



CAREERS SERVICE

OWN YOUR FUTURE

Centre for Higher Education Development

WORKING WORLD **26**

POSTGRAD POSSIBILITIES **44**

ENTREPRENEURSHIP **50**

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Your **2024** Career Guide

The *Human* Advantage



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Monocle Analyst Graduate Programme

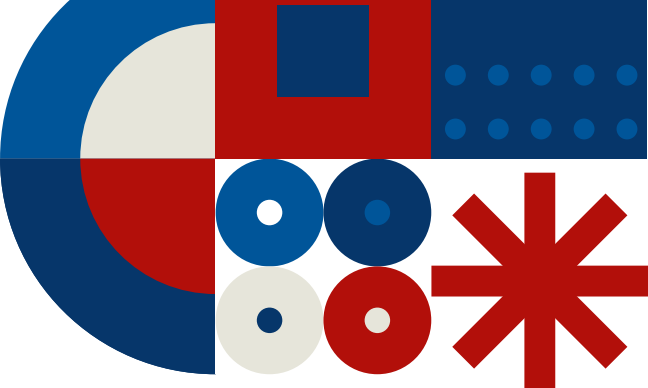
Your transition from graduate to professional is one of the most critical moments of your professional journey. To successfully shape the start of your career, we have designed the industry-renowned Monocle Analyst Graduate Programme. It provides unmatched training and development opportunities, executive mentorship and professional support to shape you into a world-class management consultant.



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Employer Directory

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plan your career.



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Learn about what skills are in demand and consider
how you can build these.



Working world _____ 26

Own the Selection Process with our curated guide on
your CV, cover letter, interviews and more.



Postgrad possibilities _____ 44

Explore various postgraduate options at UCT
and what to consider.



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Learn all the tricks of the trade you'll need
to make it as a student entrepreneur.



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Follow the careers of UCT grads that are making
waves in their industries.

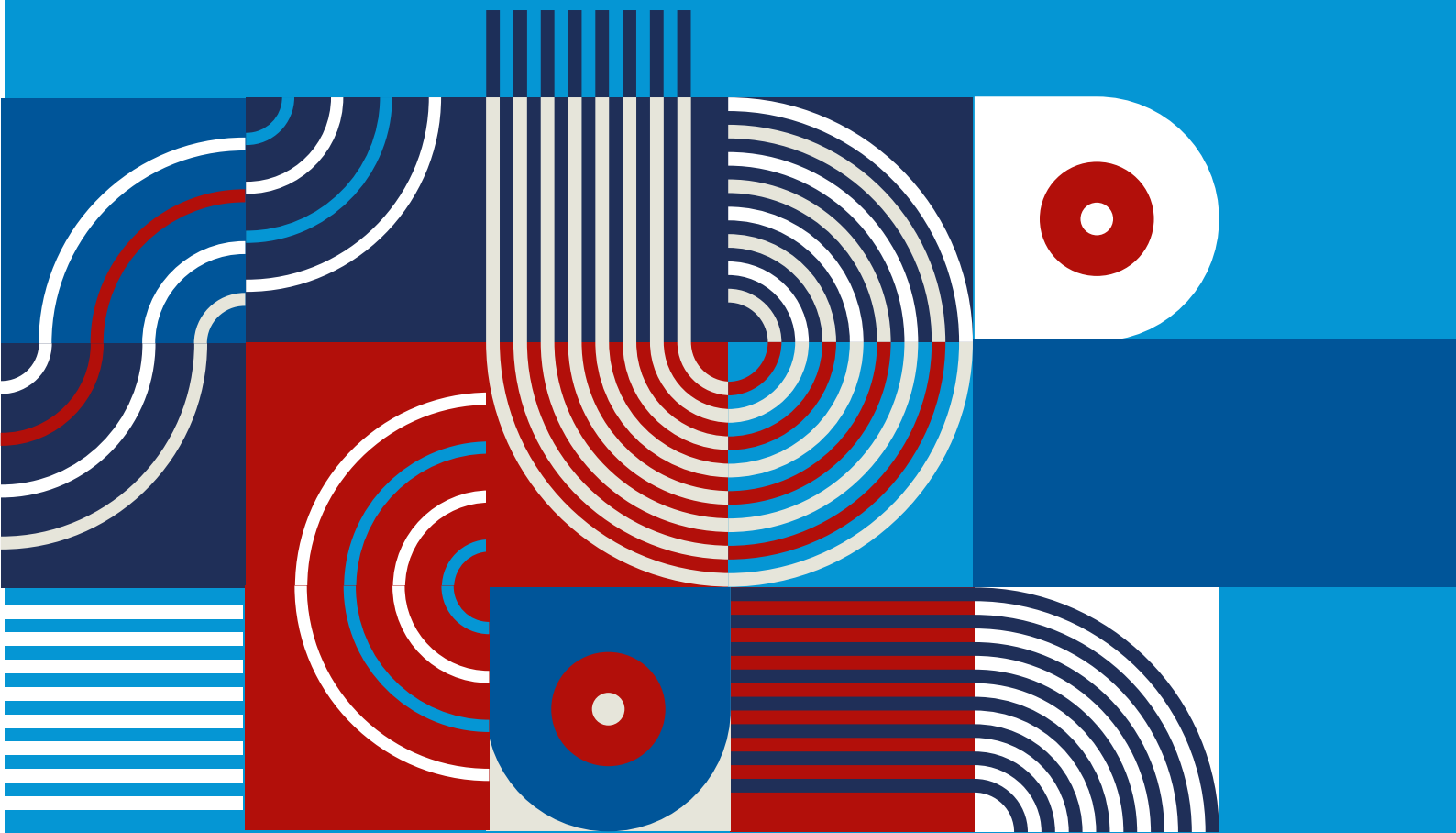


Employer directory _____ 94

Your pocket guide to industry leaders and the
opportunities they offer.

One

ABOUT US



Meet the team



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Welcome

Welcome to the 2024 edition of our Careers Service Guide, centred around the theme of “The Human Advantage” in the face of advancing technology. At the University of Cape Town (UCT), we celebrate the unique qualities, skills and attributes that distinguish our graduates and equip them to thrive in a rapidly evolving job market.

While AI transforms industries and job roles, certain uniquely human qualities remain irreplaceable.

In 2023, our Guide was honoured with five prestigious awards by the South African Publication Forum, a testament to the quality and relevance of the insights and information we provide.

We are also proud recipients of the 2022 Universum Student Experience Certificate of Recognition for our outstanding reputation, reflecting our commitment to student success and employability. Our Guide showcases UCT's strong QS ranking and employability indicators, underscoring the value of a UCT education in preparing students for successful careers.

At the time that we release this guide, we look ahead to exciting events that will connect our graduates with opportunities and industry leaders. These provide invaluable networking and career development opportunities.

We extend sincere thanks to the employers featured in this guide. Your

contributions are essential in shaping the content and relevance of our publication. It is through your partnership that we can effectively prepare our students for the workforce.

In this age of artificial intelligence and automation, the ability to adapt and collaborate with technology is key. While AI transforms industries and job roles, certain uniquely human qualities remain irreplaceable. Our Guide emphasises the importance of human skills – such as creativity, empathy, and critical thinking – that complement technological advancements.

We invite you to explore this guide, discover new opportunities, and embark on an exciting journey towards a successful career.


Yours in career development,

Naziema Jappie

Interim Director of UCT Careers Service



**BY NADIA
WAGGIE**

 2 MIN

UCT Careers Service celebrates 55 years!

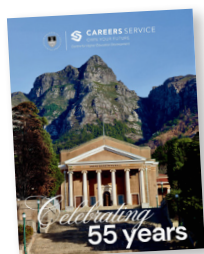
The ever-evolving career development landscape demands innovative approaches to steer students towards successful futures. For over 55 years, UCT Careers Service has been a beacon of guidance for students, offering multifaceted initiatives and programmes to equip them with the tools, knowledge and opportunities necessary to navigate their careers.

The Service has consistently demonstrated its commitment to supporting students in achieving their career goals. The dedication to personalised guidance through one-on-one consultations, even in challenging times like the pandemic, has proven to be invaluable to students' career paths. The focus on enhancing essential skills such as CV writing and interview preparation has empowered students to confidently enter the job market.

Moreover, the Service's efforts in promoting entrepreneurship have not only encouraged innovation but also created platforms like the Student Entrepreneurship Week, nurturing generations of studentpreneurs. The recognition of the evolving digital landscape led to the expansion of our CRM, MyCareer and the Careers Service website, and other digital tools, ensuring students can access resources and opportunities conveniently. The dedication to student development extends beyond individual consultations,

encompassing career expos, showcases and Career Conversations. The continuous adaptation of these offerings, whether through virtual expos during lockdowns or the dynamic Career Conversations series, shows the Service's responsiveness to student needs.

Furthermore, UCT Careers Service's collaborations with faculties, initiatives like UCT Plus, and partnerships with external organisations highlight its commitment to holistic student development. The emphasis on financial support through bursaries and scholarships, as well as student leadership initiatives, shows a comprehensive empowerment approach. The Service has evolved its strategies, harnessed digital tools and created diverse opportunities, demonstrating its commitment to empowering students on their career journeys. Through guidance, skill development and fostering entrepreneurship, it continues to enable students to thrive in the professional world.



**Discover
more about
UCT Careers
Service in our
CS 55 Year
Celebration
publication.**


Talk to us


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


General enquiries


Email: careers.service@uct.ac.za

Telephone: + 27 21 650-2497/8

 @uctcareers

 @uctcareersservice

 UCT Careers Service

 UCT Careers Service

Level 1, Hoerikwaggo Building, North Lane, Upper Campus, University of Cape Town

Visit us on campus

Hours:
Monday - Friday
08:30 – 16:30

WE ARE
HERE



Our Employer Partners

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



Start where you are

Events to follow along your journey



Discover: choose these events when you're *uncertain* about your future career or *need more information* before making decisions.



Focus: choose these events when you *have some idea* about what your future career path may look like.



Action: choose these events when you *need to take action* to further your career plans.

TERM 1



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



Doubting your degree choice or uncertain where it can lead? **Contact us!**



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

TERM 2



Are you an aspiring entrepreneur? Visit our website for information about the UCT entrepreneurship community and find helpful resources. <https://careers.uct.ac.za/entrepreneurship/careers-services-support-student-entrepreneurs>

Discover the Careers service
www.careers.uct.ac.za



Orientation & registration

Complete all faculty orientation activities – they are all important.



FIRST YEAR

Discover career options with your degree



Attend faculty career events. Choose what's right for your future: Explore different prospects your degree can prepare you for, by attending options with your degree events.



Attend the Own Your Future career expo: Discover who are offering bursaries and scholarship opportunities



Need a bursary?
Look for suitable opportunities on MyCareer portal.

TERM 3

Attend Career panel and Industry uncovered events related to your faculty.



Gain experience
– apply for student leadership positions and student jobs



Discover your Future World of Work by attending the **Law Expo**.



Watch out for the Career Guide: search for career information, bursaries, and scholarships.

Explore the World of Work: Attend the **Epic Job Expo** to connect with potential employers.



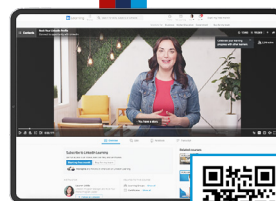
Thinking of changing majors or degree? Speak to your Student/ Curriculum Advisor

TERM 4

Start building your personal brand



Make a start on your CV
<http://www.careers.uct.ac.za/cvs-cover-letters-and-applications>



Rock Your LinkedIn profile
@ LinkedIn Learning, formerly Lynda.com
<https://www.linkedin.com/learning/rock-your-linkedin-profile>



Dec vac

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

INTERMEDIATE YEARS

TERM 1

Registration

Uncertain about where your degree leads?

Book an appointment with a Career Development Consultant via [MyCareer](#).



If your focus is on entrepreneurship, visit: <https://bit.ly/3UJYGSK>

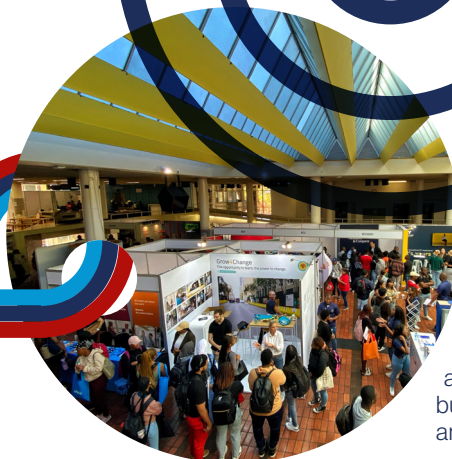
TERM 2

Explore possibilities with your degree: visit our website (<https://bit.ly/3LlIsqg>) and attend Faculty events.

Use your CV to apply and participate in the Mock Interview Programme.

Attend CV Writing webinar.

Attend your faculty specific Career Panel.



16–17 April

Attend the **Internship and Job Expo** to focus and apply for internships, bursaries, scholarships and vac-work.



Be aware of the deadline to change courses by Semester 2.

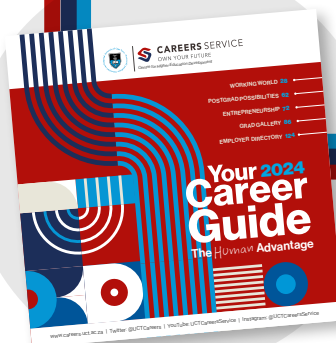
Attend our skills webinars in May.

<https://careers.uct.ac.za/events/events-calendar>



8–9 May

Attend the **Law Expo** to engage directly with future employers.



Read the Career Guide for tips on how to get a job.



Attend Industry Uncovered events to gain industry insights aligned to your career interests.

These are hosted every term.



June/July vac

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

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

TERM 3

7 August



Attend the **Epic Job Expo** and identify employers you are interested in.



UCTPLUS
UNIVERSITY OF CAPE TOWN



TERM 4

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

Attend interview & CV workshops

<https://careers.uct.ac.za/events/events-calendar>

Participate in Student Entrepreneurship Week



Update your LinkedIn profile to optimise your opportunities.

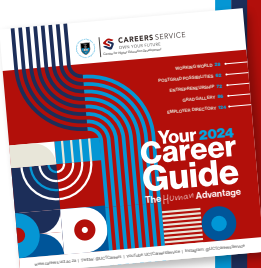
Find vac work opportunities and prepare your application.

Dec/Jan vac

Secure vacation work – preferably a job that will give you exposure to a career you are interested in or skills you'd like to develop.



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

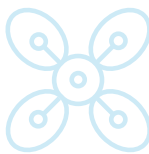


June/July

Make the most of your time to acquire skills from your internship and vac-work to strengthen your CV.

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

Attend the Career and Law Expos



Compile your **application** for postgrad studies.



Attend your **faculty career events**. <https://mycareer.uct.ac.za/students/events>



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

FINAL YEAR

TERM 1

Registration

Uncertain about where your degree leads? Book an appointment with a Career Development Consultant via [MyCareer](#).

TERM 2

TERM 3

June/July vac

Need help with your job search? Find opportunities in the Employer Directory section of the Career Guide or look on [MyCareer](#).

Attend the Epic Job Expo and engage with potential employers to apply for opportunities. Use our "[How to navigate an expo](#)" article to prepare.

Book a **CV Review** with one of our consultants.

Applications for most graduate opportunities **close by September**



Attend **potential employer events** to learn about graduate opportunities.

Graduation

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



Access the [Finding Work Series](#) to help with job searches, prepare for applications and interviews.

TERM 4



You can log into [MyCareer](#) for up to 3 years after graduation.

Find a job

- **Network.** Start with the Careers Service and reach out to people you know **working in industries** you are seeking to work in.
- Consider **possibilities outside your field.** Any work experience is valuable and will develop **transferable skills.**
- Talk to a **career development consultant** to get assistance with your **job search.**



Proceed with postgrad

- Update your **CV** and create a **Researchgate profile** to kickstart your **academic** career.
- Log into the **Postgrad Hub** for valuable information and resources to support your postgrad journey.



- Look out for **teaching or tutoring opportunities** in your department.
- Log into **MyCareer** to update your **preferences.**
- Start **exploring** possibilities with your degree

Start working

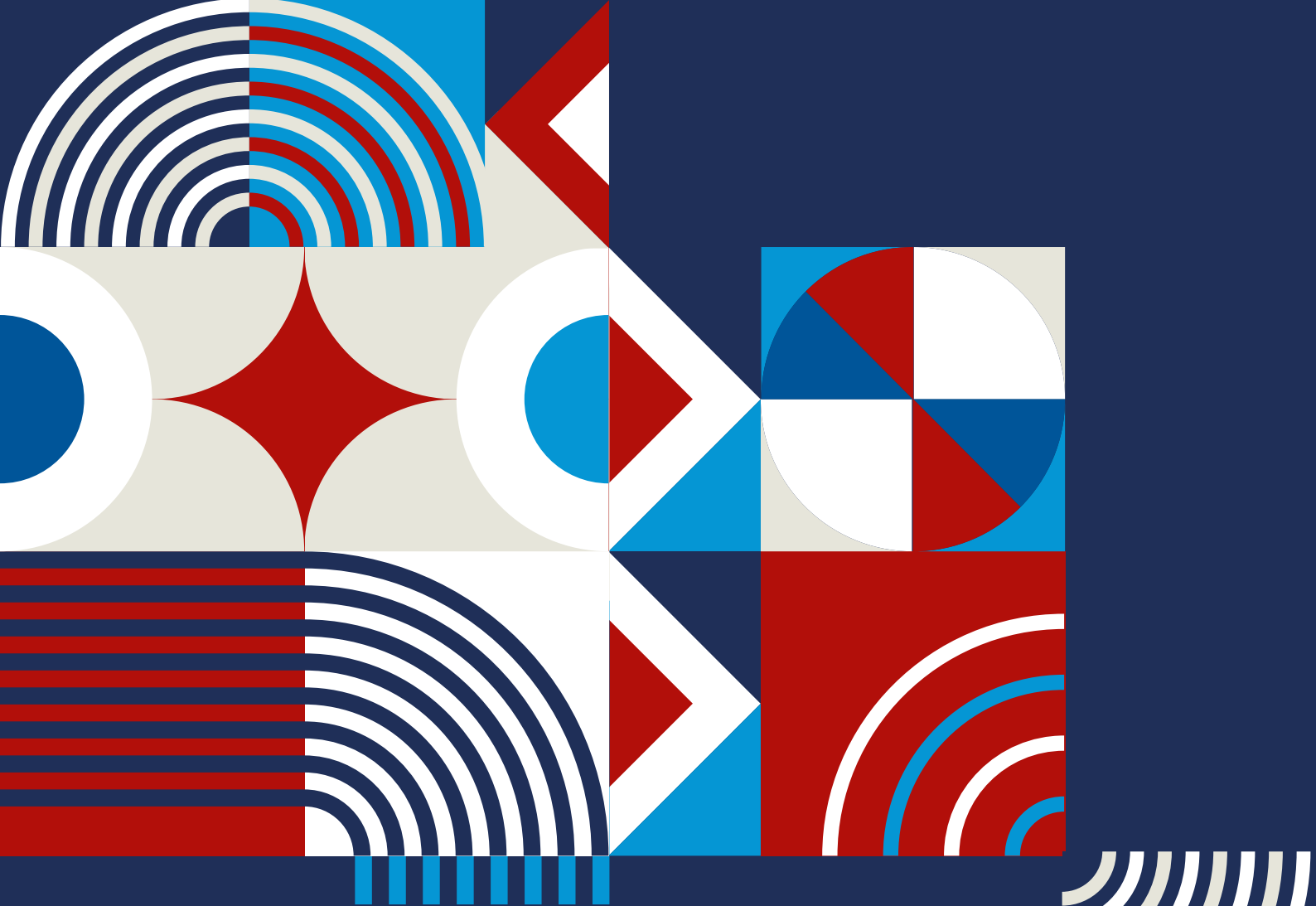
- Keep your **LinkedIn** Profile up to date and align your social media **presence** with that of a **professional.**
- Continue **learning.** Find a **mentor** or use continuous professional **development opportunities** through your employer.
- Complete your **work induction,** register with **SARS** and get **settled** in your job. Get to **know** and **learn** from your **colleagues.**

Build your own business

- Access our **resources** that support student entrepreneurs.
- Connect with us to find out more about UCT's **Entrepreneurship Ecosystem.**
- Build a **network** that can support you when the going gets tough. **Reach out** and **keep in touch** with peers, mentors, and fellow entrepreneurs.
- If your business can't yet sustain you **financially,** **look for a job** that will allow you to also work on your business.



Where
will you
go *next*?



two THE
Human
ADVANTAGE



BY KARIN
VAN LAEREN

🕒 1 MIN, 30 SEC

What sets ***you*** apart?

Have you seen the high end artificial plants out there? Even when you get very close to them, it's hard to tell if they are real. They even have little buds “forming” to convince you that they are busy growing, and some even feel realistic. Still, they are not really the same – apart from the smell, they never grow, they are not aware of their environment, and they can look generic.

The best employees will be those able to work alongside AI, merging the best of artificial and human intelligence to become somewhat superhuman in the workplace.

Similarly, artificial intelligence might seem to perfectly mimic human intelligence, but when you look closer it simply cannot replace the real thing. Sure, it is powerful and revolutionary, but like its plant counterparts, it is not alive. It is not unique.

Humans tend to have an edge, an advantage, over AI: we understand context and common sense. We have real emotions and empathy. We are intuitively creative (in the sense of creating completely new solutions). Most importantly, we understand ethics.

What is your superpower?

Still, there is no denying that AI is making our lives much easier. In the future, once we have solved the number of growing

pains underlying this new tech, the best employees will be those able to work alongside AI, merging the best of artificial and human intelligence to become somewhat superhuman in the workplace.

To that point, the employees that will be even more valuable will be those that understand and use their unique superpowers. We all have them, but it can be hard to immediately know what it is – maybe you are excellent at mentoring others, or perhaps you can close a business deal with one sentence.

You know your strengths best, and if you don't, get out there and make the most of your experiences to figure it out. After all, a plant doesn't grow to its full potential without experiencing all the elements!



4 MIN

**BY KEEGAN
STEYN**

*Executive Head
of Agile PMO at
Sanlam Group; PhD
Candidate, UCT
Information Systems*

Human-AI partnerships at work

Artificial Intelligence (AI) hasn't just stepped onto the scene; it's smashed through the walls of convention, evolving to the powerhouse we know as generative AI (GenAI). This isn't your run-of-the-mill tech advancement; it's a full-blown revolution ready to turn the status quo on its head. But as we stand on the brink of this new era, we have to ask: Is GenAI our ultimate partner in progress, or is it the ticking time bomb that could detonate the job market as we know it?

The rise of GenAI

GenAI isn't just tiptoeing through industries; it's leaving giant footprints, heralding a seismic shift in what technology can achieve – from healthcare to finance, to the arts. In healthcare, it's not merely assisting; it's revolutionising diagnostic precision, creating a symbiosis with medical expertise that seemed like sci-fi fantasy until now. Imagine stepping into a world where your work is not just about following protocols but about merging your intellect with AI to crack cases that were once unsolvable puzzles.

Finance and content creation are witnessing a metamorphosis, with GenAI reshaping risk assessment, fraud detection, and smashing the ceilings of creative potential. Picture yourself in this transformed landscape, where your imagination, paired with the

prowess of GenAI, breaks new ground, pushing you into roles where you're not just adapting but setting the pace for what's next.

Transforming the workforce

GenAI is revolutionising the workforce, automating the mundane to unleash our capacity for the intellectually stimulating and creatively fulfilling. This seismic shift isn't about machines muscling us out of the picture; it's about setting us up for a grand slam in innovation and problem-solving. As you wade into the professional realm, you'll see this isn't merely a technological facelift; it's a radical reimagining of what it means to work, creating novel roles that blend human ingenuity with machine precision.

Imagine AI-driven platforms that anticipate customer needs before they even articulate

them, transforming customer service into a predictive, rather than reactive, field. Visualise AI assistants that distil complex data into actionable insights, making analysts more akin to strategists than number crunchers. Or consider the rise of remote monitoring technologies in manufacturing, where AI not only predicts equipment failures before they happen but also orchestrates the maintenance schedule, shifting the role of engineers towards system optimisers and innovation drivers.

This revolution beckons a new era where you're not just executing tasks but are empowered to innovate, strategise, and lead in ways previously unimaginable. The GenAI wave isn't sweeping jobs away; it's washing in a tide of opportunities for those ready to surf its currents. As tomorrow's professionals, you stand at the helm, ready to steer the course of this exciting journey, transforming challenges into stepping stones for growth and redefining the essence of human contribution in the AI-augmented workplace.

Challenges and ethical considerations

But let's cut through the hype; integrating GenAI into our lives is a tightrope walk over a canyon of challenges and ethical quagmires. Job displacement, social upheaval, ethical nightmares – these aren't just bumps on the road; they're chasms we need to leap across with care. As tomorrow's trailblazers, it falls to you to navigate these turbulent waters, ensuring that the GenAI revolution doesn't spiral into an uncontrollable storm.

The future of work with GenAI

Peering into the crystal ball, the workplace supercharged by GenAI buzzes with untapped potential. We're not heading towards a clash of titans, human versus machine, but rather a dynamic duo where synergy is the name of the game. This partnership promises to redefine what it means to work, innovate, and thrive in an environment where obstacles become launchpads for unprecedented growth.

Opportunities for growth and innovation

The ripple effect of GenAI's transformative power promises to cascade beyond the confines of the workplace, fuelling societal and economic advances that could redefine humanity's trajectory. From predicting climate catastrophes to revolutionising healthcare, GenAI is not just showing potential; it's blazing a trail for us to follow. These aren't mere tech demos; they're glimpses into a future where human ingenuity and AI's capabilities unite to tackle our most daunting challenges.

Standing at the crossroads of this GenAI-driven upheaval, the call to action has never been more urgent. This journey is not about passive adaptation but about actively steering the ship towards a future where human and AI collaboration isn't just a possibility – it's the foundation of our evolution. The future of work isn't coming; it's here, knocking at our door with the promise of an "Evolving Future" that dares us to be bold, imaginative and unapologetically human.



The GenAI wave isn't sweeping jobs away; it's washing in a tide of opportunities for those ready to surf its currents.

🕒 2 MIN, 30 SEC

We asked graduates:

How do you use AI platforms in your daily work life?



In Humanities



I use Google's gemini platform to

summarise

information in journal articles and sometimes to just brainstorm things like headline ideas or a name for a new show.

Mohale Moloi, *Producer and Journalist*

In Law



"Our firm uses its GenAI chatbot called Linklaters. It has been built using Microsoft's Azure OpenAI service, meaning that our prompts and responses are secure. The chatbot is evolving as we add new features and try out new use cases. These

new features include content generation, summarising information to speed up legal research, and semantic search or eDiscovery which is knowledge mining whereby it searches through data to get summaries of content and generates summaries of client data. It can also be automated to extract clauses and classifications to comply with anti-money laundering laws." – **Simbarashe Gomwe**, *Trainee Solicitor at Linklaters*



"We use a platform called HotDocs, which basically "interviews" the user to determine the contract output.

You can populate a basic contract by answering questions posed by the program. This is a basic AI tool and the contracts that it provides require quite some panel beating afterwards."

Kirsten Barratt, *Associate Attorney at Dommissie Attorneys Inc*

In Commerce



“Our company policy prohibits the use of

AI platforms for client deliverables. However, I do use AI platforms for routine tasks which do not contribute to client deliverables. This includes generating ideas for brainstorming sessions, and giving me a quick overview of unfamiliar topics.”

Eric Tianhe Ren, Senior Actuarial Associate at PwC

In Science



“AI platforms have revolutionised my daily tasks. From articulating coding or data

challenges to restructuring how I communicate findings, they've been indispensable. Their presence instils confidence in tackling new coding or data challenges, knowing that with proper articulation, platforms like ChatGPT can provide invaluable support.”

Matthew Verbeek, Senior Analyst at Business Science Corporation

In Health Sciences



“We are starting to implement AI platforms to enhance our business efficiency. For example,

to aid in our marketing strategies by analysing consumer trends and preferences. This allows us to tailor our communications and offerings more effectively. The insights gained from AI-driven data analysis enable us to make more informed decisions, ensuring that our business strategies are both data-driven and aligned with our customer needs.”

Seanantha Baros, Biomedical Researcher and Co-founder of DERMA et al.

In Engineering



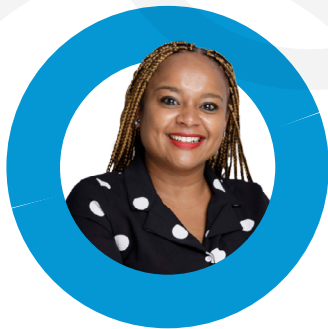
“When it first came out, I used [ChatGPT] as a search engine and as a means to streamline my code. However, due to some coding inaccuracies, I now only

sporadically use it in the former capacity.”

Kelly Ile, Senior GIS Developer at Sand Technologies

Do you use AI platforms in your work?

Let us know! Send an email to careers.service@uct.ac.za



**BY SHALIN
LEDWABA**

*Head of Talent
Acquisition at
Bowmans*

⌚ 1 MIN, 30 SEC

A data-driven world awaits you

Data is quickly becoming an essential part of doing business in nearly every industry. But how do we know what data is useful, and what to do with it?

In embracing a new data mindset, there's a heightened emphasis on our ability to utilise data for storytelling. While data can unveil problems or opportunities, it necessitates a storyteller to bridge the gap between the raw data and the real-world implications of the issue or opportunity at hand, an opportunity that you as a graduate can tap into and build the necessary credibility around expert data interpretation.

Within the legal industry, legal analytics platforms use data to provide insights into case law and litigation trends. Law firms and legal departments can leverage graduates with data analytics skills to interpret these insights to inform

case strategy and allocate resources effectively. This is just one of the industries where this is becoming an essential skill.

So, what is a data-driven mindset?

