

Your **UCT** Career Guide 2026

Play to learn

 **PLAY!**

THE INNOVATION ISSUE

Where curiosity works

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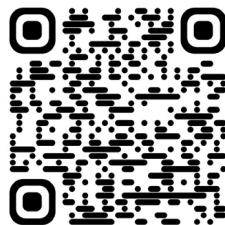
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NOT
THE LIMIT

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One

**ABOUT
US**



Listen to this article
3 min. 51 sec.

FROM THE DIRECTOR

Let's Play!



Stafford Bomester
Director: UCT
Careers Service

*Just like in rugby,
the world of work
rewards those
who are courageous
enough to experiment,
iterate and build
on what energises
them.*

Each year, this guide gives us an opportunity to reimagine the journey our students take as they prepare to step into the world of work. In 2026, we are reframing that journey through one powerful, deceptively simple idea: Play.

For many, the word “career” still conjures images of pressure, precision and seriousness – an arena where you must get everything right on the first try. But the world of work no longer rewards rigidity. Instead, it rewards those who are courageous enough to experiment, iterate and build on what energises them. In short, it rewards those who know how to play.

If you've watched South African rugby over the past few years, you've seen this philosophy in action. Rassie Erasmus did far more than assemble a winning team; he reinvented the way the Springboks think. Under his

leadership, the Boks became one of the world's most innovative, unpredictable and creatively evolving sides – a team that turned experimentation into a competitive advantage.

They tried new combinations, challenged the assumptions of the global rugby establishment, and embraced boldness, even when it seemed unconventional. The result was a team defined by excellence, and by the joy and passion that fuelled that excellence. That same spirit is what we hope to ignite in you.



It's all about your mindset

When you allow space for curiosity (through side projects, ideation or simple trial and error), you unlock higher levels of creativity, problem-solving and resilience. Play sharpens your capacity to work with complexity, and in an AI-driven economy, that mindset is your greatest currency.

To complement that mindset, this guide equips you with high-impact tools. If you are stuck in your job search, complete our [30-day job search challenge](#). Read insider hiring advice from the likes of Absa, Amazon, Mazars and Adams & Adams. These pages are intentionally designed to give you an inside track to a rapidly shifting job market.

We've included insights from those at the forefront of innovation, along with [statistics from SAGEA](#). These voices reinforce a shared truth: the most future-fit companies are those that cultivate experimentation.



UCT is your sandbox

At UCT, you are surrounded by innovation hubs, hackathons, startup accelerators, volunteering networks, and multidisciplinary research environments that allow you to [prototype your career in real time](#). Internships, job shadowing and informational interviews offer valuable opportunities to explore without long-term commitments. They allow you to test, refine and evolve your professional identity just as Rassie did with the Springbok strategy.

A call to innovation

South Africa's growth depends on passionate graduates with purpose. [Alumni](#) like Chido Dzinotyiwei and Ntsako Mgiba remind us that innovation begins with one bold step, often before you feel ready.

As you navigate your next chapter, give yourself permission to experiment. Build on what brings you energy. Approach your career like a sandbox – where curiosity is your compass, passion your fuel, and play your most powerful strategy.

Welcome to the 2026 UCT Career Guide. Let's PLAY!

Our team

CHOOSE YOUR PLAYER



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Rita Manganye



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Level 1, Hoerikwaggo Building,
North Lane, Upper Campus, UCT


Visit our ~~office~~ playground




Monday to Friday • 08:30 to 16:30

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.

 @uctcareersservice

 UCT Careers Service

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General enquiries

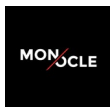
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Our Employer Partners

Thank you to the Employer Partners who join hands with us to support a
range of multi-year career development initiatives for UCT students.



Listen to this article
2 min. 53 sec.

FROM THE DEAN

Curiosity is key to career success

Across many indigenous cultures, play has long been understood as preparation for life, not an escape from it. Games like *morabaraba*, *diketo* and *kgati* use simple materials, but they require concentration, timing, pattern recognition, patience and strategic thinking.

Stockings, the playground game of jumping over stretched elastics, teaches us that growth happens level by level through practice. Each stage reveals capabilities you may not yet have recognised. Careers unfold in the same way. They rarely follow a neat line from degree to destination.

In a world shaped by artificial intelligence, rapid technological change and jobs that may not yet exist, your advantage lies in your willingness to learn, unlearn, explore and play. Increasingly, employers are looking for graduates who are curious, who can navigate complexity and uncertainty, and who can innovate rather than wait for instructions.

In this context, play creates the conditions to test ideas, learn through failure and refine your direction after each experience.

At UCT, career development is part of education, and the Careers Service forms part of CHED. Student success depends on development as much as on academics.

South African students arrive at university with different levels of social capital, professional networks and prior exposure to specific careers. Your qualification is a foundation, but careers are also shaped by relationships, opportunity and experience. Internships, research opportunities, leadership roles and community engagement become spaces to build skills and find your professional identity.

So stay curious and open to surprise. Use your time at UCT to discover what gives you energy, what you are becoming capable of, and what the world needs from you. Find your *ikigai* through play.

ABOUT US



**Prof Kasturi
Behari-Leak**

*Dean: Centre for Higher
Education Development
(CHED)*

Innovation at CHED

Some of our playful projects

Assessment in the Age of AI Symposium by CILT

A symposium addressing Gen AI in education assessment.

The New Academic Practitioners' Programme by ASPD

Development programme for new UCT lecturers.

The Stella Clark Teachers' Award

Celebrates the work of talented teachers.

Your journey starts here



Are you an aspiring entrepreneur?

Visit our [website](#) for information about the UCT entrepreneurship community and find helpful resources.



TERM 1

Orientation & registration

Complete all faculty orientation activities – they are all important.

Doubting your degree choice or uncertain where it can lead?

Contact us!

www.careers.uct.ac.za



Discover the strengths and interests that inform your career choice; attend the **Know Yourself, Know Your Why** event.

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

Need a bursary?

Look for suitable opportunities on My Career Portal and attend the Applying for Bursaries event.

Attend faculty career events.

Explore different prospects your degree can prepare you for during our Options with Your Degree events.

TERM 2

Attend the **Internship and Job Expo:** Discover who is offering bursaries and scholarship opportunities.

I'd love a job where I can



Discover career options with your degree





Gain experience

Apply for vac work/student jobs, attend the Student Jobs event.

Still have questions about your purpose? Book an appointment with a careers development consultant on MyCareer.

www.mycareer.uct.ac.za



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



See all events here:

www.mycareer.uct.ac.za/students/events

Thinking of changing majors or degree? Speak to your student advisor or curriculum advisor.

TERM 4



Start building your brand

Make a start on your CV
<https://tinyurl.com/bdm9a6kz>

Rock your LinkedIn profile

Use our resources here:
<https://tinyurl.com/27kkdc86>



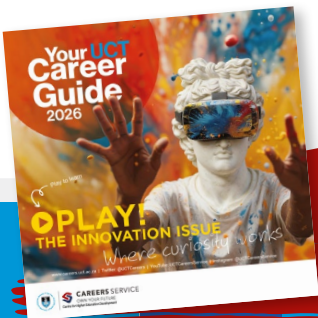
TERM 3

Attend Career Panels and Industries Uncovered events related to your faculty



Discover the future world of work at the Law Expo.

Attend the *Design your CV, Cover Letter and Interview preparation* events.



Read the Career Guide: expert advice, career resources, and job listings.

Dec vac

Do voluntary or vacation work. Any work experience will help you develop transferable skills. Attend the Applying for Vac Work event.



Two

**THE
POWER
OF PLAY**





Listen to this article
3 min. 13 sec.

I think, therefore I play

BY KARIN VAN LAEREN, EDITOR

Let's step back in time for a second: You are 10 years old, and you just found a big, empty cardboard box to play with. Out come the crayons, scissors and random supplies – you've decided to build a spaceship. Through trial and error, you figure out how to make it stand, and it becomes your favourite toy.

Now that you're older, play probably looks different for you. And no, it is not just for when you play video games. In fact, you probably play more than you realise.

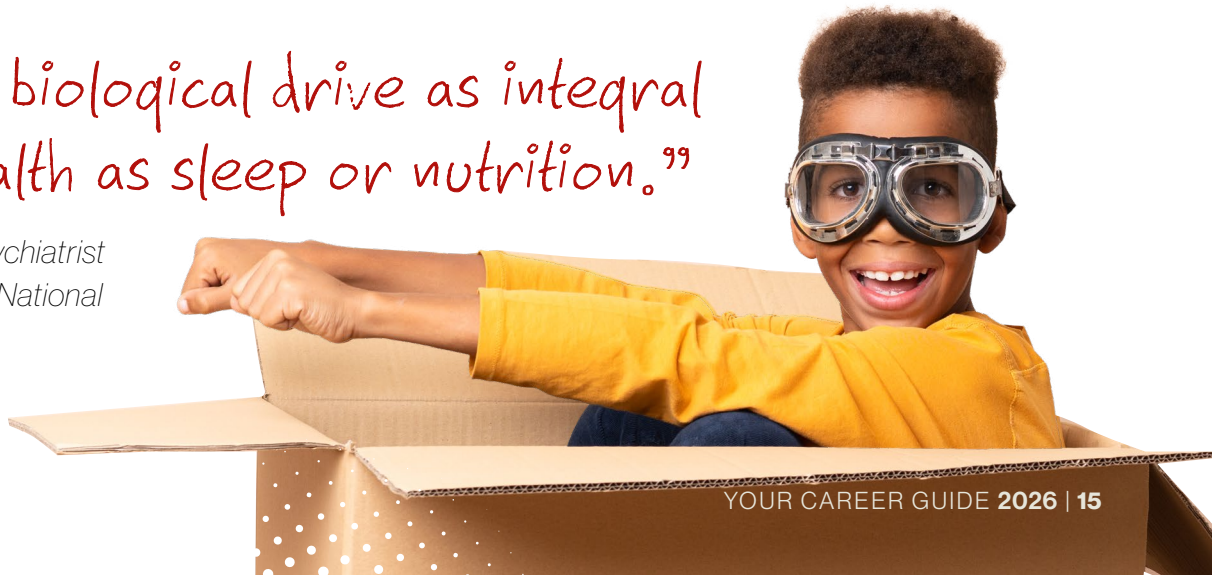
It can take many forms, like when you:

- ▶ brainstorm ten essay angles before choosing one,
- ▶ try a new shortcut on campus, or
- ▶ turn revision into a quiz with a friend.

No matter our age, play is how we learn, and it is what enables us to come up with original ideas. It is vital in adulthood, and especially at work. Even as companies are being transformed by AI, **employers are still looking for human-centred strengths such as analytical thinking, creativity, resilience, flexibility and curiosity.** Those are all nourished by play – through experimentation, imagination, responsiveness and the ability to keep learning.

“Play is a biological drive as integral to our health as sleep or nutrition.”

– Stuart Brown, Psychiatrist
and founder of the National
Institute for Play



AI doesn't play

Gen AI can generate outputs, but it cannot truly play. It doesn't get bored on a Saturday afternoon and turn a cardboard box into a spaceship.

And so, the problem is that LLMs can make us skip the play stage entirely. Need a paragraph? Generated. Need ideas? Generated. Need a summary, caption, email, presentation outline or draft application letter? Generated.

This convenience makes it very easy to become a passive user.

USE IT OR LOSE IT

When you stop challenging yourself (to do a challenging equation or even to write a social media post), your brain stops creating certain new pathways and begins pruning the connections that you are not using. So, when you outsource your writing, brainstorming and problem-solving to AI, your thinking muscles become weaker. [A recent study from MIT raised concerns that ChatGPT may be eroding critical thinking skills.](#) We need thinking (even if it takes a bit more effort) – it is what builds and maintains intelligence.



WATCH:

*"The value of human creativity in the AI era
–Beena Ammanath at
TEDxMiami"*

Let AI be your trampoline

When you use AI passively, it becomes a crutch. Rather, use it as a trampoline – this way, your brain still does the hard work, but you have the capacity to do so much more.

In practice, this means doing your own thinking. Write down your own rough idea first, then ask AI to challenge it, strengthen it, simplify it or argue against it. We are living in a world full of generated content, and the people who stand out still know how to think, improvise, and connect unexpected dots, jumping high above everyone else.



How **curiosity** became career currency

When you picture “serious work”, what do you see? A grey office with rows of desks? People speaking in hushed voices, trying not to make mistakes? For a long time, that was the ideal. Work was about discipline, routine and getting things done, and play only used to happen after hours, once the real work was done.

Luckily for us, work changed. Industries started moving faster, with technology speeding everything up, and new thinking emerged around what

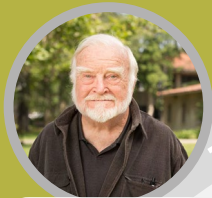
makes a productive work environment. You can see it in a company like Ford. For decades, it stood for disciplined, process-driven work. Then, as the business evolved, Ford started experimenting with more participatory and playful ways of solving problems. They recently had a company-wide Culture Hackathon where employees were invited to rethink how the business worked from the inside, as part of a broader cultural transformation.

These days, play shows up in respectable disguises like hackathons, gamified learning and innovation labs. Curiosity is championed, and **workplaces want employees who can collaborate, test ideas and adapt quickly when plans fail.**

Offices have transformed in the last few decades from grey, lifeless cubicles into vibrant spaces where innovation comes more naturally.

Pictured above is Heineken's office in Johannesburg.

When did we become serious about **PLAY**?



1975

Mihaly Csikszentmihalyi introduced the concept of flow (the state of being so absorbed in a challenging task that you lose track of time a little). His work helped shift how companies design productive workspaces.



1983

Teresa Amabile's componential theory of creativity helped push the idea that people need the right work environments to do inventive, original work.



1991

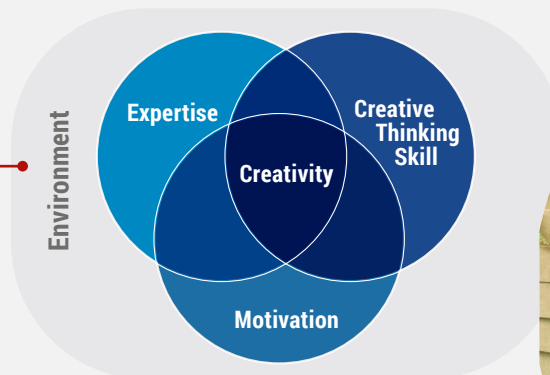
Tim Brown's thinking and IDEO helped move design thinking into mainstream businesses.

2000

Pixar's new headquarters were **designed for collaboration**, with a central atrium to get people mixing across teams.

2008

Google's Zurich office opened with slides, themed spaces and informal meeting areas, and **playful offices** became a global workplace ideal.



**DID YOU KNOW?**

At 3M, scientists can dedicate up to 15% of their working time (nearly one day per work week) to independent projects of their choosing.

This initiative has led to some of their best inventions, like multi-layer optical film.

**2023–Now**

AI brings experimentation into everyday work. More companies start redesigning workflows around **rapid testing, co-creation and iteration.**

2022

Mediclinic Southern Africa held a hackathon to rethink healthcare.

