search of students with Computer Science degrees.

HOW TO APPLY

Apply online.

WEBSITE

www.takealot.com

APPLY AT

www.takealot.com/careers

CLOSING DATE

FOR APPLICATION

Thursday, 30 November 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

Software Engineer - Graduate Programme

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

THE BOSTON CONSULTING GROUP



The Boston Consulting Group is a tier one management consulting firm that specializes in strategy consulting. BCG employs 14,000 staff around the world in 48 countries with more than 85 offices over all the continents. The South African office is based in Johannesburg and focuses on multiple practice areas.

WHO WE ARE LOOKING FOR

BCG looks for candidates with strong analytical skills, rigor, drive, out-of-the-box thinking, initiative, good communication skills, an ability to work in teams and adapt to different situations, good listening skills, creativity and structured thinking. Our interviews are case-based therefore thorough case interview preparation is required.

HOW TO APPLY

Please submit your CV, cover letter (outlining your interest in consulting and BCG), your matric marks and all your university transcripts to <http://apply.bcg.com> and select Johannesburg as your first office preference.

WEBSITE

www.bcg.com

APPLY AT

<http://apply.bcg.com>

CLOSING DATE

FOR APPLICATION
Thursday, 31 August 2017

SA CITIZENSHIP REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg, South Africa

TYPES OF JOBS

Junior Associate positions available

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



PRESENTATION

Tuesday, 22 August 2017 | 5 PM | LS 3A

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☒ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

THE FOSCHINI GROUP



TFG's vision is to be the leading fashion lifestyle retailer in Africa whilst growing our international footprint. We comprise of 22 fashion forward brands; @home, @homelivingspace, American Swiss, Charles & Keith, Colette, DonnaClaire, Duesouth, Exact, Fabiani, The FIX, Foschini, G-Star Raw, hi, Markham, Mat & May, Next, Phase Eight, SODA Bloc, sportscene, Sterns, Totalsports and Whistles. We have an established Financial Services division, and publish 13 magazines with nationally competitive circulation rates. As a result of the variety of opportunities we offer, employees can follow a diverse career path within the Group. Our focus is on attracting, developing, rewarding and retaining talented individuals with the right attitude and a commitment to self-development.

WHO WE ARE LOOKING FOR

TFG employs graduates from diverse disciplines with majors in Business Science, Maths & Stats, Finance, Accounting, Marketing, Organizational/Industrial Psychology, Information Systems, & Computer Science. Attractive candidates are driven, innovative & resilient, has excellent communication & collaboration skills, we look for self-motivated candidates who enjoy being challenged, as well as individuals who display a passion for fashion lifestyle retail, leadership & business acumen.

HOW TO APPLY

Visit the TFG Careers site for information. We require a CV, letter of motivation, and academic transcripts. Candidates may be required to complete psychometric & competency tests, in addition to interviews.

WEBSITE

www.tfgcareers.co.za

APPLY AT

www.tfgcareers.co.za

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

HR, Marketing, IT, Buying, Planning, Logistics, Operations, Design, Finance, Analytics, Training and Development

OPPORTUNITIES ON OFFER

Vacation/ Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

THE RED & YELLOW SCHOOL



Red & Yellow has been producing some of South Africa's top Design, Advertising, and Marketing graduates since 1994. We believe that practical experience and creative thinking is the key to success in the competitive industry we operate in. Our award-winning degree, diploma, and certificate programmes are designed to give our students the competitive edge right from day one. Expert guest lectures, live brand projects, career-focused internships, and continuous exposure to our network of extraordinary alumni, make our students the most sought-after in the industry.

WHO WE ARE LOOKING FOR

We are looking for graduates from all degree backgrounds who want to pursue careers in the fields of marketing, advertising, communications and business leadership. They are go-getters who are ready to put theory into practice by tackling real world projects, harnessing the power of creative thinking, and learning from expert alumni. They want to make a difference, challenge the norm, and become the game changers of tomorrow.

HOW TO APPLY

1. Download the relevant application form and skills test from our website 2. Complete the form along with the skills test for your programme 3. Submit your complete application online or in person at our Cape Town or Joburg campus 4. We'll be in touch!