It refers to an approach to problem-solving and decision-making that prioritises the use of data and evidence to inform actions and strategies. Key concepts include data collection and preparation, data analysis, and the use of statistical methods and machine learning algorithms to identify patterns and trends in the data.

A data-driven mindset is not about becoming a data scientist. Rather, it is about understanding the value of data and becoming aware of it – think about how it can be used to achieve goals in your field.

A data-driven mindset will not only enhance your employability but also equip you with the skills and competencies needed to succeed in a variety of professional settings.

Why is it important for graduates?

We're living in a data-driven world. A data-driven mindset will not only enhance your employability but also equip you with the skills and competencies needed to succeed in a variety of professional settings. Alongside problem solving skills, it can give you the tools you need for innovation and evidence-based decision making. It can also make you a valuable employee, and more likely to quickly advance in your career.

Advanced decision-making: Employers value employees who can make decisions backed by data and evidence rather than intuition or guesswork. Graduates with a data-driven mindset are better equipped to analyse information, identify trends, and make informed decisions, leading to better outcomes in their roles.

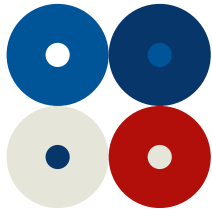
Better efficiency: The reality in most businesses is that time equals money. When you can find ways to use data analysis to save time and work more efficiently, you save unnecessary expenses and become a more efficient employee.

Adaptability/Flexibility: Working with and getting to know data teaches you not to follow any assumptions. Instead, you learn to find the right answers in data and become more comfortable with what it tells you.

Critical thinking: Not all datasets are equal, and you quickly learn to question what you see and how accurately it is represented.

Data is versatile: The ability to understand and analyse data is vital across various industries, and it expands your career opportunities.

Data skills are now essential for almost every role in every organisation. Start by learning the basics!



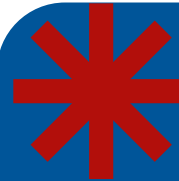
66%

of office workers use Excel at least once per hour.

1 in 5

professionals use Excel

Source:
Acuity Training



Discover the basics

Get to know tools like Excel and its capabilities to understand what is possible. Treat data as a companion, and seize any opportunities to experiment with it. This can be as simple as analysing and visualising your exam results or the scores of your favourite sports team.



Take a basic course in Excel or data analytics on [LinkedIn Learning](#).



Have a look at [Data Analytics Projects for Beginners](#) using SQL, Python and R.



⌚ 2 MIN, 30 SEC

Critical skills: the jobs that are in demand

BY NAWAAL BOOLAY

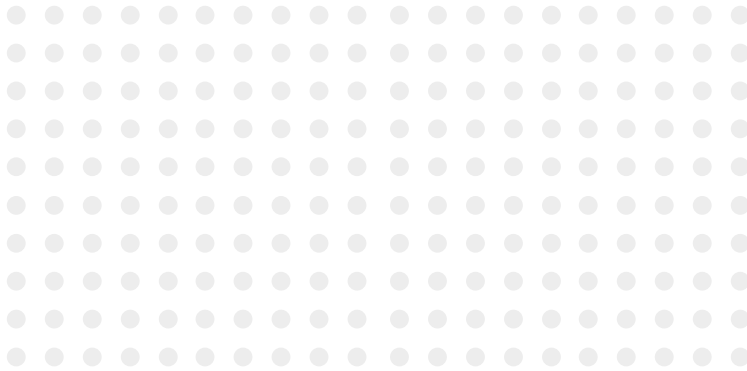
There is an increasing need in South Africa for specific vocations and abilities that are necessary in the quickly changing economy of today.

With the increasing availability of data, there is a growing need for professionals who can analyse and interpret this data to make informed decisions and drive business strategies.

Major sectors

These sectors are identified by the World Economic Forum and other sources as areas in which South Africa should prioritise skill development:

- **Expertise in science, technology, engineering and mathematics:** Technology will play a bigger role in the workplace of the future, so having excellent STEM abilities will be highly valued.
- **Digital proficiency:** A solid foundation in digital skills is necessary for people to prosper and maintain their competitiveness in the labour market as the digital economy grows.
- **Interpersonal skills:** As technology develops, the capacity to interact and communicate with others in an efficient manner gains increasingly greater importance.
- **Complex systems thinking:** With the rise of intelligent technology and global megatrends, individuals who can understand and navigate complex systems are highly sought after.
- **Reskilling and upskilling efforts:** As the fourth industrial revolution disrupts traditional jobs, there is a need for urgent reskilling and upskilling efforts to ensure that individuals have the necessary skills to adapt and thrive in the changing job market.
- **Enhancing digital skills:** African countries, including South Africa, need to prioritise strategies to enhance digital skills at all levels of education, from basic to advanced.



Critical skills **Some of the critical skills in demand in South Africa are:**

- **Data analysis and interpretation:** With the increasing availability of data, there is a growing need for professionals who can analyse and interpret this data to make informed decisions and drive business strategies.
- **Cybersecurity:** With the rise in cybercrime and threats, there is a high demand for skilled professionals who can protect sensitive information, networks and systems from potential cyber breaches.
- **Engineering:** The construction and infrastructure sectors in South Africa are growing rapidly, creating a demand for skilled engineers who can design and manage large-scale projects.
- **Healthcare management:** With the challenges faced by the South African healthcare system, there is a need for skilled professionals who can effectively manage resources, improve quality of care and navigate complex healthcare systems.
- **Digital marketing:** With the increasing reliance on digital platforms for business growth, there is a need for professionals who can effectively market products and services online to reach a wider audience and drive business success.
- **Project management:** As organisations continue to undergo changes and implement new initiatives, there is a demand for professionals who can effectively plan, execute, and manage projects to ensure successful implementation and delivery of desired outcomes.
- **Artificial intelligence and machine learning:** With the advancement of technology, there is a growing demand for professionals who can develop and implement AI and ML algorithms to improve decision-making, automate processes and enhance productivity in various industries.



If you are interested in upskilling yourself in any of these areas, visit the [UCT Postgraduate Hub](#) for more details on the various postgraduate programmes on offer.



BY SIFISO
MTSHALI

⌚ 3 MIN

The tools you need to get workplace ready

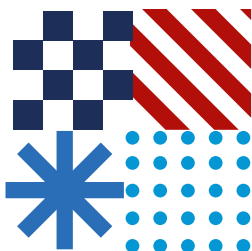
In the changing landscape of the working world, one thing is certain: upskilling is critical to set yourself apart from the competition. Here are some basic skills and platforms that you can discover whilst still a student to become workplace ready.

➤ Excel

Excel is the most used spreadsheet application in business. It is used to sort and analyse data sets which makes it the top priority to learn and has the highest case use in most careers such as administration and research. But it can also be used in your personal life, for example to help you plan your budget and make sense of your finances. While excel mastery is not essential, being proficient at it will give you a valuable edge. You can learn basic excel tips and tricks in under 50 minutes.

➤ Public speaking

A critical soft skill to have is knowing how to speak and present well. Learning to overcome your fear of public speaking to make an amazing presentation might be the deciding factor that lands you that promotion. Even if it's not essential for your job, you will likely benefit from the ability to convey your ideas so that people listen. Try finding speaking opportunities – even the smallest ones will build your confidence and you will learn what works for you as a unique speaker. Consider joining organisations like Toastmasters to practise.



➤ Email etiquette

Emails are the most used method of communication in the workplace, and writing an effective email is similar to giving a fantastic speech. In every email be clear and concise. Clearly state the purpose of your email and keep it brief without sacrificing important details. Pay attention to tone and avoid using informal language in a professional email. Clearly state what you require from the reader, whether it's a response or specific information.

➤ Collaborative platforms

The digitalisation of the workplace has increased the demand for digital skills in every role. From interviews to regular work, being able to use digital tools and resources is critical. Learn how to use collaborative digital tools like Microsoft Office 365 and Google Workspace to keep up with project updates and collaborate with colleagues.

➤ Video calls

Firstly, fine tune your video call setup: ensure that your background is clean and that your angle includes your shoulders and face; test your internet and make adjustments for a stable connection; and test your computer's microphone (if it doesn't put out clear audio, invest in headphones with a good microphone). Your lighting has to illuminate your gestures and facial expressions – natural lighting is often best for this! Practise your video call skills by setting up catch up sessions with old school friends or estranged family members.

➤ Talking on video

In most workplaces, few people are confident with talking on video. So when it comes to behind-the-scenes videos and interviews with staff, a lot of employees will shy away from the camera. If you want to stand out, consider becoming comfortable with being on screen – and the best way to hone this skill is with practice. Use your own social media account or private messages as a testing ground, and keep in mind the basics (plan your key talking points to prevent rambling, vary your tone of voice, watch your body language, etc.). This skill can even be useful in your job application – consider adding a short video of yourself motivating why you are the best candidate for the job to your application.

From interviews to regular work, being able to use digital tools and resources is critical. Learn how to use collaborative digital tools like Microsoft Office 365 and Google Workspace to keep up with project updates and collaborate with colleagues

The background of the page is a vibrant red. In the upper left, there is a white rectangle with horizontal red stripes. To its right, a series of vertical lines in red, white, and blue run down the page. These lines curve at the bottom into a series of concentric, overlapping arcs in red and blue. In the upper right, there are several geometric shapes: a white circle with a red center, a blue circle, and a dark blue circle. Below these, there are concentric arcs in red and blue, and a white rectangle with a blue border. The overall design is modern and abstract, using a limited color palette of red, white, and blue.

three

WORKING WORLD



1 MIN, 30 SEC

What to do before you **apply**

BY KARIN VAN LAEREN

It can be tempting to jump in and apply for every job you see – DON'T! You will save a lot of time and energy if you first think through what you want out of your first job.

Find your WHY

Let's say you want to be an engineer. What motivated you to go down this route? What sparks your passion for the work? Employers tend to prefer candidates who are passionate about their work, and it will show if you know what drives you. Moreover, this will help you identify which jobs won't gel with you – if you are passionate about making a change in sustainability, you will likely not be happy working for a company that pumps out greenhouse gases.

Research every employer before applying

Before you even consider writing that cover letter, read up on the employer. Do their values align with yours? Will the job match your career goals? Is there room for growth? Look on LinkedIn at other employees at the company to try to get a feel of the type of

people that make up the team, and how long they stay before moving onto another job.

Clean up your social media presence

Scroll through your various profiles and remove any red flags: inappropriate language, confrontations, excessive partying... you get the idea. Anything offensive from other accounts that you have shared could also pop up in a search. Make sure that all information corresponds to your CV – if you have a location listed on social media, check that it matches the address on your CV. On the other hand, if you don't have a presence on any social media channels, consider at least creating a LinkedIn profile. When employers can't find you anywhere online, this raises questions.

Make a wish list

Think about what you really want out of a job: what's most important to you? Write it down in order of importance. Examples can be training opportunities, mentorships, culture and prospects. If there is a company you dream of working for someday, write it down (or better yet, apply there now already!). Knowing what you want is the first step in working to get it.

Employers tend to prefer candidates who are passionate about their work, and it will show if you know what drives you.



🕒 1 MIN, 30 SEC



Your skills-based CV:

How to get a job without experience

BY MEGAN BLACKER

You need experience to find a job, but you need a job to gain experience. It's the perfect catch-22. The good news is that, with a carefully targeted CV, you can still capture employers' attention without work experience. Focus on what you have to offer in terms of your skills, not what you lack in terms of work experience.

Personal profile

Write a solid personal profile, making sure that it is aligned with the job being advertised by focusing more on your relevant skills for the job developed through different opportunities, thereby not focusing on your lack of experience. See an example [here](#) or watch [Own Your CV Episode 2](#).

Education

Your education section can follow. Focus on special courses completed or awards achieved. Consider mentioning those group project assignments that developed your teamwork and problem solving abilities. Soft skills developed in an academic programme easily transfers to the world of work.

Skills

As you do not have work experience, rather have your skills section next. Decide which of your skills developed through different roles

and projects are relevant to the opportunity to present on your CV. It is not enough to simply list your skills. Provide evidence of your skills. See some examples [here](#) or watch [Own Your CV Episode 4](#).

Custom headings

Break up your experiences by using headings that will convey relevance e.g. "Social outreach" for volunteer work; "Extra-curricular activities" for sports you play or societies you have joined; and "Leadership roles" or "Roles of responsibility" for any roles you may have had (e.g. committee member, mentor or class representative).

Write a cover letter

Lastly, consider [writing a compelling cover](#) or motivation letter to accompany your CV. A cover letter can be an opportunity for you to introduce yourself and explain why you are the best candidate for the role.

Consider mentioning those group project assignments that developed your teamwork and problem solving abilities.



🕒 1 MIN, 30 SEC

7 Student activities to bolster your CV

Employers are interested not only in work experience, but other activities that can develop soft skills (they are more difficult to teach!). Examples of soft or transferable skills include communication, teamwork and problem solving, and you develop them by taking part in various activities.

1 Volunteer

This allows you to demonstrate your compassion and desire to give back to society. Here are some interesting [ideas for volunteer programmes](#). Align volunteering with your area of interest – for example, if you are interested in environmental sustainability, look at related [volunteer programmes in Africa](#).

2 Join a society

Joining a society can add industry knowledge to your future career. Good options are ABSIP and the Biological Society. Choose a [society](#) based on your interests to build interpersonal skills.

3 Take on a hobby

Playing a sport or having a hobby can enhance your teamwork abilities, resilience and grit. Check out [UCT sport clubs](#). Playing an instrument could develop your creativity along with time management skills.

4 Learn new skills

Learn a new skill by completing different short courses like [learning to code](#) (check out [UCT LinkedIn learning](#) for more courses). Courses outside of your academic commitments can help you build additional skills and demonstrate initiative.

5 Be a leader

Take up a leadership role by applying to be a society committee member or first year student mentor. Leadership skills you can develop include good communication skills, strategic thinking and reliability.

6 Get a part-time job

Vacation work or student jobs around campus can be great for your CV. In addition to money, you might earn some customer service skills, the ability to work under pressure and interpersonal skills. Pick a job that trains skills that are required in your dream job. For example, if your dream job entails writing, apply for a job at the [UCT Varsity Newsletter](#) to enhance your writing skills.

7 Be active on social media

Navigating social media, especially LinkedIn, is becoming more important in the workplace. Use different platforms to demonstrate your skills, but make sure that there is nothing on your profile that you do not want an employer to see.



Over **84%** of organisations are recruiting via social media with another 9% planning to do so that haven't already.

Source: Apollo Technical



3 MIN

Let **ChatGPT** supercharge your job applications

BY SAFIA LAGERDIEN

You have probably used a number of AI-powered applications like ChatGPT for coursework and assignments. But, have you considered using ChatGPT to enhance and strengthen your job applications? Although you have to be careful with how you use it (do not let it write your entire cover letter!), it can be very useful in many parts of your application.

How can you use ChatGPT in your job search?

1. Structure written content succinctly – like your CVs and cover letters.
2. Draft professional correspondence with potential employers for email.
3. Prepare for interviews – ask for sample interview questions for a particular position.
4. Ask it to help edit or shorten your cover letter.

Understand the dangers

When you ask a question or prompt ChatGPT, it can only predict the answer you are looking for: it compares your prompt or question to its training data sets and cannot tell what's true in your specific context. So, whilst ChatGPT is a very attractive and powerful tool to use, it can also provide misleading or incorrect information that might not be applicable to your specific context and needs.

Retain authenticity

Many employers use AI to refine their recruitment and selection processes, and they are not naive to think that you won't use the same tools in your job searches to save time, compose well-written cover letters and CVs, or to prepare for interview questions and assessments.

So, if you are using AI-powered tools like ChatGPT, you need to be careful – employers can easily spot inauthentic, generalised content. It seems obvious, but don't submit entire pieces of ChatGPT content as your own work.

How to edit copy created by ChatGPT

Copy the content and edit, tailor, personalise and structure the final draft of your content outside of ChatGPT. Here are some things to focus on:

➤ **Check that the tone** of the language of your document is appropriate and suited to a local audience (check for and fix American spellings e.g. math instead of maths).

➤ ChatGPT is trained to generate words based on input and does not fully understand the complexity of human language. Always **critically evaluate** the text it generates.

➤ **Tailor your content** to the specific role you are applying for and add details about how you approach relevant scenarios – a personal touch with details that can't be found in your CV goes a long way.

➤ **Personalise** your written content to reflect the research you've undertaken in respect of the culture and values for every company you are applying to, and how your interests specifically align with theirs.

Discover how to creatively prompt

A detailed prompt can really make a difference when you interact with ChatGPT. By simply creating a character, you can drastically improve the results you get. For example, instead of just asking for interview questions, try telling the platform, "You are an interviewer looking for someone that matches the below job description. What questions would you ask in an interview?" (and pasting the job description from the listing below it). You can also ask it to explain its thinking to learn more about why employers might ask certain questions. Learn more on [how to master ChatGPT with this short course](#).



Helpful resources

- To book a 1:1 appointment with us, [use this link](#).
- For resources click [making applications](#).
- Download our [job applications resources book](#).

Many employers use AI to refine their recruitment and selection processes, and they are not naive to think that you won't use the same tools in your job searches.

3 MIN

➤ Why you need to be on **LinkedIn**

BY SAMANTHA COOM

CEO and Founder of The Social Craft; LinkedIn Alumni (2020)



These days, with connectivity being paramount and opportunities sitting at the click of a finger, it is no wonder that social media platforms play a massive role in shaping our professional journeys.

The secret to your success this year will be LinkedIn. It's time to harness the power of the world's largest professional community where networking with top CEOs and top employers is only a smartphone away and key to kick-starting your career. LinkedIn isn't just a digital resume; it's a dynamic space where your aspirations can meet reality.

Why you should get INvolved and INvested on LinkedIn

Personal brand is the new CV

Have you ever Googled someone before you'd met them? Well, employers do the same and LinkedIn is generally the first link to pop up. Do

you want an empty LinkedIn ghost profile to appear, or even worse – your Facebook profile that you don't even care about anymore? If you don't want to remember it, a potential employer won't want to see it.

LinkedIn is not just a copy and paste of your CV! As a digital native, content creation should be second nature to you, and here you can use this superpower to tell your story, differentiate yourself and cut through the recruitment clutter. Use LinkedIn as your digital playground to showcase your skills and achievements.

Network is now your net-worth

Forget the traditional notion of networking; LinkedIn revolutionises the game. Connect with professionals directly – access the most innovative and well known industry leaders all at a click of a button.

As a graduate, you probably cannot show what you've done or achieved yet – but your peers, lecturers and peers can. They can vouch for your credibility and LinkedIn gives many areas for us to give social proof to cement our credibility: featured media, referrals, skills, endorsements and content engagement.

As a digital native, content creation should be second nature to you, and here you can use this superpower to tell your story, differentiate yourself and cut through the recruitment clutter.

DID YOU KNOW?

LinkedIn was launched in 2003 and is the world's largest professional network with over **740 million members** in more than **200 countries** and territories.

LinkedIn was acquired by Microsoft in 2016 for \$26.2 billion, making it one of the **largest acquisitions in tech history**.

LinkedIn has over **57 million company pages on its platform**, which are used to showcase the products, services and job opportunities of businesses around the world.

Not only does a big network help you get the love you want on your posts, but it can ensure that your content is seen far beyond your first degree connections, therefore helping you go “viral” for free.

Engage in conversations, join relevant groups, and attend virtual events. The connections you make on LinkedIn can open doors to internships, collaborations and mentorship opportunities that could shape your career trajectory.

It's a virtual (and global) cocktail party

Don't wait for the next career fair to start networking. On LinkedIn you not only have access to the leadership of the business, but the actual real people doing the recruitment or running the innovative department you're dying to join.

Leverage the platform and gather intelligence about the person you're wanting to message, connect with them and let them digest your personal brand before reaching out with a direct message expressing your passions and interests.

Learning to adult 101: skills you'll need

LinkedIn is the leading platform in making skills accessible to everyone. Whether you're looking to complement what you've already aced or looking to pivot and add on some additional learnings, [LinkedIn](#) is where you can carve a learning pathway for continuous upskilling success.

The job hunt made easy

LinkedIn is the place where job hunting doesn't feel like begging for attention. Create a profile that screams “hire me” without desperation. The job market has changed and a profile that reflects your personality, values and career aspirations can be what differentiates you from yet another employee in the industry. Share articles, projects and insights that resonate with you and position you as a thought leader in your field – who doesn't want to work with the best and most well-known?

So, stop scrolling through your endless feed of memes and cat videos, thinking your dream job will magically appear. Download LinkedIn and build a thumb-stopping profile that's going to set you up for long-term career success.





3 MIN, 30 SEC

Your secret weapon in any interview

BY AMENA HAYAT

South Africa's job market is quickly changing and becoming more competitive than ever before. As a graduate you can't rely on your qualifications alone to set yourself apart in interviews. This is where your brand comes in. Alongside being adequately prepared for the interview, how well you present yourself and your abilities will ultimately determine the success of your application.

Are you worried about what to speak about in an interview because you don't have formal work experience?

Understand and build confidence in your brand

We all come with a unique set of personal and professional life experiences, skills, interests/hobbies and strengths. These aspects of our lives determine what makes us unique to the interviewer, often beyond a qualification. Learn to feel confident in your unique offering. What sets you apart from other candidates with the *same qualification*? Reflect on this and write down the answer.

Identify moments of growth

Are you worried about what to speak about in an interview because you don't have formal work experience? Think back on your life experiences (e.g. achievements, challenges and volunteering jobs) and how these have helped you develop valuable skills and competencies. For example, you may have moved cities on your own when studying – helping you become more agile in dealing with change, budgeting, responsibility and networking. Write down pivotal moments of growth to identify the skills and competencies these experiences have helped you develop.

Match your skills to the job

Have a look at the job requirements and identify those that align with your experience, education and skills. This way, the transferable skills that you explored before can be leveraged in your interview when asked competency-based questions.

Use the STAR Method for competency-based questions

Competency-based questions assess how you approach problems, tasks and challenges. Use the STAR-method (Situation, Task, Action, Result) in your responses. Describe the context of the **Situation** you were in, the **Task** that you were faced with, explain how you addressed it (the **Action** you took) and end off with the **Result** or outcome of your actions.

Ask the right **questions**

At the end of the interview, the interviewer will usually give you the opportunity to ask questions. Stand out from other candidates by preparing a few thoughtful questions that will leave a lasting good impression.



Links to
Careers
Service
resources

Tips on how to
**prepare for
interviews.**

How to handle
**interview
questions.**

Participate in the
**Mock Interview
Programme.**

Book a free
consultation on
MyCareer for
help to prepare
and practise for an
interview.

Prepare impactful questions:

- **Formulate questions that show that you have conducted thorough research on the company.** This will demonstrate your knowledge and genuine interest in joining the organisation.
- Once you have a sound understanding of the role, **prepare questions to gain further clarity on aspects of the job that are important to you.** For example: if your brand speaks to having strong interpersonal skills and working with people, you could ask about the team dynamics and opportunities to work in collaboration with others.
- **Ask questions that help you gain valuable information** to make an informed decision should you receive a job offer. For example, if sustainability is important to you, ask about the company's carbon footprint and how they offset it. Every interaction in an interview will build on your brand message and asking impactful questions can do just that.
- **Ask open-ended questions that encourage detailed responses.** This can lead to an engaging conversation with the interviewer and demonstrate your curiosity and critical thinking skills.
- **Focus on quality versus quantity.** Rather than having a long list of questions, prioritise those that are relevant to you.
- **Be respectful and professional.** Avoid questions about salary, benefits and other sensitive topics at the interview stage (keep these for if you get a job offer).

Examples of what to ask:

▶ Can you describe the company culture and what sets it apart from other organisations in the industry?

▶ I am aware of [specific challenges] faced by the industry. How can this role contribute to the organisation addressing those challenges?

▶ What opportunities are there for collaboration and cross-functional teamwork within the organisation?

▶ How does the company measure success for this role and what are the key performance indicators?

▶ Can you share more about the onboarding process and how the company supports graduates in getting up to speed?



3 MIN, 30 SEC

Know your worth

BY CAMILLA PENNINGTON

Project Manager at SAGEA

As you enter the world of work for the first time, you might be wondering how much you will be worth to employers. Here's what you should be considering.

First assess your priorities

If this is going to be your first job fresh out of university, think carefully about your priorities. For example, **is what you earn as important to you as what you can learn?** Are you interested in further studies and will your employer assist with finance and/or study leave to facilitate these? Does the employer offer long-term security and opportunities for wellbeing and fulfilment? What type of work environment and culture will you thrive in? What will your future prospects be?

In a recent Candidate Insights study by SAGEA, 2 500 graduates who had recently started working in entry-level roles were asked what their priorities were.

For many graduates, what you are worth has a lot more to do with learning and development opportunities and future prospects than what you can earn!

These were the top 5 priorities:

1. Training and development
2. Reputation of employer
3. Long-term career prospects
4. Security of employment
5. Organisation culture

Remuneration was far down this list, at #12! So, for many graduates, what you are worth has a lot more to do with learning and development opportunities and future prospects than what you can earn!

Factors influencing your worth

There are many factors that will influence your worth, such as the type and level of your qualification, supply and demand, geographical location of an opportunity, whether you will be working for a small to medium sized business or a multinational, and the type of opportunity – to name a few.

In some instances, qualifications relate directly to entry level roles – for example, to practise as a Trainee Chartered Accountant you need a GDA or CTA; to practise as a Doctor, you

Question different role types and their complexity and earning potential, and familiarise yourself with the minimum requirements of a role type that appeals to you.

need a medical degree; and engineering roles will require a specific engineering qualification.

In many cases though, your degree or major does not immediately correlate with a role. Examples are roles such as Merchandiser, Buyer and many roles that end with “Analyst” – Logistics, Finance, Strategy, Business, Procurement and Research, to name a few. These roles are suited to a broader range of qualifications and backgrounds. A social science major can for example be employed as a Strategic Analyst. A Data Analyst is very different from a Data Scientist (the clue is in the name: a Data Scientist would have a postgraduate qualification).

Question different role types and their complexity and earning potential, and familiarise yourself with the minimum requirements of a role type that appeals to you.

Some numbers

As you can see, determining what you want out of your first job and assessing your worth is about more than numbers. That said, it is valuable to have some idea of salary benchmarks. According to SAGEA's 2023 [Employer Benchmarking study](#) among more than 60 of South Africa's top graduate employers, the median annual starting salary for graduates in 2023 was R245 600. However, this is **highly dependent on role type, demand and complexity**. Roles in investment and engineering, for example, are commanding annual salaries upwards of R500 000, whilst entry-level analyst roles sometimes bring in a salary of around R130 000.

Gross versus net earnings – what can you afford?

When you receive a job offer, request a mock payslip – there are certain statutory deductions which will affect your net earnings (i.e. your gross salary after deductions). These will include PAYE (tax), UIF (Unemployment Insurance Fund) and benefits like medical aid and pension if they are included in your package. It is important to understand what your net earnings will be and whether you can afford to live on this amount.



Online resources

When looking at any salary recommendations online, be sure to compare apples to apples – **look specifically at entry-level roles** and know that various factors can affect the number in front of you.



Factors that influence salary in South Africa, including location.



Websites like Payscale, GrabJobs and SalaryExplorer can give you an idea of what to expect.



3 MIN

How to deal with multiple job offers

BY SIFISO MTSHALI & KARIN VAN LAEREN

Congratulations! All those nights spent at Hlanganani have paid off and you received multiple job offers. It's now time to choose which one aligns with your career aspirations and values. But how do you politely turn down offers, and how do you negotiate respectfully?

and cons of the different offers, and consider which best suits you.

Negotiate with a purpose

Employers value honesty. Make it clear why you are requesting modifications to the offer, and justify it with solid research. Ensure that what you are asking for is reasonable, and that it aligns with what you are worth. Excessive demands can cost you the role (you do not need a company car for an office job!). If they can't meet your expectations or even meet you halfway, do not be sour. Rather, decide whether it is a deal breaker (for example, if it's about money, look at your budget *before negotiating* to see if you could make it work).

Maintain etiquette

Remember that everything you do will influence your reputation going forward. If you need time to make your decision, let the recruiter know (and give a timeframe). Do not speak badly about other employers, and certainly do not discuss anything about your offers online. Once you have accepted an offer, send a respectful email to the other recruiter(s) explaining your decision and thanking them for the opportunity.

Understand your priorities

Before taking a seat at the negotiation table, there are **three main questions** you need to ask yourself. These questions can help narrow down your career goals and make the decision easier.

1. Long-term vision: What are your long-term career aspirations and can you achieve them in the offered role?

2. Mentorship and connection: Who are the key players of the company and can you connect with them for mentorship and guidance?

3. Fulfilment and growth: Will you feel satisfied and challenged in the role? Does it offer continued learning opportunities and professional development?

After you have answered those questions you can start narrowing down your options and start to make your decision. Compare the pros



Maximise your success! Learn everything you need to know about handling job offers [with our in-depth guide](#).



C 2 MIN

Decoding your job contract

BY BOHLALE PAILE, Young Talent Strategist and YouTuber

Securing that first job is thrilling, but understanding your job contract is vital. These are some of the common sections that might form part of your job contract, and what to keep in mind for each.

1 Job description and responsibilities

It's important to understand your role and what's expected of you. Create a comprehensive list of your deliverables and engage in discussions with your manager to ensure you are on the same page.

2 Compensation and benefits

Understand your salary structure, bonuses and benefits. Before making a drastic financial commitment, create a budget to understand how your income will meet your financial needs.

Working hours and schedule

3 Examine the policy on flexible working hours and any expectations for overtime. Ensure that they align with your lifestyle and personal commitments, and that it is legal.

4 Contract duration and renewal

Determine the length of your initial contract and whether it is a fixed-term or a permanent contract. Be aware of the conditions for contract renewal.

5 Termination and exit clauses

Understand your notice period and any exit clauses in your contract. Adhering to notice periods and fulfilling contractual obligations are not just legal requirements, but also crucial for maintaining a positive professional reputation.