2020

Baker McKenzie Johannesburg held its **first internal innovation hackathon.**

2012–2016

Google's Project Aristotle found that **psychological safety** was the most important dynamic in effective teams. See below.

The five keys to successful teams

(as found by the [Google Aristotle Project](#))



Listen to this article
4 min. 40 sec.



XOLILE SIBANDE

A prominent South African cybersecurity leader currently serving as **Senior Manager: Information and Cyber Security (CISO)** at the **Auditor-General of South Africa (AGSA)**.

Gamification at work

BY DR. XOLILE SIBANDE

For most of my career, I've worked in environments where mistakes are expensive and expectations are high. On paper, that doesn't sound like a place for play. But in many organisations today, **elements of play are deliberately designed into work via gamification.**

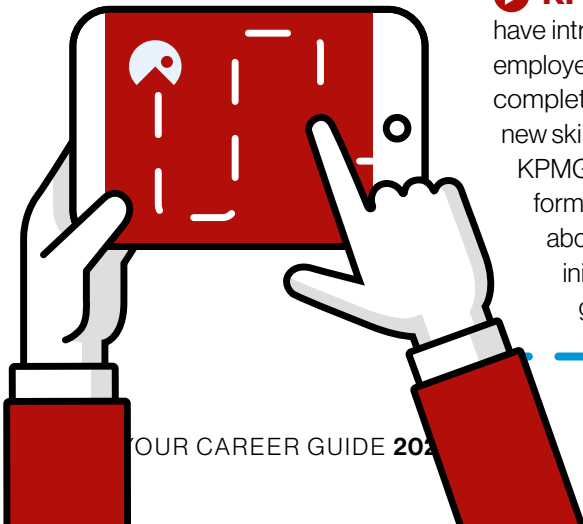
With the aim of enabling employees to experiment without fear, workplaces are borrowing elements from games like challenges and progress tracking, and applying them to work. It allows them to try, fail, adjust and try again, helping them to develop skills, stay motivated and learn faster.

How local companies use gamification:

KPMG: Professional services firms have introduced learning platforms where employees earn points or badges as they complete training modules and develop new skills. A well-known example of this is KPMG's Globberunner – a gamified platform that helps employees learn more about the firm. It is a highly competitive initiative that builds up annually to a global competition.

Forvis Mazars: To make participation more engaging on EUREKA!, a digital platform where employees can submit ideas to improve processes, Forvis Mazars introduced a gamified rewards system called BRAVO!. Employees earn points when they contribute ideas, collaborate with colleagues or support successful proposals. These points are redeemed for rewards like gift cards, and top contributors are recognised through annual innovation awards and firm-wide recognition programmes.

Absa: Large organisations use gamified learning to encourage upskilling. Absa's Digital Campus allows employees to build personalised learning journeys and track their development through digital modules and skills pathways. The platform incorporates elements such as progress tracking, learning challenges and behavioural incentives to motivate employees to keep developing new capabilities.



▶ **King Price Insurance:**

The South African insurer has taken a more overtly playful approach to performance and engagement. Internal initiatives often use leaderboards, challenges and recognition systems to encourage friendly competition between teams and departments. These gamified elements are designed to motivate employees to reach performance targets while keeping the culture energetic and collaborative. Employees are encouraged to push themselves and celebrate achievements together.



80%

proficiency improvements have been recorded.

ABSA INTEGRATED REPORT 2021

▶ **Auditor-General of South Africa (AGSA):**

Even the auditing field is experimenting with gamified learning. Training initiatives for auditors increasingly use simulation-based “serious games” and competitive learning environments to help professionals practise audit techniques and risk analysis in realistic scenarios. These platforms often include points systems, rankings and competitions that allow participants to test their skills against peers while earning professional development credits.

Why does this matter?

From what I've seen, teams respond differently when learning is framed as a challenge instead of a checklist. Turning a routine activity into a timed scenario, a collaborative mission or a progress journey changes behaviour. People stop asking, “Is this good enough?” and start asking, “What happens if we try this?”

Over time, this approach helps to build resilience, and people learn not to hide mistakes but rather to learn from them. In a team setting, we typically find that this type of learning leads to better decisions, stronger performance and real innovation.

How can you spot gamification?

When you are interviewing with a company, ask a few simple questions:



How do employees track their learning progress?

Are there internal challenges or skill milestones?



Do teams receive regular feedback on performance?

You can count it as a green flag if the answer includes structured learning journeys, collaborative challenges or progress dashboards – in this case the organisation may be using gamification to support development.

Watch out for companies who put too much focus on points systems and competition, but not enough on growth and feedback. If it seems like there is a lot of pressure to perform and not a lot of space for curiosity, you might want to steer clear.

Listen to this article
3 min. 57 sec.

Inside SA's **innovation labs**

BY DR BOIPELO MANOKO

When organisations stop innovating, they risk falling behind. Just think of Blockbuster, which failed to adapt when the industry changed. To stay relevant, many companies, universities and public institutions have established innovation labs.

BOIPELO MANOKO

Boipelo is an Intellectual Property Specialist at Research Contracts and Innovation at UCT. She has a wealth of experience working with technologies across various disciplines and holds a PhD from UCT.

What is an innovation lab?

It is a physical, virtual or hybrid space designed to explore new ideas. While traditional departments prioritise efficiency and short-term outcomes, labs have more autonomy and serve as "sandboxes" where people can experiment and develop solutions for uncertain futures.

Labs often feature open layouts, flexible furniture, natural light, and visible evidence of ongoing work. They are usually situated close enough to the main organisation for collaboration, yet far enough to encourage independent thinking.





WATCH:
Why does X,
bigly labs
by Dis-Chem
exist?



The cornerstones:



They align around a **strong “North Star.”** This helps the team prioritise ideas and ensures experimentation remains focused and meaningful.



Labs conduct **high-impact experimental projects.** While some projects may fail, a few can significantly influence the organisation's future. Successful experiments often result in new ventures, redesigned services or entirely new business models.



Labs foster a **distinct organisational culture** where learning is celebrated as much as success. Many **prioritise psychological safety**, recognising that innovation declines when teamwork falters. **Storytelling through visuals, videos or demonstrations** is often preferred to traditional reports.



South Africa's labs

These are some local examples:

X, Bigly Labs by Dis-Chem: This lab builds impactful initiatives like Better Rewards across the Dis-Chem Group.

Sanlam Studios: This venture-building unit has used emerging technology to build new products such as its AI Coach.

ShopriteX: This tech and innovation hub is responsible for products like Sixty60.

The shape of innovative teams

The teams at innovation labs include individuals from diverse backgrounds, like designers, researchers, engineers and business strategists.

Innovation labs typically look for T- and M-shaped professionals

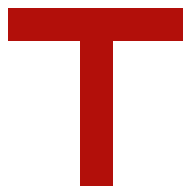
The “I” shape



Has expertise in one specific discipline, field or tool.

E.g. SEO specialist

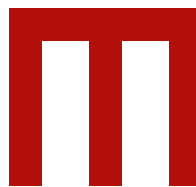
The “T” shape



Has expertise in one field or tool, with ability to work across contexts.

E.g. Digital marketer

The “M” shape



Expertise in multiple fields, with ability to combine disciplines.

E.g. Marketing strategist

Innovation labs need individuals with deep expertise in one or more areas and broad interests across others. However, **mindset** is as important as technical skills. People who work here rely on transferable skills like flexibility, collaboration and user-centred thinking. Labs value curiosity, empathy, and comfort with uncertainty.

Innovation labs can be springboards. Experience in a lab can lead to roles in strategy, product management,

entrepreneurship, consulting, policy innovation or corporate transformation. Because labs often work with partners, they can expose you to industry, academia, government and communities.

For students and graduates, innovation labs offer dynamic careers. If you want to work across disciplines and test ideas in real-world settings, a career in an innovation lab could be an excellent choice.

Job titles in Labs

- ▶ **Product or service designers** shape what new offerings should look and feel like.
- ▶ **UX and user researchers** observe, interview and test with users to configure ideas for real needs.
- ▶ **Data analysts and technologists** build, integrate and test digital solutions.
- ▶ **Innovation or strategy consultants** frame challenges, run sprints and align with stakeholders.
- ▶ **Facilitators and project managers** orchestrate design sprints, workshops and multi-party collaborations.

Many labs practise open innovation, encouraging collaboration beyond the organisation.

Listen to this article
4 min. 51 sec.

The case for design thinking

By **Richard Perez** Founding Director of the Hasso Plattner d-school Afrika at UCT

Design thinking can sound like something reserved for designers, entrepreneurs or naturally “creative” people. But it reaches far beyond that. Almost any problem can be approached using design thinking, and once you adopt it as a mindset, work (and life) becomes infinitely more interesting.



SIGN UP

PLAY WITH D-SCHOOL AFRIKA

We offer **two one-day programmes** designed as accessible entry points for anyone aged 18–35.

Both are hands-on, practical and focused on building creative confidence through collaboration.

Find our programmes [here](#).

It starts with empathy

At its simplest, design thinking is when you approach a challenge with curiosity, empathy and a willingness to collaborate and test ideas. It means asking good questions before jumping to solutions, understanding the people affected by a problem, trying things out, learning from feedback, and improving along the way. In that sense, design thinking is not a formal process – it's a mindset of experimentation and learning.

Many organisations already use design thinking, even if they don't use the phrase. As much as it is present in hackathons and pilot projects, you also find it in simple team practices like testing a new workflow for a week to see what happens. It appears in everyday work: running a better meeting, improving a student-support process, testing a new teaching approach, or redesigning how a team collaborates.

Most problems today are not purely technical. Engineers, lawyers and health professionals work on challenges that involve people, systems and complexity. The ability to understand different perspectives, collaborate across disciplines and adapt when plans change is just as important as disciplinary expertise.

Put your design thinking cap on

We all have creative potential – some of us have studied in fields that actively nurture it (yes, those group projects count!), while others have been trained in environments that prioritise certainty over experimentation. Sometimes, our creative capacity simply needs to be reawakened.

Ways to strengthen your design thinking capabilities:

- ▶ Stay curious about people's experiences.
- ▶ Test ideas on a small scale, then reflect on what works and what doesn't.
- ▶ Collaborate with people from different disciplines and perspectives.

Here's how design thinking complements skills:

A computer scientist **+ empathy with users** = better software

An engineer **+ prototypes + quick testing** = more practical solutions

A policy grad **+ working with stakeholders** = more effective programmes

Design thinking helps translate knowledge into impactful action.

Try this: Design a wallet

To design something useful, you need to understand the specifics of the problem. Get a friend to do this activity with you.

You have 5 minutes for each step.

1. UNDERSTAND

Come up with ideas for the "ideal" wallet and draw one idea for a better wallet.

3. DEFINE

Reframe the problem statement. Reflect on what you've learned, and write down your insights. Then, write it from your friend's point of view.

5. PROTOTYPE

Use what you have (cardboard, paper, string, etc) to build a first prototype.

2. OBSERVE

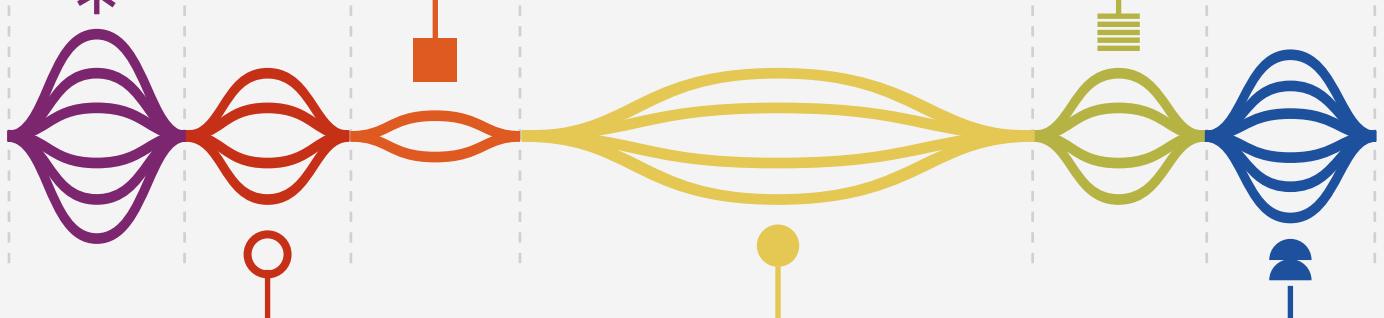
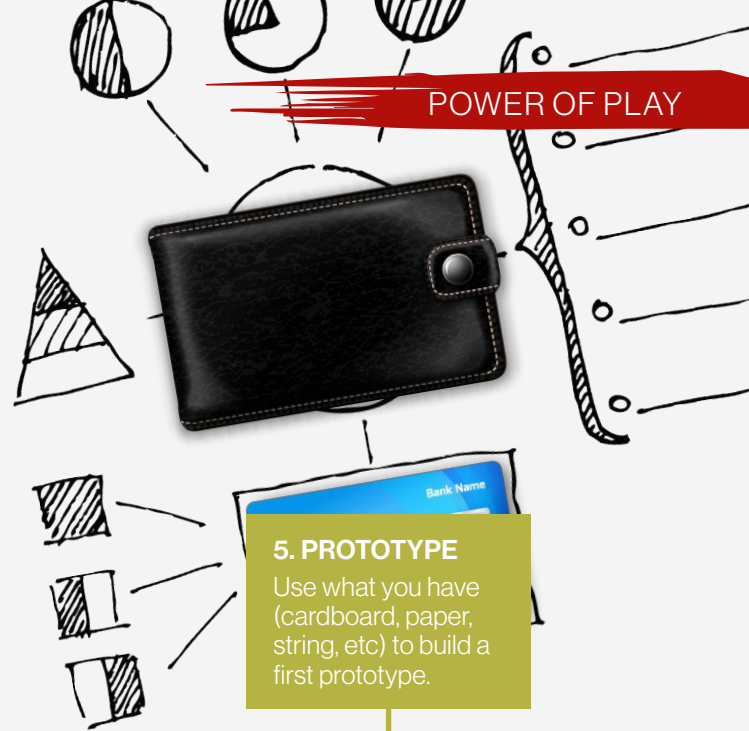
Talk to your friend about their wallet and its contents. Ask about when they use it, why they have certain things in there, and make lots of notes. Work through your notes, then follow up with deeper questions – find out why they carry a wallet and what it means to them.

4. IDEATE (5 minutes for each part)

- Part 1:** Draw various possible solutions to the problem. Quantity is better than quality.
- Part 2:** Share the sketches with your friend. Take notes of likes and dislikes, and listen for new insights.
- Part 3:** Sketch a new or revised idea based on your new knowledge.

6. TEST

Share the prototype with your friend. Collect feedback and write down any new ideas that emerge.



Go through as many cycles as you need – iteration is key to learning and better outcomes.

Listen to this article
3 min. 59 sec.



SIMTHANDILE LINKS

Simthandile is a dynamic corporate lawyer who specialises in data privacy and compliance. She holds an LLM in Intellectual Property Law from UCT.

How to partner with AI

By Simthandile Links

You're entering a workforce where AI can draft emails, suggest interview answers, summarise reports and polish your CV in seconds. It's a powerful gift, but it comes with responsibility.