WEBSITE

www.redandyellow.co.za

APPLY AT

www.redandyellow.co.za/full-time-learning/apply-now/

CLOSING DATE FOR APPLICATION

Thursday, 30 November 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

Graduate education

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



PRESENTATION

Tuesday, 29 August 2017 | 1 PM | LS 3A

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

THOUGHTEXPRESS



ThoughtExpress is a Software-as-a-Service company that provides end-to-end solutions to large enterprises, enabling them to run their entire business through a cloud computing model. We engage in high level strategic partnerships with our clients to drive their business forward. Our in-house researched and developed technologies give us a strong competitive advantage, allowing us to implement sophisticated rules for running an enterprise within industry leading time frames. The company's culture is one where freedom, personal accountability and innovation are encouraged in a non-corporate environment. We are a young, dynamic, rapidly expanding firm with clients in multiple countries.

WHO WE ARE LOOKING FOR

Exceptional people who are flexible, innovative and willing to manage themselves. Areas of interest include: Actuarial Science, Finance, Business Processing, Cloud Computing, Scalability, High Performance Computing, Computer Security, Network Engineering, Complexity Theory and Mathematics.

HOW TO APPLY

Email your CV and cover letter to careers@thoughtexpress.com.

WEBSITE

www.thoughtexpress.com

APPLY AT

www.thoughtexpress.com

CLOSING DATE FOR APPLICATION

Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Computer Science, Actuarial Science, Finance, IT, IS, Computer Engineering

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☒ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

TIGER WHEEL & TYRE



Started in 1967 in a backyard in Johannesburg, Tiger Wheel and Tyre is not just your average wheel, tyre and battery supplier. We remember where we came from and still believe in offering real customer service and expert advice 'always'. Boasting 100 stores operating throughout the country, we stock a wide variety of wheel, tyre and battery brands, all at affordable prices. Our stores are modern, clean and inviting. Tiger Wheel and Tyre is dedicated to customer service excellence and satisfaction, has a deep respect for individuals, sells premium branded products and operates on a sound financial basis, resulting in profitable growth, thereby ensuring career opportunities, personal growth and added value for all its stakeholders.

WHO WE ARE LOOKING FOR
Grade 12 is a minimum requirement and a valid driver's license is essential. Important attributes for us is: integrity, customer orientated, positive approach to work/relationships, deadline orientated, assertive, attention to detail and should be a quick learner. Important skills to have: MS Outlook including Excel skills, report writing and telephone skills.

HOW TO APPLY
Please submit your CV and cover letter to shereenk@tw.t.to. Please include your full academic transcripts.

WEBSITE
www.twt.co.za

APPLY AT
www.tiauto.co.za/careers/

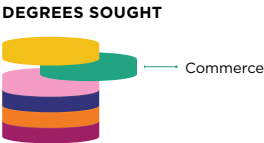
CLOSING DATE
FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP REQUIRED?
☒ Yes ☐ No

LOCATION
Northern, Western and Eastern Cape

TYPES OF JOBS
Various roles

OPPORTUNITIES ON OFFER
Graduate Opportunity



EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

TRUE NORTH PARTNERS PTY (LTD)



True North Partners Pty (Ltd) is an independent consulting firm registered in London and Johannesburg with offices in London, Frankfurt and Johannesburg. We have extensive global experience and industry recognition in the financial services, risk management and finance communities. Being a boutique consulting firm focused on risk, finance and strategy, we deliver innovative concepts and methodologies based on specialist experience and analytical backgrounds.

WHO WE ARE LOOKING FOR
We are always looking for entrepreneurial and dynamic individuals to join our firm. In particular, we expect: creative and lateral thinking; an intellectually curious mind; someone with strong analytical skills and a quantitative background; open mindedness as well as a desire for travel and discovery and demonstration of outstanding performance. We are looking for engineering, financial, statistical and actuarial science students in their final or penultimate year of study.