6 Training and development

Continuously assess opportunities for skill development. Develop a learning plan and engage with your supervisor to align your skill enhancement with organisational goals.

7 Performance reviews and promotions

Grasp the evaluation criteria for salary increases and promotions. Set clear career goals and use performance reviews as a guide to achieve them.

8 Intellectual property and non-disclosure

Ensure you understand the company's stance on sharing your work externally. This will help you to adhere to their intellectual property and non-disclosure policies. Clearly define ownership of your work and maintain a record of your contributions.

9 Company policies

Familiarise yourself with the company's workplace policies. Aligning your behaviour with company values is fundamental for thriving in the workplace culture.

If any section of your job contract is unclear, don't hesitate to seek clarification from your contact point at the company. Your job contract is a roadmap for your career, and a thorough understanding of it is crucial for a successful journey.



🕒 2 MIN

What to know about **bursaries**

BY ZOLILE ZIKODE, Head of the Monocle Foundation

Education can be empowering and bursaries play a crucial role in making it accessible to those who might otherwise be unable to afford it. Companies often provide bursaries to invest in youth development and address skills gaps in the job market. Additionally, company-funded bursaries may include guaranteed employment upon graduation, ensuring access to industry-relevant work experience.

➤ Bursary types

These vary in terms of their value and structure:

1. **Fixed/Capped bursary:** covers full tuition.
2. **Top-up bursary:** complements funding provided by another sponsor and may include funding for study materials and living expenses.
3. **Partial bursary:** covers a portion of the total amount required and is often provided by the educational institution itself, for example, to reward good academic performance.
4. **Full bursary:** usually covers tuition, study materials and living expenses.
5. **Institution-managed bursary:** managed by the educational institution on behalf of external funders, with allocation determined by donor criteria.

➤ Bursary conditions

Bursary-funded students must usually comply with certain requirements that may include:

- Commencing their studies at the beginning of the academic year, attending all lectures, tutorials and academic support programmes, and completing their qualification within an agreed period.
- Satisfying the educational institution's minimum progression requirements.
- Furnishing the company with official proof of examination results.

Additionally, some bursaries may require students to:

- remain in South Africa for an agreed-upon period after graduation to contribute to the economy through their professional roles;
- work for the donor company after graduation (usually one year of work for every year of study funded by the company);
- fully repay the funds if they change, fail, or discontinue their studies; and
- forgo funding from other sponsors.

It is important that you weigh all the options and obligations thoroughly when deciding which bursaries to apply for and accept.



DID YOU KNOW?

The Monocle Foundation is just one example of a philanthropic educational trust that is bridging this divide by offering tertiary-level scholarships to previously disadvantaged black females.

To find out more about the Monocle Foundation bursary programme, visit [Monocle Foundation \(monocle-solutions.com\)](https://monocle-solutions.com).



1 MIN, 30 SEC

Job search guidelines for **international** students

BY MEGAN BLACKER



Are you one of our 5 000 UCT international students thinking about your options available to work in South Africa? You may need to be strategic in your job search approach.

Here are some guidelines to make your job searches count in South Africa:

- 1. Check whether you can work in South Africa** by accessing the Department of Home Affairs' list of [Critical Skills](#).
- 2. Be sure to attend the Epic Expo** in August. Firstly, identify the employers that have an African and/or global footprint that are relevant to your discipline. Investigate their core business and see how your skills apply to opportunities. Engage with them at the expo to find out about opportunities that exist for you and be sure to highlight your abilities and skills.
- 3. Look out for vac work** opportunities at organisations to rack up your experience. This may be in South Africa or your home country – any additional work experience adds value to your application.
- 4. Do research** to find global organisations that have South African offices. Start with the Employer Directory on page **94**.

5. Our Employer Directory also identifies which organisations are hiring international students. Look for those that say NO to the question 'South African citizenship required?'.

6. Consider the unique skills you have developed as an international student. Examples are flexibility, resilience, language skills, cross-cultural communication and cultural awareness, to name a few. Check out [this resource](#) if you need help.

7. When you are shortlisted for an interview, show up with confidence. Impress employers by being resourceful, open-minded and driven – you might have honed these while embarking on your international student journey.

8. The professional network that you build at UCT, together with your network at home, makes for potentially greater opportunities. Engage fully to see where your global network may take you. A great networking tool is [LinkedIn](#).

9. If you are considering a postgraduate qualification, have a look at multidisciplinary degrees by investigating the [research groups](#) at UCT, for example the [African Centre for Cities](#).

When you are shortlisted for an interview, show up with confidence. Impress employers by being resourceful, open-minded and driven.



🕒 1 MIN, 30 SEC

Thrive in your first job

BY SAFIA LAGERDIEN

The transition from university life to your first professional job can be both an exciting and daunting experience. Luckily, there are a number of strategies you can implement to flourish, learn, grow and find a sense of fulfilment in your new role as you shift to the practical application of your theoretical knowledge in the world of work.

Embrace the big *why*

Never forget the purpose behind your work, your why and the bigger picture. Clarify your values, set goals and remember the meaning behind, and the positive impact of the work you do.

Manage your time

Manage your time so that you can remain in control of your workload and avoid getting overwhelmed. Prioritise, plan and organise yourself. Set boundaries. Maintain a healthy work-life balance to feel energised and motivated.

Network and build strong relationships

Develop a network of support, build strong relationships, and identify people that you can reach out to when needing encouragement. Collaborate with others and volunteer for projects to expand your connections widely across your organisation. Find a mentor to guide and support you, especially in times of confusion and uncertainty.

Be proactive

Seek opportunities to apply your transferable skills and strengths – it builds your confidence and trust in your abilities.

Keep learning

Take advantage of training opportunities, learn from your mistakes and maintain a positive mindset. Stay open to learning new skills and software, even if you have to do it in your own time.


Set goals

Set goals with your manager. Clarify expectations and seek feedback at regular intervals throughout your employment. Take notes to engender trust and to enable you to follow-up on actions.

Be resilient and patient

Balance your ambitions with realistic expectations; give yourself time to adjust to the challenges that accompany the changes in the world of work. Focus on your learning and the strengths that got you the job.

Balance your ambitions with realistic expectations; give yourself time to adjust to the challenges that accompany the changes in the world of work.


 1 MIN, 30 SEC

How to **secure** your second job

BY AZVIR RAMPURSAD

Human Resources Manager at Climate Fund Managers

It can be intimidating to start looking for work when you reach the end of a graduate programme at a company. Embrace it as a chance to look for your next challenge and further develop your skills! Here's what you should consider in taking those next steps.

Develop an explorer's mindset.

Remain attuned to the external employment environment while mastering your current role. In light of this, manage your professional goals and calibrate one against the other to stay proactive in your career.

Understand culture and build meaningful relationships. When applying for new roles, make a point to research and ask about the company's organisational culture. If it resonates with you, this could signal the potential of a great fit. And, even if it doesn't work out, keep contact with the interviewer – life has a way of circling back.

Passion, purpose and impact. While this may sound fluffy, it's also real. Finding a best-fit organisation that's aligned to the things that matter to you is almost a sure winner.

Be a change agent. Be proactive and attuned to your environment, within your

organisation and outside. Read the signals and decide when would be the best time to make a career move. If you feel yourself nesting into a comfort zone, then it's time for change.

Time-in-job is a real thing. Give yourself time to build a track record of performance, ideally for 3–5 years before pivoting from a role or organisation.

Explore the value of your skills in the market at least once a year. Remain cognisant of time-in-job and the hard skills that you have acquired.

Be honest and transparent with your line manager. Frame your conversations around all the things that matter to you to feel engaged and committed to your team.


Your network is your net worth. Build meaningful relationships throughout your career. There's no way around this one, it's essential.

Remember, it isn't a job offer until you have a contract! While exploratory discussions with employers are great, the engagement and interaction carry no legal weight. Don't give up what you have until you receive a legitimate written offer.



four

POSTGRAD
POSSIBILITIES


 1 MIN, 30 SEC

Moving out of academia

BY KIM ENFIELD

Medical Writer at ApotheCom with a PhD in Molecular Biology from UCT

The transition from academia to a career in medical writing was a natural progression for me, combining my passion for scientific exploration with my knack for effective communication. In hindsight, this is surprising: before, I had no idea what a medical writer did, or that they even existed locally! So, take this as a sign to venture out of your comfort zone, because you'll never know what you're fully capable of until you do.

Reflecting on my journey, I wasn't always sure what kind of career I wanted, even when I got my undergraduate degree. After obtaining my PhD, I pursued postdoctoral research, immersing myself in the complexities of scientific inquiry, and leading the design and execution of independent research projects. These experiences, combined with my years as a tutor, refined my critical thinking abilities and honed my capacity to break down intricate concepts into digestible information – invaluable skills in medical writing.

Fast-forward one year

Enter postdoctoral budget cuts. My heart sank when I found out that I was no longer able to continue my postdoc. I was forced to venture

out of what was comfortable and looking back, I have no regrets! While perusing LinkedIn, I came across a job that aligned with my skills, so I took a leap of faith and got lucky!

Joining Inizio marked a pivotal transition in my career. I've become a vital link between medical and scientific information and a diverse audience. I work with data from clinical trials, research studies, regulatory documents and other sources to produce materials such as journal manuscripts, regulatory submissions and patient education materials.

Whether crafting content for healthcare professionals, patients or regulatory authorities, medical writers deliver content with clarity, accuracy and engagement in every piece. My background in academia has equipped me with the acumen and skills to navigate complex scientific material, while my experiences as a tutor have endowed me with the empathy to tailor my communication to the needs of diverse audiences.

As I continue in this dynamic field, I'm reminded of the symbiotic relationship between science and storytelling, and the profound impact effective communication can have on improved healthcare outcomes, informed decision-making, and shaping our understanding of the world around us.

Take this as a sign to venture out of your comfort zone, because you'll never know what you're fully capable of until you do.



🕒 2 MIN

➤ Manage your money

BY BIANCA ROUSSEAU

Chasing the bag; financial security; money; a degree – these were some of the recurring answers from first year Commerce students during orientation in answering the question “Why are you here?” Indeed, for most students, financial freedom is a high point of motivation, but embarking on the journey of financial management as a student or young professional can be just as daunting as it is exhilarating. Here is some practical advice on how to not only secure, but also keep “the bag”.

Commit to a savings plan

Whether your first paid job is as a packer at your local convenience store, a Student Assistant at one of the Careers Service events or an internship; as soon as you receive your first salary, make it a priority to set aside at least a small portion into a savings account. Think of it as building a safety net for unexpected situations or investing in your future goals.

Learn to budget

When it comes to finances, we need to live each day like there are many tomorrows! Manage your finances wisely by committing to a monthly budget. Categorise spending into Needs, Wants and Savings, allocating funds accordingly. A common rule of thumb is to split your net salary (the amount of money transferred into your account after deductions), for example: 50% for needs, 30% for wants and 20% for savings. If the "Needs" category doesn't use the full 50%, consider a "Short to medium term goals" category. You don't need several spreadsheets to keep track of it all – there are apps for that!

Manage your debts

You might find yourself with debt to pay off sooner rather than later. This can be a good thing: if you are on time with your repayments, you will build up a good credit score and it will make getting a bond on a house, for example, much easier for you in the future. On the other hand, if you don't have any debt (and have never had), consider buying something small

on credit and paying it off in instalments to get a credit footprint – no credit footprint is often the same as a bad one.

Whether you are taking out a student loan or buying a car, be sure to identify all the risks and unexpected events that may arise before committing to it. And if you do take it on, make sure to prioritise those payments – tackling debt is not just a financial choice; it's a step towards financial freedom, ensuring you're better equipped to support yourself in the future.

It can be tricky to categorise debt repayments in your budget. Whether you decide to place them within your “Needs” category or create an entirely new category, it would be best to create SMART (Specific, Measurable, Achievable, Realistic and Timely) goals to re-paying your debt in full – bearing in mind that compound interest rates (this is basically interest-on-interest) are usually higher for debt than they are for savings and/or investment accounts.

Tackling debt is not just a financial choice; it's a step towards financial freedom, ensuring you're better equipped to support yourself in the future.

The investment playground

When it comes to investments, think of them like planting seeds in a garden. Choose investments that align with your values and financial goals. Financial institutions act as caretakers, nurturing your money to help it grow over time, much like a garden. Consider the power of compound interest as the sunlight that fuels your financial growth. Who said money doesn't grow on trees?

Anticipate family responsibilities

As you embark on your career and begin earning, it's important to anticipate that your family may look to you for financial assistance. To navigate this situation effectively, establish clear boundaries early on. Initiate open conversations with your family, explaining how providing support can impact both your mental and financial well-being. Clearly outline your various expenses and emphasise the need for savings. Collaborate with your family to reach a mutual agreement on the extent to which you can contribute.

In your financial journey, you are the main character in a compelling story. Your commitment to savings, meaningful goals, expense tracking, debt management and strategic investments shapes chapters in this narrative. Embrace the challenges, make informed decisions, and let your financial journey be a testament to your character and the legacy you're creating.



1 MIN, 30 SEC

How to find **part-time** work

BY NANDI NTENGENYANA

While completing your studies is crucial, gaining the right kind of experience during your academic years is a key ingredient for securing that ideal job. This is particularly important if you're seeking economic independence or a deeper understanding of your industry before entering professional practice.

Part-time work involves commitments of fewer days or hours than a typical full-time job. This could mean working two days a week instead of five or opting for half-day shifts instead of the standard eight hours.

Consider other resources (aside from the Careers Service job portal) to discover part-time opportunities – check campus notice boards, community bulletin boards and online social groups.

What to consider

- **Establish your why**
Determine the reasons behind seeking additional responsibilities and income. Clarifying your priorities will help set intentional job search goals.
- **Time management**
Assess whether you have the time to balance academics and part-time work. Prioritise your studies, and evaluate the time available for additional commitments.
- **Define your goals**
Consider the knowledge, skills and attributes you want to acquire, and whether they are directly related to your career path or focused on soft skills development.
- **Create a quality CV**
Ensure your CV is well-crafted, highlighting your skills and experiences. Tailor it for different job applications.
- **Optimise your LinkedIn profile**
Make sure your LinkedIn profile is polished and ready for potential employers. It can be a valuable tool for networking and job opportunities.

Where to look

Use multiple resources

[The Careers Service job portal](#) is a treasure trove of both specific and general opportunities. Explore this platform regularly to stay updated on potential part-time positions. Also consider other resources to discover part-time opportunities – check campus notice boards, community bulletin boards and online social groups. Don't forget to use official recruitment sites and leverage your informal connections.

Part-time titles to use in your search

Administrative assistant	Fitness instructor*	Research assistant
AI content originator	Freelance writer*	Social media assistant*
Campus ambassador for brands	Game reserve field agent	Transcriber
Copywriter (blogs and content)*	Graphic design freelancer*	Translator*
Customer service representative	Invigilator	Tutor
Data entry clerk	Library assistant	Uber driver*
Data quality analyst*	Nail technician*	Waitstaff/server
Event assistant	Online English teacher*	Shop assistant

An asterisk (*) indicates that the job would need to align with your skillset.

Websites for part-time jobs



LinkedIn

upwork

indeed

Pnet.

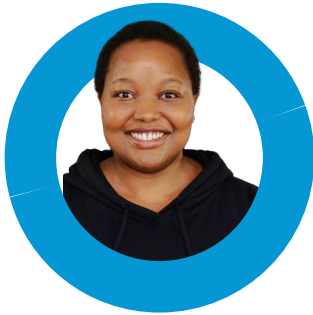
The right part-time job can be a valuable addition to your university experience. By following these guidelines and exploring various resources, you can identify opportunities that align with your goals and contribute to your personal and professional development.

Now go get 'em!



Five

STUDENT-
PRENEURS



2 MIN

Unlock your **potential**:

Dive into UCT's entrepreneurship ecosystem

BY CHANDRA MOPHETHE

Many entrepreneurs have brilliant businesses and ideas but require guidance and support to bring them to life. Suppose you're a budding entrepreneur with a game-changing idea or a seasoned business owner looking to refine your entrepreneurial skills. In that case, support is available within UCT's entrepreneurship ecosystem through student-centred learning programmes, initiatives and events to help you take your businesses to the next level.



[Reach out](#) to the Careers

Service to find out more about how you can tap into the extensive support network for student entrepreneurship at UCT. You can also [find more resources here](#).

- At UCT, you can explore the different entrepreneurship platforms through **campus events** like the Student Entrepreneurship Week, Networking Development Sessions and Market Day, as well as competitions like The UCT Pitch.
- The **Entrepreneurship Development in Higher Education (EDHE)** Programme hosts a range of annual initiatives to boost entrepreneurial capacity among students, fostering economic opportunities during and after tertiary education. These include the Entrepreneurship Intervarsity competition, Student Entrepreneurship Week, **Student Women Economic Empowerment Project (SWEEP)**, Student Indaba and Lekgotla, facilitating collaboration and learning nationwide.
- The **Bertha Centre for Social Innovation and Entrepreneurship** focuses on promoting social justice by supporting entrepreneurs who uplift communities and providing scholarships.
- The **Research Contracts and Innovation** department assists researchers in commercialising their inventions, while the Genesis Project (based within the commerce faculty) offers a **Postgraduate Diploma in Entrepreneurship** to develop real-world entrepreneurial skills.
- The **UCT GSB Solution Space E-Track Programme** aims to accelerate high-impact ventures and foster innovation across the African continent, while the **Hasso Plattner d-school Afrika** equips students with design thinking skills.
- Initiatives like the **Menzi Design Laboratory, Baxter Theatre Centre and Stepping Stone community-engagement programme** provide resources and support for students to explore entrepreneurship in various fields.
- The **SAB Student Seed Fund** supports socially and environmentally impactful student ventures with funding and mentorship.
- The **Jim Leech Mastercard Foundation Fellowship** and **Futurize (Fuel Africa)** support African students in developing entrepreneurial ventures, and solving Africa's most pressing challenges.

From student to **entrepreneur**:

How Intervarsity ignited Vuyo's entrepreneurial spirit

BY NIÉMAH DAVIDS

🕒 4 MIN

For UCT student entrepreneur and chemistry student Vuyolwethu Mpetshwa, participating in the 2023 Entrepreneurship Intervarsity competition was a game-changing experience.



Mpetshwa, whose business, Hair for Royals, reached the final round of the EDHE intervarsity competition in November, said the experience shaped her entrepreneurial journey in a meaningful way and imparted important lessons she's guaranteed to use in her business in the future.

"Participating in this competition has positively impacted me as an entrepreneur. It shouldn't always be about walking away with the winning prize. We also need to look at what the experience teaches us, and this experience has taught me so much. I'm better because of it," she said.

Please provide a snapshot of your business model?

Hair for Royals provides customers with a waterproof wig glue

product so that they have the freedom to do outdoor activities like swimming without worrying that their wig will come off. A second component of our business model is a professional wig installation offering, which means that we have covered customers who have been searching for a durable, long-lasting hold and reliable wig installation.

Essentially, we combine a high-quality adhesive product with an expert installation service to ensure a seamless and long-lasting experience for our clients. This dual approach caters for individuals searching for both premium wig-care products, as well as those who need a secure and natural-looking application.

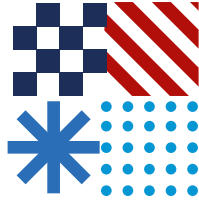
Why did you sign up to participate in the Intervarsity competition?

I wanted to expand my skill set and wanted an impartial person who's in the know and who's been on a successful entrepreneurial journey to tell me where the gaps are with regards to the way I run my business. I needed mentorship to further develop me as an entrepreneur. I also needed exposure and the opportunity to connect with other entrepreneurs in other areas of business.

Pictured left: Vuyolwethu Mpetshwa



I was exposed to experienced mentors who helped me refine my business strategy and guided me to improve my marketing and networking skills. This was so valuable.



The Entrepreneurship Intervarsity competition is an initiative of the EDHE Programme and is presented by the Department of Higher Education and Training in partnership with Universities South Africa. The annual event aims to identify top student entrepreneurs at South Africa's 26 public universities and provides students with a platform to showcase their businesses and attract investors to their enterprises.

How has this competition benefited you as an entrepreneur?

This competition has helped me kick-start my transformative learning journey. I was exposed to experienced mentors who helped me refine my business strategy and guided me to improve my marketing and networking skills. This was so valuable.

As a participant, this competition taught me a lot about critical thinking, adaptability and problem-solving. While navigating this dynamic environment, I learned the importance of time management and risk assessment. It was a holistic learning experience and empowered me as an entrepreneur with the skills I need to develop myself and my business to guarantee my success in the future.

What would you say was your biggest lesson?

It's got to be embracing change and learning from it; not forgetting how to respond effectively to those unexpected challenges that crop up along the way, and they are not few and far between. It has also taught me so much about perseverance, which is crucial for an entrepreneur.

Why are initiatives of this kind so important?

They are fundamental skills development platforms that allow you to grow on unimaginable levels. It offers exposure, valuable networking opportunities, and in many ways, validates your business through providing constructive criticism and feedback. And then there's the chance of receiving financial support, which is a huge bonus because it brings with it other opportunities that you've not even thought about yet.

Would you encourage aspiring student entrepreneurs to participate?

Most definitely. It will open doors of opportunity for you. So, signing up should be a strategic decision to improve your entrepreneurial skills, grow your business and gain the exposure you need. And whether you reach the final or not, the contribution will be massive. It has definitely been for me.





**BY MARYAM
KARAAN,**

Co-founder of Derma
et al. and student
at the Medical
Biotechnology and
Immunotherapy
Research Unit

🕒 1 MIN, 30 SEC

How to balance your studies with your business

Balancing academia with entrepreneurship is an exhilarating yet challenging journey for students. But with the right balance, resource utilisation and support, this unique position can be a significant advantage for both your academic and entrepreneurial success.

Prioritise and plan

Effective time management is crucial for balancing academics and business. Prioritise tasks, set achievable goals and experiment with different schedules and tools. Avoid burnout by maintaining a tailored routine that consistently meets your priorities.

Embrace flexibility

While a well-defined plan is crucial for long-term success, cultivating flexibility is equally important. Be prepared to adapt to unforeseen challenges and seize unexpected opportunities. This adaptive mindset fosters resilience and ensures sustained progress.

Leverage resources

As a student, numerous resources and opportunities are available to you, including access to cutting-edge technologies, business-oriented courses and specialised programmes created to aid students in their entrepreneurial journeys. Exploring

these avenues can greatly contribute to the development and enhancement of your business skills.

Seek support

Operating a business is complex and will test your capabilities. Rather than attempting to manage everything independently, start building a robust network of mentors, partners and potential investors to lighten the load. Explore delegation and collaboration with peers to share tasks and gain diverse perspectives. Building and maintaining this network will prove advantageous in your entrepreneurial journey.

Dynamic learning

Embrace a continuous learning mindset. Expect a steep learning curve, but remember that university serves as a space where your innovation and drive are highly valued and supported. Embrace the opportunity to grow and thrive in this dynamic environment.



Rather than attempting to manage everything independently, start building a robust network of mentors, partners and potential investors to lighten the load.



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six
GRAD
GALLERY



COMMERCE

- Bardett du Preez
- Eric Tianhe Ren
- Liam Jeffes

ENGINEERING AND THE BUILT ENVIRONMENT

- Kelly Ile
- Victor Kajungu Sylivery
- Tasneem Isaacs

HEALTH SCIENCES

- Seanantha Baros
- David Langford
- Don Hlengwa

HUMANITIES

- Mohale Moloji
- Min'enhle Ncube
- Asafika Mpako

LAW

- Simbarashe Gomwe
- Kirsten Barratt
- Jonathan Yankelowitz

SCIENCE

- Elzanne Singels
- Anathi Manyakanyaka
- Matthew Verbeek





⌚ 2 MIN

BARDETT DU PREEZ

What do you do?

I'm a Relationship Manager (Private Banker) at Investec Private Bank. On a daily basis, this means I assist clients with their local and global banking transactional queries, credit applications for personal and business finance, foreign exchange and exchange control queries, and their investment and business banking decisions, while managing risk to both the client and the bank, and building long-term, lasting relationships.

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

I was lucky enough to find a company that's been an excellent fit for me personally right out of university. The people I'm surrounded by daily are driven, ambitious and most importantly authentic, which in turn allows me to be true to myself. I've often been told that you can't take a job based on the people in the team because there's no guarantee that they'll be

there for long, but I've found that the people you work with are such a huge part of your day-to-day life, that being surrounded by like-minded individuals who support and appreciate you for who you are has a hugely positive impact on your mindset and the experience you have at a company or in a team.

Looking back, what advice would you give to current students?

Don't let yourself be blinded by the 'shiny' career choices that everyone seems to be going for. Especially in Commerce, it can often seem that you have to apply for a very specific set of companies that everybody wants to work for, and if that's truly what you want, give it your all. But those aren't for everyone, and if you're pursuing something only because it's the 'right' thing to do, rather than because it's what you're passionate about or even just enjoy, you'll never stand out and it's quickly going to lose its shine.

Job history

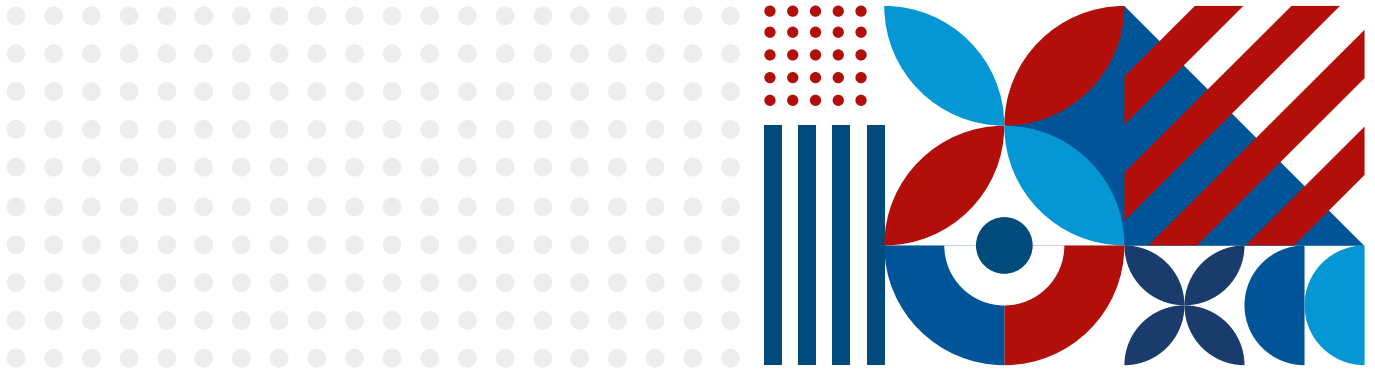
2020–Now
Relationship Manager,
Investec

2017–2020
Private Banker, Investec

2016–2017
Client Support Banker,
Investec

Academic history

2015
BBusSc in
Economics, UCT



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

When you're constantly dealing with people, you aren't going to get along with everybody, whether that's your colleague or a client, and not everybody is going to like you. It took me a long time not to take that personally and not let it impact the working relationships I have.

What is the most fulfilling part of your job?

Being an intricate part of helping someone fulfil their goals. Whether that's buying their first home, helping them reach their investment goals, or going on the journey with them from graduation to having their first child – when you have such a personal relationship with your clients, their wins often feel like your wins.

It can often seem that you have to apply for a very specific set of companies that everybody wants to work for. But if you're pursuing something only because it's the 'right' thing to do.... you'll never stand out and it's quickly going to lose its shine.



⌚ 3 MIN, 30 SEC

ERIC TIANHE REN

What do you do?

I am employed in the field of actuarial sciences, working towards achieving the designation of Fellow of the Actuarial Society of South Africa (FASSA). I have successfully completed the board exams, with a focus on Finance and Investment Principles, Enterprise Risk Management, and specialised in Investments Applications.

As a senior actuarial associate at an audit firm, my role encompasses two primary components. Firstly, I collaborate with our audit team to evaluate various instruments that necessitate specialised expertise for actuarial valuation. This entails assessing financial derivatives, complex share-based transactions, and evaluating market-related risks relevant to financial reporting. Secondly, I engage with external clients, providing consultancy services to aid in the valuation of financial instruments.

There's a common jest about Excel being the backbone of the global financial system. Sometimes, this holds true; Excel is a go-to choice for a wide range of applications. However, to address limitations like managing

massive datasets and optimising model runtimes, we've integrated procedures and models developed in Python and SAS into our workflow. This ensures we overcome Excel's constraints while capitalising on its strengths.

My daily responsibilities:

- Taking a leadership role in valuation projects, collaborating with associates, and providing them with guidance on methodologies and requirements as needed. I ensure clarity by defining their responsibilities, setting deadlines and establishing key milestones throughout the process.
- Engaging in effective communication with audit teams and clients to present valuation procedures and results in a simplified manner, emphasising key risks and focal points while avoiding excessive use of technical jargon.
- Pursuing ongoing skill development and acquiring insights into regulations, industry standards and best practices to remain current with market trends and requirements.

Job history

2023–Now
Senior Actuarial Associate, PwC

2021–2023
Actuarial Associate, PwC

Academic history

2021
MSc in Risk Management and Financial Engineering
Imperial College, Business School

2019
BCom Hons in Actuarial Sciences, UCT

2018
BCom in Actuarial Sciences, UCT

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

The most exciting moment for me was the day I cleared my final board exam in 2023, which was a goal I pursued since 2016.

Looking back, what advice would you give to current students?

Working hard pays off eventually. Failure is just a stepping stone to growth. It is acceptable to make mistakes, but consider what you've learnt from them and how you can avoid similar mistakes in the future.

Don't underestimate the importance of people skills – it's as valuable as academic success. Consider taking on leadership

roles and collaborating with different people to gain valuable experience which can be directly transferable to the working environment.

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

Juggling multiple projects can be overwhelming, especially when time is tight. In addition, balancing work and studying concurrently adds an extra layer of challenge.

I had never failed an exam until I faced it with my final actuarial exam. It shook my confidence, yet it taught me a valuable lesson about accepting failure. Fortunately, I persevered and passed the exam on my second attempt.