When you're staring at a blank cover letter at midnight, the idea of asking AI to write a cover letter for a marketing coordinator role is appealing. But, you would be wasting your time. That cover letter will sound just like a thousand others, and the employer will skip it. AI tools can produce clean, competent, grammatically correct writing, but they don't know you. Employers want your story: your motivations and why this company, this role and this moment matter to you.

Many early-career professionals feel either intimidated by AI or rely on it too heavily. The goal is a middle path: an **empowered**

partnership. Be intentional about when, why and how you use it, and think of it as a member of your team. Treat AI as a capable, well-read colleague who knows a lot, but hasn't experienced anything, can draft quickly, but doesn't know your voice or values, spots patterns, but can't understand human context, and offers options, but cannot make the final call.

AI is here to stay. It is your choice whether to use it responsibly, and what kind of professional you become in the process.

At the end of the day, it is just a tool, and the real work is still yours to do.

What's at stake?

Early career is not the time to cut corners. Here's what hangs in the balance:

Reputation: *You are building a reputation, and one bad interaction can follow you. Rather become the person known for unique ideas and authenticity.*

Learning: *The early years of your career are about building skills and wisdom. That is work no algorithm can do for you.*

Judgement: *AI cannot exercise critical judgement. You are the only one that can make considered decisions, and the more you do it, the better you'll get.*

Bias: *AI chatbots can amplify delusions and worsen mental health in vulnerable users.*

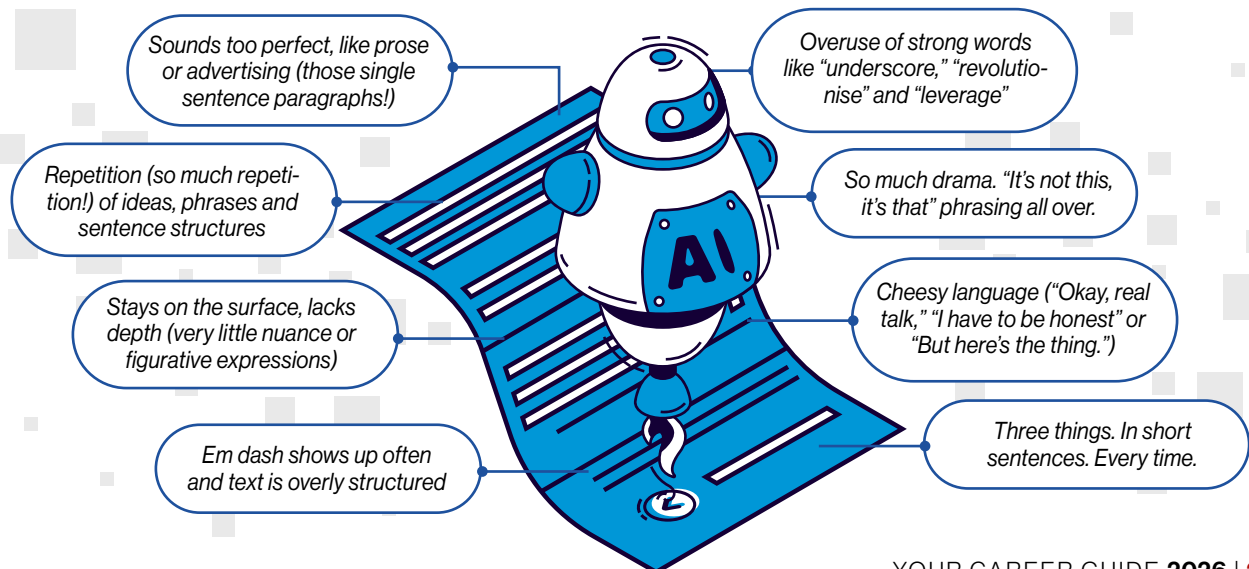
Common mistakes, and what to do instead

Only put your name on work you can stand behind.

Mistake	What happens	What to do instead
Submitting generic, AI-generated cover letters	You get filtered out or can't connect the letter's language to your experience in interviews.	Write a first draft yourself, then use AI for phrasing and clarity.
Using AI answers verbatim in interviews	Answers sound scripted; follow-up questions expose the gap.	Use AI to brainstorm, then practice answers in your own words.
Failing to fact-check AI outputs	You risk sharing false information, damaging your credibility.	Verify all facts, quotes and claims with primary sources.
Over-relying on AI for professional emails	Emails sound impersonal; colleagues notice a disconnect.	Draft important emails yourself, use AI for a final polish.

How to spot AI writing

You know how sometimes you can tell text is AI-generated, but you just can't put your finger on why? **Here are some of the tell-tale signs to look out for.**



Listen to this article
2 min. 34 sec.

UCT Skills Radar

What does the future of work look like for graduates entering the South African job market? And more importantly, what are employers really looking for when building their future talent pipelines?

The skills shift

A qualification is still important, but it's not enough. Employers are gradually moving towards a more skills-based hiring approach – although this shift is still evolving.

1 in 10

employers have fully adopted skills-based hiring, with the majority still transitioning towards it.

The **skills** that matter most to SA employers

Foundational literacies

1. Financial literacy
2. Digital/ICT skills
3. Numeracy and literacy

Core competencies

1. Critical thinking and problem-solving
2. Communication
3. Collaboration
4. Creativity

Character qualities

1. Adaptability
2. Leadership
3. Initiative
4. Social and cultural awareness
5. Curiosity

*Based on insights from
80+ EMPLOYERS
20+ INDUSTRIES
2,700+ GRADUATES

(SAGEA, 2024/2025)

Tech + Data + Business Thinking

Employers want hybrid skillsets: Graduates are expected to work with data, understand technology and solve real-world problems.

What graduates want in their job:

1. Using their degree meaningfully
2. Learning and development
3. Professional qualifications
4. Hybrid work

Flexibility matters less than **growth and career progression (early on)**.



Only 21% indicated that hybrid work is a key consideration when evaluating opportunities.

Top challenges in the transition to work life:

1. Managing finances
2. Health and fitness
3. Social life
4. Remote work

The biggest concerns for young professionals are not necessarily related to the job itself, but rather to managing life around it.

SA's job landscape

Top graduate roles:

- Auditing
- IT
- Investment Banking
- Law
- Asset Management
- Consulting
- Engineering
- Finance
- Retail Management

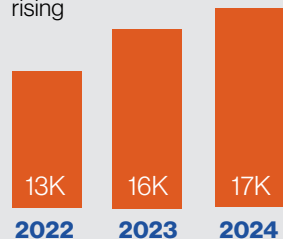
Top unfilled graduate vacancies:

1. Logistics and supply chain
2. IT
3. Engineering (electrical/software)
4. Data science

This means opportunity and less competition, if you have the right skills.

AI is reshaping jobs

The share of job listings that require AI-related skills is rising



47% of AI exposure jobs require a degree

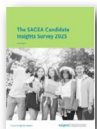
Sectors with the most growth:

1. Education
2. Information and Communication
3. Professional Services

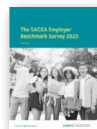
In a world where industries, roles, and technologies are constantly evolving, the most valuable skill you can develop is the ability to learn, unlearn and relearn.

RESOURCES

Click to get more insights



SAGEA Development Insights Survey



SAGEA Employer Benchmarking Data



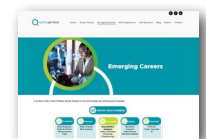
Institute of Student Employers



WEF Future of Jobs Report



PwC AI Jobs Barometer SA (2025)



QuantifyYour Future

Three

WORKING
WORLD



Find your **play** style

Find your play personality

How do you naturally play, explore, and create at UCT and beyond?

[Start quiz](#) press Enter ↵

Listen to this article
3 min.11 sec.

How your **play style** works

As we grow up, we develop a style or mode in which we are most comfortable being playful. According to research by Dr. Stuart Brown, there are **eight different types of play personalities**. Most individuals are a blend of these types, but one is usually dominant:



You enjoy building collections, such as collecting stamps or vintage cars.

At work: You bring depth and attention to detail. You're good at organising information, spotting patterns, and making sure nothing gets missed.

To relax: Sort, organise, or curate something – music, notes, photos, or collections.



You enjoy moving your body. You might practice yoga or take a dance class for fun.

At work: You learn and solve problems by doing. You're strong in fast-moving, hands-on environments where action matters more than theory.

To relax: Move your body. Sport, walking, dancing, or anything physical helps you switch off mentally.



You enjoy planning and directing, like hosting themed birthday parties.

At work: You bring structure and momentum. You're good at turning ideas into plans and making sure things actually get done.

To relax: Plan something for yourself – a day out, a routine, or even just organising your space can feel satisfying.



You play by listening to or creating stories. You might enjoy going to the theatre or writing in a journal.

At work: You connect ideas through meaning. You help people understand, engage, and see the bigger picture.

To relax: Get lost in stories – books, films, writing or even conversations with depth.





You enjoy being silly and foolish. You might enjoy improv theatre or simply making your friends laugh.

At work: You're great at easing tension, building rapport, and making teams feel human. You can unlock collaboration in moments where others feel stuck or stressed.

To relax: Spend time with people. Social energy, humour, and shared experiences help you reset.



You find joy in making things, or making things work. You might enjoy doodling, wood-working, decorating, fixing machinery, or sewing.

At work: You generate ideas and build things. You're strongest when you can shape something original or improve what already exists.

To relax: Make something with no pressure – draw, write, design, or experiment.



You play by discovering something new; either physically (a new place) or mentally. You might play by going on a vacation to a new place or discovering a new type of music.

At work: You bring curiosity and fresh perspective. You're good at spotting new opportunities, asking better questions, and challenging assumptions.

To relax: Change your environment. New places, ideas, or experiences help you recharge.



You enjoy playing (and winning) games with specific rules, like playing for a neighbourhood soccer league.

At work: You drive performance. You set high standards, push for results, and help teams move beyond “good enough”.

To relax: Engage in something that still gives you a sense of progress – a game, a challenge, or a personal goal.



Listen to this article
5 min. 06 sec.



Safia is a **Senior Career Development Consultant** at UCT Careers Service.

The **sandbox** mindset

BY SAFIA LAGERDIEN

While you're at university, you're in one of the safest high-stakes environments you'll ever experience. That might sound contradictory, but here's the thing: while assignment and project deadlines are serious, expectations are high and competition is real, this is one of the few phases in your life where you're expected to stretch, experiment and fail at trying something new, without it permanently defining you.

That's what makes university a sandbox. While you are here to earn a degree, you're also developing adaptability. The organisations you will join succeed because they learn faster than the world around them – and that idea applies just as much to you.

In a fast-moving, unpredictable economy, your long-term edge won't just be your major or your transcripts. It will be your ability to learn quickly, adapt when things shift, rethink your assumptions and rebound when something doesn't work. University is where you practise that.

You can treat your time here as a performance – focus on marks, polish your CV and try not to make mistakes.

Or you can treat it as a laboratory and explore questions like:

What kind of problems do I actually enjoy solving?