HOW TO APPLY
If you'd like to contribute to TNP's success please send your application including cover letter, CV, transcript and supporting documents to recruiting@tnp.eu

WEBSITE
www.tnp.eu

APPLY AT
www.tnp.eu

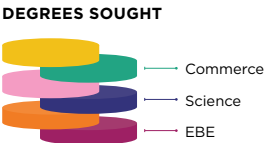
CLOSING DATE
FOR APPLICATION
Friday, 15 September 2017

SA CITIZENSHIP REQUIRED?
☐ Yes ☒ No

LOCATION
Johannesburg

TYPES OF JOBS
Banking, Finance, Consulting, Strategy, Risk

OPPORTUNITIES ON OFFER
Bursary/ Scholarship, Internship, Graduate Opportunity



PRESENTATION
Wednesday, 06 September
2017 | 1 PM | LS 3A

EXPO DATES
☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

TRUWORTHS

TRUWORTHS

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. In the words of our CEO, Michael Mark, "The theme is simple...it's all about fashion. This straightforward concept is a powerful reminder about what Truworths is all about - fashion."

WHO WE ARE LOOKING FOR

BCom (All); BA (All); BSocSci; BBusSci; BSc Computer Science students are invited to apply.

HOW TO APPLY

Please go on to our website, register and apply online. Our vacancies are open all year round.

WEBSITE

www.truworths.co.za

APPLY AT

www.truworths.co.za

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

TYPES OF JOBS

Merchandise and IT

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

UNILEVER SA



At Unilever, we believe in investing in the future, and in developing the business leaders of tomorrow. Whether you're a graduate looking for on-the-job training through our Management Trainee Programme or a student looking for a hands-on Internship, we've got what you're looking for. All our programmes offer you continuous business mentoring and hands-on responsibility in one of the most successful consumer goods companies in the world.

WHO WE ARE LOOKING FOR

We look for candidates with the following degrees: BCom, BSc, BScSci, Engineering.

HOW TO APPLY

Please complete an online digital application via the company website.

WEBSITE

www.unilever.com

APPLY AT

www.unilever.co.za/careers

CLOSING DATE

FOR APPLICATION

Sunday, 21 May 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Durban; Johannesburg

TYPES OF JOBS

HR, Finance, Marketing, Research & Development, Customer Development, Engineering, Planning, Source & demand

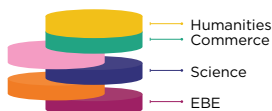
OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Vacation/ Internship, Graduate Opportunity

EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

DEGREES SOUGHT



COMPANY SHOWCASE

Tuesday, 09 May 2017 | LS Mezzanine



Unilever

SAY IT WAS YOU

Imagine being part of something so big it changed the world. That it changed the people in it, the trees, the air and the water. That it made people and the elements smile with a renewed, sustainable energy.

Join SA's No.1 Top Employer and accelerate your career. With access to world-class training and professional development; exposure to senior mentors and coaches; as well as opportunities to travel internationally - Unilever provides you with the head-start for your career that will allow you to achieve your ambitions.

Take a stand and lead the way.

Say it was you that joined the Unilever Future Leaders Programme.

Visit our website and like us on Facebook for more information on the Unilever Future Leaders Graduate and Internship Programmes.

 Unilever Careers South Africa

 www.unilever.co.za/careers

- World-class expert mentorship and support
- International opportunities
- Permanent employment from outset



VOLKSWAGEN GROUP SOUTH AFRICA



Volkswagen Group South Africa builds cars that have set standards and defined generations for over 65 years. In South Africa we make the market leading and iconic Polo and Polo Vivo cars for local and export markets, and import and sell other VW's, Audi's and VW commercial vehicles that you see on our roads today. We aim to be the most admired employer in South Africa and our regular annual certification as a Top Employer bears testimony to progress in this regard. Our Head Office is in Uitenhage, just outside Port Elizabeth and our Sales & Marketing offices are based in Sandton, Gauteng. We offer a comprehensive range of Training & Development initiatives and we're constantly looking to provide opportunities to those who share our values of respect; integrity; excellence and unity.

WHO WE ARE LOOKING FOR

If you have an excellent academic record, sound communication skills, leadership potential and passion for cars, we encourage you to apply for the Volkswagen Group South Africa Graduate Programme. We offer career opportunities in the following fields: Engineering (Mechatronics, Mechanical, Electrical, Industrial), Sales & Marketing, Finance, Information Technology, Human Resources, Purchasing, Logistics, Communications and Auditing.