Consider taking on leadership roles and collaborating with different people to gain valuable experience which can be directly transferable to the working environment.

What are the most fulfilling parts of your job?

Collaborating within a young team allows mutual understanding, as we share a similar stage in life and work towards common objectives.

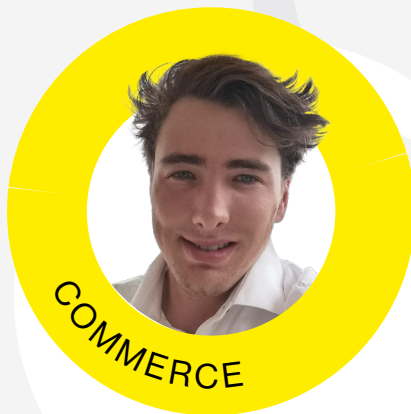
Engaging in the consulting space exposes me to diverse actuarial tasks, allowing for a comprehensive understanding of the actuarial industry before specialising in a particular area.

Observing the actions of other market participants and understanding the industry standards provides valuable insights into the finance and investment industry, enriching my understanding of the market.

Confronting challenging problems on a regular basis gives a sense of accomplishment when suitable solutions are found, which drives personal and professional growth.

Flexible working hours gives me the freedom to manage my schedules based on weekly workload rather than adhering to fixed 8–5 working hours.

A comfortable salary early in my career enables me to meet financial obligations and maintain a good living standard.



🕒 3 MIN

LIAM FISHER JEFFES

What do you do?

I work as a consultant doing carbon output and environmental impact calculations. The best way to explain it is an accountant for a corporation's environmental impact. It's an industry that has seen major growth since 2020. We mostly work with Excel – due to the youthfulness of the industry, other software platforms just haven't been developed or don't match our requirements.

Looking back, what advice would you give to current students?

My advice for students is firstly to study what you are interested in, and know that everyone is struggling and has imposter syndrome. Just do the best you can and the difficult times will pass, but you have to have tried (and keep trying), as scary and hard as that is. I can't stress enough that everyone is confused and overwhelmed; some of the smartest people I know failed courses and wrote sups. It's okay, if a degree wasn't hard it wouldn't be worth doing. So, support your friends and classmates, share notes and help

each other. The last advice that I can give, is that lecturers are there to help and willing to help. And the scariest ones often give the best advice and are the most helpful when you approach them.

What challenges did you face when you started working?

I have had a lot of difficulty, and I can say without a doubt that my mid-to-late 20s have been my hardest times. Leaving an institution isn't easy and unless you have incredible luck, there is no easy way forward with many difficult decisions ahead. Job applications are scary, exhausting and most of the time you won't hear anything back. Everyone I speak to in their mid-to-late 20s feel lost; those who moved overseas hate it after the romance wears off. I say this to be honest – I am still adjusting, still getting used to only having a set number of hours to do a task. I think one has to accept that you will do work you are not interested in that tires you, but know it's building to something that will interest you, engage you and motivate you.

Job history

2023–Now
**Climate Change
Researcher,
Carbon Calculated**

2022–2023
Environmental Control Officer,
NCC Environmental Services

2022–2023
Author, Springer Nature Group

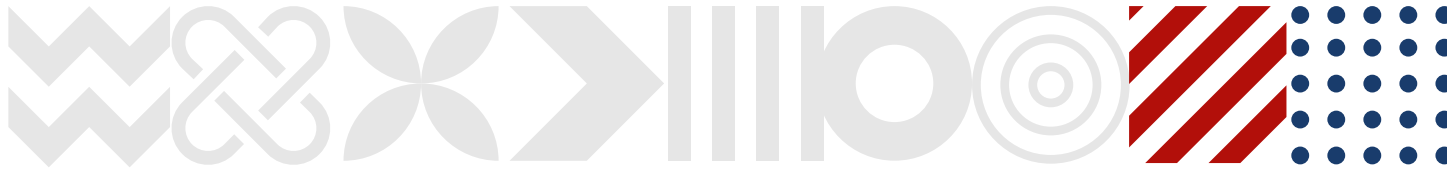
2017–2021
Specialty Dive Instructor,
Cape Town Dive Centre

2016–2020
Divemaster,
Two Oceans Aquarium

Academic history

2023
BA Honours in Environmental
Management, UNISA

2019
BCom in Philosophy,
Politics and Economics, UCT



What pulled you towards your field?

I don't know anyone that was "pulled" into a field. You fall into it, something happens and then suddenly that's the field you work in. Something will come along and if it pays and gives you future possibilities (training, upskilling, etc), you just have to take it. I spoke to someone one day, while working as an Environmental Control Officer, who suggested I chat to his boss about something and then while talking to his boss I got a job working as a Climate Change Researcher. It's random and there is definitely a large element of luck involved.

How do you balance work and studies?

It's so dependent on degree, industry and job. I am lucky in that I work for a company that has its employees' best interests at heart (highly recommended, I've worked for companies that didn't have my best interests in mind and it makes such a difference). I will say balance is important and trying to not let one area dominate, but you have to pay the bills and earn money.

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

Massively: the past three years, the industry has skyrocketed. I see a point in time where every major company is compiling an ESG report every year. There is so much space for growth in this sector and more and more companies are jumping onto the bandwagon.

I think one has to accept that you will do work you are not interested in that tires you, but know it's building to something that will interest you, engage you and motivate you.





🕒 3 MIN

KELLY ILE

What do you do?

I am a Tech Lead of a team of about 10 people, whose specialties include business analysis, UI/UX design, data science, data engineering, software engineering and GIS. As a Tech Lead, I act as a bridge between clients and developers, and attempt to convey their best interests in both directions. So this includes managing resources and ensuring our work gets completed on time and to a high standard, while also ensuring that no one feels overstretched and unsupported.

In addition to my managerial role, I still carry out technical tasks in the area of data visualisation. This involves determining effective ways to universally share complex concepts that may otherwise be difficult to convey, often using geospatial and dashboarding applications like ArcGIS, DECK.gl and Power BI.

Looking back, what advice would you give to current students?

Learn as much as you can from every opportunity you get and carve out a

niche for yourself. Then use those two in concert to propel yourself towards your dreams.

What challenges did you face when you started working?

In the working world you come across multiple challenges. Some of the challenges I faced included a lack of direction, being overworked and underpaid, poor management and self doubt.

To overcome personal hurdles, like a lack of direction and self doubt, I poured more of myself into learning, surrounded myself with professional supporters (e.g. mentors) and asked for help as I needed it. Then to overcome professional struggles, like compensation and management issues, I learnt to advocate for myself and keep my eyes open for new opportunities that may better serve me.

In addition to employing the strategies above, having a strong sense of self worth and self motivation has ensured that I never give up and constantly

Job history

2024–Now
Tech Lead, Geographic Information System Developer, Sand Technology

2021–2023
Geographic Information System Developer, ExploreAI

2019–2020
Geospatial Consultant, Esri South Africa

2016–2018
Library Assistant, UCT

Academic history

2021
MSc in Applied Geology, University of the Western Cape

2018
BSc in Geomatics, UCT



move towards the dreams I have set out for myself.

What is the most fulfilling part of your job?

I have been very fortunate to have great supporters that have helped guide me to where I am today, so the most fulfilling part of my job is being able to play that role for the various members of my team and/or anyone who reaches out.

What pulled you towards your field?

When I was a child, I always dreamed of being an engineer, and at the time I thought this only meant building bridges and working on huge infrastructure projects. So, I went to University to study just that. However, during my time there I quickly felt drawn to programming and visually sharing the efforts of my work. Although I was slightly concerned with what exactly this would translate to in the job market, I persevered in my interests while completing my degree in Geomatics Engineering.

Upon entering the workforce I quickly saw that my skills were not only marketable but also useful.

Looking back, I am now able to see the thread of this interest – in visual storytelling and solving complex problems – throughout my life, and it is probably why I gravitated towards Engineering in the first place. So, I am very grateful to be able to work in a field that allows me to exercise these passions every day.

To overcome personal hurdles, like a lack of direction and self doubt, I poured more of myself into learning, surrounded myself with professional supporters (e.g. mentors) and asked for help as I needed it.





🕒 3 MIN

VICTOR KAJUNGU SYLIVERY

What do you do?

As a geotechnical engineer I deal with the study of behaviour of earth materials like soil, rocks, underground water, etc. and their relation to the design, construction and operation of civil and structural engineering projects. Within a ground engineering team, I work closely with engineering geologists and collectively we manage all sizes of projects that require geotechnical engineering inputs.

Some of the amazing projects we deal with are the foundations of renewable energy schemes such as solar and wind farms, stabilisation of natural and man-made slopes, the design of foundations for major structures including tall buildings and bridges, and ground improvement designs for unstable ground conditions. Essentially, for anything that is built on or into the ground, we can provide a design input to ensure that the ground will be stable throughout the design life of that structure and/or infrastructure. In terms of software, I deal a lot with geotechnical software and apply the principles of limit equilibrium modelling (LEM) and

finite element modelling (FEM). Examples of these software include RocScience and Plaxis.

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

The best highlight of my career so far is being able to strike a balance between office and site work. I get to travel quite often to attend to projects including scoping, construction supervision and inspections. Another highlight is the positive professional growth and the amazing opportunities that my career is offering thus far, including being approached by recruiters from overseas. This has kept me motivated towards shaping my skills as it proves they are in high demand.

Looking back, what advice would you give to current students?

I would like to encourage current students to take a risk. Accept all challenges posed to you as this will help you build a positive attitude towards accepting responsibilities and consequently make you

Job history

2022–Now
Geotechnical Engineer, Zutari

2021
Head Tutor –
Geotechnical Engineering, UCT

Academic history

2022
MSc in Geotechnical Engineering, UCT

2019
BSc in Civil Engineering, UCT



responsible global citizens whilst contributing to a long-lasting impact and legacy.

What challenges did you face when you started working?

My biggest challenges were adulting issues such as understanding the credit score system, filing tax returns and understanding my financial obligations. In terms of my career, the transition has been smooth because I developed a positive attitude earlier on during my schooling journey. This has allowed me to accept any responsibilities given to me and with this I've had an opportunity to learn and sharpen my craft in contributing to lasting impact through our projects.

What pulled you towards your field?

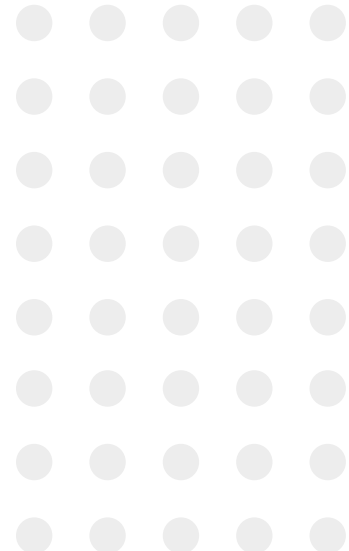
I was attracted to geotechnical engineering because of the ability to contribute to the designs of all types of construction activities as everything is built on or into the ground. With this I'm able to contribute to any projects in many disciplines.

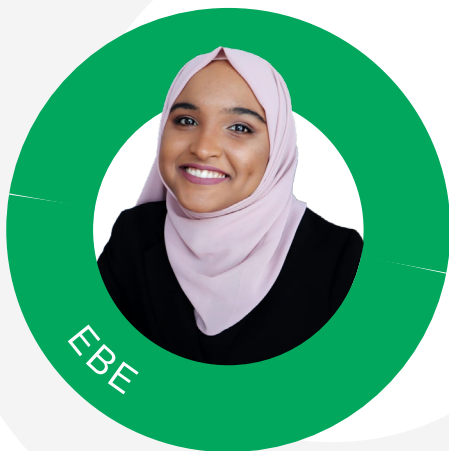
I would like to encourage current students to take a risk. Accept all challenges posed to you as this will help you build a positive attitude towards accepting responsibilities and consequently make you responsible global citizens whilst contributing to a long-lasting impact and legacy.




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

My industry is in high demand partly because of shortage of skilled professionals and partly due to the high demand of infrastructural projects as a result of population growth. As all of this is happening, the industry is also embracing new technologies to simplify workflows and ensure quick deliverance of projects. I see my industry growing even further with new ideas from new generations joining the industry.





 3 MIN

TASNEEM ISAACS

What do you do?

I am a process engineer in the Industrial CleanTech business unit in the Metals sector at Hatch. I work with multi-disciplinary teams, support staff, clients and different vendors.

My daily tasks vary based on the phase of the project lifecycle. I am currently working on two different projects. One is in the pre-feasibility phase, so I am busy with definition-based work including process design criteria, flowsheet development, mass and energy balances, trade-off studies etc. The other project is in the execution phase, so I am busy with discipline alignment, document reviews, vendor engagement and project management etc. My work is quite diverse which keeps things interesting and exciting all the time.

I have worked with quite a range of software including, but not limited to, Simio (dynamic simulation software), Metsim (flowsheet development), COMOS (development of process flow diagrams (PFDs), piping and instrumentation diagrams (P&IDs) and Aspen HYSYS (design of pressure safety valves).

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

I worked on a Converter Aisle Simulation Model for the Selous Metallurgical Complex (SMC) SO₂ Abatement and Smelter Expansion Project (2021–2024). My role was to develop a dynamic simulation model of the future converter aisle operations using Simio software to confirm the feasibility of the project design and identify operational risks and/or unforeseen bottlenecks that may impact the smelter throughput and operations. The outcome of the mini project was a huge success. My modelling approach and findings proved to be of great value to the client and broader project. My work was leveraged to confirm project designs and used as a reference for many other projects.

Through this work, I was given the opportunity to present to important stakeholders, showcase my work to many different offices across Hatch and, finally, write a paper for the 2024 SAIMM pyrometallurgy conference, which I'll be presenting in March.

Job history

2023–Now
Intermediate Process Engineer, Hatch

2021–2022
Junior Process Engineer,
Hatch

Academic history

2020
BSc Chemical Engineering, UCT

Strive to avoid failure, but don't lose hope when you're met with it. Embrace the lessons, draw strength from your faith and tackle your challenge(s) until you succeed. The only failure is giving up on yourself!



Looking back, what advice would you give to current students?

Make the best of your campus experience. Take lunch on the Jammie steps whenever you can. Join a social club. Develop meaningful friendships. Yes, the work is tough and at times it's all encompassing. But when you look back at your student days, it shouldn't only be memories of you stuck in lecture rooms and computer labs trying to keep up with the workload and meet deadlines.

Strive to avoid failure, but don't lose hope when you're met with it. Embrace the lessons, draw strength from your faith and tackle your challenge(s) until you succeed. The only failure is giving up on yourself!

What challenges did you face when you started working?

I joined the company in 2021 during the COVID-19 lockdown. I ended up working from home for almost the entire year. During this time, I undertook an important task which

required a lot of interaction with my new colleagues and the client. Working from home meant that it was difficult getting the proper guidance that was needed. I struggled to connect with my colleagues and seniors given that we were only connecting behind a screen.

When Hatch issued the 'back to office' policy close to the end of the year, I was excited to meet my team face-to-face and engage with them in the same space. It was much easier and more productive to complete my deliverables and tackle the challenges of engineering.





🕒 4 MIN

SEANANTHA BAROS

What do you do at DERMA et al?

As Chief Strategy Officer, I guide the company's strategic vision to ensure that our trajectory not only aligns with our long-term organisational objectives but also remains adaptive to the ever evolving market dynamics. This involves a delicate balance between innovation and pragmatism, ensuring our products meet the highest standards of scientific integrity and efficacy. I also lead cross-functional teams, overseeing the entire spectrum of product development, from conceptualisation to market launch. This encompasses rigorous market analysis, business strategy formulation, and the operationalisation of these strategies into tangible outcomes.

Furthermore, I actively seek and cultivate strategic partnerships, engaging with a diverse array of stakeholders such as researchers, healthcare professionals and industry experts. These collaborations are instrumental in driving our mission of pioneering skincare solutions for skin of colour. By integrating the cutting-edge advancements in dermatological science with our

product offerings, we aim not only to meet but to exceed the expectations of our clientele, contributing to the broader field of dermatological health.

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

Undoubtedly, the highlight of my career thus far is being able to provide people of colour with safe and effective skincare. This achievement stands out not only for its commercial success but more so for its profound societal impact. The most rewarding part of my job has been the overwhelming positive feedback from our customers. Their testimonials about feeling acknowledged and valued by the beauty industry are incredibly moving and affirming.

Looking back, what advice would you give to current students?

Reflecting on my journey, I would advise current students to not only build a robust network of supportive, like-minded peers and mentors, but also to embrace diverse experiences and continuous learning. My journey

Job history

2021–Now
Co-founder and Chief Strategy Officer, Derma et al.

Academic history

2024
PhD in Chemical Biology, UCT

2021
MSc in Chemical Biology (Upgraded to PhD), UCT

2018
BSc (Hons) in Genetics, Stellenbosch University

2017
BSc in Human Life Sciences, Stellenbosch University

was significantly shaped by my relationships with my two best friends and co-founders, Maryam Karaan and Yasmina Hamdulay. I would not be where I am today without them, and the same goes for the company we've built together. Additionally, stepping outside your comfort zone to engage with different disciplines and persisting through challenges with resilience can profoundly impact your personal and professional growth. View failures not as setbacks, but as vital learning moments. Embrace every opportunity to learn and adapt, as these experiences collectively pave the way to success.

What are some of the challenges you have faced in building your business?

My partners and I founded the brand upon identifying a significant gap in the skincare market, which has largely neglected the unique needs of individuals with skin of colour and sensitive skin. We were confident in our abilities to leverage our scientific research expertise to make a tangible impact within our community. However, our academic backgrounds

did not inherently equip us with the business acumen necessary for navigating the commercial landscape.

As we ventured forward, we encountered a series of steep learning curves. Every facet of business operations, from financial management and marketing strategies to regulatory compliance and supply chain logistics, was a new territory we had to conquer through real-time learning and adaptation. Moreover, the challenge was not merely in acquiring this knowledge but in applying it effectively to ensure the sustainability of our business without compromising our core mission and values. This remains an ongoing discussion, but we have adopted a holistic approach that ensures that our decisions are shaped by scientific knowledge, societal priorities and business objectives.

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


The skincare industry is continuously being influenced by technological advancements, increased consumer awareness and sustainability. My recent visit to South Korea provided

Undoubtedly, the highlight of my career thus far is being able to provide people of colour with safe and effective skincare.

me with a firsthand glimpse into the cutting-edge advancements in AI and data analytics being employed by the industry leaders. I think brands will soon be able to offer more personalised skincare solutions tailored to individual needs, preferences and genetic profiles. This will move us beyond the one-size-fits-all approach, ensuring products that are more effective and aligned with each consumer's unique skin biology.

Furthermore, as environmental and ethical concerns become more central to consumer choices, I see the industry evolving towards more sustainable practices. This includes the use of eco-friendly packaging along with ethically sourced ingredients and formulations that are safe for both the user and the environment. At DERMA et al. we are diligently pursuing the establishment of a circular model for our packaging.



 3 MIN

DAVID LANGFORD

Job history

2021–Now
Anatomical Pathology
Registrar, National Health
Laboratory Service,
Tygerberg Hospital

2020
Community Service Medical Officer
National Health Laboratory Service,
Universitas Academic Laboratory

2018–2019
Medical Officer,
Groote Schuur Hospital

Academic history

2017
MBChB, UCT

What do you do?

I am a doctor specialising in laboratory medicine, specifically tissue diagnostics. Working in cellular pathology entails macroscopic dissection, microscopic diagnosis and diagnostic reporting of specimens of many kinds – from fluids and aspirate in cytology to large resection specimens in histopathology. Non-forensic autopsies and performing fine-needle aspirations also form part of my routine responsibilities.

What pulled you towards your field?

I have always been fascinated by the academic rigour of laboratory and translational medicine and the valuable information these fields provide for our clinical colleagues. Diagnostic medicine provides a challenging but rewarding learning curve, and the field continues to expand. I learn something new every day, and I love it.

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

I was fortunate to be afforded the opportunity to present some of my work in Austin, Texas as part of a case presentation competition. I did not win (the competition was inspiring, to say the least), but being one of four finalists was an honour in itself.

What is the most fulfilling part of your job?

The diverse nature of work in anatomical pathology offers numerous opportunities for professional fulfilment: diagnostic challenges, patient care contributions, continuous learning, teaching and mentorship, research involvement, interdisciplinary collaboration and public health impact – all of these factors are gratifying in themselves, and the whole is definitely more than the sum of its parts.



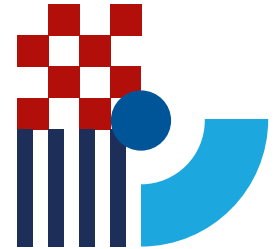
Looking back, what advice would you give to current students?

“Es ist noch kein Meister vom Himmel gefallen,” which means “No master has ever (just) fallen from the sky.” The work you do now will pay dividends in the future – no knowledge is wasted.

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

Working in a constantly demanding, high-pressure environment in a community with stringent standards makes work-life balance something of a tight-rope walk. The importance of pursuits outside of work cannot be overstated. I like to play the violin and piano, and I find myself so fortunate to have access to both the mountain and the sea at a moment's notice.

The importance of pursuits outside of work cannot be overstated. I like to play the violin and piano, and I find myself so fortunate to have access to both the mountain and the sea at a moment's notice.



How did COVID-19 influence your job?

Although not patient-facing (I was in the academic laboratories in Bloemfontein during 2020), I worked virtually every day of the pandemic. Anatomical pathology experienced a down-tick in the number of specimens received, as non-emergency surgery was not being performed, and most out-patient clinics were closed. I was then an aspirant registrar, doing my community service, so there were plenty of ways to use the time. We have since seen a significant increase in specimen numbers, likely reflecting catch-up tissue investigation and surgery.

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

The rise of molecular pathology, the ever-growing role of artificial intelligence in knowledge work, and the shrinking need to be chained to a desk are all exciting developments which make this era an interesting time to be involved in pathology.





3 MIN, 30 SEC

DON (PHILILE) HLENGWA

Job history

2021–Now

**Hospital Clinical Manager,
Mediclinic Southern Africa**

2019–2021

Medical Officer,
Department of Correctional Services

2018–2021

Casualty Officer, Rena Howlett Inc,
Netcare Kingsway ED

2018

Sessional Medical Officer,
Department of Health

2017

Community Service Medical Officer,
Department of Health

2015–2017

Business Owner,
Ntokozo's Events and Design

Academic history

2022

Advanced Diploma, Business Project
Management, UCT

2014

MBChB, UCT

What do you do?

As a hospital clinical manager, I provide clinical leadership to staff and healthcare practitioners to assist the general manager with clinical concerns and to oversee clinical governance. Every day I look at my daily list, which I prepare at the end of the previous day. I try to keep a routine; however, my day is often scattered with time-sensitive concerns that occur as we go – those are momentarily prioritised and I try to re-join my focus zones where possible.

On Mondays, I catch up with my teams, discussing successes and reviewing areas that need improvement. We update each other on the previous week's events and any ongoing challenges that may influence our goals. Tuesdays are for reviewing discussions held on Mondays and doing research using tools like online databases to answer some of the questions posed. I'll analyse statistics using Webi, Excel or data visualisation tools like Tableau,

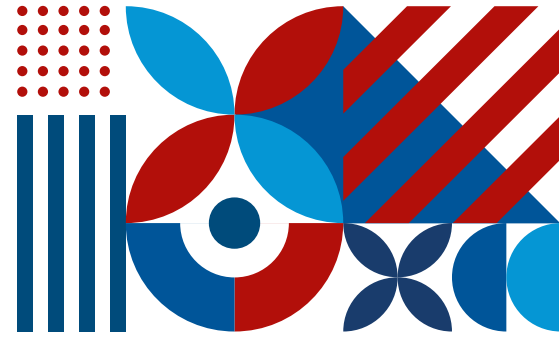
liaise with subject matter experts, and compile summaries to prove these hypotheses.

Wednesday and Thursday are less intense versions of Tuesday, focusing on connecting with ward staff and doctor partners through ward and theatre rounds.

On Friday, we wrap up the week to ensure that weekly deadlines are closed off and create a plan for the following week. Sometimes, a matter posing medicolegal risk will come about, and completely throws off this routine.

Looking back, what advice would you give to current students?

Take a moment for introspection and be sure that you are content and fulfilled with the path you have chosen. At times, we fall in love with the concept of a dream and are unable to let it go when that dream no longer aligns with who we have become.



Work hard, but also remember to play in arenas that keep your creativity alive. That creativity will come in handy when logical thinking might be the order of the day, but innovative thinking and the ability to colour outside the lines is what sets you apart.

What is the most fulfilling part of your job?

I am fulfilled by being able to contribute to the livelihood of the community by implementing strategies that promote safe and quality healthcare. As a health administrator, I am no longer patient facing, but the love that brought me into the medical fraternity still exists and I am driven by being a healer. I just execute it in a different way from what I originally envisioned.

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

There will be an increased focus on telemedicine and remote patient monitoring, allowing patients to receive care from home. This will not

only improve convenience for patients but also help alleviate the burden on healthcare facilities.

Furthermore, advancements in technology will lead to the development of more personalised medicine, with treatments tailored specifically to each individual's genetic makeup and lifestyle factors. This will revolutionise the way diseases are diagnosed and treated, leading to better outcomes and improved patient satisfaction.

The integration of big data analytics and machine learning algorithms will also play a significant role in shaping the future of the industry, enabling healthcare providers to analyse vast amounts of patient data to identify patterns and trends, ultimately leading to more accurate diagnoses and proactive interventions.

The healthcare industry is poised for significant transformation. We can expect to see improvements in patient care, increased efficiency in healthcare delivery and a shift towards more personalised approaches to medicine. I am hopeful that, as a country, South Africa will be comparable to the best in the world.

I am fulfilled by being able to contribute to the livelihood of the community by implementing strategies that promote safe and quality healthcare. As a health administrator, I am no longer patient facing, but the love that brought me into the medical fraternity still exists and I am driven by being a healer.



⌚ 4 MIN

MOHALE MOLOI

What do you do?

I am a journalist and content producer who, among other things, helps media companies develop new products to engage or grow their audiences. My latest role does this in the form of a TV show and podcast content.

No day is like the other when you are a journalist. I might spend a Monday writing about the next health crisis, then travelling to different parts of the country to interview people on Tuesday. Earlier in my career the news of the day dictated my schedule, but my most recent role, which requires a level of analysis and solutions-journalism, has meant that I work with researchers and activists more than I do with the newsmaker of the day.

I used to be responsible for producing a monthly TV show for Bhekisisa and its broadcast partner, eNCA. I also uploaded stories to the company's website and I sent that content out to different partner organisations like News24, Daily Maverick, Financial Mail and TimesLive, which republished the stories.

Most of my job happens in Google Docs and Sheets, but WhatsApp and phone calls are also a reporter's best friends.

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

I have had the pleasure of producing interviews with high-ranking people like Dr Anthony Faucci, Dr John Nkengason and former president Kgalema Motlante. They stand out to me because of the hard work that went into securing their interviews.

The highlight that has stayed with me the most was helping a distressed mother in Cape Town when her husband, the household breadwinner, was shot while taking their kids to school. She couldn't get access to his life insurance funds to make arrangements for his burial and keep supporting the family, because the insurance company had refused.

After we aired her story on the radio and asked the company about the ordeal, they reversed their decision, allowing the family to move through

Job history

2021–Now
Journalist and Producer,
Bhekisisa Centre for Health Journalism

2016–2020
Content Producer,
Primedia Broadcasting

Academic history

2021
BA Honours in Journalism,
University of the Witwatersrand

2016
BSocSc in Political Science, Public Policy and Administration, and Media Studies, UCT

an extremely difficult time in their lives with the financial support they deserved. That's what journalism is about for me: telling stories that empower us with information that can change lives or help us live better lives.

Looking back, what advice would you give to current students?

You may be entering a workforce that's changing as new technology disrupts every industry. It feels overwhelming and daunting to have to figure out how you're going to make it in a world like this. So here's what I say: be clear about your values and your goals when it comes to your career. Those may sound like airy-fairy words, but it's only recently in my career that I've come to realise how central these are to the choices I've made to get to where I am. This doesn't mean your values can't change over time, but it's important to check in with yourself and ask: does this serve the person I want to be? Does this next assignment align with the things I value the most and the goals I have?

I would have saved myself a lot of pain and frustration earlier in my career if I had applied this more seriously.

What challenges did you face when transitioning into the working world?

I started working as a freelancer while I was completing my final year at UCT. I would take my books with me to Cape Talk's studios and study right after my late night radio show. I mostly slept at 07:00 in the morning when this was my routine and I can't overstate the value of a healthy routine in surviving this transition.

We don't always feel like it, but having a regular plan for your week that makes sure you get enough exercise, fun time with friends and work will make the transition easier – especially for your mental health. And if you need to sacrifice something important like sleep, make sure you have a limit for how long you'll sacrifice it. Rest is super important and you can't be your best self without enough of it.



So here's what I say: be clear about your values and your goals when it comes to your career. Those may sound like airy-fairy words, but it's only recently in my career that I've come to realise how central these are to the choices I've made to get to where I am.



🕒 3 MIN, 30 SEC

MIN'ENHLE NCUBE

Job history

2021–Now
Doctoral Research Fellow,
HUMA, UCT

2019

Content Editor, Antropologen
Beroepsvereniging, Netherlands

2020–2021

Marketing and Communications
Officer, InnoFlex BV, Netherlands

2020–2021

Startup Member in Residence,
HighTech XL, Netherlands

Academic history

2020

Advanced Master of Science, Cultural
and Development Studies, KU Leuven

2017

MSocSc in Social
Anthropology, UCT

2014

BSocSc (Hons) in Social
Anthropology, UCT

2013

BSocSc in Social Development
and Sociology, UCT

What do you do as Research Fellow?