Do I prefer leading, supporting, building or analysing?

```
<iframe width="316" height="180" src="https://www.youtube.com/embed/HHwXlcHcTH-c?si=tR6T2q-cTxg5kiGU&start=15" title="YouTube video player" frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media; gyroscope; picture-in-picture; web-share" refererpolicy="strict-origin-when-cross-origin" ></iframe>
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While working towards your degree, every group project is practice for workplace dynamics.

With sandbox thinking, you're allowed to experiment. This is one of the few times in your life when experimentation is expected.

Writers like Johan Huizinga in "Homo Ludens" and Stuart Brown in "Play" argue that [humans learn best through play](#). They regard play as structured experimentation where the challenge is real, but the cost of failure is contained.

While working towards your degree, every group project is practice for workplace dynamics. Every society is a mini organisation with politics, pressure and personalities. Every disagreement is training in conflict management. Even that awkward class contribution is confidence training.

So instead of asking, "How do I just get through this?" try asking, "How am I growing through this?"

How do I respond to stress?

What kind of environment brings out my best work?

Engage in small experiments at university:

- **A responsibility experiment:** Volunteer for a role that requires you to show up consistently, or take ownership of a task others depend on.
- **A leadership experiment:** Apply for a role in a society, help organise an event, or become a class rep.
- **An influence experiment:** Propose a new initiative and persuade others to support it.
- **A pressure-handling experiment:** Participate in hackathons, join a team where you don't already know everyone, or work on a problem slightly beyond your comfort zone.
- **An ownership / entrepreneurial experiment:** Build a side hustle, write a blog, record a podcast, or start a social entrepreneurship project.
- **A communication / public speaking experiment:** Volunteer to lead group presentations, or contribute to a magazine.
- **A curiosity experiment:** Take an elective or course outside your faculty, or learn something new like data or design thinking.
- **A networking experiment:** Attend [webinars](#), networking events or [expos](#) outside your field.

Pause and reflect after these experiences to find clarity around what might interest you and what motivates you, what comes naturally to you, what you enjoy and what is expected of you once you transition to the world of work.

A brutal exam could teach you resilience; a difficult teammate might be teaching you how to have influence without authority; and a part-time job could be an opportunity to teach you more about time management than any lecture ever could.

Many students can feel like they should have their entire career mapped out by second year – you don't. Careers are rarely straight lines and are more often a series of experiments.

Of course, your transcript and academic performance matter. However, students who thrive long term will not just be the ones with the best marks. They will be the ones who use their university journey as a sandbox – a skills development space to build competence and learn how to learn, one experiment at a time.

Pause and reflect after these experiences to find clarity around what might interest you and what motivates you, what comes naturally to you, what you enjoy and what is expected of you once you transition to the world of work.

Here's how those experiences translate into transferable skills:

Experiment	Skills developed
Hackathons	rapid problem-solving; collaboration under time pressure; decision-making with incomplete information; resilience; stress tolerance
Volunteering	reliability; empathy; stakeholder communication; initiative; time management; leadership
Ownership / Entrepreneurial hustle	self-direction; leadership; follow-through; creative problem-solving; tolerance for ambiguity
Societies	coordination; persuasion; conflict navigation; delegation; leadership; influencing
Electives	intellectual adaptability; interdisciplinary thinking; beginner's mindset
Networking events	professional communication; confidence; personal branding; curiosity; listening; opportunity recognition; resilience; career insight





Niren is the **Chief Operating Officer** for CIB Human Capital at Absa.

Listen to this article
2 min. 00 sec.

Prototype your career

BY NIREN MUNGAR RAM

Early career decisions can feel heavy, as though one misstep could define your entire trajectory and the next 20 years should already be mapped out.

In reality, careers are rarely linear. They are built through experimentation, exposure and the courage to test ideas. So don't be afraid to use your early career years as a prototype phase. Experiment, test and fail – that is how you grow.

What does this mean?

Play, in a professional context, is a mindset – treating your early career as a prototype phase rather than a final design. It fuels innovation, resilience and purpose. When you approach roles and projects with curiosity rather than obligation, even routine tasks become developmental.

Career prototyping options include:

- **Vacation work and internships** – provide real-world insight into pace and expectations;
- **Job shadowing** – clarifies whether reality matches your expectations;
- **Informational interviews** – allow you to test assumptions without committing to a path; and
- **Part-time and contract roles** – create options while building commercial awareness and adaptability.

During these experiences, test hypotheses about yourself and ask yourself questions: *What energises you? What drains you? Where do your natural strengths meet real-world problems?* When we shift from making final decisions to running informed experiments, the emotional weight reduces. Instead of asking, “What if I choose wrong?” the better question becomes, “What small experiment can I run next?”

One of the most valuable early career lessons is discovering what you do not want. Realising that a role, environment or pace does not suit you is not failure; it is refinement. Early setbacks are not verdicts on your potential. Each experience, positive or negative, provides clarity, and you begin to realise that careers are forged in motion.



Listen to this article
5 min. 39 sec.



Liza is the **Head of Strategic Projects and Programmes** at UCT Careers Service.

Your 30-day job search challenge

BY LIZA HITGE

Searching for a graduate job can be exhausting – especially when inboxes stay quiet, and rejection emails blur together.

On average, it can take anywhere between two and six months to secure a job. As a senior student at UCT, you might be juggling project or thesis deadlines, exams, part-time work, and the pressure of transitioning from campus to a career. Motivation dips are normal. This 30-day job search challenge is designed to help you stay consistent, focused, and proactive without burning out.

Each day includes one small, practical task that takes **30 to 60 minutes**. The aim is not to land a job by Day 30, but to build momentum, confidence, and strong habits that improve your chances over time.

DAY 1

Define your direction

Write down the roles, industries, and types of organisations you're targeting. Be specific enough to guide action, but flexible enough to adapt.

DAY 2

Clarify your value

List your top skills, academic strengths, practical experiences, and interests. This becomes your foundation for CVs, cover letters and interviews.

Audit your CV

Read your CV critically. Is it clear, concise and relevant? Note what needs updating, tightening or removing.

DAY 4

Update your CV

Make improvements based on yesterday's audit. Focus on achievements and impact, not just responsibilities.

Update your LinkedIn profile

Refresh your headline, summary, and experience section. Ensure it matches your CV and clearly reflects your career focus.

DAY 5

This 30-day job search challenge is designed to help you stay consistent, focused, and proactive without burning out.

DAY
6**Clean up your online presence**

Google yourself. Adjust your privacy settings and remove anything you wouldn't want a recruiter to see.

Reflect and rest

Write a short reflection on how the first week felt. What energised you? What felt uncomfortable? Rest intentionally.

Identify 10 target companies

Choose organisations you genuinely want to work for – large or small, local or global.

DAY
7DAY
8DAY
9**Research three of those companies**

Understand what they do, their values, and read recent news about them. Note what attracts you to each one.

Identify entry-level roles

Find real job titles used by your target companies. This helps refine your search terms.

DAY
10DAY
11**Customise your CV**

Tailor your CV for one specific role. Adjust skills, wording, and emphasis to match the job description.

Draft a cover letter template

Create a strong base letter you can easily adapt. Focus on fit, motivation, and value – not repetition of your CV.

DAY
12DAY
13**Submit one quality application**

Apply carefully and intentionally. Double-check documents, spelling and formatting.

Reflection on rejection

Write down what rejection can teach you. Note what's within your control and what's not.

DAY
14DAY
15**Expand your search**

Explore adjacent roles or industries you have not considered before. Curiosity can unlock unexpected opportunities.



DAY 16

Network on LinkedIn

Send two to three thoughtful connection requests to alumni, professionals or recruiters – with a short personal message.

DAY 17

Informational interview outreach

Email or message one person to request a 15 to 20 minute chat about their career path.

DAY 18

Practise answering interview questions

Choose common graduate interview questions and practise answering them out loud.

Do an interview simulation

Ask a friend, mentor, or use online tools to simulate an interview. Treat it seriously.

DAY 19

DAY 20

Identify skill gaps

From job descriptions, note skills you're missing and identify ways to start developing them.

Rest and confidence check

Write down three things you've done well in this process. Rest without feeling guilty.

DAY 21

DAY 22

Follow up on applications

Politely follow up on applications sent one to two weeks ago. Keep it brief and professional.

Attend a career event or webinar

Join a [UCT careers event](#), employer talk or online industry session.

DAY 23

DAY 24

Improve one skill

Spend an hour learning or practising a relevant skill – Excel, coding basics, writing or presenting.

DAY 25

Day 25: Review your job search process

Assess what's working and what's draining you. Adjust your approach.

Day 26: Apply strategically

Submit one tailored application – quality over quantity.

DAY 26

Ask for feedback

Reach out to someone you trust for feedback on your CV, cover letter or interview performance.

Reflect on growth

Write about how your mindset, confidence or clarity has shifted since Day 1.

DAY 27

DAY 28

Prepare for the long game

Create a realistic weekly job search routine you can maintain beyond these 30 days.

DAY 29

DAY 30

Acknowledge your effort

Review everything you've done. Celebrate consistency, not outcomes. You showed up.

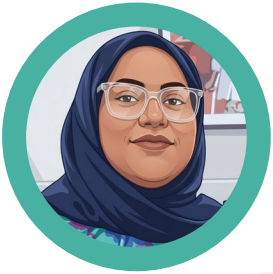
DID YOU KNOW:

Current UCT students have free access to [LinkedIn learning](#).

Use your UCT single sign-on details to access more than 2,000 courses.

This challenge is about consistency, not perfection. There will be days that you miss, feel despondent or are discouraged. But this doesn't mean you have failed. All you can do is keep going with the next task. **Small, regular actions compound over time**, and practising consistency in the face of difficulty builds resilience and confidence that will serve you far beyond your first job.

Listen to this article
3 min. 34 sec.



Lameez is a **Career Development Advisor** at UCT Careers Service.

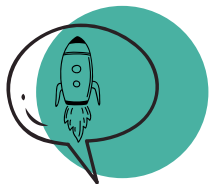
The **hidden** job market

BY LAMEEZ DAVIDS

Entering the job market for the first time can feel overwhelming. Searching for and applying to positions can be both taxing and frustrating, especially when there seem to be few publicly advertised opportunities available.

In fact, a significant share of roles are never advertised at all – this is known as the hidden job market.

Why are these jobs not advertised?



Speed:

It's quicker to hire someone already known and trusted.



Cost:

Advertising and screening applications takes time and money.



Fit:

For small teams, culture fit and reliability matter as much as technical skills.

Strategies to unlock opportunities

1. Informational interviews and networking

This is about asking for insight and building relationships. Reach out to individuals doing work you are curious about and ask for 20 minutes to learn about their path and industry. People remember proactive students, and when a role opens up, you are top of mind.

You can start the interaction by saying something like:

"Hi ___, I am a final-year [degree and/or major] student at UCT interested in [field]. I would really value 20 minutes to hear about your career path and any advice for entering the industry."

Keep it short. Respect their time. Follow up with a thank-you message or email.

A good way to find individuals is through LinkedIn. It has two benefits: you can identify professionals and start building your online network, and you can see which companies are hiring graduates with your degree.



2. Direct outreach

Reach out to us at careers.service@uct.ac.za to help you in preparation for this.

Based on the companies you have identified, reach out to them directly! Small and medium-sized companies often don't have formal graduate recruitment processes. A well-crafted email with a clear value proposition, two to three relevant skills and a concise CV can open doors.

3. Turn short-term work into long-term opportunities

Vacation work, internships, tutoring, research assistance and volunteering are not "side gigs". They are audition spaces. So play your role well.

Many employers test reliability before creating roles. If you demonstrate your value, you can ask for more responsibility, offer to take ownership of a small project, or express interest in staying involved long term.

Sometimes a role can be created around you and your skills. For this to happen, you need to build your network within the organisation and ensure your work is visible

4. Leverage your work ethic for future recommendations

Your work ethic should speak for itself. Be consistent and reliable so that people in your network can refer you for positions with confidence.

Direct referrals can be a game-changer. They act as a pre-screening step before the formal recruitment process. Networking gets you in the room, but a recommendation often seals the deal.

Networking is crucial to all strategies. Don't underestimate the value of building and nurturing relationships, whether through LinkedIn, email or in person – be it during lunch breaks, conference conversations or after-hours team building. Getting into the right room can open the next door.



Do:

1. Be authentic.
2. Be strategic in your engagements.
3. Work hard and remain visible.
4. Maintain relationships through "play".



Don't:

1. Pester those who do not respond.
2. Ghost connections.
3. Ask for a job in the first interaction.

Listen to this article
6 min. 39 sec.



Your job search dictionary

BY REITUMETSE MENTOR

Reitumetse is a **Career Development Advisor** at UCT Careers Service.

If you've ever read a job description and thought, "*I should understand this, but I'm not completely sure what they mean*", you're not alone.

Job listings are filled with shorthand, buzzwords and familiar-sounding phrases that may seem straightforward at first glance. However, sometimes the same phrase can mean different things depending on the organisation and context.

Learning to read between the lines helps you to identify the right questions to ask in order to make a more informed decision about the role. You move from simply hoping to be chosen to actively assessing alignment.

Think of this as your job search dictionary: a guide to understanding what employers are signalling, and what you may want to clarify.

1

Agile

What it sounds like: Modern and innovative.

What it often means:

Flexibility, quick iterations and adapting to feedback.

In some sectors, particularly tech and consulting, "agile" has a specific project management meaning. More broadly, it signals that plans may evolve as new information emerges. Comfort with ambiguity is often important here.

2

Competitive salary

What it sounds like: Well-paid.

What it often means:

The salary aligns with their interpretation of market benchmarks but isn't disclosed upfront.

It's completely appropriate to research typical salary ranges in your industry and ask about the package during the recruitment process. Transparency around remuneration is part of making an informed decision.

3

Culture fit

What it sounds like: Shared values and alignment.

What it often means:

The organisation is looking for someone whose working style and energy align with the team.

Culture fit isn't about personality type; it's about how people collaborate, communicate and make decisions.

Remember that fit works both ways. As much as they're assessing whether you align with their environment, you're assessing whether their environment supports how you do your best work.



4

Dynamic role

What it sounds

like: Varied and interesting.

What it often

means: The scope may evolve. You may work across projects or step beyond a narrow job description.