HOW TO APPLY

Apply online.

WEBSITE

www.vw.co.za

APPLY AT

www.vw.co.za

CLOSING DATE

FOR APPLICATION
Thursday, 31 August 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Uitenhage/Gauteng

TYPES OF JOBS

Engineering, Quality, Sales & Marketing, Finance, Information Technology, Human Resources, Purchasing, Logistics, Communications & Auditing

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☒ Engineering & the Built Environment (24 Aug)

VON SEIDELS



Von Seidels
Intellectual Property Attorneys

Von Seidels is an intellectual property law firm based in Cape Town, with satellite offices in Somerset West and Johannesburg, South Africa. We specialise in protecting and enforcing IP rights in South Africa and Africa. Von Seidels is Africa's only ISO 9001 certified IP firm.

WHO WE ARE LOOKING FOR

As we are a boutique IP firm, we are looking for employees that have a strong interest in trade mark law, copyright and related fields of intellectual property. Candidates who wish to apply should have at least a Bachelors of law degree or an Engineering degree.

HOW TO APPLY

Kindly send us your CV, academic transcript and a motivation letter stating why you would like to specialize in this field of law. Alternatively.

WEBSITE

www.vonseidels.com

APPLY AT

service@vonseidels.com

CLOSING DATE

FOR APPLICATION
Saturday, 31 March 2018

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

TYPES OF JOBS

Candidate Attorney, Intellectual Property Attorney

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

Careers at the University of Cape Town

UCT is the oldest teaching university in South Africa (SA). It was founded in 1829 as the SA College and was formally established as a university in 1918. UCT has six faculties: Commerce, Engineering and the Built Environment, Law, Health Sciences, Humanities and Sciences. We also pride ourselves with a Graduate School of Business which forms part of the Commerce Faculty. UCT also has departments which consist of Professional and Support Staff. The departments are: Human Resources, Finance, Student Affairs, Libraries, Information Technology (ICTS), Properties and Services, and Communication and Marketing. UCT has a proud tradition of academic excellence and effecting social change and development through its pioneering scholarship, faculty and students.

UCT's reputation for excellence is underpinned by its distinctive research and many of our

researchers are world-leaders in their field. Our researchers also teach and so ensure that undergraduate and postgraduate students benefit directly from the latest scholarly work and discoveries. Our reputation as a leading research and teaching university is also embodied by the quality of our alumni, many of whom continue to make outstanding contributions to society.

If you are passionate about higher education learning and research, this is your opportunity to be part of a well renowned academic institution that aim for excellence through the development of its human resource.

To apply visit:
www.uct.ac.za/about/intro/vacancies/external/

Our foundation

- Promotes academic freedom, fostering intellectual debate and free enquiry
- Ensures that research informs all our activities
- Promotes a more equitable and non-racial society
- Promotes diversity in demographics, skills and backgrounds

UCT is the top- ranked University in Africa

UCT is ranked among the top BRICS universities and among the top 100 universities in the world for four of its subject areas, and top 200 overall in the Times Higher Education ranking.



UCT has excellent staff support structures

- Relocation and housing assistance
- Comprehensive wellness programmes
- Family friendly policies
- Childcare facilities



UCT believes in the development of staff

- Personal development plans
- Mentorship programmes
- Workplace learning and training
- 4 Learning Centres
- Specialised job/work design
- ...and many more



UCT offers excellent rewards to staff

Financial Rewards

- Basic Pay
- Performance rewards

Non-financial rewards

- Career advancement
- Personal growth
- On-going training
- Challenging work content



www.hr.uct.ac.za/
[@UCT_news](https://www.facebook.com/uct.ac.za)
hr@uct.ac.za

Apply today!

WEBBER WENTZEL

Webber Wentzel is well respected within the legal field and has been independently recognised as one of the leading law firms specialising in corporate law in Africa. We are a South African firm with a long history dating back to 1868. We have a number of accolades and achievements as a firm; and many of our lawyers have been recognised and awarded for their work by local and international rating agencies. The opportunity to join our team is much sought-after. We believe in cultivating the knowledge and skills of our people to help them launch successful careers in law. Our candidate attorney programme offers diverse development opportunities to help each candidate attorney become a valued member of our legal team.