My PhD fellowship at HUMA forms part of a larger research cohort funded by the Carnegie Corporation of New York. My ethnographic research concerns understanding how AI-driven technology is changing maternal care practices in Zambia. It contributes to scholarship on care ethics concerning digital technology and digital anthropology. Collectively, fellows at HUMA think about the state of the 4IR by interrogating how the African continent grapples with industrial changes impacting humanity and livelihoods.

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

Harnessing the value of the social sciences in the improvement of digital innovation. There is a significant bias on how technologies are designed, which favour less on people from developing countries. Providing an interdisciplinary approach to AI-driven technology contributes to more user-friendly and culturally sensitive

applications. Furthermore, it enhances the ethical and inclusive development of AI systems to address a plethora of needs and avoid potential bias.

Looking back, what advice would you give to current students?

Students should network as much as possible with peers, professors and professionals in their field of interest. Extracurricular activities are important to showcase your leadership skills. Should you find an opportunity to intern, this would enhance your skills and provide insights on future career paths. While the social sciences are largely qualitative, it helps to learn statistical analysis software, data visualisation tools or anything that improves your technological proficiency.

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

While working for two startups at HighTechXL, it was difficult translating

complex anthropological insights for tech-focused teams and navigating fast-paced development cycles that don't align with traditional research timelines. There remains a resistance in integrating qualitative, human-centric research methods within tech spaces that prioritise quantitative approaches.

What is the most fulfilling part of your job?

Studying the interaction of people, technology and AI offers insights on the shifts in our societal dynamics. Realising the value of qualitative or empirical research in innovation and technology is quite fulfilling as significant aspects of my work provide valuable user experience insights for the technologies I study. Furthermore, having interdisciplinary engagements with others working in policy, computer science, engineering and ethics fosters mutual learning and enriches anthropology as a discipline overall.



Extracurricular activities are important to showcase your leadership skills. Should you find an opportunity to intern, this would enhance your skills and provide insights on future career paths.

What pulled you towards your field?

Having been exposed to the technological entrepreneurship space in Brainport Eindhoven, I became curious about innovation in Southern Africa, presenting infrastructural and economic inequalities. Colonial legacies shape patterns of tech development, inequality and access. Furthermore, the existing diversity in our region, environmental challenges and resource extraction, all of which intersect with technological interventions, encouraged me to inquire on how innovators might be adapting technology to serve their communities. This engagement is necessary for the improvement of frameworks that govern data or technology in developing countries.

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

Anthropology in Southern Africa could evolve to incorporate the social impact of emerging technologies, as researchers explore how these technologies shape human interactions, redefine social structures and influence our practices. Recently, the internet has expanded on metaverses with which most of us engage, reordering our interactions and structures. These changes in life prompt shifts in the discipline that is transcending beyond traditional ethnographic methods through the study of virtual environments. Here, new methodological tools for data collection and analysis encompassed by digital ethnography enables the study of social phenomena in new ways.



🕒 3 MIN, 30 SEC

ASAFIKA MPAKO

What do you do?

I am the communications coordinator for Southern Africa at Afrobarometer. Afrobarometer is a pan-African, non-partisan survey research network that conducts representative polls of adult Africans to better understand what citizens' experiences and evaluations are in key policy areas such as health, education, housing, and economic development.

The resulting snapshot gives policymakers insight on African views throughout the continent, and brings more African perspectives into the global development dialogue for reflection and planning for the kind of communities, countries and world we want to live and thrive in.

My role is multifaceted, but primarily takes responsibility for managing a portfolio of countries in Southern Africa in matters relating to the effective communication and dissemination of survey findings, turning complex data into clear and compelling insights to inform policy making. It is a broad area

of responsibility that incorporates research, multi-country partner engagement, content marketing, brand positioning, media relations and digital communications.

What are some highlights of your career so far?

I am most proud of the global acclaim that my work has earned. In 2022, I was awarded the St Antony's College scholarship to support my attendance at the University of Oxford's International Politics Summer School, granted annually to a candidate in the cohort who displays the potential to use the opportunity as a catalyst for future career development. Recently, I was featured in the London Financial Times as one of the 2023 Women of the Future, 50 Rising Stars in ESG, a global list that highlights trailblazing young women working across all industries, geographies and sectors in ESG. I am also an Adjunct Fellow (non-resident) at the Center for Strategic and International Studies, and a recipient of the Mandela Washington Fellowship Award, the

Job history

2023–Now
**Adjunct Fellow (Non-resident),
Centre for Strategic and
International Studies**

2021–Now
Communications Coordinator for
Southern Africa, Afrobarometer

2021
Project Officer, Institute for Justice
and Reconciliation (IJR)

Academic history

2020
MSc in Public Administration and
Government, London School of
Economics

2018
Master of Management Science in
Public Policy, Peking University

2017
BSocSc Honours in Development
Studies, UCT

2015
BSocSc in International Relations, Public
Policy and Administration, Industrial
Sociology, UCT



United States flagship programme for investing in the next generation of young African leaders.

Looking back, what advice would you give to current students?

UCT offers a special place for students to thrive, so aim high with your career aspirations. Set aside old beliefs and step into the possibilities of the future. Envision prospects that seemed impossible before and put yourself in a position to achieve incredible feats. I believe that education truly sets people free, so embrace your freedom.

Importantly, don't ignore opportunities far from home if they arise. Go out into the world and develop capabilities that are not just relevant currently, but are relevant for the future. We live in a diverse, multicultural and interconnected global society, and we're in the business of building bridges, not walls.

Now more than ever, I believe that Africa needs a new crop of leaders who deeply understand it and who, when the opportunity presents, can build bridges and work effectively with global partners.

What pulled you towards your field?

My dedication to the realisation of human rights and social justice, coupled with a deep desire to one day take on significant responsibility in informing and shaping policy change and innovation on pressing socio-economic matters in Africa, have fuelled my motivation to work in the field that I do.

Now more than ever, I believe that Africa needs a new crop of leaders who deeply understand it and who, when the opportunity presents, can

build bridges and work effectively with global partners.

What have you learned about the world of work?

The world of work is both daunting and exhilarating. Initially, it will appear more daunting than exhilarating, especially as a fresh graduate. But when you let go of that fear, you will expose yourself to what you are capable of doing and what you can achieve. Choose faith over fear, always.



⌚ 4 MIN

SIMBARASHE GOMWE

What do you do?

Broadly, my experience has been primarily transactional in capital markets and investment funds. My tasks range from transaction management, negotiation and drafting to research and advice. Firstly, regarding transaction management, this includes liaising with parties, listing authorities and regulatory bodies at different stages of the transaction with an element of negotiation. Secondly, regarding drafting, this would include offering documents and financial agreements as well as ancillary and administrative documents related to the approval of the relevant transaction.

Finally, research and advice would include questions around the transaction or financial structures, entity formation and regulation.

I'm also involved in business development more generally, which includes preparing pitches and other presentations for clients.

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

A hallmark of working at an international firm in a financial hub is the cross-border nature of the transactions. Although the time difference has led to some unsociable hours, the ability to work with clients and colleagues on elements of work applicable to different jurisdictions around the world has been phenomenal. I will also have the privilege of working in our Dubai capital markets team in the coming months.

Looking back, what advice would you give to current students?

Hold loosely to whatever perception you have about the way your career will go. University is a time to explore your interests, and this is not reckless, provided you give everything your best shot. This goes for your courses

Job history

2023–Now
Trainee Solicitor,
Linklaters, England

Academic history

2023
Accelerated LPC,
BPP Law School

2022
PGDL (Law Conversion
Course), BPP Law School

2020
LLB, UCT

I've had to wear many hats, which has required a technical understanding of the industry and finance in order to meet client needs. This has been a steep but fulfilling learning curve.

and everything else you get involved in. I'd suggest spending a lot more time branching out of the interests typically associated with your degree. If you're a law student, it's worth understanding the world of finance or science and vice versa – you'll be surprised at the intersections you'll find.

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

Settlement adjustment in all its forms has been the biggest challenge for me. This ranged from acclimatisation all the way to understanding the positioning of a solicitor in global commerce as opposed to what I had been exposed to studying law in South Africa. I've had to wear many hats, which has required a technical understanding of the industry and finance in order to meet client needs. This has been a steep but fulfilling learning curve.

What pulled you towards your field?

Like physics, I believe that law is a theme that permeates through industry and commerce. In order to meet your clients' needs, you need an

intimate understanding of the industry in which they operate, and anticipate their expectations and objectives. Through this, you become a jack of all trades of sorts – gaining a deeper understanding of the world around you.

What was it like to be an international student at UCT?

Vibrant and enriching. Apart from the broadened perspective, UCT has a way of embracing your own culture and experiences which forces you to engage with your identity in ways that you had not before. Through involvement in student leadership and societies, and university engagement more broadly, UCT requires you to engage with the social and political issues facing South Africa, which can provide a profound and challenging learning experience beyond the academic curriculum.

How did COVID-19 change your industry?

The COVID-19 pandemic has had a profound impact on the legal industry globally, precipitating unprecedented changes in both operational dynamics

and legal practice. As courtrooms closed and remote hearings became the norm, law firms had to adapt to digital platforms (where accessible) to maintain continuity in the justice system. This rapid digital transformation introduced new challenges in cybersecurity and data protection with the use of new tools and ways of doing business.

Furthermore, the pandemic prompted a surge in certain legal areas, such as employment, insolvency, and commercial leasing, as businesses grappled with lockdowns, furlough schemes, and renegotiations of contractual terms. Legal professionals have had to stay abreast of rapidly evolving government regulations and provide agile, informed advice to clients facing a landscape of uncertainty. The legal job market has also seen fluctuations, with initial hiring freezes giving way to increased demand for legal expertise in recovering economies.



⌚ 3 MIN

KIRSTEN BARRATT

What do you do?

I am an associate attorney at Dommissie Attorneys Inc, a firm specialising in the growth journey of technology startups. I work in the venture capital team, specifically dealing with international structuring. International structuring essentially involves helping clients get their business offshore so that they are able to grow internationally and earn and retain hard currency in an offshore jurisdiction. This process also makes clients more attractive to international investors. Our roadmap is simple, and I am involved at every stage, from attending workshops where we take clients through the entire process and answer any questions they may have, drafting their operational agreements, and putting strategies in place to ensure that their IP migrates offshore effectively.

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

While we specialise in the growth journey of startups, it has also been exciting to be part of Dommissie Inc's

personal growth journey. The firm is opening an office in Johannesburg this year and we've started expanding our services into other parts of Africa. We have an especially exciting client in Kenya (whose business is to provide pathology services to remote parts of Africa), and we've been engaging with other lawyers, cross-border, in this regard. It's one thing to hear about a firm's vision, but to see it come to life is another thing entirely and I'm excited about where Dommissie Inc is heading. It has also been especially exciting to work with young African startups. I am inspired by how their founders are able to see a gap and fill it with their expertise, especially those who want to change the world for the better. It is truly a pleasure to help them all in their growth journey.

Looking back, what advice would you give to current students?

Don't be afraid to start over. If there's something I've learnt over the past few years, it's that there's no shame in changing your mind. I went from Science to Law, back to Science,

Job history

2023–Now

**Associate Attorney,
Dommissie Attorneys Inc**

2023

Environmental Consultant,
Infinity Environmental

2021–2022

Candidate Attorney,
Hayes Incorporated
(Themis Law Chambers)

Academic history

2022

LLM in Environmental Law, UCT

2019

LLB, UCT

2016

BSc in Marine Biology and Ocean
and Atmospheric Sciences, UCT



In my current position, I get to work with clients who do want to make real change, be it by creating nanofibers that can pull carbon from the atmosphere or by creating lab-grown meat.

and then back to Law. I've also learnt that you don't always end up where you first expected, and that's okay too. I had always wanted to be an environmental lawyer and never dreamed that I would be working in commercial law, but things don't always go the way you expect them to, and sometimes they work out better than you had imagined.

What led you to switching from Science to Law, and how was the transition?

It was always my intention to go into Law. I had heard that UCT students could start their law degrees as post grad students, and I had received a bursary to study Science, so I

decided to pursue a BSc first. I wanted the opportunity to gain some life experience before committing to a challenging degree such as Law (not that my Science degree wasn't challenging!). I've always been very interested in environmental affairs, so I thought that I could round off my Science and Law education with an LLM in Environmental Law. The transition from Science to Law was not as difficult as I had anticipated. I had learnt valuable critical thinking skills during my BSc, as well as how to write simply and concisely. These skills translated well into Law.

What pulled you towards your field?

Both my parents are lawyers and, growing up, I was adamant that I

was not going to be one. I've always had an interest in bettering the world and I thought that I could do this as a scientist. It was only when I was applying to university and doing more research into different degrees that I realised that real change comes through the law. I've been privileged enough to study and have a career in both fields to know that law was the right decision for me. I initially wanted to be an environmental lawyer, but that didn't work out because I wasn't willing to relocate from Cape Town (and I learnt that litigation wasn't for me). In my current position, I get to work with clients who do want to make real change, be it by creating nanofibers that can pull carbon from the atmosphere or by creating lab-grown meat. I believe that, though helping them grow their business, I am bettering the world, and that is enough for me.





🕒 3 MIN, 30 SEC

JONATHAN YANKELOWITZ

Job history

2022–Now
Junior Associate,
Law Office of Isabel M.
Hidrobo, US

2022
Law Clerk,
Law Office of Isabel M. Hidrobo, US

2019–2022
Law Clerk,
WR Immigration, US

2018–2019
Research Assistant,
Fashion Law Institute, US

Academic history

2019
LLM Fashion Law,
Fordham University School of Law

2017
BA Law, UCT

2015
BA Social Science specialising in
International Relations and Law,
UCT

What do you do?

I am a South African attorney practising immigration law in New York. My daily tasks include interacting with clients, preparing and filing legal documents, attending hearings, and staying updated on immigration policies. I work independently but often collaborate with colleagues, government agencies and other legal professionals. Responsibilities involve providing legal advice and ensuring compliance with immigration regulations. I use various legal software for research, case management and document preparation.

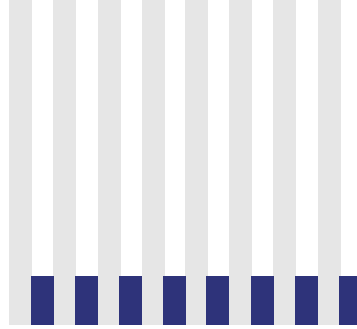
What's been a highlight of your career so far?

A significant highlight of my career has been successfully representing clients in complex immigration cases, leading to positive outcomes for their lives in the United States. Knowing that my work has a meaningful impact on individuals and families has been incredibly rewarding.

Looking back, what advice would you give to current students?

Reflecting on my journey, I would emphasise the importance of long-term planning to current students. Regardless of the avenue you choose, having a vision for the future and setting clear goals is crucial. In the dynamic field of immigration law, where policies and regulations constantly evolve, having a strategic outlook is indispensable. Identify your passion early on and work towards cultivating expertise in that area.

Leverage internships, networking opportunities and mentorships to gain insights into your chosen field and build a robust professional network. Also, don't shy away from seeking guidance from seasoned professionals – their experiences can provide invaluable lessons. Consider pursuing advanced degrees or certifications that align with your career goals. By planning for the long term, you not only position yourself as a proactive and focused professional but also set the foundation for a



fulfilling and successful career journey.

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

Challenges in my career have included navigating the ever-changing landscape of immigration policies, handling cases with high emotional stakes, and managing the workload associated with legal practice. Staying adaptable and continuously educating myself on immigration law have been key strategies in overcoming these challenges.

In addition to the professional challenges within immigration law, I faced a personal challenge navigating my own immigration journey in the United States. Securing a work visa sponsored by my employer was a complex process, requiring meticulous documentation and adherence to stringent timelines. Navigating the intricacies of US immigration policies firsthand provided me with a unique

In the dynamic field of immigration law, where policies and regulations constantly evolve, having a strategic outlook is indispensable. Identify your passion early on and work towards cultivating expertise in that area.

perspective on the challenges many individuals and families encounter. It reinforced my commitment to helping others navigate the immigration system, given the profound impact it has on people's lives. This personal experience has fueled my dedication to providing empathetic and effective legal representation to those seeking to establish themselves in the US.

What pulled you towards Fashion Law and is this relevant to your job now?

By blending personal passion with a forward-thinking career strategy, I found myself drawn to Fashion Law, where I could contribute to the legal aspects of creativity and innovation in the world of fashion. Recognising the

potential growth in this specialised legal domain, I strategically acquired knowledge and skills to navigate the complex legal landscape of the fashion industry.

While practising immigration law, I also encounter unique challenges faced by individuals in the fashion and creative industries, which my expertise assists in handling. Whether dealing with work visas for models, designers, or other creative professionals, I find satisfaction in helping my clients overcome the specific hurdles associated with their unique and vibrant fields.





🕒 4 MIN

ELZANNE SINGELS

What do you do?

I am the Sourcing Director of Grounded Ingredients, a social enterprise focused on scaling regenerative agriculture in Africa. We launched the business in 2021 with a small team. We focus on supplying high value, non-perishable ingredients from Africa to brands committed to responsible sourcing across the world. My role is focused on maintaining our impact goals in the agricultural sector, where my team and I work very closely with farmers, wild harvesters, agri-processors, researchers and governmental agencies to transition agricultural processes to more environmentally and socially responsible production methods. Apart from this, I also run my own consultancy, Endemic Cape, which offers specialist advice and project management services in the fields of palaeo-ethnobotany, restoration ecology and sustainable agriculture.

What excites you about your field?

I am inspired every day by the resilience and innovation I see in the ingredient value chains I work with. Whether that be on a rooibos farm in the Cederberg, or an ethical tea brand in Europe. I get to meet and collaborate with passionate people with a strong ethical drive to make the world better. My work also entails supporting farmers and agri-processors to implement regenerative agricultural techniques. It is extremely rewarding when this work starts to bear fruit. I have literally seen the people and land start to flourish more, and the difference is evident in empirical data. It gives me immense hope for the future. One of the big highlights of my work is that I get to be involved in the production of incredible food and cosmetic products. I get to taste a lot of amazing tea and have become obsessed with all the different tisanes of the world. Everybody! Drink loose leaf tea!

Job history

2022–Now
Sourcing Director,
Grounded Ingredients

2016–Now
Owner, Endemic Cape

2020–2022
Landscape Strategist,
Grounded

Academic history

2020
PhD in Archaeology
specialising in Archaeobotany,
UCT

2013
MSc Conservation Ecology
specialising in Palaeo-
ethnobotany and Botany,
Stellenbosch University

2010
BSc Conservation Ecology,
Stellenbosch University

How did your PhD prepare you for your job?

I pursued as many collaborations and networking opportunities as I could during my PhD, even when it was not directly related to my specific research topic. I was able to connect with a wide array of researchers, farmers and governmental agencies. This wide network of exposure showed me how the gears of our economy around indigenous plant value chains worked and prepared me for the complexities of implementing alternative solutions in our country and continent. Due to the interdisciplinary nature of my research I have developed a very unique set of skills and knowledge that helps me analyse different environments and socio-economic systems across Africa. This has set me apart and made me uniquely qualified for my work.

In my private consulting capacity, my work is directly related to my PhD research, and I use the results and methods I developed in my thesis continually. My PhD taught me grit and perseverance, as in the real world


many projects are not completed in a short timeframe, and it takes dedication to see things through.

Looking back, what advice would you give to current students?

We live in a world full of opportunities, but also massive systemic problems. Universities are a fantastic place to network and learn from as many people and organisations as possible that are thought leaders. Connecting with these innovators will give you a better understanding of how the world is configured and your potential place in it. I used my tertiary education to understand how my career could have an impact and I have tried to be strategic about how I developed my path to pursue the opportunities I identified.

There are very few opportunities nowadays you will fall into after graduating that will be a perfect fit. I tried my hand at many different projects following my PhD before I settled on the path I am on now. Don't be disheartened at these seeming failures. Every different path I walked

helped me understand better what made me tick. This allowed me to be strategic about how I built my career and business. Use your time at university to meet as many great minds as possible. You will always be grateful for this network later in your career.



Universities are a fantastic place to network and learn from as many people and organisations as possible that are thought leaders. Connecting with these innovators will give you a better understanding of how the world is configured and your potential place in it.



🕒 3 MIN, 30 SEC

ANATHI MANYAKANYAKA

What do you do?

I am an environmental consultant with a focus on marine projects. In my role as an environmental consultant, my daily tasks and responsibilities are diverse and tailored to the specific projects and clients I serve. Here are some common tasks and responsibilities I typically undertake:

Environmental assessments:

This involves conducting thorough field investigations to identify potential environmental hazards and sensitivities. Additionally, I am responsible for compiling detailed environmental impact assessment (EIA) reports, which evaluate the potential effects of a project on the environment.

Regulatory compliance:

I assist clients in navigating complex regulatory requirements by facilitating the process of obtaining the permits and approvals necessary for their projects to proceed in compliance with environmental regulations.

Client communication:

Effective communication is key in my role. I regularly engage with clients to

gain a comprehensive understanding of their project needs, provide timely updates on project progress, and address any concerns they may have.

Government liaison:

I interact closely with regulatory agencies and government bodies to facilitate the permitting process and ensure compliance with environmental laws and regulations. This involves fostering positive relationships with government stakeholders and advocating for clients' interests within the regulatory framework.

These responsibilities underscore the dynamic and multifaceted nature of environmental consulting, where adaptability, communication and regulatory expertise are essential for successful project outcomes.

Looking back, what advice would you give to current students?

I strongly recommend cultivating a diverse set of skills, as having a multidisciplinary skill set will greatly enhance your versatility in tackling

Job history

2021–Now

**Marine Consultant,
ERM (Environmental
Resources Management)**

2021

Environmental Consultant,
Infinity Environmental

2020

Research Intern,
South African Weather Services

Academic history

2020

MSc specialising in Applied
Ocean Sciences, UCT

2018

BSc Honours specialising in
Oceans and Atmospheric Science,
UCT

2017

BSc specialising in Environmental
and Geographical Science and
Oceans and Atmosphere Science,
UCT

a wide range of challenges and help you to distinguish yourself. Additionally, building a professional network early in your career is paramount. Attending conferences, seminars, and networking events provides invaluable opportunities to connect with industry professionals. Networking not only fosters collaboration but also opens doors for career advancement.

Furthermore, gaining practical experience is essential for gaining insights into the day-to-day challenges of environmental consulting and enhances one's employability. Developing resilience and problem-solving skills is equally crucial. The ability to navigate obstacles effectively, learn from setbacks, and view them as opportunities for growth will be invaluable in your professional journey.

What challenges have you faced in your career?

Keeping up with the constantly evolving environmental regulations at local, provincial and national levels can be challenging. Navigating

The ongoing integration of technology – such as AI, machine learning and advanced data analytics – into environmental monitoring, modelling and data analysis will drive significant technological advancements in this field.

complex regulatory frameworks and understanding compliance requirements are continuous tasks. I work on projects in multiple African countries, and therefore I have to navigate the regulatory complexities there as well. Other challenges include balancing the needs and expectations of diverse stakeholders including clients, government authorities, community members and project teams; data variability and uncertainty; and managing tight project timelines.

What is the most fulfilling part of your job?

I find fulfilment in witnessing the positive impact of my work on the environment. I also enjoy the challenge of addressing complex environmental issues, successfully navigating these challenges and

finding innovative solutions. The diversity of projects keeps the work engaging and provides continuous opportunities for learning and growth, personally and professionally.

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

I anticipate a growing emphasis on sustainability as concerns about environmental preservation become increasingly prominent. We're witnessing a surge in projects with a strong focus on sustainable practices, renewable energy and efforts to mitigate climate change. Furthermore, the ongoing integration of technology – such as AI, machine learning and advanced data analytics – into environmental monitoring, modelling and data analysis will drive significant technological advancements in the field.



🕒 4 MIN

MATTHEW VERBEEK

What do you do?

We specialise in creating 'digital twin' simulation models of industrial and mining operations. We work on a project-to-project basis, and as such my day-to-day can vary based on the project we are working on. I work with and manage analysts in tackling both business and data problems in line with project requirements, while receiving guidance and support from the project lead. In general my day can be broken down into a combination of:

Team management:

We meet to identify tasks, problems, and priorities. This may include supporting junior analysts in their current workflow or reaching out to team leads to get direction/help on tasks.

Data work:

This involves a larger portion of my day. In line with the day's tasks, a combination of data work around a simulation model may take place. This involves the use of SQL, Python, and more importantly, Microsoft PowerBi.

Presentation and documentation:

The other half of data work is being able to communicate these to the client in the form of presentations or reports.

Client engagement:

An important aspect of my role is meeting with clients to ensure that project requirements are understood, that expectations and scope are aligned across all stakeholders, and that the client is happy with the progress and results of the project.

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

I was recently promoted to Business Consultant. Having moved from a pure science background into a data science and consulting space could be intimidating, especially without strict experience in that space. I think this recent promotion has really recognised my ability to learn and adapt. It motivates me to take on new challenges and problems with confidence.

Job history

2024–Now
Business Consultant,
Business Science
Corporation

2022–2024
Senior Analyst,
Business Science Corporation

2022
Intermediate Business Analyst,
Jembi Health Systems

2021–2022
Junior Business Analyst,
Jembi Health Systems

2018–2021
Scientific Officer, UCT

Academic history

2018
MSc in Molecular and Cell
Biology, UCT

2016
BSc Honours in Molecular
and Cell Biology, UCT

2015
BSc in Chemistry and
Biochemistry, UCT

Looking back, what advice would you give to current students?

Have confidence in your capacity to learn and adapt. We all hail from diverse backgrounds, and no individual is perfectly tailored for their career path or role. Instead of fretting over your level of experience or readiness for a particular role or task, embrace the assurance that you will acquire and master the necessary skills along the way. As I've grown in my professional journey, I've come to realise that most of us are navigating through uncertainties, whether on a broad scale or in our day-to-day tasks. Dive into new challenges with the certainty that you'll learn how to navigate them.

What challenges did you face moving from science to business?

Imposter syndrome. Initially I felt as though, because I hadn't studied anything related to business nor data science, it would be an impossible challenge for me to take on. But we are adaptable. Any degree that you have worked hard for represents

your ability to learn and take on new information, not necessarily the subject matter itself. We all come from varied backgrounds and no one person is perfectly suited to their chosen career path.

What pulled you towards your field?

Two major factors led my transition from pure science to consulting:

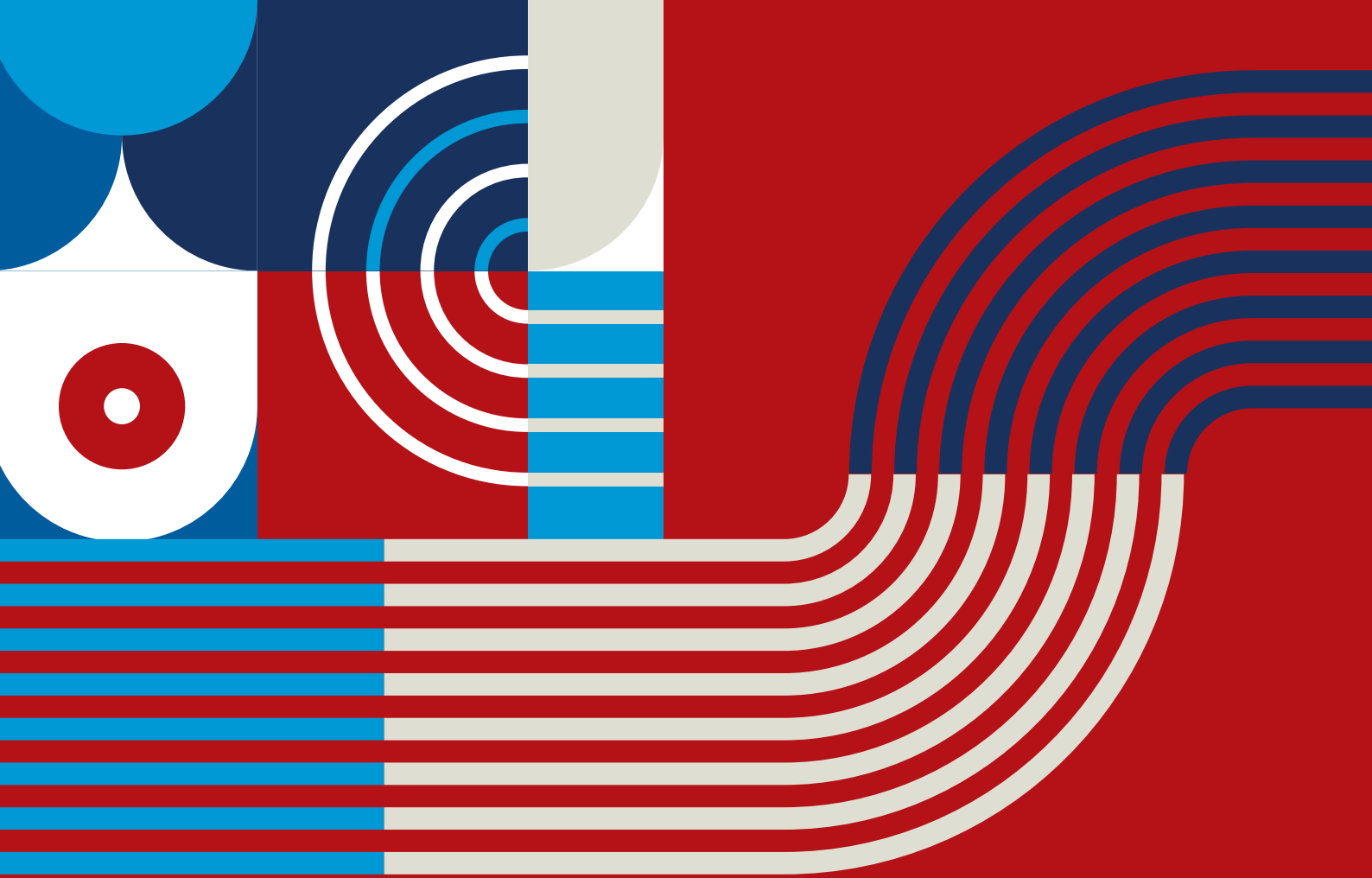
Job availability: While science careers often lean heavily towards research and development, opportunities in this field are still evolving in South Africa. The competition for limited roles, often requiring a PhD, was significant.