For graduates especially, this can be a big learning opportunity. At the same time, it's helpful to understand what the core responsibilities are and what success in the role looks like.

5

Entry-level

What it sounds

like: No experience required.

What it often

means: 0 to 2 years of relevant experience (internships, vacation work, leadership roles and volunteer positions could count).

Entry-level rarely means "we'll teach you everything from scratch." It usually means early-career, but ready to contribute. Don't be discouraged if you don't tick every box. Employers often list an ideal candidate; few applicants meet every single requirement.

6

Fast-paced environment

What it sounds

like: Energetic and exciting.

What it often

means: Tight deadlines, shifting priorities, and high output expectations.

Sometimes this reflects a growing organisation or a project-driven team. Other times, it simply means there's a lot happening at once. The key question isn't whether you can work fast; it's whether you enjoy environments where change is constant.

When to ask questions

Most job descriptions are written with positive intent. However, it is wise to seek clarity when certain patterns appear.

- **Extremely broad responsibility lists:** If one role includes strategy, operations, analytics, marketing and administration, ask what the main priority is.
- **Vague reporting lines:** If it is unclear who you report to, clarify the structure and support system.
- **Ambiguous workload expectations:** Phrases like "other duties as required" are common, but it is reasonable to ask what a typical week looks like.
- **Language reflecting a high-intensity work culture:** Words like "relentless" or "always-on" may reflect ambition, but they highlight the need to have a conversation around boundaries and work-life balance.

What to ask

Asking questions signals maturity and self-awareness. Consider these options:

- **What would a successful first 90 days look like?**
- **How is workload typically distributed across the team?**
- **What kind of support does the team provide to new graduates?**

These questions shift you from passive applicant to informed decision-maker.



7

Opportunity to grow

What it sounds like:
Promotion pathway.

What it often means:
The organisation values development but growth may depend on performance, business needs or role availability.

Growth doesn't always mean immediate promotion. It can mean expanded responsibilities, skills development or lateral moves. Asking what progression has looked like for others in the role can provide helpful context.

8

Resilient

What it sounds like:
Emotionally strong.

What it often means:
You'll need to manage pressure, setbacks or demanding timelines.

Resilience is a valuable professional skill, especially early in your career when you're learning quickly. But it's also fair to ask what systems are in place to support employee wellbeing and sustainable workloads.

9

Self-starter

What it sounds like:
Independent and proactive.

What it often means:
You'll be trusted to take initiative and solve problems without being micromanaged.

In healthy environments, this signals autonomy and trust. In leaner teams, it may also mean limited handholding. During interviews, consider asking what onboarding looks like and how new team members are supported in their first few months.

10

Stakeholder management

What it sounds like:
Strategic and senior.

What it often means: Communicating with multiple people who have different expectations and sometimes competing priorities.

This could involve clients, internal teams, suppliers or leadership. Strong stakeholder management requires clarity, diplomacy and the ability to manage expectations. If you see this in a junior role, it's often a sign that communication skills are highly valued.

11

Team player

What it sounds like:
Collaborative.

What it often means:
Willingness to share responsibility, communicate openly and contribute beyond a narrow task list.

In early career roles, being a team player often means supporting collective outcomes rather than focusing only on individual tasks. It signals that collaboration is central to how the organisation operates.



Liza is the Head of Strategic Projects and Programmes at UCT Careers Service.

Listen to this article
3 min. 57 sec.

Let your CV tell **your** story

BY LIZA HITGE

A CV is not just a list of facts about you. It's a narrative about who you are, what you value and where you are going. Here are some ideas on how to use storytelling principles in your CV to gain interest, show your authentic self and get you invited to the next chapter: the interview.

Before you tell your story, first establish a good base CV using the Careers Service [CV resource](#)

Every story has a **protagonist**. As the main character in your CV, your experiences, decisions and growth define the plot. Imagine an epic, but succinct self-told tale and definitely avoid any fictional parts. Dishonesty in your CV will quickly write you out of the plot for your ideal job.

Recruiters 'read between the lines' to gauge your main **character traits**. Your word choices and priorities reveal what you care about (e.g. results, people or innovation), how you define success and how you see yourself professionally.

As the main character, make sure you are active and not passive. Review the verbs you use in your CV. A strong protagonist is not someone who "worked on", "was responsible for" or "helped with" work projects. Rather be the hero who led, built and changed things that you were responsible for.

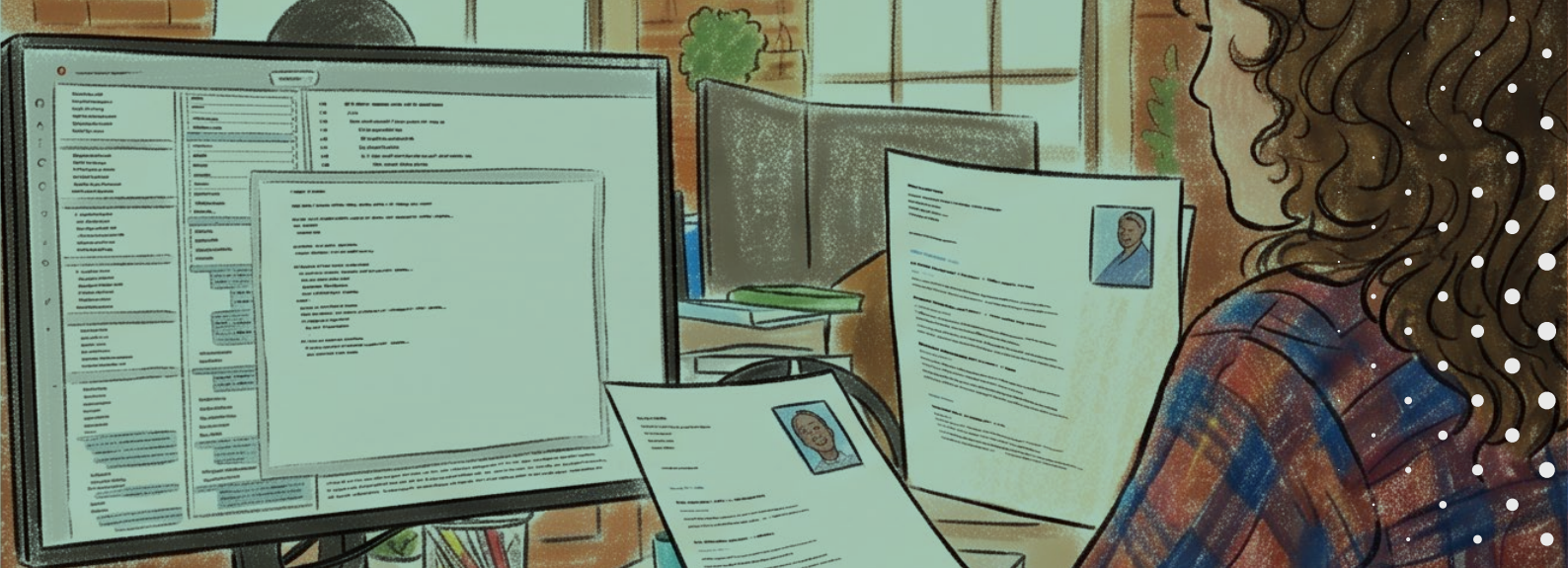
Instead of merely listing your responsibilities, show your impact. What was the **situation**, the **action** you took and the **result**? Taking this approach shows recruiters what you can do with challenges.

Narrative structure

All good stories have a solid **narrative structure**, and so do effective CVs.

- **A beginning** shows where you are coming from. This will include your educational background and experience gained during your time on campus.
- **A middle** captures your progression and development. This is where you highlight your growth, challenges and responsibility you took on and successes relating to them.
- **A future** makes clear to a recruiter **where you are going next**. This will be evident in how well your CV is matched to the role you are applying for.

Use this [Coursera list of 150 Resume Action Words to Impress Employers in 2026](#) as your verb side-kick.



BOOK AN APPOINTMENT

FOR A ONE-ON-ONE CV REVIEW. THE SERVICE IS AVAILABLE UP TO THREE YEARS AFTER YOU GRADUATE.

Another important feature of your CV's narrative structure is keeping it to a **theme** or two to tie everything together. You might be a strategic problem-solver, a change agent or a technical expert that can create business impact. Make sure this theme shines through in your achievements and the language you use.

Keep your reader in mind

A generic CV is like a story told to no one in particular and unlikely to resonate with anyone specific. Keep your reader in mind. **Adapt the tone and emphasis** of your CV to appeal to the industry, company or organisational culture you want to join.

CVs are also not diaries. They are carefully curated to contain only the necessary detail. Be selective when targeting your CV to a specific position.

Like stories, **CVs are also not diaries**. They are carefully curated to contain only the necessary detail. Be selective when targeting your CV to a specific position. Only highlight relevant information and experiences. Omit anything that distracts from your narrative focus. After all, you only have two to three pages to tell your story.

Honour the writing process

Finally, good authors put in the time to make sure their story is polished and told in the best possible way. Review, edit and tweak your CV. Get feedback and review it some more. This, of course, also means starting the process early enough to be able to refine your CV. Careers Service can help you build the kind of CV to start your career on its way to that happy ever after.



Bianca is the
Graduate Recruitment Coordinator
at UCT Careers
Service.

Listen to this article
5 min. 18 sec.

The **application** playbook: what recruiters actually look for

BY **BIANCA ROUSSEAU**

If you've ever submitted applications and heard nothing back, it can feel like recruiters are judging you on inexplicable criteria. The truth, however, is far more practical. Most early-career hiring decisions in South Africa are driven by a small set of consistent signals – and understanding them can dramatically improve your chances.

Step 1: The initial screen (and why it's quick)

Recruiters do not read every application carefully. In most organisations running internships, vacation work, or graduate programmes, applications are first filtered against minimum eligibility criteria. Miss any of these and your application ends there, regardless of your potential. Common filters include the right to work locally, a relevant qualification, a minimum academic average, your year of study, and a complete application.

In large graduate programmes, an ATS (applicant tracking system) often pre-screens before a human ever sees your CV. The basics matter more than you think. As Kerry Lawrence, Talent Acquisition Specialist at Mr Price Group, advises: "Take your time with online applications: answer every question carefully and double-check your contact details. An incorrect email address can cost you an opportunity, even if you are fully qualified."

Step 2: What employers actually pay attention to

Once past the basics, recruiters scan quickly for clarity and intention. They are trying to answer three questions: Can you do the job (or realistically learn it)? Do you genuinely want this role at this organisation? And will you show up and follow through?

South African employers, particularly in financial services and the public sector, also screen for B-BBEE requirements and learnership eligibility. Understanding this landscape is part of understanding your market.

“A CV that shows involvement beyond academics – volunteering, student organisations, short courses, online certifications – signals curiosity and initiative. There are many free resources available today, and using them shows you are proactive about your own development.”

*– Dean Mokoena, Senior Recruiter, Oliver Wyman
(India, the Middle East and Africa)*

On the CV itself, Carlyn Roberts, Senior Associate with the EY Talent Team, applies a simple but telling standard: if a recruiter can't get a sense of who you are, your skills, and your experience within ten seconds, your CV is too long. Keep it legible, structured, and focused.

Beyond the CV, doing genuine research is non-negotiable. Roberts is clear: understand the organisation you are applying to and know why you want an opportunity there – and do not simply recite the first line from their website. Make sure you also understand the specific role you have applied for before you submit. Dean Mokoena, Senior Recruiter for Oliver Wyman across India, the Middle East and Africa, reinforces this from a differentiation angle: many candidates share similar degrees, so what sets you apart are the experiences, projects and achievements outside the classroom.

Step 3: Interviews and assessments – what are they really testing?

Many students assume interviews reward confidence and assessments reward cleverness. Both tools exist to reduce hiring risk – especially when recruiters can't rely on years of work experience to evaluate you yet.

Interviews test:

- Communication and clear thinking
- Self-awareness and accountability
- Realistic motivation
- Cultural and team fit

Assessments test:

- Cognitive reasoning and adaptability
- Analytical thinking
- Behaviour under pressure
- Work style and values

Video interviews are increasingly common. Lawrence advises researching the company and practising your answers but cautions against scripts or using AI to respond in real time. Recruiters want to hear your genuine voice and see that you can think independently. Roberts adds that you must understand the role you applied for before walking into any interview. Structured answers using the **STAR method (Situation, Task, Action, Result)** consistently outperform rehearsed speeches. Show learning, not perfection.

Recruiters are looking for **capable, curious and reliable people who are early in their careers but are motivated to learn.** Demonstrating competency and curiosity is key according to Mokoena. The strongest applications are not more bold or flashy, but **concise, relevant, and clearly show alignment with the role and organisation.**

What applicants think matters – **but doesn't**

Myth

Reality

A graphic CV design signals creativity



ATS systems can't process graphics. Clean, text-based CVs perform better

A longer CV shows more experience



Apply the 10-second scan rule. If it takes longer, it's already too long

Buzzwords and confident language will carry you



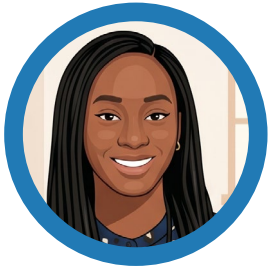
Specifics win. "Hardworking team player" is invisible; a real example is not

Applying widely improves your odds



Targeted, tailored applications – with the right company name in them – outperform mass-applying every time

Listen to this article
2 min. 05 sec.



Charlotte is
a **Recruiter**
at Amazon UK.

Why **authenticity** beats AI in cover letters

BY CHARLOTTE ADEWALE

As Gen AI tools become increasingly accessible to students, many are turning to platforms like ChatGPT to help craft cover letters and application materials. While these tools can be valuable resources, understanding how to use them effectively is crucial for creating authentic, compelling applications.

What recruiters notice

Recruiters can often identify when candidates rely too heavily on AI-generated content. Common indicators include:

- **Generic phrases:** The sentence, “I am excited to contribute to a dynamic organisation” may sound professional but lacks specificity.
- **Mirroring job descriptions:** Strong applications go beyond restating requirements. They demonstrate ownership by explaining problems solved, lessons learned, data points, and how experiences have shaped your career interests.
- **Disconnected tone:** Overly formal or polished writing can feel impersonal. Authentic applications reflect genuine curiosity and learning experiences rather than perfection.

However, AI can be highly effective when used strategically – for example, **to brainstorm ideas and overcome writer’s block**. It is also useful for structuring and organising your thoughts, refining clarity and checking grammar.

The key is treating AI as a starting point. Your personal examples, reflections, and motivations should form the core of your application. Applications with genuine insight and a personal voice consistently outperform those that simply sound impressive. **Use AI to support your process, but ensure the final narrative is yours.**

How to use AI for job applications

When it comes to job applications, there are plenty of options for play. Here are some ideas.

Generate different ways of framing your experience.

Test stronger wording for a CV bullet point.

Role-play an interview scenario.

Identify where your cover letter sounds generic.

Translate everyday student experiences like tutoring into employable skills.



Chuma is a **Recruitment Consultant** for graduates at Forvis Mazars in South Africa.

Listen to this article
5 min. 30 sec.

10 trickiest interview questions

BY CHUMA GREY

If you have ever walked out of an interview replaying your answers like a late-night episode of *Carte Blanche*, you are not alone. Interviews can feel like a straightforward conversation on the surface... but with an obstacle course hiding underneath.

As someone who has spent years sitting on this side of the table – cheering candidates on, silently begging them not to overshare, and occasionally staring thoughtfully into the middle distance – I have gathered a few insights. Some are practical, some are humorous, and all come from the front lines of HR. These ten questions are not necessarily the most difficult, but they are among the most challenging, as they often seem deceptively simple yet are layered in complexity.

1. “Tell me about yourself.”

What we mean: Give us the highlights, not your entire life story. The winning formula is to tell us who you are professionally, where you have been, and where you are going.

Pro tip: *If you find yourself talking about high school netball... pivot. Quickly.*

2. “What is your biggest weakness?”

What we mean: Show insight, not confessions worthy of a telenovela. Choose a weakness that’s real but not career-ending and explain how you’ve been addressing it.

Pro tip: *Let us retire the “I am a perfectionist” trope along with “I am a workaholic” – it’s had its time.*

3. “Why do you want to work here?”

What we mean: Tell us something – anything – deeper than “I need a job.” Do your homework. Find something meaningful about the company’s work or culture and connect it to your own values.

Pro tip: A good, specific example outshines five vague compliments.

4. “Where do you see yourself in five years?”

What we mean: Show ambition, but don’t plot a boardroom takeover. Talk about the skills you want to develop and the kind of impact you’d like to make.

Pro tip: If your real answer is “on a beach,” this is not the time to manifest it.

5. “Tell me about a time you failed.”

Here’s what we mean: How do you handle speed bumps, take accountability, and learn from it? Use the [STAR method](#) to structure your answer:

SITUATION:
What happened?

S **T**

TASK:
What were you responsible for?

ACTION:
What did you do?