WHO WE ARE LOOKING FOR

To serve articles of clerkship with us we require students to have their LLB from a South African institution. We consider BCom Law, BA Law and LLB degrees. Candidate attorneys at Webber Wentzel require a high level of business acumen. We recruit for potential future leaders of the firm & hence leadership competencies play an important role in succeeding. We are looking for dynamic individuals who are hungry for learning, capable of collaborating in multi-disciplinary teams, adapt to changing environments and yet remain goal orientated.

HOW TO APPLY

Apply online by visiting our careers page. You will need to attach your academic transcript/s, matric certificate and copy of your ID.

WEBBER WENTZEL
in alliance with a *Linklaters*

WEBSITE

www.webberwentzel.com

APPLY AT

www.webberwentzel.com

CLOSING DATE

FOR APPLICATION
Saturday, 30 September 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Johannesburg; Cape Town

TYPES OF JOBS

Articles of Clerkship

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

WERKSMANS ATTORNEYS



Werksmans Attorneys is a leading South African corporate and commercial law firm serving multinationals, listed companies, financial institutions, entrepreneurs and government. Operating in Gauteng and the Western Cape, the firm is connected to an extensive African legal alliance through LEX Africa. LEX Africa was established in 1993 as the first and largest African legal alliance. Werksmans is distinguished by the people, clients and work that it attracts and retains. Werksmans' over 200 lawyers are a powerful team of independent-minded individuals who share a common service ethos. The firm's success is built on a solid foundation of insightful and innovative deal structuring and legal advice.

WHO WE ARE LOOKING FOR

We accept applications from all law students i.e. BA Law, BCom Law and LLB degrees.

HOW TO APPLY

If you are interested in applying for either the Vacation Programme or Candidate Attorney Programme, please complete our online application.

WEBSITE

www.werksmans.com/zh/

APPLY AT

werksmans.com/graduates

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Johannesburg & Cape Town

TYPES OF JOBS

Law Articles of Clerkship

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

WESGRO

Wesgro is the official Tourism, Trade and Investment Promotion agency of the Western Cape, South Africa. The mandate of the agency is to attract and facilitate foreign and domestic direct investment into the Western Cape and to market the Western Cape as a competitive business and Tourism destination within national and international arenas.

WHO WE ARE LOOKING FOR
Which are searching for candidates with degrees in the following: Economics, Engineering, Trade, Investment, Finance and Film.

HOW TO APPLY
SEND YOUR CV TO
vacancies@wesgro.co.za



WEBSITE
www.wesgro.co.za
APPLY AT
www.wesgro.co.za/jobs
CLOSING DATE
FOR APPLICATION
Sunday, 31 December 2017
SA CITIZENSHIP
REQUIRED?
☒ Yes ☐ No
LOCATION
Cape town

TYPES OF JOBS

Intern, Project Administrator, Portfolio Manager

OPPORTUNITIES ON OFFER

Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

WHITE & CASE

Global Law Firm based in Sandton Johannesburg. With its roots on Wall Street, White & Case was one of the first major US law firms to transform itself into a truly global law firm. Shortly after being established in 1901, we opened our first non-US office in Paris, to serve the needs of a major client in Europe. More offices quickly followed. Our Associates attend a global White & Case conference held overseas where they get to interact with their peers from offices around the world. We offer international secondments to our Associates from time to time. Not as a gimmick, but because almost all our work is cross-border, so we need lawyers with international experience, outlook and contacts.

WHO WE ARE LOOKING FOR
We look for graduates with the following majors: Contract Law; Unjustified Enrichment; Law of Property; Insolvency; Evidence; Company/ Corporate Law. Further consideration will be given to graduates that have obtained another undergraduate qualification such as a Bcom.