However, I came to realise that my scientific background equipped me with valuable transferable skills in analysis, problem-solving and communication. Consulting emerged as an ideal avenue to leverage these abilities.

Variation: In consulting, work is project-based, ensuring each project presents unique challenges. This diversity prevents monotony, as each assignment demands innovative troubleshooting and problem-solving approaches. Every day is an adventure and allows for continuous growth, eliminating any chance of stagnation.

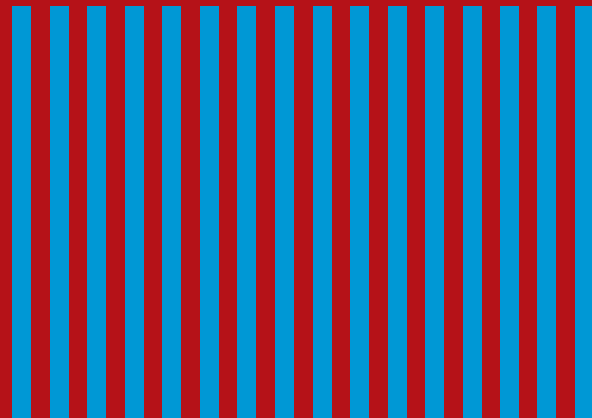


We all hail from diverse backgrounds, and no individual is perfectly tailored for their career path or role. Instead of fretting over your level of experience or readiness for a particular role or task, embrace the assurance that you will acquire and master the necessary skills along the way.



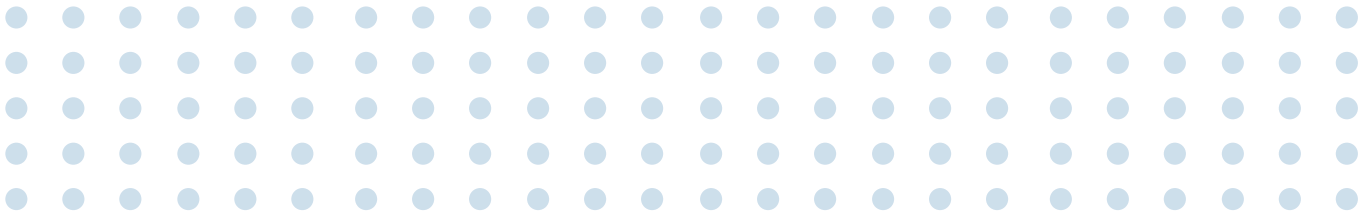
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Locations: South Africa

Job types offered: Software Development, IT, Industrial Engineering, Marketing and Design, Finance, Human Resources, Customer Success

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.1nebula.com/

Adams & Adams

For more than a century, Adams & Adams continues to lead the way in intellectual property law in Africa while forging ahead in expanding its impressive commercial litigation, corporate law, personal injury law, family law, and insurance law practices. The firm offers candidate attorneys an opportunity to gain rich exposure to a variety of practices, allowing them to develop their careers across multiple disciplines of law.

Who we are looking for: Being a partnership, qualities of trustworthiness, dependability, transparency, and bona fides lay the foundation to achieving career success at our firm. We also expect academic excellence from potential candidate attorneys.

How to apply: All applications must be made through [Leap.ly](https://www.adams.africa/firm-overview/graduate-recruitment/). Access [Leap.ly](https://www.adams.africa/firm-overview/graduate-recruitment/) by visiting the Graduate Recruitment page on our website.

Apply at: <https://www.adams.africa/firm-overview/graduate-recruitment/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Pretoria, Sandton

Job types offered: Legal

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa

Adams & Adams

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.adams.africa/

African Rainbow Minerals Limited

African Rainbow Minerals (ARM) is a leading South African diversified mining and minerals company with operations in South Africa and Malaysia. ARM mines and beneficiates iron ore, manganese ore, chrome ore, platinum group metals (PGMs), nickel and coal and also has a strategic investment in gold through Harmony Gold Mining Company (Harmony).

Who we are looking for: Mining, Engineering, Law, Computer Science, Geology, Information Technology, Accounting, Metallurgical engineering, Mechanical Engineering, Build Environment, Electrical Engineering, Industrial

Engineering, Civil Engineering

How to apply: Check our website under careers.

Apply at: <https://www.arm.co.za/careers/>

Applications closing date: 12 March 2024

SA citizenship required? Yes

Locations: Nationally

Job types offered: Mining, engineering, geology

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from? South Africa

ARM
African Rainbow Minerals

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.arm.co.za

Afrocentric Health Limited

The AfroCentric Group is a JSE-listed investment holding company providing services and products to the healthcare sector. The Group was founded in 2008 on the core philosophy of promoting transformation and empowerment. Our business is focused on making a sustainable impact in the area we know best, healthcare. We increase access to sustainable, affordable and quality healthcare.

Who we are looking for: We are looking for graduates with strong academics with majors in Finance, Actuarial Sciences, Data Analytics, Students in the Pharmacy and Nursing faculties.

How to apply: Send your applications to: externaltraining@medscheme.co.za

Apply at: <https://www.linkedin.com/company/afrocentric-group/jobs/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg, Pretoria

Job types offered: Actuarial, Finance, Data Scientist, Clinical Case Manager, Pharmacist, IT Developers

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.afrocentric.za.com

Alfa Laval

Alfa Laval is a leading global provider of first-rate products in the areas of heat transfer, separation and fluid handling. With these as its base, Alfa Laval aims to help enhance the productivity and competitiveness of its customers in various industries throughout the world. We define their challenges and deliver sustainable products and solutions that meet their requirements – mainly in energy, the environment, food and the marine industry.

Who we are looking for: Graduates with strong academics with majors in Chemical and Mechanical Engineering. Furthermore, support related disciplines, Finance, Logistics and HR and Digital Marketing.

How to apply: Apply via our career portal and LinkedIn where all our vacancies are posted.

Apply at: https://alfalaval.wd3.myworkdayjobs.com/Alfa_Laval_jobs

Applications closing date: 30 June 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Chemical engineering, mechanical engineering, finance, HR, logistics, digital marketing

Opportunities on offer: Internship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.alfalaval.co.za

Allan Gray

Allan Gray is Africa's largest privately owned investment management company focused on generating long-term wealth for investors. Allan Gray invests in assets across the African continent and employs over 1,000 employees. The company's Cape Town headquarters are in the Silo District. Our approach to investing is simple. We look closely at businesses. We buy shares we think are undervalued and sell them when we think they have reached their .

Who we are looking for: Currently completing an under- or postgraduate Commerce or Business Science degree with majors in but not limited to Finance, Economics, Investments,

Engineering, Mathematics and Statistics. Consistently strong academic performance.

How to apply: Apply via our careers page.

Apply at: <https://www.allangray.co.za/careers/>

Applications closing date: 25 April 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Client service Representative and Retail Operations Consultant

Opportunities on offer: Internship

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.allangray.co.za/

Allen & Overy

Operating in over thirty countries - and at the forefront of our industry - A&O is one of the world's leading law firms. Working together within our teams and side-by-side with our clients to solve every challenge, however complex, we make headlines, break new ground and set precedents. We lead, so others can follow. Ambitious and creative, by embracing new ways of thinking and bringing together the most talented legal minds in the industry, we do more than open up possibilities in law; we provide our people with the space to be themselves, and unleash their potential.

Who we are looking for: BCom Law, BA Law, LLB, BSocSci

How to apply: Please submit application documents (Motivational letter, CV, Academic Transcript, Matric Certificate, and ID) on our website.

Apply at: <http://bit.ly/4b77Lwm>

Applications closing date: 31 August 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Candidate Attorney

Opportunities on offer: Full Time Offer, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.allenoverly.com

Aspect Advisory

Aspect Advisory is a financial services specialist management consultancy. We add value to financial institutions by assisting with issues related to risk management, finance and earnings optimisation, regulation, and digitalisation. Our clients are representatives of the financial services sector, covering corporate, investment, and retail banks, development finance institutions, wealth managers, insurance companies, and asset managers.

Who we are looking for: A minimum Honours (or four-year equivalent) degree from one of the Faculties of Science, Commerce or Engineering. Experience and / or interest in coding and data science is a plus, An output-oriented mindset,

Excellent analytical skills

How to apply: Please send your application, including a cover letter, CV, full academic transcripts, and supporting documents, to careers@aspectadvisory.eu

Apply at: <https://www.aspectadvisory.eu/financial-management-consultants/>

Applications closing date: 31 August 2024

SA citizenship required? No

Locations: South Africa

Job types offered: Junior Consultant

Opportunities on offer: Full Time Offer

Which countries are you recruiting from?
South Africa



ASPECT ADVISORY

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.aspect.co.za

Auditor General of South Africa

The Auditor-General of South Africa (AGSA) is the supreme audit institution (SAI) of South Africa. It is the only institution which, by law, has to audit and report on how the government is spending the South African taxpayers' money. This has been the focus of the AGSA as an institution since its inception in 1911. When the country's new Constitution came into effect in 1994, the role and responsibilities of the organisation were expanded even further to enable the institution to fulfil its constitutional mandate.

Who we are looking for: PGDA, BCom

Accounting

How to apply: Apply via our careers website.

Apply at: <https://www.agsa.co.za/Careers/GraduateRecruitmentProgramme.aspx>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Nationally

Job types offered: SAICA trainee articles

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



AUDITOR - GENERAL
SOUTH AFRICA

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.agsa.co.za

SAICA-accredited Trainee Auditor Programme 2025

Who can apply?

Enthusiastic, dedicated individuals who are passionate about South Africa, the public sector and making a difference in South Africa.

What are the selection criteria?

Candidates should be completing a SAICA-accredited qualification.

Applicants will also go through a selection process intended to choose the most suitable candidates for the AGSA.

How do I apply?

To apply, visit the careers page on our website:
www.agsa.co.za, or scan the QR code

 **www.agsa.co.za**

 **@AuditorGen_SA**

 **Auditor-General of South Africa**

 **Auditor-General of South Africa**



AUDITOR-GENERAL
SOUTH AFRICA

Baker McKenzie

Our vision is to be the law firm of choice in Africa for our people and our clients, making a positive impact for the growth of the continent. We're an employer of choice because of our African Connectedness - we bring the world to Africa and take the continent abroad; our Relevant Diversity - we celebrate differences and find collaboration in diversity; our Change Agency - we embed a new and pioneering way of doing business; and our Rewarding Work - a high-performing team with excellent client company and depth of relationships.

Who we are looking for: Student studying towards LLB, BSocSci Law, BCom Law degree. Passionate about law, driven to succeed, commitment to exceptional client service; desire

to work with a diverse group of professionals.

How to apply: Include copies of your full academic transcripts, Matric certificate (or equivalent), ID/Passport and relevant documents.

Apply at: <https://lnkd.in/eFmR3faR>

Applications closing date: 12 May 2024

SA citizenship required? Yes

Locations: Johannesburg, Sandton

Job types offered: Vacation work, Articles of Clerkship, Internship insight scheme, Skills development Master class series

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from? South Africa

**Baker
McKenzie.**

**Degrees
sought**

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.bakermckenzie.com/en/

BCG

A global leader and pioneer in business strategy, Boston Consulting Group (BCG) works closely with giants in the corporate world and society to take on their most important challenges and tap into their greatest opportunities. We go beyond ideas to design solutions and implement meaningful action. We're dedicated to helping our clients do amazing things and unlocking the potential of those who advance the world. Join us, and you can too

Who we are looking for: Graduates with a strong academic background. All fields of study. looking for people who have analytical ability and are problem solvers.

How to apply: Please submit your CV on our website: careers.bcg.com. Ensure you include your matric certificate, latest transcripts and CV and Cover page.

Apply at: <https://careers.bcg.com/>

Applications closing date: 12 August 2024

SA citizenship required? No

Locations: Johannesburg

Job types offered: Consulting

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship

Which countries are you recruiting from? South Africa

BCG

**Degrees
sought**

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

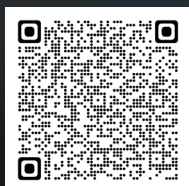
www.BCG.com

**Baker
McKenzie.**

**The People
Experience**

Have you always wanted to be part of a culture that enables a **collaborative environment**, one in which you are empowered not just to fit in but to be yourself, to self-actualise, have fun and thrive as part of one connected team?

Apply to join our Baker McKenzie Winter Vacation Programme by scanning the QR code below.



BDO South Africa Incorporated

1900+ people providing clarity in audit, tax, advisory, and business outsourcing to companies across numerous industries. 7 offices in South Africa and 97 292 people in 167 countries around the globe. We offer industry-specific practices, world-class resources, and an unparalleled commitment to meeting our clients' needs with 75% of them recommending us. We serve more than 47 JSE listed domestic clients, over 150 international clients and over 700 000 clients globally.

Who we are looking for: Keen willingness to learn; energy and aspiration; commitment to self-development and growth; Studying towards a SAICA or ACCA accredited qualification.

How to apply: Apply on our website and attach an updated copy of your CV; ID; matric certificate and academic records. Reach out to us on BDOCareersCT@bdo.co.za with any queries.

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town; Johannesburg; Pretoria; Durban; Gqeberha

Job types: SAICA Traineeship; ACCA Traineeship; SAIT Traineeship; SAIPA Traineeship; Vac Work

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.bdo.co.za/en-za/home

Beiersdorf

At Beiersdorf we have been caring about skin since 1882. Throughout our history we have built trust by staying close to our consumers and developing innovative skin care brands that are tailored to their needs. We work as one global team, with one focus: making people feel good in their skin. Everywhere. Every day. As we head into the future, we want to become the number one skin care company in the world.

Who we are looking for: We are looking for graduates with Marketing, Sales, Supply Chain, Finance and HR. We look for graduates with passionate and entrepreneurial hearts and problem solving minds!

How to apply: Please apply on our company website.

Apply at: <https://www.beiersdorf.com/career/students/overview>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: Marketing, Sales, HR, Finance, Supply Chain

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from?
South Africa

Beiersdorf

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.beiersdorf.com/

Bowmans

Recognising the size and enormous diversity of Africa, our approach to providing legal services across the continent is intended to offer on-the-ground advice in the countries that matter for our clients. With eight offices in six African countries and over 500 specialist lawyers, we join our clients as partners, weaving together legal expertise, local market acumen, and an intuitive grasp of your business. Our enviable track record shows us providing legal services to the highest professional standards in Africa.

Who we are looking for: Well-rounded students studying towards BCom Law, BA Law or LLB degrees.

How to apply: Applications must be submitted

online. If your online application is successful, we will invite you to our two-day selection programme.

Apply at: <https://www.bowmanslaw.com/graduate-recruitment/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: Practical Vocational Training (Legal)

Opportunities on offer: Full Time Offer, Bursary/Scholarship, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.bowmanslaw.com

Bridgestone SA

Bridgestone SA is a leader in the automotive industry and evolving from a premium Tyre producer to a mobility solutions provider. Today, Bridgestone develops, manufactures, and markets Tyres for passenger, light truck, truck, bus, earthmoving, agricultural, motorcycle, and aircraft application. Leading the way in this millennium, Bridgestone develops leading tech to keep us at the top of our industry, providing our customers with innovative, quality products.

Who we are looking for: Enthusiastic self-starters; graduates in the Engineering and Commerce Stream who can take on challenges, unleash their creative potential and contribute to the company success.

How to apply: Look out for opportunities and apply to kickstart your career at our Bridgestone Career Website

Apply at: <https://www.bridgestone.com/jobs/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg, North West Province, Pretoria

Job types offered: Finance, IT, HR, Logistics, Legal, Marketing and Engineering

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.bridgestone.co.za/



Clyde & Co

Clyde & Co is a global law firm providing a complete service to clients in its core sectors of insurance, transport, energy, infrastructure and trade & commodities. Clyde & Co is one of the largest international law firms operating in South Africa, with a strong presence in Johannesburg and Cape Town. Our Cape Town and Johannesburg offices offer opportunities to do articles and vacation work for those interested in developing their careers in an international law firm.

Who we are looking for: We welcome all penultimate year or final year law students with a 70% overall academic average (in BA Law,

Bcom Law or LLB stream) who are South African permanent residents.

How to apply: Please visit our graduate website and fill out our application form.

Apply at: <https://clydecoearlycareers.com/en-za/>

Applications closing date: 15 February 2024

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Law Vacation Schemes

Opportunities on offer: Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.clydeco.com/en

Cognia Law

Cognia is a law company that seamlessly extends corporates, banks, and law firm's legal capability. Our teams provide business advisory, contract management, financial documentation, flexible resourcing, litigation, managed review, regulatory reform and repapering services through our collaborative mindset with quality delivery at exceptional value. We are more than legal experts. We provide integrated and digitised legal services with people at the heart of what we do. Our diverse team operate onshore and offshore delivering services across the UK, Europe, North America, South Africa, and Australia with our headquarters in London.

Who we are looking for: Graduates with a legal

qualification who have a keen interest in exploring a non-traditional career in law, particularly legal technology & AI. Ideally a candidate will demonstrate exceptional problem-solving abilities and a passion for innovation

Apply at: <https://www.cognialaw.com/careers/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Legal

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.cognialaw.com/



Cox Yeats

Cox Yeats is a specialist law firm with a national and international reach. The firm offers premium commercial legal services. Since 1964, Cox Yeats has set benchmarks through changing perceptions and giving innovative advice in its numerous fields of expertise. The purpose built main office is situated at Ncondo Chambers, Umhlanga, KwaZulu Natal. On 1 March 2020, Cox Yeats expanded its physical footprint nationally by opening a Johannesburg office in Sandton and a year later, opened an office in Cape Town.

Who we are looking for: We are looking for candidates with strong academics who are guided by integrity which is an ethic fundamental

to legal practice.

How to apply: Please submit your CV with Academic transcript on our website.

Apply at: <https://www.coxyeats.co.za/Careers>

Applications closing date: 03 February 2025

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: Law, CLP's, Associates, Partners

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Vac Work

Which countries are you recruiting from?
South Africa

CoxYeats

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.coxyeats.co.za/

Cultural Care Au Pair

Cultural Care Au Pair is a visa sponsor for the au pair program which gives the opportunity to young people between the ages of 18-26 to travel the USA on a J-1 Exchange Visitor Visa for 12-24 months. Au pairs live with a host family, take classes at a local college, and assist in childcare duties in the home—in return, they're given opportunities to immerse themselves in a new country and culture, making memories they'll cherish forever.

Who we are looking for: Aged between 18 and 26 years. Completed Matric or NQ4 equivalent for South Africa. Must have a valid South African Driver's License. Must have a minimum of

200 Hours of unrelated Childcare Experience. May not be married and have no children/ dependents.

How to apply: Visit our website to sign up for the program.

Apply at: www.culturalcare.co.za/join-info-meeting

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: United States Of America

Job types offered: Childcare

Opportunities on offer: Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.culturalcare.co.za

De Klerk & Van Gend Inc.

Founded over a century ago in 1921, De Klerk & Van Gend Inc. has since become a well-established leading law firm with a wealth of knowledge and legal expertise. The firm was built on an unwavering foundation of honesty, integrity, and ethical service. Today, such principles remain strongly entrenched as we strive to continually lead the advance in the legal profession, whilst remaining in stellar standing with clients and colleagues alike. We champion equal opportunities, and our team reflects SA's vibrant diversity.

Who we are looking for: Students who have obtained an LLB. Academic results are important, but well-rounded individuals who demonstrate passion, diligence and a proactive

approach will rise to the top of our list.

How to apply: Apply online with: Copy of Identity documents, latest academic transcripts; and CV

Apply at: <https://dkvg.co.za/candidate-attorneys/>

Applications closing date: 31 May 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Law (Candidate Attorneys and Attorneys)

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.dkvg.co.za/

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. The company manufactures and develops a range of large appliances from gas stoves, refrigerators, washing machines and tumble dryers to continuous clean ovens and convection ovens. Defy Appliances was founded in the 1920s and manufactured its first product -electric stoves- in 1932. In July 2011 the company was bought by Turkish based Arçelik for US\$324-million as part of its plan to expand into emerging markets in Africa.

Who we are looking for: Graduates with strong academic background and aggregate. We are

looking for someone qualified in Mechanical/ Electrical/Mechatronics engineering. Positive attitude and eagerness to learn.

How to apply: Submit CV, qualifications and transcript to Zamakhoba.Makhoba@defy.co.za

Apply at: <https://defy1.simplify.hr/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Durban, Johannesburg

Job types offered: Engineering

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.defy.co.za

Deloitte

Deloitte is one of the world's leading professional services firms with a globally connected network of member firms. Our brand positioning, "Connect for impact", places our business in the rich territory of connection. What really sets Deloitte apart is that we're led by a purpose – to make an impact that matters for our staff, clients and community. As the Audit Graduate Recruitment team, our aim is to shape our students minds. To offer them the opportunity to learn, grow and visualise their future footsteps. Our approach is to work with them to help them reach their goals. We're investing in thinkers who choose to be Invincible.

Who we are looking for: CA stream candidates

How to apply: Apply via our careers page.

Apply at: www.joindeloitte.co.za

Applications closing date: 31 December 2024

SA citizenship required? No

Locations: Cape Town, Durban, Johannesburg, Windhoek

Job types offered: CA Articles

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
Namibia, South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.deloitte.com/za/en.html

Eighty20 Consulting

Eighty20 is a leading data driven consumer analytics and research business. We are passionate about helping our clients use data properly to create value, by leveraging our unique combination of strategic management consulting services and data products. We help businesses to better understand and engage with their customers to deliver value. Our clients include large banks and retailers, who trust us to set up cloud-based solutions to help maximise value from their marketing, loyalty, campaigning and other customer-focussed initiatives. Our broad offering and industry leading toolsets enable our clients to develop winning data strategies.

How to apply: Visit our website and complete

the Eighty20 Challenge (graduates) and the Business Insights Analyst Challenge (analysts and consultants).

Apply at: <https://www.eighty20.co.za/about-us/careers/>

Applications closing date: 31 December 2024

SA citizenship required? No

Locations: Cape Town, Johannesburg

Job types offered: Analyst, Data Scientist, Data Engineer & Developer

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship

Which countries are you recruiting from?
Global



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.eighty20.co.za/

ENS

ENS is Africa's largest law firm with over 600 specialist practitioners. With more than 200 years' experience, ENS has significant expertise across the breadth of commercial areas and covering the African continent. Our Vacation Programme allows you to gain exposure at the coalface and see the types of matters we do. You'll witness what drives us and see what we call "home". Each year, we recruit over 40 Candidate Legal Practitioners.

Who we are looking for: Candidates who are currently studying towards at least BA Law, BCom Law, LLB, LLM; excellent academic record. Key competencies include performing under pressure, planning, accuracy and results orientated

How to apply: Visit our careers page and attach

cover letter, CV, ID, Matric certificate, academic transcript (updated) & at least one reference letter.

Apply at: <https://ensafrica.csod.com/ux/ats/careersite/7/home?c=ensafrica>

Applications closing date: 30 April 2024

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Vacation Programme (Winter and Summer) and Practical Vocational Training (Articles)

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.ensafrica.com/trainees

Entelect Software

ARE YOU PREPARED TO BECOME MORE?

Like the naïve teenager who becomes the saviour of an entire galaxy, you too have the potential for greatness when you work with us at Entelect. Should you choose to start your journey with us, you are not only joining a leading software engineering company, you are becoming a part of something much bigger; where the possibilities are endless. Leave your fears behind and insecurities at the door and bring the magic of you. LET'S GO FURTHER, LET'S BECOME MORE.

Who we are looking for: Students within the BSc, BCom, BIS or BEng in Computer, Software, Information or Electronic related sciences.

A hunger to continually improve by constantly evolving and adapting skills are core qualities.

How to apply: Submit CV, cover letter and full academic transcript to career@entelect.co.za.

Apply at: <https://culture.entelect.co.za/the-entelect-graduate-programme/>

Applications closing date: 01 November 2024

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Software Development (ICT)

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.culture.entelect.co.za/

Enza Construction



Enza Construction is a provider of integrated property and infrastructure solutions. The Company is able to undertake all aspects of the property implementation process and is able to offer a holistic and integrated solution from property development, design, construction, project management and asset management. This wide range of capabilities ensures that Enza Construction is able to meet the demands of a diverse range of projects and client needs.

Who we are looking for: Our Graduate Programme is aimed at students in their final year of study in 2024 with a qualification in Construction Management, Quantity Surveying, Civil Engineering, Electrical Engineering,

Mechanical Engineering, Property Development.

How to apply: Apply online and submit your CV, full academic results, certified copy of your ID as well as a one-page motivation letter as to why you should be selected onto the graduate programme.

Apply at: <https://www.enzacon.co.za/careers/>

Applications closing date: 30 June 2024

SA citizenship required? Yes

Locations: Durban, Johannesburg

Job types offered: Graduate

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.enzacon.co.za

Eversheds-Sutherland (SA) Inc

EVERSHEDS
SUTHERLAND

Eversheds Sutherland in South Africa is part of Eversheds Sutherland International, which provides legal advice of the highest quality from 74 offices across Africa, Asia, Europe, the Middle East and the United States. In South Africa, Eversheds Sutherland is a full-service, multidisciplinary law firm with two offices, one in Johannesburg and another one in Durban. We are a modern law firm that provides world class services based on traditional professional values.

Who we are looking for: Candidates who: are able to work well under pressure, think on their feet; use their initiative and be proactive; have technical skills in the field of law and assimilate information quickly and apply theory in practice.

How to apply: To apply for articles of clerkship or vacation programme, e-mail us with the following documents attached: Motivational letter, Curriculum vitae, Matric certificate, Academic transcripts, Copy of your identity document

Apply at: <https://www.eversheds-sutherland.com/en/south-africa/careers/careers-page>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Articles

Opportunities on offer: Internship, Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.eversheds-sutherland.com

EY

Here at EY, you'll have the chance to build a truly exceptional experience. We'll empower you with the latest technology, surround you with high-performing teams, and provide the global scale and diverse and inclusive culture you need to discover your full potential. Through our coaching and training programs, you'll develop the skillsets you need to stay relevant today and in the future – all while building a network of colleagues, mentors, and leaders who will be on the journey with you at EY and beyond. The exceptional EY experience. It's yours to build.

Who we are looking for: Graduates pursuing BCom Accounting CA Stream or equivalent or CTA/ PGDA. Strong analytical and numeracy skills as well as innovative thinking.

How to apply: Submit your CV, ID and fully up-to-date academic transcripts when applying. All candidates can expect to be invited for an in person or video interview with one of our dynamic Graduate Recruiters

Apply at: <https://www.ey.com/careers/eygrads>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Bloemfontein, Cape Town, Durban, Gqeberha, Johannesburg

Job types offered: CA Articles

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.ey.com/en_za

Fairbridges Wertheim Becker

In 2015, two of South Africa's senior law firms merged to form Fairbridges Wertheim Becker. Fairbridges, established in Cape Town in 1812, and Wertheim Becker, founded in Johannesburg in 1904, brought together their matching values and vision to forge a strategic consolidation of their significant resources, expertise and experience.

Who we are looking for: We are looking for candidates with strong academics, good communication skills, have confidence and show potential to advance within the Firm. Candidates must be completing their LLB in the current year.

How to apply: Please visit our website and under the careers tab the required documents and procedure for PVT applications will be found.

Apply at: <https://www.fwblaw.co.za/careers/>

Applications closing date: 31 May 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Legal

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa

FAIRBRIDGES WERTHEIM BECKER

Est. 1812

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.fwblaw.co.za



Fasken

Fasken employ top candidates looking to specialise in business law and make a positive contribution to society. We are an equal opportunity employer who rejects any form of discrimination and rewards excellence. We offer excellent hands-on practical training in specialised areas of law, under exceptional guidance and mentoring. At Fasken, we strive to provide you with all the necessary training, guidance and support to allow you to achieve your goals. Fasken is a great place to work, offering a vibrant and collegial atmosphere where you will be involved in challenging and interesting matters and transactions.

Who we are looking for: LLB,LLM

How to apply: Applications are open for 2026. Email your application including your CV, academic transcripts and matric certificate to myfuture@fasken.com.

Apply at: <https://www.fasken.com/en/careers>

Applications closing date: 01 August 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Articles, Vacation work

Opportunities on offer: Vac Work

Which countries are you recruiting from?
South Africa

FASKEN

Own tomorrow

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.fasken.com

FirstRand

FirstRand is a portfolio of integrated financial services businesses operating in South Africa, certain markets in sub-Saharan African and the UK. The businesses within the group are leaders in their respective segments and markets, offering a broad range of transactional, lending, investment and insurance products and services. The group's track record of delivering superior returns to shareholders has been achieved through a combination of organic growth, acquisitions, innovation and the creation of completely new businesses.

Who we are looking for: BCom Financial Accounting (CA stream), Bachelor of Business Science specialising in Finance with Accounting, Actuarial Science, Analytics, Most Engineering,



FirstRand

Data Science, Physics, Mathematics, Statistic

How to apply: Apply online, ensure you provide a copy of the following in a single PDF document: CV, ID, Matric Certificate, Full Academic Transcript, Proof of registration

Apply at: www.start.firstrand.co.za/Home/Apply

Applications closing date: 31 July 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate Programmes

Opportunities on offer: Graduate Opportunity, Full Time Offer, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.start.firstrand.co.za/Home/FirstRand



ESTATE PLANNING TRUSTS WILLS ESTATES BENEFICIARY FUNDS



THE FIDUCIARY INSTITUTE OF SOUTHERN AFRICA



Professional yet Personal

Q

Are you a law or accounting graduate?
Do you have a highly developed sense of ethics?
Do you want to help others while making money?

A

A range of interesting careers in fiduciary practice awaits you.
"Fiduciary" implies a sense of duty and care - which is what you will have as a fiduciary practitioner whether you are in trusts, wills, estate planning or administration, or tax advice.

What must I do?