A **R**

RESULT:
What happened, and what did you learn?

Pro tip: Accountability is attractive. Blame... definitely isn’t.

Challenge yourself!

How many of these questions can you answer in 30 minutes?

Set a timer and get going. If you really want to test yourself, do it on a video call with a friend to simulate a real virtual interview.

6. “What kind of opportunity are you hoping your first job will give you?”

What we mean: There is no need to be dramatic or frame this role as something that will completely transform your life. What we really want to know is what you are looking for in terms of learning, growth or exposure to specific areas. This is your chance to show self-awareness and alignment – two things every recruiter quietly values.

Pro tip: Be specific. Saying “I just want experience” is like saying “I just want food” at a restaurant – technically true, but not very helpful. Tell us the kind of learning, environment or responsibilities that excite you.

7. “Tell me about a time you were part of a team that wasn’t functioning effectively.”

What we mean: We’re not asking you to expose team drama. We simply want to see how you

handle group challenges. Did you notice the problem? Did you communicate, adapt, or help get things back on track? This question is really about collaboration, self-awareness, and maturity.

Pro tip: *Avoid blaming the entire team and positioning yourself as the saviour. Focus on the facts and what practical steps were taken to improve the situation, even if the outcome wasn't perfect.*

8. “How do you handle pressure?”

What we mean: We want to see that you stay steady under pressure, not unexpected system crashes. Share a real example from any part of your life – such as university, sports, leadership roles or personal projects – and walk us through how you handled it, whether that meant planning ahead, prioritising smartly or asking for clarity when you needed it.

Pro tip: *No one believes “I do not get stressed.”*

9. “What are your salary expectations?”

What we mean: Do you know your worth in the current market? Be ready to provide a researched range and show openness to the overall package.

Pro tip: *Bring data.*

MORE
interview
tips here



10. “Do you have any questions for us?”

What we mean: Please show interest. Ask about the team, culture, growth or success measures.

Pro tip: *Save leave, lunch breaks and parking questions for later.*

A final thought from the HR community (and from me).

Interviews are not tests of perfection. They are conversations where you have the opportunity to show who you are, what you bring and how you think. And I promise you this: HR is not trying to trick you. We are rooting for you. When you shine in an interview, we win too – because nothing makes our jobs easier (or our inboxes quieter) than hiring the right people. So take a deep breath, smile, and go into your next interview with confidence and clarity. If you have been invited to the conversation, it means something in you has already stood out.



Zola is a **Professional Development Manager** at Adams & Adams.

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5 min. 49 sec.

What to look for in your **first contract**

BY ZOLA WILLIAMS

After a months-long search, countless applications and interviews, you have finally received an offer of employment and could not be happier. Spurred on by excitement, you sign immediately and send it back – even though you have seven days to consider the offer.

A few days later, you see something on social media about a payment dispute between a company and its employees. The comments section is blowing up, and you start thinking about the offer you signed. Your excitement turns to anxiety, and you rush to re-read your acceptance letter. You realise you missed the dummy payslip. You carefully go through each line and notice that the amount stated in your offer is the total cost of employment before mandatory deductions such as PAYE and UIF. After these deductions, your take-home pay will be around 30% less.

When your employment contract comes through, it's a good idea to go through it with a fine-tooth comb. This document defines your relationship with your employer; it sets out expectations for both parties and will be your point of reference during your employment.

Here are some points to check:

○ Personal details

Are your name, surname, and ID number correct? Errors can cause issues with payroll, tax, and benefits.

○ Contract type: Fixed-term vs Permanent

A fixed-term contract runs for a set period or project and ends automatically – no notice needed unless stated. Renewal is at the employers discretion. A permanent contract runs indefinitely or until the employee either resigns, is dismissed or retrenched.

○ Role alignment

Does the job title and scope match what was agreed? Make sure the role isn't broader or different from the offer.

○ Duties and responsibilities

Are your functions clearly defined? Watch for vague sentences like "other duties as required" that leave your role open-ended.

○ Start date and working hours

Confirm your official start date, daily hours, and whether overtime or flexible hours apply.

○ Probation period

Is there a probation period and for how long? This is a trial phase where your employer assesses your performance while providing training and support to help you succeed in the role. It typically lasts 3–6 months, after which you either continue in the job or may be dismissed if you're not a good fit. If dismissal is considered, the employer must explain your shortcomings, give you a chance to respond and improve, and consider whether additional training or time could help.



The employer and their witnesses will initial every page and sign and date the final page of the contract. The prospective employee should do the same.

PRO TIP:
Always keep a copy of your signed contract for future reference.

○ Salary and Cost to Company (CTC)
What is your total package and what deductions apply such as tax and benefits? Know what your take-home or net pay is and when you receive your salary each month.

○ Performance measurement
How will you be assessed? For example, are there KPIs or targets you must meet? How often do performance reviews take place?

○ Leave entitlements

Confirm how many days of annual leave you get and whether it accrues monthly. Check if leave increases with years of service and understand rules on carry-over, expiry, and payout on termination. A minimum is 15 working days annual leave is required under the Basic Conditions of Employment Act. This is separate from sick leave, family responsibility, and maternity leave.

○ Annual bonus / 13th cheque

Is it guaranteed or discretionary? Check if certain conditions apply such as your performance or company results.

○ Medical aid

Is it compulsory? Confirm who pays what and how much will be deducted from your salary – this directly affects take-home pay.

○ Pension / provident fund

Is membership mandatory? Check employee vs employer contributions and total % going toward retirement savings.



Be sure to clarify any uncertainties with HR before signing – only sign once all terms are fully understood and agreed to.

DID YOU KNOW?

IN SOUTH AFRICA, EMPLOYMENT CONTRACTS MUST COMPLY WITH:

1. Basic Conditions of Employment Act (BCEA)
2. Labour Relations Act (LRA)
3. Skills Development Act
4. Employment Equity Act (EEA)

○ Retirement age

Check whether the company has a mandatory retirement age.

○ Funeral cover

Does the company provide a policy? If yes, check who is covered and payout amounts.

○ Work expenses

Can you claim back certain work-related expenses such as petrol, cellphone or meals? Check limits, approval process, and timelines for reimbursement.

○ Insurance cover

Are you covered for injury, disability, or death? Confirm extent of cover and exclusions.

○ Notice period

Should you wish to resign, how much notice must you give?

○ Employee inventions

Who owns ideas or inventions created during your job? Usually the employer claims ownership – check the scope.

○ Confidentiality clause

What information must you keep secret, if any? Make sure you understand what's restricted and for how long.

○ Restraint of trade / non-compete

Are you limited from working for competitors after leaving? Check the duration, geography and scope.

○ Employee voice / representation

Is there a forum such as a union, committee or HR channel to raise issues? This affects how grievances get handled.

○ Side hustles

Are outside jobs allowed? Many contracts require disclosure or approval, especially to avoid conflicts of interest.

○ Company policies

Where can you access the company's policies? Make sure you're clued up on them.

○ Parking

Is parking provided, paid, or off-site?

Listen to this article
3 min. 55 sec.



Modjadji is
an **Analyst** at
Monocle.

My first year of work

Lessons from a year of experimentation

BY MODJADJI FRANCIS

The excitement of the early days in my first job is still vivid in my memory. I remember planning my outfits and imagining all the “stakeholder value” I was going to realise – despite having only the vaguest idea of what that actually meant.

My first year was defined by the gap between what I thought work would be and reality. In that space, I learned that treating work as a playground for experimentation was essential. Trying new things became the foundational principle that shaped my emerging professional identity.

Your first year is the time to ask questions, play with ideas, test boundaries and learn through doing. It’s about learning how to learn at work.

Here are some of my biggest learnings:

Being new is a privilege – use it

Being new in the workplace comes with a unique advantage: the implicit understanding that you are still learning. In my first few months, I could ask the obvious questions that unearthed hidden assumptions and opened space for experimentation. I strategically used that finite window of exploration before expectations solidified.

So ask the basic questions. You may even uncover gaps no one else has noticed, simply because they stopped asking. Your questions show that you are curious, engaged, willing to learn, and that you are committed to deeper understanding.

With time, you will see the quality of your questions evolve. Eventually, you will become someone who not only asks questions, but also answers them.

Talk about your work

During my first year, I learned that communicating with the right people about my work was part of the work itself. Simply doing good work was not enough; visibility was pivotal.

Talking about my work became a strategic tool rather than mere self-promotion. By making my thinking visible, I opened myself to more complex problems, unfamiliar challenges and opportunities that stretched my capabilities and accelerated my growth.



By getting to know my team, I could shape my working experience to be sustainable, meaningful and even enjoyable, not just productive.

Share your progress. It helps managers understand your skill set, and it enables your peers to collaborate more effectively.

You're getting paid to play, so play

My greatest learning came when I embraced opportunities beyond my immediate job description. I built things, broke things and fixed them, all with the understanding that my first year was an opportunity to discover what worked for me as a professional.

Give yourself permission to treat your first year as a beta test; experiment with different approaches:

- How do I collaborate effectively with people who have decades more experience?
- What's the best way to say "I don't know, but I'll find out" without undermining my credibility?
- How can I stretch myself beyond my job description?

Invest in relationships

One of the most meaningful moments of my first year of work had nothing to do with work. On an eight-hour hike in the Drakensberg with my colleagues, our titles disappeared. Relying on one another to navigate the trail transformed how I saw them – they became more than names on a Teams channel. I learned about everyone's diverse strengths and shared humanity, and the experience showed me I had more agency than I realised.

By getting to know my team, I could shape my working experience to be sustainable, meaningful and even enjoyable, not just productive.

My first year was about building my capacity to learn, adapt, ask better questions and experiment with who I want to become as a professional. It was about laying a foundation upon which everything else in my career will stand. So ask the questions. Talk about your work. Experiment with new approaches. Build things and break them. Find your people. Go on that hike. And play like your career depends on it.

First-year-of-work

BINGO

473

Questioned your career choice	Forgot to unmute a call	Had a confidence crisis on a random Tuesday	Someone asked for YOUR opinion	Said "let me circle back" unironically
Used corporate jargon incorrectly	Asked a question three times because you did not understand	Sent an email to the wrong person	Asked a strategic question instead of a clarifying question	Fixed something you broke, then broke it again
Realised talking about your work is part of the work	Joined a workplace community	Had imposter syndrome after a small win	Googled something you should definitely know	Learned how to say "I don't know, but I'll find out" gracefully
Taught someone more experienced than you something new	Forgot your access card at home	Discovered a tool/platform you should have known	Compared yourself to someone more experienced	Volunteered for something outside of your role
Asked a question three times because you did not understand	Attended a meeting where you had no idea what anyone was saying	Realised "doing good work" isn't enough	Packed yourself a cute lunch or treat for the day	Asked what an acronym means

My first year was about building my capacity to learn, adapt, ask better questions and experiment with who I want to become as a professional.



Boipelo is co-founder and **Head of Strategy and Partnerships** at Pele Energy Group.

Listen to this article
5 min. 17 sec.

How to find the right **mentor**

BY BOIPELO
DINGOKO MOLOABI

Seventeen years ago, I made one of the most consequential decisions of my career. I left the relative security of a corporate sales role at SABMiller to co-found a sustainability and energy business. I had ambition and drive, **but what I relied on most in those early years were the people willing to share their hard-won wisdom with me – my mentors.**

Through honest conversations and challenges, these mentors made a genuine investment in my growth. I saw firsthand just how essential mentorship is for young Africans stepping into leadership.

As a student preparing to lead on a continent that is rewriting its own story, seek mentors who understand the realities of building and leading in Africa. **Look for leaders who have built something meaningful in an African context:** those who understand the complexity of operating in emerging markets, who have navigated infrastructure gaps and who have **created opportunity where opportunity was previously denied.**



What kind of mentor do you need?

Not all mentors serve the same purpose. For aspiring African leaders, three types of mentors are particularly valuable.

1. The Contextual Mentor

Someone who has worked or built within the industry or environment you hope to enter. Their value lies not only in their knowledge, but in what they have navigated and survived.

2. The Values Mentor

Someone whose integrity and sense of purpose you admire. This does not have to be a formal relationship – it could be a professor, a family friend, or someone whose work you follow closely. Leadership on this continent often involves balancing commercial realities with social impact. When those tensions arise, you will need someone who helps you stay anchored to the reason you started.

3. The Connector

Someone deeply embedded in networks across the continent and beyond. In a context where relationships remain one of the most powerful currencies in business, this mentor can open doors and accelerate opportunities that might otherwise take years to build.

You may need more than one mentor over time, and that is perfectly normal. Start with the most pressing gap: knowledge, perspective or access.

Where to find them

- **University networks:** Alumni, lecturers, visiting speakers, and faculty events. People return to universities because they want to give back.
- **Industry events:** Conferences, startup competitions, and impact forums put you in rooms with experienced practitioners.
- **LinkedIn:** A concise, personalised message referencing their work will often be more likely to get a response. Don't send generic requests.

As a student preparing to lead on a continent that is rewriting its own story, seek mentors who understand the realities of building and leading in Africa.



Accept difficult feedback with humility. Some of the most valuable advice I have received was not easy to hear.

How to approach a mentor

Professionals are often generous with their time. But they are also busy. If you want to build a meaningful mentoring relationship, approach it with intention and respect.

- **Start small.** Rather than leading with “Will you be my mentor?” – which can feel like a large ask from a stranger – start by asking for a conversation.
- **Do your homework.** Demonstrate that you understand their work by referencing something specific. Bring a clear question

or challenge, not a vague request for guidance.

- **Bring something of yourself.** This is important – it can be your curiosity, your perspective or your passion for the problem you are trying to solve.