HOW TO APPLY
Applications to be submitted to johannesburgtrainees@whitecase.com
Applications to include CV, Academic transcripts and motivation letter



WEBSITE
www.whitecase.com
APPLY AT
www.whitecase.com
CLOSING DATE
FOR APPLICATION
Sunday, 31 December 2017
SA CITIZENSHIP
REQUIRED?
☒ Yes ☐ No
LOCATION
Johannesburg

TYPES OF JOBS

Candidate Attorney

OPPORTUNITIES ON OFFER

Bursary/ Scholarship, Internship, Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☒ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug)
☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

WIGROUP

wiGroup is a mobile transaction solutions provider with two core offerings; "wiCode", a point-of-sale integrated, open and interoperable, mobile transaction platform, and "wiBlox", an advanced suite of services which link mobile applications to mobile loyalty, rewards, vouchers, coupons and analytics functionality. We pride ourselves on creating remarkable solutions.

WHO WE ARE LOOKING FOR

wiGroup employs over 130 people all of whom are excellent in their respective fields. If you're looking to join a passionate, dynamic team, in a fast growing tech company, we're always looking for new talent. If you believe you have what it takes to be a developer, project manager, account manager, business analyst, support, sales or even just an intern at wiGroup, we'd love to hear from you.

HOW TO APPLY

Please visit the careers page on our website and apply for your position there.



WEBSITE

www.wigroupinternational.com

APPLY AT

www.wigroupinternational.com/careers-listing/

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☐ Yes ☒ No

LOCATION

Cape Town

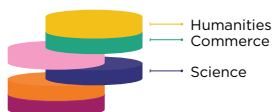
TYPES OF JOBS

Developer, project manager, account manager, business analyst, support, sales

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☐ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☒ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

WOOLWORTHS FINANCIAL SERVICES



Woolworths Financial Services (Pty) Ltd is a subsidiary of Absa Group Limited and an associated company of Woolworths (Pty) Ltd. WFS is a leading and responsible financial services business that is values-led and strives to always put the customer at the centre of everything that we do. We provide simple and convenient access to financial services in a way that rewards the Woolies customer, so that they can make more of life.

WHO WE ARE LOOKING FOR

We are looking for graduates with majors in Maths, Analytics and Engineering with creative and innovative thinking.

HOW TO APPLY

Our vacancies are advertised on the Woolworths LinkedIn page and the company website.

WEBSITE

careers.woolworths.co.za/

APPLY AT

careers.woolworths.co.za/

CLOSING DATE

FOR APPLICATION
Sunday, 31 December 2017

SA CITIZENSHIP

REQUIRED?

☒ Yes ☐ No

LOCATION

Cape Town

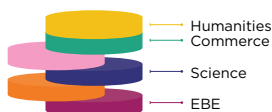
TYPES OF JOBS

Banking, Analytics, Finance

OPPORTUNITIES ON OFFER

Graduate Opportunity

DEGREES SOUGHT



EXPO DATES

☐ Law (10 May) ☐ Africa (23 May) ☒ All Degrees (16 Aug) ☐ Accounting (17 Aug) ☐ Business, Finance & Management (21 Aug) ☐ Banking, Consulting & Asset Management (22 Aug) ☐ Technology (23 Aug) ☐ Engineering & the Built Environment (24 Aug)

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Blank lined paper for writing.



A series of horizontal lines spanning the width of the page, providing a template for writing or drawing.

[illegible]

Blank lined paper for writing.

This image shows a full page of blank, lined paper. It features approximately 28 horizontal blue or grey lines spaced evenly apart, typical of notebook paper. The lines extend across the entire width of the page, leaving small margins at the top and bottom. There are no vertical lines, text, or other markings on the page.



**Wherever you are, you're never that far from
your first step into global law.**

**Norton Rose Fulbright invites
students to apply to our 2020
candidate attorney program**

Applications are invited from all law students
expecting to commence articles in 2020.

Offers will be made progressively as and
when suitable candidates are identified.

Applications must be submitted online
at apply.nortonrosefulbright.co.za

Law around the world
nortonrosefulbright.com





Student offers.

KPMG offers vacation work, bursaries and training contracts to outstanding students. Our goal is to recognise them for their outstanding achievements and to also assist those students who are in financial need.

Approximately 350 students work at KPMG during their holidays for an opportunity to gain insight into the firm, our culture and our people.

Contact: Shinead Van Niekerk | Nicole Japhta | K'Lynn Goliath
ctnrecruitment@kpmg.co.za



@KPMG_SA



@MeetKPMG



KPMG South Africa



joinkpmg.co.za

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