- Become a candidate member of the Fiduciary Institute of Southern Africa (FISA)
- Then consider doing the Advanced Diploma in Estate & Trust Administration through the University of Free State (distance learning)
- Following which you can apply to FISA for the ultimate designation of Fiduciary Practitioner of SA® (FPSA®)

Did you know?

FISA has developed an extensive archive of fiduciary-related court case summaries. You can read these on our website under "Court cases".

Find out more at www.fisa.net.za or contact secretariat@fisa.net.za

Join us   



Navigate your future

If you're ready for the future, we're ready for you.

Join FNB's Grad Programme and get the hands-on support you need to navigate your own personal career path, challenge yourself, learn and make a positive difference to the people and world around you. Because at FNB, AI is driving the advancement and personalisation of banking, giving more South Africans the help they really need.

First National Bank A division of FirstRand Bank Limited. An Authorised Financial Services and Credit Provider (NCRCP20).



Atlegang Lebeloane

Present: Student

Future: Data Scientist

Scan to apply





FNB

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. The second is a story of people - our history has always been firmly influenced by the needs of the people we serve.

Who we are looking for: Science, Mathematics, Engineering, Technology, Data, Quants

Genesis Analytics

In a world undergoing convulsive technological and political change, Genesis partners with key actors to deliver urgent, lasting impact in critical areas. Genesis, an impact firm founded, incorporated and headquartered in Africa, has worked in 46 African countries and more than 100 countries globally.

Who we are looking for: Economics and related i.e Applied/Development Economics, Philosophy, Politics & Economics; Public Health (Epidemiology); Health Economics; Sustainable Health Systems; Data Science; Computer Science; Public Policy; Inequalities and Social Sciences

How to apply: All our vacancies are accessible

How to apply: To apply log onto the FNB Careers page and look for the FNB Program (R9717).

Kindly ensure that you attach the following: CV, Academic transcripts, ID

Apply at: www.fnb.co.za/careers

Applications closing date: 23 August 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate Trainee

Opportunities on offer: Graduate Opportunity, Full Time Offer, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.fnb.co.za/index.html

G:ENESIS
UNLOCKING VALUE

on our website. Submit a CV, Motivational Letter, Academic Transcript and Writing Sample.

Apply at: <https://www.genesis-analytics.com/recruitment-of-graduates-at-genesis>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Abidjan, Cape Town, Johannesburg, Nairobi

Job types offered: Analyst, Internships & Bursaries

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship

Which countries are you recruiting from? Côte d'Ivoire, Kenya, South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.genesis-analytics.com/

WE ARE UNLOCKING VALUE FOR THE YOUNG WORLD'S FUTURE

By 2030, four in five children will be born in the Young World, making this region central to the future. With growing markets and young, productive populations, Young World countries have the most positive potential trajectory in the world. It is here that investments of all kinds will have the highest social and economic returns.



*Dark green countries are where Genesis has worked in the Young World

**Our job at Genesis is to help societies, governments
and businesses across the Young World succeed at
three fundamental historic transitions.**

RECONFIGURING ECONOMIES

Creating income for large, rapidly urbanising youth cohorts within a global economy undergoing profound changes.

A HUMAN TRANSITION

A fundamental rethink of how societies, governments and markets can ensure the health and cognitive and social well-being of all those young people, including the most vulnerable.

A JUST CLIMATE TRANSITION

Both to decarbonise and to manage the human and economic impacts of a global crisis they did not cause.



We unlock value through the following practices:

Centre of Digital Excellence | Climate Finance | Competition & Regulation | Financial Services
Strategy | Health | Human Development | Monitoring & Evaluation | Shared Value & Impact

We do work that matters. Join us to be part of this historic change.

Visit our website to learn more about our firm. We offer bursary and employment opportunities.



www.genesis-analytics.com | recruitment@genesis-analytics.com

G:ENESIS
UNLOCKING VALUE





Haleon

We're Haleon. A new world-leading consumer health company. Shaped by all who join us. Together, we're improving everyday health for billions of people. By growing and innovating our global portfolio of category-leading brands – including Sensodyne, Panadol, Advil, Voltaren, Theraflu, Otrivin, and Centrum – through a unique combination of deep human understanding and trusted science. What's more, we're achieving it in a company that we're in control of. In an environment that we're co-creating. And a culture that's uniquely ours. Care to join us. It isn't a question.

Who we are looking for: For our Cape Town operations we are seeking candidates strong Engineering backgrounds that can work in a

variety of functions including Finance, HR, supply and logistics. Our JHB operations we are focused on commercial business and marketing degrees.

How to apply: Please submit CV and cover letter to our careers page. Please include transcripts

Apply at: <https://www.haleon.com/careers>

Applications closing date: 31 August 2024

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Engineering, HR, Marketing, Sales

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.haleon.com/

Herold Gie Attorneys

HEROLD GIE | ATTORNEYS

Legal Advice. When it Matters Most.

Founded in 1894 in the heart of Cape Town, Herold Gie is a leading full-service law firm operating from three branches conveniently situated in Cape Town, Bellville and Kenilworth. As one of South Africa's oldest and most established law firms, our continued success is distinguished by an ability to draw on a broad base of skills and expertise in order to deliver exceptional legal services to our clients.

Who we are looking for: LLB degree. Dedication and a passion for law.

How to apply: Applications can be emailed to training@heroldgie.co.za

Application requirements: Motivational letter, CV, Official academic transcripts, Matric certificate, ID, 2 contactable references

Apply at: <https://heroldgie.com/careers/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Candidate Legal attorneys

Opportunities on offer: Vac Work

Which countries are you recruiting from? South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.heroldgie.com/



Hogan Lovells Johannesburg

Hogan Lovells is a leading international law firm with one of the most diverse geographic footprints of any global law firm. Amongst other things, we have marketleading offices in the United States, UK and Europe (including Germany and Paris) which provide access to key decision makers at many multinational corporates and financial institutions with interests in Africa. We have a closely coordinated Africa practice, comprising diverse lawyers from across the firm and its various practice areas.

Who we are looking for: LLB, B Com Law and B Com Law with a consistent average of 65%.

How to apply: All applications should be directed to: grad.recruitment@hoganlovells.com

Apply at: <https://www.hoganlovells.com>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Candidate Attorney

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa

Hogan
Lovells

**Degrees
sought**

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.hoganlovells.com

IDM Group

We are an award-winning industry leader with plans to grow substantially. IDM is a great place to use your newly earned qualification in the finance sector and make a real difference for real people. Serving clients from a division of IDM, DebtBusters' make an impact on the lives of South Africans, committed to providing the best service to those in need with our taylor-made financial solutions.

Who we are looking for: Relevant Financial Industry Bachelor's degree/National Diploma (BCom/BAdmin/BSoc) Computer Literate. Excellent communication skills, both written and verbal. Motivated to grow

How to apply: Visit our website for any Graduate Opportunities.

Apply at: <https://www.idmgroup.co.za/careers/>

Applications closing date: 01 October 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Graduate Opportunities (Permanent Positions)

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa



**Degrees
sought**

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.idmgroup.co.za/

impact.com

[impact.com](https://www.impact.com) is the global leader in Partnership Automation, working with innovative brands like Ticketmaster, Levi's, Microsoft, Airbnb, and Uber to help them manage their online affiliate, influencer, brand to brand, and content partnerships. The Impact Partnership Cloud covers the full life partnership lifecycle including onboarding, tracking ads and paying partners, recruiting for new partners, data and marketing intelligence, and protection from fraud. Founded in 2008, [impact.com](https://www.impact.com) has grown to over 1000 employees and more than ten offices around the world.

Who we are looking for: Bachelor's degree in Computer Science or Information Technology

with Strong Java skills, Marketing, Finance.

How to apply: Apply via our careers page for any suitable graduate or student opportunities.

Apply at: <https://www.impact.com/careers>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Software Engineering / Marketing / Finance Internships; Graduate positions

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.impact.com

Investec

Our purpose is to create enduring worth. Whether you're building your business, growing your family, or creating your legacy, we take the time to understand your potential and bring our years of experience to bear in helping you to achieve it. Investec is a leading international bank and wealth manager that was founded as a small leasing and financing company in 1974. Today it provides a range of financial products and services to a client base globally, our specialist banking divisions include private banking, for high net worth and high-income individuals, and corporate and investment banking.

Who we are looking for: We look for graduates from various degree backgrounds and skillsets

How to apply: Please visit our website for application dates and links

Apply at: https://www.investec.com/en_za/welcome-to-investec/Careers.html

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Job types offered: Graduate Programmes, Banking, Finance, IT, Client Support

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.investec.com/



IQbusiness

IQbusiness was founded in South Africa in 1998, with a major stake acquired by Reunert ICT in 2023. Today, IQbusiness is one of the largest South African management and technology consulting firms, attracting top talent and ambitious clients, both locally and globally. Employing over 1100 team members, it's our 'get it done' approach that delivers remarkable solutions locally and globally in the banking, finance, technology, insurance, manufacturing, and retail industries. We thank our people and our clients for their partnership and courage in making business better.

Who we are looking for: We are looking for

graduates and final students with various degrees. Please go to our website.

How to apply: You can apply on our careers page on our website.

Apply at: <https://www.iqbusiness.net/graduate/>

Applications closing date: 16 August 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate programme

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?

South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.iqbusiness.net

Kearney

As one of the original management consulting firms, Kearney has never forgotten that consulting is a people business. Over the course of nearly 100 years, we have built a firm that is empowered by Kearney Originals who are as unique as you are. Our firm is big enough to make a real impact and small enough to stay connected. In this environment, you'll find a collective drive, real support, and rapid success. We never sit on the sidelines. We are doers by nature, and we count on everyone to join in.

Who we are looking for: We are looking for candidates with strong academic background.

How to apply: Students can apply online via our website.

Apply at: <https://www.kearney.com/careers>

Applications closing date: 30 September 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Management consulting

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship

Which countries are you recruiting from?

South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.kearney.com

KEARNEY



Kerridge Commercial Systems

Kerridge Commercial Systems (KCS) provides specialist software, services and support to deliver fully integrated trading and business management solutions to companies in the distributive trades across the world. We have been in this business for over 40 years, delivering software to meet the specific requirements of this sector. Many of our clients have been with us from the beginning. Today, we offer a comprehensive solution based business management system, with a wide range of supporting and managed services. Kerridge Commercial Systems is an Oracle Gold Partner and Microsoft Partner.

Who we are looking for: Computer Science and Software development, Software testing,

Technical Support and Development Interns

How to apply: We will provide links to all our applications at the Epic Job Expo.

Apply at: <https://www.kerridgecs.co.za/page/careers/current-vacancies>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg, Stellenbosch

Job types offered: IT and Software

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.kerridgecs.co.za/

Kirby Group Engineering South Africa

Founded in 1964 in Limerick, Kirby Group Engineering is a leading mechanical and electrical engineering contractor operating across Ireland, the UK and mainland Europe, and directly employing over 1,500 highly-skilled professionals. Kirby provides full mechanical and electrical contracting services as well as specialist high voltage (HV) and medium voltage (MV) design and construction services to clients across a number of different sectors including Data Centres, Life Sciences, Industrial, Commercial, and Power and Renewables.

Who we are looking for: We are looking for graduates with strong academics in the Engineering & Build Environment. Strong

analytical and numeracy skills as well as innovative thinking are core qualities required.

How to apply: Submit your CV and academic transcripts to ssolomons@kirbygroup.com

Apply at: <https://careers.kirbygroup.com/>

Applications closing date: 13 December 2024

SA citizenship required? Yes

Locations: Cape Town, Ireland

Job types offered: Electrical Engineer, Mechanical Engineer, BIM Engineer

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.kirbygroup.com/

KPMG

KPMG is a professional services firm that specializes in Audit, Tax & Advisory. Where disruptive technologies are embraced, and collaboration is a way of life! Our Purpose is to Inspire Confidence and Empower Change. We firmly believe that our purpose is not just how we energize and engage our people – it's how we operate in the marketplace and society at large.

Who we are looking for: Accounting (CA stream), From 1st year up to CTA students studying towards a SAICA accredited qualification., Internal Audit, Tax, IT, LLB, Business Science

How to apply: Please use the link applied: Updated CV, ID Copy (certified), Copy of matric

certificate, Copy of all completed qualification certificates, Full academic record (Including Proof of registration)

Apply at: <https://kpmg.com/za/en/home/careers/graduates.html>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg, PE

Job types offered: Audit, Advisory & Tax

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<https://kpmg.com/za/en/home.html>

MacRobert Attorneys

MacRobert Attorneys is a national law practice with offices in Pretoria, Johannesburg, 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. We employ over 50 lawyers and a number of candidate attorneys.

Who we are looking for: Although academic results will get us interested, this is not all that we are looking for. We are looking for the EISH factor: energetic, intelligent and self-motivated individuals who are hardworking. LLB, BCom

Law, BA Law

How to apply: Submit CV, certified copies of full academic records and matric certificate as well as a certified colour copy of ID document on our MacRobert Recruitment Portal.

Apply at: <https://macrobert.simplify.hr/>

Applications closing date: 20 May 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg, Pretoria

Job types offered: Articles

Opportunities on offer: Internship

Which countries are you recruiting from? South Africa



Your strategic partner at law

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.macrobert.co.za



Mazars

As one of the oldest audit firms in South Africa, Mazars has a long history of professional excellence. We have evolved from humble beginnings in the early 1950s to an agile industry leader. As a multicultural and united partnership with shared goals, values and service standards across the world, we take pride in our technical expertise and the quality of our work. In South Africa, Mazars is a top-six firm by audit fee income and one of Africa's largest audit firms.

Who we are looking for: Well-rounded students who express commitment to their students as well as actively developing skills they will utilise in the working environment. Applicants must be pursuing a SAICA-accredited qualifications.

How to apply: Apply on our career portal; upload your CV, copy of your ID and academic transcript.

Apply at: www.mazars.co.za/Home/Join-us

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Bloemfontein, Cape Town, Durban, Gauteng, Gqeberha.

Job types offered: Accounting - SAICA training contracts

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.mazars.co.za/

McKinsey and Company

McKinsey & Company is a global management consulting firm. We are the trusted advisor to the world's leading businesses, governments, and institutions. We work with leading organizations across the private, public and social sectors. Our scale, scope, and knowledge allow us to address problems that no one else can. We have deep functional and industry expertise as well as breadth of geographical reach. We are passionate about taking on immense challenges that matter to our clients and, often, to the world.

Who we are looking for: We welcome applicants from various academic backgrounds interested in pursuing an exciting career in consulting and passionate about working in

Africa both undergraduate (3rd/4th years) and post-graduates are encouraged to apply.

How to apply: Your CV in English (2/3 pages maximum) and latest academic transcripts.

Apply at: www.mckinsey.com/careers/home

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Consulting, IT

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.mckinsey.com/za/overview



Exceptional can come from anywhere

Apply to McKinsey South Africa

We welcome applications from all
academic disciplines



Mercedes-Benz South Africa

The Mercedes-Benz, East London Plant is the manufacturer of the luxurious C-Class and is now also an international IT Hub servicing the globe with IT products and services across multiple continents. We encourage a collaborative learning platform, with clear IT development pathways. Our Plant and IT division support sustainable and environmentally friendly IT solutions and makes use of the latest industry technology standards. The IT Hub is made up of individuals who share the passion for a digitally enhanced future and are instrumental in driving our goal – to revolutionize the global concept of digitalization.

Who we are looking for: Business Analysts, Testing Engineers, Solutions Architects, Full-

stack software development, DevOps Engineers, Information Security Architects, Engineering

How to apply: Apply in response to an advert on our Mercedes-Benz Careers website.

Apply at: group.mercedes-benz.com/careers/

Applications closing date: 30 September 2024

SA citizenship required? Yes

Locations: East London

Job types offered: Information Technology

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.mercedes-benz.co.za

MGI Bass Gordon

MGI Bass Gordon is an independent auditing, accounting, and advisory firm situated in Cape Town. Our client-centric approach and active involvement ensure personalized service from a consolidated team of advisors. With decades of experience, we offer trainees exciting career development through mentorship programmes and exposure to diverse businesses. Working with our entrepreneurial clients across industries, our trainees gain invaluable experience.

Who we are looking for: We are looking for students (following a SAICA accredited degree) with a true determination to qualify as a CA(SA) and who embraces our values (client-centric, positive attitude, trust, and service excellence).

How to apply: Please apply on our company website under the careers section. Alternatively, you can send a copy of your ID, CV, academic transcripts and matric certificate to joimgi@bassgordon.co.za

Apply at: <https://www.bassgordon.co.za/careers/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: SAICA Audit Traineeship

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.bassgordon.co.za/



Monocle

Monocle is an independent management consulting firm specialising in banking and insurance. We have the privilege of working with the world's top financial institutions as a bespoke execution partner and we take seriously our responsibility to maintain the health and wellbeing of the financial services industry, as surgeons within the body economic. Since our establishment in 2002, we have worked with industry-leading banks and insurance companies around the world.

Who we are looking for: The perfect candidate will have a combination of the following attributes: A passion for financial services, combined with a honour's or master's degree in Finance, Data,

Accounting, Engineering or the Sciences

Apply at: <https://www.monoclesolutions.com/en-za/privacy-policy/careers/analyst-graduate-programme>

Applications closing date: 30 August 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Analyst Graduate Programme

Opportunities on offer: Graduate Opportunity, Internship, Bursary/ Scholarship

Which countries are you recruiting from? South Africa

MONOCLE

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.monocle-solutions.com/en-za/

Moore

Moore is a global Auditing, Accounting and Advisory family with the aim to help you thrive in a changing world. We value our staff and invest in the future of our graduates. Graduates are given the opportunity to work on clients in a diverse range of industries, learn from senior leaders and have access to a world - class online learning academy.

Who we are looking for: SAICA - Candidates who are completing or have completed their SAICA accredited Degree or Post Graduate Diploma in Accounting qualification. SAIPA- You must be studying towards a Bachelor of Commerce degree with the required subjects

How to apply: Applicants must upload a copy of

their CV, ID and Full academic transcript (from first year - current year) when applying.

Apply at: <https://www.moore-southafrica.com/careers/graduate>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, George, Humansdorp, Johannesburg, Pietermaritzburg, Port Elizabeth, Pretoria, Stellenbosch,

Job types offered: SAICA and SAIPA Articles

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa



MOORE

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.moore-south-africa.com/

MR Price Group

Mr Price Group Limited is an omni-channel, fashion value retailer. Selling predominately private label merchandise, Mr Price Group's divisions provide customers with a diverse range of products, covering apparel, homeware, sportswear, financial and cellular services. We're looking for ordinary people to do extraordinary things! We're a bunch of artists, analysts, extraverts, introverts and really... Just humans. We make things happen, embrace our personas and create ourselves along the way.

Who we are looking for: Were' looking for students studying towards the following Dregrees : Bcom General, Statistics, Economics,

Accounting, Retail

How to apply: Please visit our website.

Apply at: <https://www.mrpcareers.com/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Durban

Job types offered: Trainee Planner , Workplace Experience Program (Internship), Vacation Program

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.mrp.com/home

Nedbank

Nedbank Group, one of South Africa's major banks, provides a comprehensive range of financial services. These services include wholesale and retail banking, as well as offerings in insurance, asset management, and wealth management. Nedbank Limited, a wholly owned subsidiary of Nedbank Group, plays a central role in delivering these services. Whether you're an individual, a small business, or a corporate entity, Nedbank offers tailored banking solutions to meet your needs.

Who we are looking for: We are seeking candidates who are currently pursuing STEM qualifications.

How to apply: Applicants apply on the Nedbank Career portal.

Apply at: https://jobs.nedbank.co.za/content/Graduates/?locale=en_GB#/

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate programme opportunities aligned to STEM qualifications

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.nedbank.co.za

Nexia SAB&T

SAB&T Chartered Accountant Inc T/A Nexia SAB&T, we want to interact and be involved with great people: to share our knowledge and expertise and proactively provide quality solutions. We strive for shared success and growth. We value respect, honesty and integrity in all dealings with peers, clients and stakeholders.

Who we are looking for: The candidate should be completing their: HONOURS/CTA/PDGA through a SAICA accredited University. Grade 12, Bcom Accounting Degree (3rd year), Completed CTA1/PGDA, CTA2/Hons (Preferred)

How to apply: Please submit your cv and transcripts to taralee.b@nexia-sabt.co.za

Apply at: <https://www.nexia-sabt.co.za/contracts-available-cape-town/>

Applications closing date: 01 August 2024

SA citizenship required? No

Locations: Cape Town

Job types offered: Traineeships

Opportunities on offer: Graduate Opportunity, Full Time Offer, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.nexia-sabt.co.za/

Ninety One Africa

Ninety One is a global asset manager with emerging markets roots and a commitment to developing specialist investment teams. We bring a different perspective to active and sustainable investing. We believe in recognising individual talents, strengths and ambitions, and look for individuals who are highly curious and self-motivated. Ninety One's graduate and intern programmes offer individuals hands-on responsibility and business mentoring in a dynamic global Asset Manager. We look for people who have a strong academic record, leadership ability, and a passion for investments.

Who we are looking for: WGraduates who are passionate about pursuing a career in Asset Management. The programme is open to penulti-

mate-year or final year students with a strong academic track record. We are degree agnostic.

How to apply: Apply via our online application link. Please submit the following when applying: CV, Matric certificate, Transcripts, Copy of ID

Apply at: externalcareers.ninetyone.com/graduates/

Applications closing date: 31 May 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Asset Management

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.ninetyone.com/en/south-africa



Investing for a
world of change

Dates
14 -19 July 2024

Location
Cape Town

Applications open
8 April 2024

Applications close
31 May 2024

Ready to invest
in your future?



Some follow a career path. Others create one.

Give your career a headstart and join the Ninety One Emerging Talent Winter Vacation Programme, for a truly dynamic five-day exposure experience.

What you can expect

- ✓ Engage in a technical, real-world case study
- ✓ Learn about our business and approaches to investing
- ✓ Meet and interact with our people
- ✓ Experience our distinctive culture and shared values

Who should apply

- | Penultimate or final year, Honours, and Masters students
 - | Studying towards a degree in Science, Technology, Mathematics, Law, Engineering, or Commerce
- | Strong academic track record
 - | Passionate about investments, financial services and tech



Nolands SA

Nolands was founded in 1976 and is represented in 9 centres in South Africa and 6 Internationally. Auditing is at the centre of its business, complemented by Advisory and Law. Nolands takes pride in taking a “not ordinary” approach and encourages individualism and personal growth. Trainees have the advantage of getting the bigger picture on auditing projects and responsibility is delegated at an early stage. On-going technical training is built into the article's programme.

Who we are looking for: Technical ability and the willingness to strengthen the group. We look for what we call “And People” - positive, optimistic team players who add value every working day.

How to apply: Submit your CV, matric certificate,

degree certificate & full academic record

Apply at: <https://www.nolands.global/south-africa/careers/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg and Gqeberha

Job types offered: SAICA Learnership in Audit & Assurance as Trainee Accountant and SAICA Learnership in Corporate Finance & Financial Management

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa

Nolands

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.nolands.global/

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. Recognized for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and healthcare.

Who we are looking for: We recruit the highest calibre people with a commitment and focus on our firm's values of quality, unity, and integrity. You must be working toward an LLB qualification with the aim of completing practical vocational

training. 65% minimum academic required.

How to apply: Apply online on [Leap.ly](https://www.leap.ly)

Apply at: <https://www.nortonrosefulbright.com/en-za/graduates>

Applications closing date: 31 May 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg,

Job types offered: Practical vocational training in law

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa

NORTON ROSE FULBRIGHT

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.nortonrosefulbright.com/en-za



NTT DATA

NTT DATA, Inc., your global technology services partner. Since our establishment in October 2022, we have been expanding worldwide and leading digital transformation. We see our commitment to youth as an opportunity to help grow and develop young talent which is why we've invested in a Young Talent Graduate Program in South Africa.

Who we are looking for: Applicants must have successfully completed a minimum 3 year IT or Commerce diploma/degree, i.e. BSc (Computer Science, Information Technology / Systems, Risk Management); BEng (Industrial, Mechanical)

How to apply: An application link will be emailed to all students who register for the programme at the career fair

Apply at: <https://www.nttdata.com/global/en/careers/search-jobs?category=see-job>

Applications closing date: 01 November 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Information Technology

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.nttdata.com/global/en/

Oceanrock Consulting



We are a Cape Town based consulting firm supporting the global private equity industry. Our team works in partnership with our clients to provide them with the bandwidth they need to deliver deals and be successful. This includes high-quality research, financial modelling, and end-to-end deal support. To date, we have delivered 1500+ projects to over 100 private equity investors, corporate finance advisers, strategy consultants and corporates.

Who we are looking for: BComm and Business Science graduates with a specialisation in Finance, Economics or Accounting. Applicants should have strong critical thinking and interpersonal skills and a genuine interest in capital markets and the way businesses work.

How to apply: Please apply through our website (<https://www.oceanrockconsulting.com/join-our-team>) and then email your CV and transcripts to careers@oceanrockconsulting.com with the e-mail subject as JUNIOR ANALYST 2025

Apply at: <https://oceanrock.teamphoria.com/survey/oceanrock-junior-analyst-application->

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Consulting

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.oceanrockconsulting.com/



Old Mutual

Old Mutual was established in Cape Town in 1845 as South Africa's first mutual life assurance society. Our purpose is to help our customers thrive by enabling them to achieve their lifetime financial goals, while investing their funds in ways that will create a positive future for them, their families, their communities and broader society. In this way, we significantly contribute to improving the lives of our customers and their communities while ensuring a sustainable future for our business. We now employ over 30 000 people and operate in 14 countries across two regions: Africa Asia (China)

Who we are looking for: Accounting, Actuarial

Science & Economics

How to apply: Apply via our careers website.

Apply at: <https://www.oldmutual.co.za/careers/>

Applications closing date: 31 December 2024

SA citizenship required? No

Locations: Cape Town, Durban, Johannesburg

Job types offered: Banking, Finance, IT, HR, Marketing

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



OLDMUTUAL

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.oldmutual.co.za/

Oliver Wyman

Oliver Wyman is a global leader in management consulting. With offices in more than 70 cities across 30 countries, Oliver Wyman combines deep industry knowledge with specialized expertise in strategy, operations, risk management, and organization transformation. The firm has 7,000 professionals around the world who work with clients to optimize their business, improve their operations and risk profile, and accelerate their organizational performance to seize the most attractive opportunities. Oliver Wyman is a business of Marsh McLennan [NYSE: MMC].

Who we are looking for: We are looking for graduates who are keen on problem solving and working in a fast paced environment,

candidates can we from any Science, Technology, Engineering and Mathematics background

How to apply: Submit your most updated CV - including all your leadership and achievements

Apply at: <https://www.oliverwyman.com/za/careers.html>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Consulting

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.oliverwyman.com/za.html



One Capital

One Capital is an independent corporate advisory firm in South Africa providing differentiated, strategic and financial advice to its clients. One Capital prides itself on the innovative ideas, comprehensive strategies and bespoke solutions provided to clients based on the strength of the firm's intellectual capital and experience.

Who we are looking for: Recently completed / will complete in 2024 an undergraduate / postgraduate degree in: BAcc / Bcom / BBusSc Accounting / Management; Accounting / Finance; Financial Mathematics, Actuarial Science; BA / Bcom Law / LLB or Engineering

How to apply: Complete the online application form available on our website; submit supporting documents to careers@onecapital.co.za

Apply at: <https://www.onecapital.co.za/>

Applications closing date: 30 June 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate Training Programme - Finance

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.onecapital.co.za/

Open Box Software

Open Box is a global software development consultancy focused on the Real Estate industry. Our Grad Programme is well known in the Cape Town tech industry and for good reason! This programme will be your first taste of the 'real world'. Your first job. Your first salary. Your first Monday – Friday. And even if it isn't, this will likely be your first gig where you are (almost straight off the bat) included in a billable team and doing billable work with real-time clients.

Who we are looking for: We're looking for dynamic, passionate, and ambitious graduates in Computer Science, Information Systems

or similar.

How to apply: Apply on our website.

Apply at: <https://www.openboxsoftware.com/our-jobs>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Developer, Analyst

Opportunities on offer: Full Time Offer

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.openboxsoftware.com/

Outsourced CFO

We build World-Class Finance functions that help entrepreneurs succeed CFO Services, Cloud Accounting, Automation. Outsourced CFO is a training office in South Africa that gives you in-depth exposure to working with startups, scale-ups and medium sized entities. We help companies grow and scale.

Who we are looking for: SAICA - Bcom Hons in Accounting/PGDA/CTA & registering to write ITC January next year; SAIPA - Bcom Finance/Accounting degree or equivalent that is SAIPA accredited; CIMA - Accounting/Finance degree, AAT qualified or Certificate in Business Accounting

How to apply: Please submit an application online through the link provided. Please include your academic transcripts.

Apply at: <https://bit.ly/4drTQ5K>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Trainee - SAICA, SAIPA, CIMA

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship

Which countries are you recruiting from? South Africa

ocfo.

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.ocfo.com/

PepsiCo South Africa

In South Africa (SA), you will find our products across the region at breakfast, lunch or dinner. At the gym or on the field. In the office or on the go. We refresh, restore and rejuvenate our consumers all day, every day with our key brands including Simba, Lay's, Liqui Fruit and Bokomo range of cereals. PepsiCo SA employs more than 13, 000 people across our three business divisions: Bakeries, Grains, Foods, Fruit, Snacks, Juice & Beverages.

Who we are looking for: Operations Management or Supply Chain or Engineering, Marketing, Economics, commerce, Business management. Bcom Accounting - Honours preferred / or CIMA, Food Technology, Food

Science, Biotechnology, Consumer Science, Agriculture, Agronomy

How to apply: Links to be shared during the Career Fair

Apply at: <https://www.pepsicojobs.com/southafrica/jobs>

Applications closing date: 31 January 2025

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: See "Who we are looking for".