- **Follow up.** After every interaction, send a short note sharing one thing you took away. This is often what turns a single meeting into an ongoing relationship.

The most valuable mentoring relationships are not hierarchical exchanges of advice. They are conversations that spark new thinking for both people involved.

The relationship is the work

Mentorship without commitment is simply networking with better intentions. Once the relationship begins – invest in it. Prepare for conversations. Be honest about the challenges you are facing. Mentors cannot guide a version of you that is performing rather than being real.

Accept difficult feedback with humility. Some of the most valuable advice I have received was not easy to hear. Keep your mentor informed of your progress, and respect their time. Like any relationship, mentorship works best when both people show up and stay engaged.

And as you grow, extend the same opportunity to others. Africa does not need leaders who climb and forget the journey; It needs leaders who reach back and help others navigate it.



Red flags: when to step back

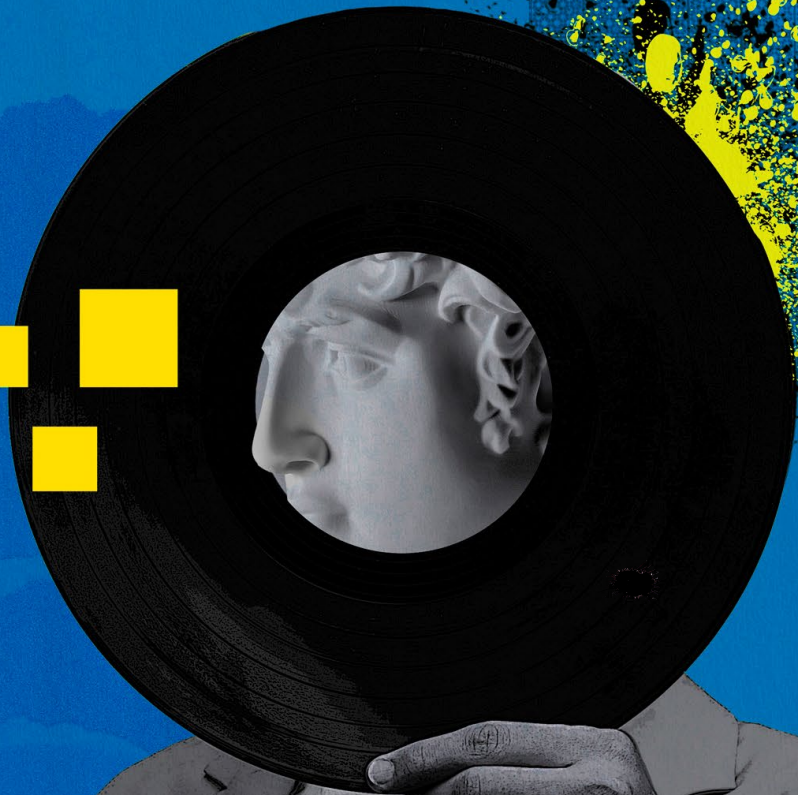
Not every relationship is worth continuing. Watch for:

- **They consistently cancel** or show up without having engaged with what you shared.
- **Their advice is generic**, suggesting they are not listening to your specific situation.
- **The dynamic feels one-sided** – they seem more interested in the connection than in your growth.

*The mentors who invested in Pele did not give us a blueprint. What they offered instead was **perspective, challenging questions and the benefit of their experience.** When the time comes for you to do the same for someone else, do not wait for a title before stepping forward – that is **Ubuntu** in practice.*

four

**ENTREPRE-
NEURSHIP**





Nadia serves as Head of Sustainability and Impact (Careers) at UCT Careers Service. As the institutional EDHE* representative for student entrepreneurship, she drives innovative initiatives and engages with hundreds of student entrepreneurs each year to help shape a better future.

That spark you feel is play: the creative, curious, low-pressure mode your brain uses to explore new possibilities.

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4 min. 41 sec.

UCT's innovation landscape

BY NADIA WAGGIE

Have you noticed how your best ideas often surface when you're relaxed, walking to class, chatting with friends, or procrastinating in the library?

That spark you feel is play: the creative, curious, low-pressure mode your brain uses to explore new possibilities.

At UCT's Careers Service, we see this kind of playful experimentation as a crucial part of preparing for the future of work. It's why so much of our work now centres on helping students and graduates take ideas seriously without losing the freedom, joy and curiosity that sparked them.

Play is often how meaningful work begins. Over the past few years, UCT has expanded its entrepreneurship ecosystem from scattered initiatives into a connected network that supports you from your earliest idea to the point where you're making real-world impact. >



Your innovation playground

UCT's ecosystem integrates faculties, societies, innovation units, and student support structures, creating multiple pathways for students and graduates to develop ideas, build skills and launch ventures.

1

Careers Service

From our office, you can **plug into programmes that make entrepreneurship feel accessible** rather than intimidating. Initiatives such as Student Entrepreneurship Week, Student Market Days, the EDHE Entrepreneurship Intervarsity and SWEET give you **low-risk spaces to test your ideas, meet other student innovators** and take your first playful steps into entrepreneurial thinking. These activities are **designed to help you discover what energises you**, long before you feel pressure to have a "finished product".

UCT has multiple pathways for students and graduates to develop ideas, build skills and launch ventures.

WHERE SHOULD I START?

"I have an idea but no plan yet."



CAREERS SERVICE

"I want to prototype something."



GSB OR D-SCHOOL

"I care about social impact."



BERTHA CENTRE

"My idea comes from research."



RC&I

2 GSB Solution Space

Located at both the V&A Waterfront and Philippi Village, the GSB Solution Space offers a community of mentors, masterclasses and shared workspaces that encourage you to turn rough ideas into workable prototypes. The Philippi Village site reinforces UCT's commitment to community-embedded and inclusive innovation – creativity thrives when diverse perspectives are welcomed. Use these spaces to deepen your exploration.

3 Bertha Centre for Social Innovation and Entrepreneurship

If your interests lean towards social justice or environmental impact, the Bertha Centre offers pathways in systems innovation, impact investing and changemaker development. Its global recognition, including Africa's first win in the Map the System competition, shows how imagination and purpose can blend to create meaningful change.

4 Hasso Plattner d-school Afrika

A space where you can unlock your natural creativity and put it to use as a powerful driver of change and innovation. The d-school brings design-led thinking to life through immersive programmes and experiences built around prototyping, experimentation and collaborative problem-solving. Housed in its state-of-the-art 6-Star Green Rated building on UCT's Middle Campus, the d-school invites you to engage with complexity in new ways – to question, to explore, and to imagine alternative futures. You are encouraged to create, fail and try again. Here, making, failing, learning, and reimagining are essential parts of the process.

5 Research Contracts and Innovation (RC&I)

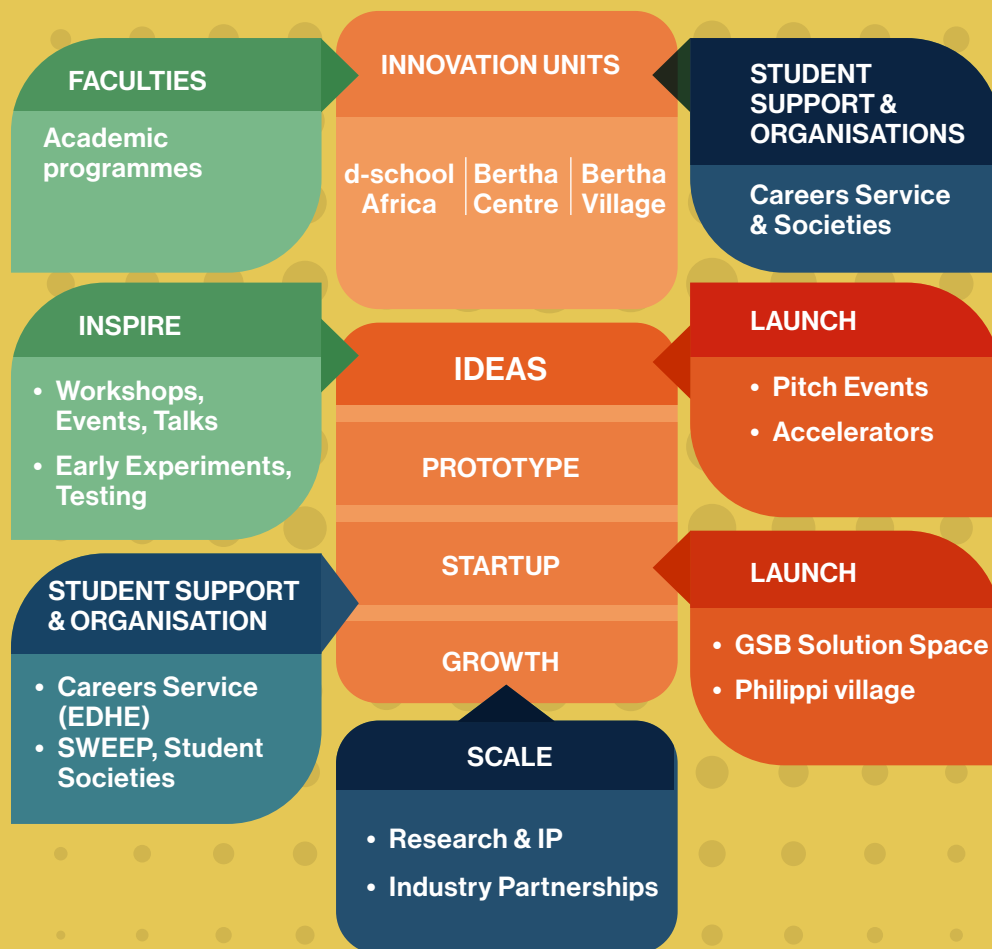
Students working on research-based innovations can access support through RC&I. Here, ideas are refined into real-world solutions through intellectual property support, licensing, commercialisation and internal funding opportunities. Programmes such as the Innovation Builder, Pre-Seed, Seed and Evergreen funds, supported by partnerships like the University Technology Fund, help transform early experiments into viable ventures.

Looking ahead

UCT is also working towards a more connected entrepreneurship ecosystem, with plans underway for a university-wide Entrepreneurship Hub that will make support easier to find and navigate. Careers Service remains at the heart of this movement, helping students step into entrepreneurship with curiosity, imagination and the confidence to play.

In the end, entrepreneurship at UCT isn't about having everything figured out. It's about exploring boldly, learning through doing and allowing your ideas to grow. All you need is curiosity – the rest, we'll help you play into being.

UCT Entrepreneurship Ecosystem



AI for Africa, *in* Africa

BY CHIDO DZINOTYIWEI

Listen to this article
4 min. 01 sec.

Africa is entering a new phase in its technological story. For decades, the continent was seen as a consumer of innovation built elsewhere. Now, that narrative is shifting. Across fintech, healthtech, agritech and artificial intelligence, African builders are designing their own technologies, catered to local realities.

The story of Vambo AI

I did not set out to build an AI company. After completing my degree in Economics and Finance, I spent nine months trying to find a job. It became an unplanned gap year, and it was humbling (I was NOT prepared, despite my strong academic record!). Unemployed, I found myself in a space that felt uncertain and, at times, discouraging. But it gave me time to think about what I actually wanted to do.

My thoughts kept coming back to something that had nothing to do with my degree: African languages. Growing up in South Africa as a Zimbabwean, my fascination with African languages had always been there in the background – how they carry culture and shape identity, but also how differently they're treated in digital spaces.

I started building a small language-learning platform, Vambo Academy. At that point, I was just exploring an idea that felt personal and worth paying attention to (I had no strategic business plan). It gave me something to work on, but it also



CHIDO DZINOTYIWEI

Chido is the co-founder and CEO of VAMBO AI. A proud UCT alumna, she holds a BCom degree in Economics and Finance and a masters degree in Development Finance from the Graduate School of Business.

The top ten languages used on the internet

- English **49.5%**
- Spanish **6.0%**
- German **6.0%**
- Japanese **5.0%**
- French **4.5%**
- Portuguese **4.1%**
- Russian **3.6%**
- Italian **2.8%**
- Dutch & Flemish **2.2%**
- Polish **1.8%**

showed me how much more there was to figure out.

In 2023, AI entered the chat, and the importance of African languages in tech became clearer to me. **When AI systems cannot understand Shona, Zulu, Yoruba or Tigrinya, they are excluding over a billion people from the economic and social opportunities that AI will increasingly mediate:** healthcare navigation, financial services, educational tools and government services.

In response to this problem, we pivoted, evolving Vambo Academy into what is now Vambo AI. I share this not to romanticise precarity, but to say honestly: the path from idea to company is rarely linear, and the detours often teach you more than the plan ever could.



Build before you're ready

When I started, I did not have all the funding, the technical expertise, the team or the confidence. Access to early-stage capital for deep-tech ventures (particularly for building infrastructure) was and remains genuinely difficult. But I learned that momentum creates its own legitimacy.

When you build before the market is fully validated and before the team is complete, you accumulate proof that the concept works. Each dataset collected, each language added, and each partnership signed changes the conversation you are able to have next. The credibility you feel you need in order to begin is mostly built by beginning.

I am continuing to build, and to learn, with the deep conviction that the most useful thing any of us can do for this ecosystem is to keep growing our own capacity – to bring new tools, new networks and new perspectives back into the work we care about. None of us figures this out alone. The movement needs people who can hold multiple contexts at once, who can translate between communities in ways that create genuine value in both directions.

The path from where you are now to where you want to be is unlikely to be linear. Mine wasn't. But progress tends to come from staying with something long enough to understand it better – and continuing, even when the next step isn't fully clear yet.

AFRICAN LANGUAGES ACCOUNT FOR ONLY A **TINY FRACTION** OF MEASURED WEB CONTENT.

17% OF AFRICANS ARE PROFICIENT IN ENGLISH.

80%+ OF THE CONTINENT'S POPULATION IS EXCLUDED BY ENGLISH-FIRST SYSTEMS.

Listen to this article
4 min. 51 sec.

African AI ecosystems are here

Across the continent, there is a growing network of researchers, developers and organisations working on similar questions. The work is not always highly visible, but it is there – in research collaborations, community-led data initiatives, and companies developing technology that responds to specific contexts.



LISTEN

**TO THE VAMBO
AI PODCAST
HERE**

Technology built outside of Africa will never be completely relevant to our context.

When we simply consume technology from other parts of the world, we rely on the assumptions embedded in it – language models trained predominantly on Western internet text, financial credit algorithms that penalise informal economies, and no sign of our own languages.

On the other hand, when we produce our own technology, we get to embed our own assumptions. We decide what gets built, for whom, in which languages and with which realities in mind.

With African researchers convening at Africa-NLP workshops and teams across the continent publishing at top-tier machine learning conferences, we know that the capability for Africa has always existed – we just needed the right conditions.

Now, we need intentional technologists who build for African markets first.

COMMUNITIES TO WATCH

Masakhane is an important force in this space. By convening researchers, facilitating collaborative dataset creation and publishing research that centres on African language data, Masakhane has helped shift the conversation.

> [Want to contribute? Look on their GitHub page \(anyone can join, even just to help with admin\).](#)

Digital Umuganda In Rwanda, mobilises citizens to contribute voice data in Kinyarwanda and other regional languages, creating large-scale speech datasets for AI development.

> [These are their projects.](#)

Vambo AI is part of this broader ecosystem, currently building speech and language AI infrastructure across more than 60 African languages. But no single company solves a problem of this scale alone. The data, the compute, the linguistic expertise and the community trust all require collaboration across universities, companies and communities.

> [Sign up here.](#)

Here's your sign to help build SA's future

The window for shaping Africa's technological future is open.

- ❑ **It's the right time:** The opportunity is significant – the AI architectures, governance frameworks and dominant paradigms are still being formed. Your decisions about what to build, where to build it, for whom, and in which languages will matter in ways that extend far beyond your immediate career.
- ❑ **You're in the right place:** Universities are intellectual laboratories where new technological paradigms can emerge and where students are given the rare combination of technical rigour, multidisciplinary exposure and enough time to ask the questions that really matter.

**\$100
BILLION**
THE POTENTIAL
ANNUAL VALUE OF
GEN AI IN AFRICAN
ECONOMIES
[\(READ MORE HERE\)](#)

**1.5 BILLION
PEOPLE –**
THE **SCALE OF
THE AFRICAN
MARKET** THAT
MAKES AI SUCH
A SIGNIFICANT
OPPORTUNITY.



Don't you need tech knowledge?

My degree was not about technology, but it taught me to think structurally about systems: **how value is created, who gets access, and what shapes participation.** That way of thinking became the backbone of many decisions I have had to make as a founder.

What also matters is a **willingness to stay with a problem long enough to understand it** beyond the surface level. This tends to shape more meaningful work than trying to follow a prescribed route.

The previous generation of global technology systems did not consistently reflect African contexts, languages or priorities. That absence is part of what is now being addressed, although it is still uneven and incomplete.

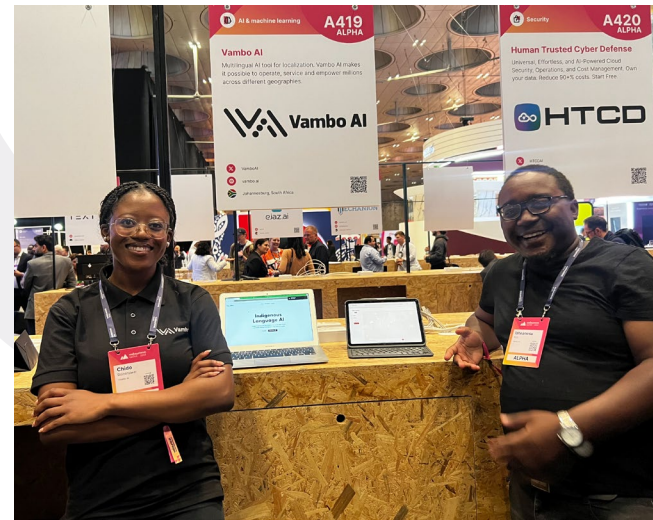
How do you get into it?

There isn't a single path into this work. People arrive at it from different directions, often **through a combination of curiosity, circumstance and sustained effort over time.**

Ask yourself:

- ❑ What problems do I understand well?
- ❑ Who is currently excluded from existing systems?
- ❑ What context do I bring that isn't always considered?

In many cases, it begins with something small like a question, a project, or a problem that feels worth exploring. Over time, you can **develop these starting points into something more defined.**



Bridging the gap

The previous generation of global technology systems did not consistently reflect African contexts, languages or priorities. **That absence is part of what is now being addressed,** although it is still uneven and incomplete.

Along those same lines, we know that the **systems currently being developed will carry forward the assumptions of the people building them.** That makes individual decisions about what to work on, how to approach it, and who to centre more significant than they might initially seem.

So, my message to you? **Build the thing. Build it in our languages, for our contexts, and with our complexity as a source of innovation.**



DR EDWELL GUMBO

Edwell is the Director of Entrepreneurship at Universities South Africa. He holds a PhD in Entrepreneurship from the University of Pretoria.

The 3 Fs

*The first cheque often comes from what we jokingly call the “3 Fs” (friends, family and fools). These people believe in your idea before the market does. While this type of support can help you test an early idea, you should also **look beyond personal networks** and explore structured funding opportunities designed specifically for startups.*

Funding your spark

Where to find funding for your entrepreneurial venture

BY DR EDWELL GUMBO

Listen to this article
4 min. 04 sec.

Starting a business while studying can be daunting, especially when funding is limited. The good news is that student entrepreneurs have access to a growing ecosystem of competitions, grants, incubators and development programmes designed to support early-stage ideas. If you have a strong concept and the willingness to experiment, these are some of your funding pathways.

1. Startup competitions

This is one of the easiest entry points for student entrepreneurs as these platforms often provide seed funding, mentorship and exposure to investors. An example is the [Hult Prize](#), which challenges university students to build businesses that solve pressing social problems. The [EDHE Intersivity](#) and [Innovation Challenge](#) invites students from all 26 public universities to submit innovative ideas that address societal challenges and promote entrepreneurship.

There are many other innovation and startup competitions available throughout the year that can help students bootstrap initial funding. Competitions are valuable not only for financial support, but also for developing pitching skills and validating your business idea.