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

sa.pepsico.africa/

Pinsent Masons

We are a purpose-led, professional services business with law at the core. We have a purpose-led strategy: to make business work better for people. No other law firm has aligned every aspect of its business around a sense of purpose like we have. It guides us as we create the kind of inclusive, diverse, considerate firm we hope you will want to work with. Law remains at the heart of what we do but the varied skillsets of our people, innovative technologies, efficient processes, and purpose-led approach will provide you with a unique competitive advantage.

Who we are looking for: We are looking for graduates with strong academics and a teachable spirit. A degree in LLB is essential.

PKF

PKF is one of the largest mid-tier accounting networks in the world and in South Africa, making us big enough to provide an excellent career foundation, and small enough for you to make a difference. Develop your true potential and receive unique opportunities needed for your personal growth and development as a trainee accountant.

Who we are looking for: B Com Financial Accounting (CA stream), B Bus Sci Finance and Accounting or PGDA graduates should apply. Candidates must have a strong work ethic and be willing to learn and develop the competencies needed to qualify as a Chartered Accountant.

How to apply: Please upload the following

How to apply: You will need the following documents when submitting your application to the form on our online system: Curriculum Vitae (CV), Current academic transcripts

Apply at: <https://www.pinsentmasons.com/careers/graduate/training-contracts/south-africa>

Applications closing date: 31 July 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Legal

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from? South Africa

documents integrated into one to your preferred office online and include: CV, matric certificate, full academic transcript ID

Apply at: <https://www.pkf.co.za/careers/training-contracts/>

Applications closing date: 28 November 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, George, Johannesburg, Pretoria, Queberha

Job types offered: Chartered Accountant Graduate experience

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from? South Africa



Pinsent Masons

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.pinsentmasons.com



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.pkf.co.za

PPS Investments

PPS Investments is part of the PPS Group, which for over 8 decades has been the trusted financial partner for graduate professionals in South Africa. Unlike a company that is listed on a stock exchange, PPS belongs to its members and operates under the ethos of mutuality. This means that qualifying members can exclusively share in the profits of the Group, through the unique PPS Profit-Share Account. PPS Investments exists to create and grow the wealth of graduate professionals and their families to live the lives they want in a world worth living in. We believe that success is better shared.

Who we are looking for: We are looking for exceptionally talented graduates with a completed Bachelor's or Honour's degree

qualification within commerce, finance, investments, economics, law, or marketing.

How to apply: Please submit your CV, profile and academic transcripts to hr@pps.co.za

Apply at: <https://www.pps.co.za/careers>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape town

Job types offered: Graduate opportunities and more

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



INVESTMENTS

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.pps.co.za

PwC

We're one of the world's leading professional services organisations. Our purpose is to build trust in society and solve important problems. We're a network of firms in 152 countries with nearly 328,000 people who are committed to delivering quality in assurance, advisory and tax services.

Who we are looking for: Various Honours degrees, including PGDA

How to apply: Apply online via our careers website.

Apply at: <https://www.pwc.co.za/students>

Applications closing date: 30 June 2024

SA citizenship required? Yes

Locations: Bloemfontein, Cape Town, Durban, East London, Gqeberha, Johannesburg, Kimberley, Mahikeng, Nelspruit, Pietermaritzburg, Stellenbosch, Worcester

Job types offered: Traineeships

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.pwc.co.za/en

RAiN Chartered Accountants Inc

RAiN was founded 21 years ago and is a Proudly South African audit and advisory firm that is registered with IRBA. We partner with clients to establish superior levels of accountability and opportunity through conducting professional external audits, value adding assurance engagements and business insight. We pride ourselves on our expert teams, whose extensive experience equips them to identify business process deficiencies and recommend effective solutions.

Who we are looking for: Our ideal candidates for SAICA articles have completed their PGDA, has an innovative mindset and their values resonate with ours (empathy, bravery and innovation).

How to apply: Submit your CV to yusuftp@rain.org.za.

rain.org.za or leanric@rain.org.za. Include your CV with a full academic transcript.

Apply at: <https://www.rain.org.za/careers/>

Applications closing date: 31 December 2024

SA citizenship required? No

Locations: Bloemfontein, Johannesburg, Klerksdorp, Mossel Bay, Potchefstroom

Job types offered: SAICA articles, Auditing, Accounting, IT Auditors, Internal Auditors, Probity Auditors, Administration.

Opportunities: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from?
Global



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.rain.org.za

Rand Merchant Bank

RMB represents the Corporate and Investment Banking (CIB) activities of the FirstRand group, one of the largest financial services groups in Africa. The group follows a multi-branding strategy, and its portfolio of businesses also includes South Africa's leading commercial and retail bank, FNB. At RMB we offer our clients innovative, value-added advisory, funding, trading, corporate banking and principal investing solutions.

Who we are looking for: If you're completing a postgraduate degree in commerce, science, technology, engineering or mathematics, we might be a good fit. We're looking for well-rounded individuals and lateral thinkers who have

excelled in academics, and culture or sport.

How to apply: Apply online. Include proof of ID, full academic transcript and comprehensive CV

Apply at: <https://www.rmb.co.za/page/rmb-graduate-programme>

Applications closing date: 31 May 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Graduate Development Programme

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

<http://www.rmb.co.za/>



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Red & Yellow Creative School of Business



"Welcome to Red & Yellow Creative School of Business, where innovation meets entrepreneurship! Nestled at the intersection of creativity and commerce, our institution is a breeding ground for future industry leaders. With a curriculum designed to ignite imagination and foster strategic thinking, we empower our students to revolutionize the business landscape. From dynamic marketing strategies to cutting-edge design principles, our holistic approach equips graduates with the tools to thrive in today's ever-evolving market. Join us at Red & Yellow and unleash your potential to redefine the future of business."

Who we are looking for: We offer Advanced Diploma Programmes in Marketing & Advertising

Communications, User-Centered Design and Copywriting to kickstart your career in marketing, design, creative leadership.

How to apply: Email your application to fulltime@redandyellow.co.za

Apply at: <https://www.redandyellow.co.za/about/work-with-us/>

Applications closing date: 28 February 2025

SA citizenship required? Yes

Locations: Cape Town

Job types offered: We kickstart your career in Advertising, Marketing and Creative Leadership

Opportunities on offer: Bursary/ Scholarship

Which countries are you recruiting from? South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.redandyellow.co.za

Rentoza

Rentoza is a company that offers a subscription service for tech devices. This allows people to try out the latest gadgets without having to commit to buying them. Rentoza also offers a variety of other features, such as delivery and returns, and comprehensive coverage for theft, damage, and loss.

Who we are looking for: We're considering STEM graduates. students who are in their final year of studying towards Science, Tech, Engineering and Mathematics. We're looking for ambitious individuals who are passionate about innovation and thirst for knowledge.

How to apply: You can apply on our careers page

Apply at: <https://bit.ly/4dlb5FI>

Applications closing date: 31 December 2024

SA citizenship required? No

Locations: Cape Town, Johannesburg, KZN

Job types offered: Tech, HR, Finance, Payment, Product and Data

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship, Bursary/ Scholarship, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.rentoza.co.za/



RSM South Africa

RSM South Africa is a medium size audit firm. We offer SAICA training opportunities for CTA/ PGDA students. RSM South Africa are part of RSM Global, the six largest audit firm in the world. RSM is a powerful Network of assurance, tax and consulting experts with 64000 staff in 860 offices and 120 countries around the world. RSM global revenue leaps 16% to record US\$9.4bn in 2023.

Who we are looking for: Are you a devoted CTA/PGDA student on the outlook for a SAICA training contract? RSM South Africa is waiting for your application. Your future is in your hands.

How to apply: Please provide us with the

following documents: CV, ID, Matric certificate, Full academic records, Tertiary certificates, Proof of CTA/PGDA accredited SAICA registration, Driver's License.

Apply at: Marita.Cloete@rsmza.co.za

Applications closing date: 13 December 2024

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: SAICA training contract

Opportunities on offer: Internship

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.rsm.global/southafrica

Sanlam

For over 105 years, Sanlam has been on a journey of financial empowerment. "Live with confidence", our new purpose-led positioning, reinforces that. We're committed to the communities where we do business, offering financial products and services to 31 countries across Pan-Africa, Malaysia and India. We are proud to have been certified as a Top Employer for the ninth consecutive year by the Top Employers Institute for: Excellence in our people practices, Dedication to our employees, Our commitment to creating a workplace where our employees can thrive, succeed and live with confidence.

Who we are looking for: Risk Management/ Law, Actuarial Science/Tax/Marketing,

Mathematics/Statistics/Data Science, Finance/ Accounting/Economics, Chemical / Civil Engineering, Computer Science/Information Technology/Human Resources, Agriculture/ Hydrology/Geomatics

Apply at: <https://linktr.ee/sanlamgradprogramme>

Applications closing date: 31 May 2024

SA citizenship required? No

Locations: Cape Town, Johannesburg

Job types offered: Graduate Programmes

Opportunities on offer: Graduate Opportunity, Internship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.sanlam.co.za



Shoprite Checkers



The Shoprite Group is the largest South African retailer by market capitalisation, sales, profit and number of employees and customers. Our core business is food retailing, complemented by adjacent value-added retail services and offerings across a range of industries. Beyond South Africa, we operate in nine African countries.

Who we are looking for: BCom Accounting/ BAcc (CA stream) degree, Bachelor of Criminology, BA Law/BA Social Work with Criminology as maj/ORBA Honours in Criminology, Degree or postgraduate qualification in Data Science, Computer Science, Mathematics, Statistics, Operational Research.

How to apply: Applications are done online

and applicants will be required to submit a full academic transcript, updated CV and copy of ID

Apply at: <https://shoprite-bursary.erecruit.co/candidateapp/jobs/browse/>

Applications closing date: 30 April 2024

SA citizenship required? Yes

Locations: Cape Town, Durban, Gqeberha, Johannesburg

Job types offered: Trainee Accountant, Data Science Apprentice, Data and Crime Analyst, Trainee DC Manager.

Opportunities on offer: Graduate Opportunity, Full Time Offer, Bursary/ Scholarship

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

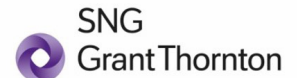
Law

Health Sci

Website:

www.shopriteholdings.co.za/

SNG Grant Thornton



SNG Grant Thornton is a registered SAICA training office. We are part of a network of independent assurance, tax and advisory firms, made up of 68000 people in more than 145 markets operating everywhere you are, as well as where you want to be. We will help you discover your own PURPLE - Purpose, Uniqueness, Reach, Potential, Legacy and Edge.

Who we are looking for: We are looking for graduates who aspire to become chartered accountants.

How to apply: Please visit our website and complete an application.

Apply at: <https://www.grantthornton.co.za/Careers/students-and-graduates/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Gauteng, KZN, Pretoria

Job types offered: Trainee Accountant

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.sng-grantthornton.co.za

SOLIDitech

SOLIDitech
AUTOMATE YOUR BUSINESS

SOLIDitech is recognised as a leader in Business Automation Software. We are pioneering approaches on how to apply modern software technologies to solve very real world business problems. Our projects cover everything from high speed Internet access, to renewable energy generation and distribution, to end-to-end operational and financial workflow management. As a SA software business, we're innovating new ways to deliver Marketing, Sales, Finance and Support functions - critical to the success of any business. SOLID, our Business Automation platform improves the way businesses work.

Who we are looking for: Beyond the correct qualifications, we value creative problem-solving,

good communication and attention to detail. You need to be a quick learner and a team player. You also need to have strong logical reasoning.

How to apply: Apply online via our website.

Apply at: <https://www.soliditech.com/careers-technology-development/>

Applications closing date: 31 December 2024

SA citizenship required? No

Locations: Cape Town

Job types offered: Software Development

Opportunities on offer: Full Time Offer

Which countries are you recruiting from?
Global

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.soliditech.com/

South African Breweries

SAB is one of South Africa's admired companies and corporate brands. The company operates 7 breweries and 42 depots in South Africa, a total workforce of approximately 5000, and supports a beer economy 'from seed to sip' of over 250 000 jobs. Its portfolio of beer brands meets the needs of a wide range of consumers and includes leading brands in beer and beyond such as Castle Lager, Carling Black Label, Corona, Brutal Fruit, and Flying Fish.

Who we are looking for: Our Graduate Programs grow and develop graduates by building technical capabilities aligned to their career aspirations while equipping them with cross functional experience within a fast-paced

corporate environment.

How to apply: Populate your relevant information and then attach your latest CV, click submit.

Apply at: <https://wd1.myworkdaysite.com/recruiting/abinbev/SAB>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: National

Job types offered: Finance, Engineering, IT, HR, Science, Mathematics

Opportunities on offer: Graduate Opportunity, Full Time Offer, Internship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.sab.co.za/



South African Institute of Chartered Accountants (SAICA)

SAICA is the leading accountancy body in South Africa and one of the prominent institutes globally. SAICA is at the forefront of developing, influencing and leading the highest standards of ethics, education and professional excellence in the delivery of quality accountancy skills.

Who we are looking for: We are looking for students that are studying for the BCom Accounting Science to respond and to inform them about the CA route and qualification, students with strong academic performance, from previously disadvantaged background for Bursaries.

How to apply: Complete an application form via the link provided

Apply at: <https://www.thuthukabursaryfund.co.za>

Applications closing date: 31 August 2024

SA citizenship required? Yes

Locations: Cape Town, Eastern Cape, Johannesburg, KZN

Job types offered: Bursaries

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.saica.co.za

SprintHive



SprintHive is here to transform frustrating traditional onboarding processes into slick digital services, with the customer at the centre of it all. We believe that by putting our customer's customer first, and by creating digital solutions that serve them, we are spearheading our era's digital transformation. It is this very transformation that is required to future-proof the industries and services that change lives.

Who we are looking for: Computer Science/ Engineering related Degree, Hons, Masters, PHD

How to apply: Please submit your CV and academic transcripts to

marchelle.hermanus@sprinthive.com

Apply at: <https://www.sprinthive.com/careers>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Software Development, Front-End Developer, Site Reliability Engineer (DevOps)

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.sprinthive.com

WHERE YOU MAY
SEE NUMBERS,

WE SEE A COMMUNITY
OF DIFFERENCE MAKERS.

In a world often fixated on numbers, it's easy to overlook the profound impact accountants make beyond the spreadsheets. Accounting isn't just about balancing books or leveraging numbers; it's also about balancing purpose and passion. Choosing a career in accounting and finance can pave the way for you to pursue your passions while making a real difference in the world. Be a catalyst for change, inspire meaningful social action and join a community of difference-makers today.

SAICA, the South African Institute of Chartered Accountants, empowers young professionals to find purpose in their careers, driving positive change in business, communities, and beyond.

Be a **#DifferenceMaker** with a SAICA designation
behind your name. www.saica.org.za

DO YOU WANT TO BE A CHARTERED ACCOUNTANT,

but not sure how you're going to pay
for your university studies?

Let Thuthuka inspire you to success

Every year, the South Africa Institute of Chartered Accountants' (SAICA's) **Thuthuka Bursary** funds African and Coloured students at selected SAICA-accredited universities in fully funded and supported undergraduate BCom Accounting, PGDA and CA stream programmes to help them reach their dream of becoming a Chartered Accountant [CA(SA)].



What is Thuthuka?

Thuthuka is a bursary like no other. Covering more than just your tuition, books, meals and accommodation, Thuthuka also offers additional psycho-social and academic support to assist you in bridging the gap between high school, university and the world of work. Thuthuka provides the support system that enables you to succeed and realize your dream of becoming a CA(SA). So, if you're an African or Coloured Grade 12 learner who is achieving a level 5 pass in Maths (not Maths Literacy) or a university student studying a CA-stream undergraduate BCom Accounting or PGDA programme and you need financial assistance, Thuthuka is a solution for you.

To find out more about the Thuthuka Education Upliftment Fund (TEUF), go to the SAICA website www.saica.org.za/initiatives/thuthuka

**To apply for the Thuthuka bursary, visit www.thuthukabursaryfund.co.za/
2025 applications close on 31 August 2024.**

#BecomeADifferenceMaker

Stein Scop Attorneys Inc.



Stein Scop Attorneys Inc. is a law firm conducting a comprehensive commercial legal practice covering all aspects of commercial law and litigation. Our team of experts are renowned for their ability to resolve difficult cases and for their ability to gauge the correct strategy and approach to a matter in order to achieve the most desirable outcome for the client. Each member of our professional staff has been trained and/or employed by one or more of the major South African law firms.

Who we are looking for: An LLB degree is a prerequisite. Candidates should be academically strong and willing and eager to learn and show characteristics of being professional, motivated

and a team player.

How to apply: Please send your CV to admissions. Kindly attached copies of your Curriculum Vitae, Matric Certificate and transcripts.

Apply at: <https://www.steinscop.com/careers/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Candidate Attorneys

Opportunities on offer: Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.steinscop.com

Teach The Nation



Teach The Nation is a transformative education initiative, dedicated to driving positive change within South Africa's education landscape. As a partner of the global non-profit organization, Teach for All, Teach the Nation is part of a leadership movement that includes 62 countries. With ambitious goals at the core of our work, we are committed to realising our vision through a globally informed and locally rooted transformational and instructional coaching programme that nurtures leadership potential of teacher leaders.

Who we are looking for: SA Citizens, aged 22 to 35. Hold a completed Bachelors Degree in Education or Post Graduate Certificate in Education (PGCE), specialise in STEM, Arts or Languages.

How to apply: To Apply, please submit your CV, Copy of ID, and Qualifications to cheryl@teachthenation.org. Any queries can be sent to Jason Wicks on WA at 0646536360.

Apply at: <https://www.teachthenation.org/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Gauteng, KwaZulu Natal, Limpopo, Western Cape

Job types offered: Teacher Leadership Development Program

Opportunities on offer: Graduate Opportunity

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.teachthenation.org



Teamgeek

Based in Cape Town, Teamgeek specialises in bespoke technology solutions, from software applications to user experiences. Through collaborative partnerships and ongoing support, we empower businesses to thrive in the digital era, delivering tangible results with their expert team and innovative approach. We believe that using cutting-edge technology can lead a business to thrive and grow.

Who we are looking for: We are looking for graduates with strong academics in a Computer Science or similar field. Great communication skills, enthusiasm for the industry and a willingness to learn will set you apart.

How to apply: Please submit your CV to work@teamgeek.io. Please include your full academic transcripts.

Apply at: <https://www.teamgeek.io/contact-us>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town, Pretoria

Job types offered: Software Developer

Opportunities on offer: Graduate Opportunity, Internship, Vac Work

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.teamgeek.io

Themis Commercial Lawyers

Themis Law Chambers are the offices of Themis Commercial Legal Advisors (Pty) Ltd, a professional and experienced team of commercial law specialists, and Hayes Incorporated, a firm of attorneys with wide ranging expertise in multiple areas of the law. Our team is dedicated to adding legal value to clients' legal needs by ensuring our services are as comprehensive and cost-effective as possible. We are dedicated to providing each matter the necessary individual attention whilst maintaining a professional relationship with our clients.

Who we are looking for: Well-rounded individuals with an interest in corporate and commercial law and commercial litigation.

Applicants must possess an LLB degree or expect to complete this by 1 January 2025.

How to apply: Applications must include: Comprehensive CV, Full Academic Transcript (including to the end of last completed year of study), Senior Certificate, Identity Document. Apply via email only to wilma@themis.co.za

Applications closing date: 31 May 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Candidate Attorney

Opportunities on offer: Internship

Which countries are you recruiting from?
South Africa

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.themislawchambers.co.za/

Toyota SA Motors

Toyota South Africa Motors (TSAM) has been the market leader in the South African automotive sector for a consecutive 35 years. Toyota has its roots in Nagoya Japan, where the holding company Toyota Motor Corporation (TMC) is situated. Toyota's global vision is to "lead the way to the future of mobility." TSAM is home to passenger and light commercial vehicles across all Toyota and Lexus models. As a keen exporter into Africa, TSAM also manufactures commercial trucks produced under its Hino brand. All that we do is underpinned by a culture of respect for people. We are committed to quality, constant innovation and respect for the planet.

Who we are looking for: Engineering,

Computer Science, Commerce, IT & LLB

How to apply: Please go onto the Toyota site, locate jobs at Toyota and fill in your information, then attach the required documents.

Apply at: <https://jobs.toyota.co.za/>

Applications closing date: 30 September 2024

SA citizenship required? Yes

Locations: Durban, Johannesburg

Job types offered: Graduate Programme, IT, Engineering, HR, Marketing, Finance.

Opportunities on offer: Graduate Opportunity, Full Time Offer, Bursary/ Scholarship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.toyota.co.za/

Truworths

Truworths has successfully developed one of the retail industry's leading Merchant Training Programmes. Truworths offer graduates, and those with work experience who may be looking for a career change, the opportunity to learn the necessary skills to be the best merchant for the business. The training provided uses cutting-edge technology and skills taught by industry experts to ensure you are set up for success.

Who we are looking for: If you're a youthful, innovative and ambitious individual who thrives on challenges, then be sure to apply to Truworths. Applications are open to B.Com, BBusSci, B.Sc or other numerate tertiary

qualifications.

How to apply: Please create your profile and include your CV and full academic transcripts to link provided.

Apply at: <https://truworths.graduate.erecruit.co/candidateapp/jobs/categories/>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Merchandise

Opportunities on offer: Full Time Offer

Which countries are you recruiting from?
South Africa

TRUWORTHS

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.truworths.co.za/home



VanderSpuy Cape Town

VanderSpuy Cape Town prides itself as one of the most respected law firms in South Africa. Our roots can be traced back as early as the late 1800's when VanderSpuy & Partners opened in Paarl. VanderSpuy & Partners opened a branch office in Cape Town which later operated as a separate and independent law firm, now practicing as VanderSpuy Cape Town.

Who we are looking for: We are looking for students with strong academic records, well rounded team player, independant thinker and self starter

How to apply: Please submit your CV and cover letter to careers@vdslaw.co.za. Please attach your full academic transcript.

Apply at: <https://www.vdslaw.co.za>

Applications closing date: 31 May 2024

SA citizenship required? Yes

Locations: Cape Town

Job types offered: Candidate Attorneys

Opportunities on offer: Internship

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.vdslaw.co.za/

VAT IT Group

The VAT IT Group comprises of 38 wholly-owned offices, located around the world. Collectively, the VAT IT Group services over 13 000 clients in 128 countries. With over 1000 employees, including 150 qualified lawyers and chartered accountants, the VAT IT group has grown to become the largest indirect tax recovery firm in the world.

Who we are looking for: We are looking for students studying in the Bcom and Engineering spaces. We are also looking for students studying towards becoming a CA(SA). We hire energetic and passionate candidates that are adaptable and entrepreneurial.

How to apply: Please send your CV, Matric

Certificate and Academic Transcripts to the link provided.

Apply at: <https://wkf.ms/3TOelZO>

Applications closing date: 31 December 2024

SA citizenship required? Yes

Locations: Johannesburg

Job types offered: Sales, Client Service, Graduate Program, Software Developer, Data Analytics, Account Manager, TOPP articles program, R&D, Full Stack Engineer

Opportunities on offer: Graduate Opportunity, Full Time Offer

Which countries are you recruiting from?
South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.vatit.com/

WEBBER WENTZEL GRADUATE PROGRAMMES

EXCELLENCE. IMPACT. PASSION.

At Webber Wentzel, Our stated purpose is "to have a transformative and sustainable impact through our work and actions."



Visit our early careers page at grads.webberwentzel.com
Apply for 2025 and 2026 Candidate Attorney Programme.
Applications for 2027 Candidate Attorney Programme will open in July 2024.

Webber Wentzel

Webber Wentzel is an African firm founded in South Africa more than 150 years ago. We provide in-depth legal and tax services throughout the continent. Our alliance with Linklaters and network of deep relationships with Africa's leading firms allows us to draw on the highest quality and most business relevant pan-African advice - matching this to the needs of our clients. We have over the last 50 years worked on some of the most transformative and significant matters on the African continent.

Who we are looking for: LLB, BCom Law, BA Law

How to apply: Applications are acceptable online on our website: CV and Cover Letter,

Academic Transcripts, Matric Certificate, The candidate will be required to complete a psychometric assessment.

Apply at: www.webberwentzel.com/Careers/Early-Careers/Pages/Apply-To-Join-Us.aspx

Applications closing date: 28 February 2027

SA citizenship required? Yes

Locations: Cape Town, Johannesburg

Job types offered: Candidate Attorney

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship

Which countries are you recruiting from? South Africa

WEBBER WENTZEL

in alliance with > **Linklaters**

Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.webberwentzel.com/Pages/default.aspx

Werksmans Attorneys

Established in the early 1900s, Werksmans Attorneys is a leading South African corporate and commercial law firm serving multinationals, listed companies, financial institutions, entrepreneurs, individuals and government. Operating in Gauteng and the Western Cape, and a member of the LEX Africa Alliance. The firm has a formidable track record in mergers & acquisitions, banking & finance, and commercial litigation & dispute resolution, we are distinguished by the people, clients and work that we attract and retain.

Who we are looking for: BA Law, BCom Law & LLB

How to apply: Applicants should apply by submitting an online application.

Apply at: www.werksmans.com/graduates/

Applications closing date: 30 September 2024

SA citizenship required? Yes

Locations: Cape Town, Johannesburg, Stellenbosch

Job types offered: Candidate Attorney Programme

Opportunities on offer: Graduate Opportunity, Vac Work

Which countries are you recruiting from? South Africa



Degrees sought

Science

Engineering

Commerce

Humanities

Law

Health Sci

Website:

www.werksmans.com/



WERKSMANS
ATTORNEYS



What's the appeal?

Corporate and commercial matters

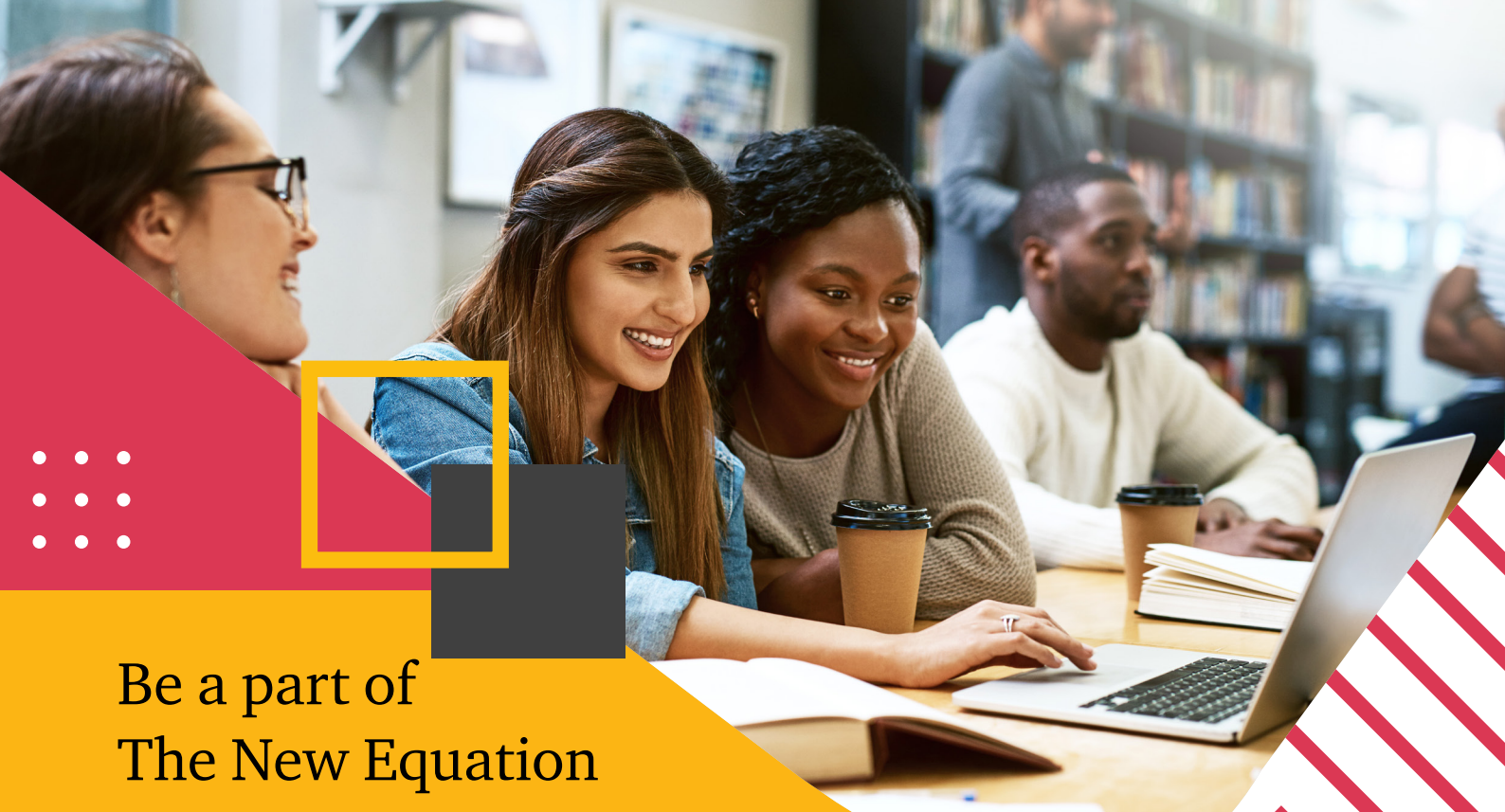
Practising in over 22 diverse areas of law, we specialise in corporate and commercial matters with a team of over 200 skilled lawyers.

If this appeals to you, apply now.

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COMMERCIAL LAW FIRM**
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Assurance
(Audit)



Consulting



Tax



Forensics



Strategy&



Deals Edge-
Mergers &
Acquisitions



Risk
Assurance



Data and
Analytics

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f PwC South Africa



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He who does not seize opportunity
today, will be unable to seize
tomorrow's opportunity.

Somali Proverb

Kickstart your journey to success.

To apply scan here or go
to ensafrica.com/trainee



ORIGINAL THINKING

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