CLIMBING THE
ENTREPRENEURIAL
LADDER



2. Incubation

Another pathway for early-stage founders is the incubator and accelerator programmes, which provide structured support for startups. These programmes typically combine mentorship, training, and small grants with access to networks and potential investors. For example, the [Google for Startups Accelerator: Africa](#) supports African technology startups through a three-month programme offering mentorship, product support and investor connections.

3. Startup initiatives

In Cape Town, several startup programmes are easily accessible to students who want to develop their ideas into viable businesses. One of the most prominent platforms is the [UCT GSB Solution Space](#). The Solution Space runs programmes such as the [E-Track Programme](#), which helps aspiring founders refine their ideas, test market opportunities and prepare for investment through mentorship and venture-building workshops. Many student founders begin their entrepreneurial journey through this programme because it offers structured support and access to experienced entrepreneurs and investors.

4. On campus

Keep an eye on entrepreneurship and innovation activities happening on campus. UCT frequently hosts startup bootcamps, pitch competitions and incubation programmes that provide opportunities to develop and test new ideas. Being aware of and actively engaging with these initiatives is often the first step toward entering the entrepreneurial ecosystem. Funding opportunities change constantly, so be sure to regularly monitor platforms that list competitions, grants and startup programmes.

Entrepreneurial funding can come from more than one source. Many founders begin with competitions and small grants, progress to accelerator programmes, and eventually attract investors as their businesses grow.

The key is to start small, test your idea early, and actively participate in the entrepreneurship ecosystem available to you. Your idea could be the spark, and the ecosystem is there to help you turn it into a venture.



LOADING...

Five
**GRAD
GALLERY**





1. Sher Singaram, 2. Lynn Bust, 3. Nicola Burmeister, 4. John Manaiwa, 5. Nigel Mpemba Patel
6. Nabeelah Peerbai, 7. Haydn Henning, 8. Kimal Daniel Harvey, 9. Paige Sherriff, 10. Ntsako Mgiba
11. Tshediso Mahange, 12. Zusiphe Sikayi.

Listen to this article
5 min. 17 sec.

Designing for water resilience

At mines, water has to be carefully managed. It needs to be moved, stored, treated and reused to ensure sustainability. This is where water engineering comes in. As a civil engineer at Zutari, Sher works on mining projects in Australia, designing pumps and pipeline networks that help reduce the environmental impact of these spaces.

The appeal of water engineering, for Sher, has always been tied to impact. When she was studying, she took time to explore what kind of engineer she wanted to be. She recounts asking, “How could I effect positive change to communities and the environment in the most sustainable way?”

When Sher got introduced to water engineering towards the end of her degree, it felt like a clear fit. “From what I wanted and what I was learning, it seemed like an obvious choice from there,” she says.

Zutari’s water practice spans water resources, treatment, reuse and long-term resilience. Here, Sher’s work is multifaceted. Typical days include coordinating projects, designing, solving problems, and

collaborating with others to make new discoveries. “I love all of it,” she admits. “I know you don’t hear a lot of people say that, but I genuinely love my job.”

A different route

She does see some irony in her career direction – her intention when she graduated was to go into a green space.

But in the meantime she has realised that her specific work in mining also counts as sustainable design. She explains, “I don’t think mining is going away any time soon, so if I can reduce the environmental impact of these spaces by designing something well, that works efficiently and reduces water wastage, that counts.”

Sher’s work carries a big responsibility: the infrastructure has to last. “The work I do is heavily involved around designing sustainably,” she says. “The main idea is to design something that is better than what was there before.”

For long-term water resilience, she says the solutions are often multifaceted, spanning beyond infrastructure. They can be simple, like not using potable water where it’s not needed, or using smart networks that help conserve water. “If designed and implemented in this way, our infrastructure has a better chance of providing for our communities in the way we need it to.”

In 2021, when Sher completed online vacation work with Zutari, she started to



realise what distinguishes a good engineer from a great one: initiative and kindness. "Just putting yourself out there, raising your hand, being curious, and asking the questions can take you a lot further than sitting at your desk and doing what is asked of you," she explains.

Holding space for diverse thinking

Sher is passionate about making room for others to learn, saying that patience and generosity can shape a person's whole work experience. She feels particularly passionate about diversity in engineering, believing that it is one of the best ways to move forward.

Her message for women that want to go into water engineering is to go for it. "With more women in engineering, we have people potentially thinking in completely different ways, taking on tasks differently, executing projects differently. All of this can lead to a much brighter future for the environment around us."

One of the things that Sher loves about engineering is that she is always learning and growing. She believes that this will still be the case for her 20 years from now. "All I know is that I'm still excited and love engineering enough to stick around and find out."



Listen to this article
4 min. 20 sec.

Breaking down barriers in the SA tech ecosystem

When Ntsako was building JONGA as a student entrepreneur, he noticed a concerning gap in South Africa's entrepreneurship ecosystem. Few people of colour were participating in high profile accelerator programmes, missing out on the knowledge, networks and capital that were circulating there. His frustration led him to create Darkies in Tech – a space where black people building high-growth tech companies could gather, have honest conversations and champion each other's successes.

He started small in 2021, with a humble WhatsApp group for the black tech entrepreneurs he knew at the time. "Little did I know at the time," says Ntsako, "that bold step would birth SA's largest vetted network for black tech entrepreneurs to belong, break barriers and build a more equitable tech ecosystem."

Indeed, DIT has since grown to include 450 members. Ntsako describes it as a space where professionals can come for peer support. "It's a place where they can feel like they belong; that they're not crazy for dreaming of building the next game-changing technology, and that if they grow weary along the way, they can lean on their fellow brothers and sisters."

In addition to community, it also offers them access to opportunities to join programmes offered by DIT's partners, and potentially raise capital from

their network of investors. Ntsako also notes that many of their members have gone on to collaborate and open doors for one another.

"As a community and organisation, we plan to do more to democratise access to funding and the market for our members," he says, adding that they want to play a more active role in shaping the policies that govern how resources and support flow in our ecosystem.

A juggling act

Alongside managing DIT, Ntsako is also still building products. He says this experience enhances how he supports other startups in DIT, explaining, "I find I'm able to help founders understand the importance of product because I've seen it play out in my own journey, so I can speak with confidence and back my insights with anecdotes."



Successful founders have this in common:

✔ **A strong product**

If the product you're taking to market is weak or not compelling enough to switch users from existing solutions, then you're dead in the water.

✔ **Customer-focused**

They are less obsessed with solutions and more with customers' needs. They spend as much time talking with their users as they do working on their products.

✔ **Support people's growth**

They value and support the growth of their people. You can't do much without the right people, and those who can attract the best people often win.

✔ **Open to new ideas**

The best founders are open to new ideas and receptive to being proven wrong, because they understand the importance of new information.

NTSAKO MGIBA

DEGREE:
BSC (ENG) IN MECHA-
TRONICS (UCT)

PAST JOB TITLES:
PRINCIPAL SOLUTIONS
STRATEGIST (THE
DELTA); PRODUCT
MANAGER (YOCO); CEO
(JONGA)

WATCH:

Ntsako talks about building community as a catalyst for transformation in South Africa's tech ecosystem.

"ACCESS IS THE REAL PROBLEM IN TECH FT. NTSAKO MGIBA"



At DIT, he organises programmes and interventions that support others on their product-building journeys. “Working with people tackling diverse problems and facing differing constraints and beliefs that may limit them is no small feat,” he admits.

Advice for graduates and entrepreneurs

His advice for graduates is multifaceted. Firstly, he recommends becoming proficient in AI and using it to make work and tasks more effective. Secondly, he believes it is important to learn to understand people and psychology – especially in entrepreneurship. “Working in the

service industry really helps one learn how to deal with people and manage their concerns,” he explains.

This is because, he says, it gives you unique insights into the need for a product. “The product designers who will build the best products are those with uncommon, contrarian insights that relate to what people want and need.”

So, what’s next for DIT? “The next challenge,” says Ntsako, “is to help produce more winners from our community so we can change the prevailing narrative in the ecosystem and the unconscious bias many investors hold about our people.”

The product designers who will build the best products are those with uncommon, contrarian insights that relate to what people want and need.”

Listen to this article
5 min. 06 sec.

Improving education one run at a time

Since leaving the corporate world behind in January, Tshediso is determined to achieve his purpose: building better educational systems in South Africa to give every learner a fair chance. From running 1,500 kilometres across South Africa to launching tutoring centres and youth initiatives, his aim is long-term impact.

When Tshediso talks about running from Johannesburg to Cape Town, he doesn't romanticise it. At 1,000 kilometres, he says, his body was giving in. His bones hurt, and he could barely walk. Earlier in the journey, one of his support vehicles had broken down after water damaged the fuel pump (a setback that cost close to R100,000).

"I kept going because the cause was and still is bigger than my name. This wasn't about fame or making a name for myself, but about building a platform to give the next generation all the help they need for a better life

and a fair chance at education, since education changed my life."

For Tshediso, the run was about building something bigger than himself. In townships, learners lack water, school uniforms, teachers and food, he says, adding, "and I think it is unfair for me, coming from a township, to turn a blind eye. I wanted to start a movement that could be done yearly as a huge event."

The run was also a catalyst for Tshediso to find his spiritual purpose, and somewhere on the road, his decision crystallised. He left his

A black and white portrait of Tshediso Mahange, a man with a beard and mustache, smiling and wearing a dark t-shirt. He is standing with his arms crossed. The background is a light, textured grey.

**TSHEDISO
MAHANGE**

DEGREE:
BBUSSCI IN FINANCE (UCT)

PAST JOB TITLES:
DATA ANALYST (INVESTEC,
IMPACT.COM,
MASTERCARD)



How to build your village

When Tshediso started out at UCT, he felt like the only one without a support structure. This is how he built up his network:

1. Lean on your family, genuine friends and people who are like-minded.
2. Be what you wish people could be for you. This includes mentoring.
3. Be real with yourself and allow yourself to learn as much as you can from those ahead of you.
4. Be teachable. Most professionals enjoy curious individuals; the more willing you are to learn, the more doors open.
5. Be valuable to people, and they will always invite you to their spaces.

corporate role soon after and shifted his focus fully to education.

“The run was a statement of purpose,” he says, “intended to awaken and mobilise anyone called to the education space to rise up and assist.”

Building Ulwazi Olubanzi

Tshediso’s passion for improving education started when he was in a township primary school himself. He was dismayed by how his teachers treated learners who didn’t meet their educational standards. This led him to starting the Ulwazi Olubanzi Academy, a tutoring initiative that he is still working on today.

“As a young boy I lacked the language to articulate my vision, but I imagined a school where everyone could pursue what they excelled at without feeling like they didn’t belong – a feeling that leads many township learners into drugs and prison.”

What began as extra academic support is now evolving into something far more ambitious. This year, the academy is launching nursery programmes alongside tutoring for Grades 4 to 12, laying the groundwork for early childhood development centres that could eventually grow into full schools.

Data-driven education

Tshediso now puts his background in data analytics to new use. In addition to tutoring, the academy tracks improvement patterns – which learners are at risk, where gaps are emerging, and what interventions might work best. “We can see where support is needed, before it’s too late,” he explains.

This tracking also helps the academy identify which learners show potential to pursue activities outside of education, like entrepreneurship. Some learners show business instincts early; those students are mentored and encouraged to test small ventures. Inspired by his time in the UCT Entrepreneurship Challenge,

Tshediso started the Ulwazi School Entrepreneur Challenge.

“Those learners tend to do better and we mentor them to start their own small businesses,” says Tshediso. “My consulting firm plays a huge role in investing in and helping these businesses grow.”

What’s next?

Tshediso’s run sparked another initiative: The Grit Runner Foundation, a township-based running club designed to get young people off the streets and into structured sport.

His long-term plan is to establish a formal sports division within Ulwazi. For now, the focus is hands-on: training learners for

long-distance races, and building discipline through routine.

Running, for him, mirrors the work he’s doing in education. Progress is incremental. There are long stretches where nothing feels dramatic, then suddenly you look back and realise how far you’ve come.

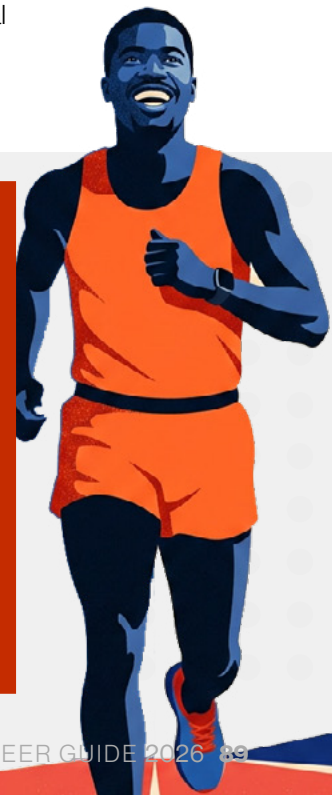
Ultimately, his ambition is straightforward: “Success for me means all townships in SA and Africa will have good enough schools that train learners to see life beyond their environment.”

The 1,500 kilometres might have ended in Cape Town, but the real work is only beginning.

WATCH:

Tshediso on overcoming the obstacles of his childhood:

“I Turned Pain into Power – My Untold Story (Part 1)”



Listen to this article
6 min. 44 sec.

The economics behind climate resilience

As Engagement Manager at Pegasys Consulting, Paige analyses how systems, infrastructure and communities can be optimised to mitigate the risks posed by climate change, or to become climate resilient. In her work, resilience is about roads that still function after heavy rain, buildings that can handle rising temperatures, and infrastructure that lasts decades after it is built.

Paige's projects span transport corridors, wastewater systems, green mobility and electric vehicles across Africa, Asia and Europe. For her clients, she works to answer a key question: "Will this investment withstand a changing climate?"

In Nepal, Paige was part of a consulting team that led a

climate risk assessment to strengthen the climate resilience of Nepal's cities. The risk in Nepal is that intense rainfall, floods and landslides often wash away newly built roads and infrastructure. "It affects livelihoods, trade and access to healthcare. Our role is to identify the most severe climate risks, assess future projections and design adaptation measures that reduce those risks."

PAIGE SHERRIFF

Past titles: Head, Skills Development, Online Skills Implementation Lead, Project Manager (BMA); Junior Analyst (Talbot & Talbot)

Degrees: MCom in Resource Economics & BCom Honours in Economics (Rhodes University); BCom Economics and Statistics (UCT)



LEFT: Paige facilitates a training programme for engineers from Nepal's water and sanitation sector. Over 85% of the participants committed to embedding climate resilience into their projects. This could translate into over USD 17 million in social benefits.

Resilience might look like planting more green spaces, rethinking building design to improve passive cooling, or adjusting industrial processes to cope with higher ambient temperatures.

“Our role is to identify the most severe climate risks, assess future projections and design adaptation measures that reduce those risks,” explains Paige.

Rethinking Jo’burg

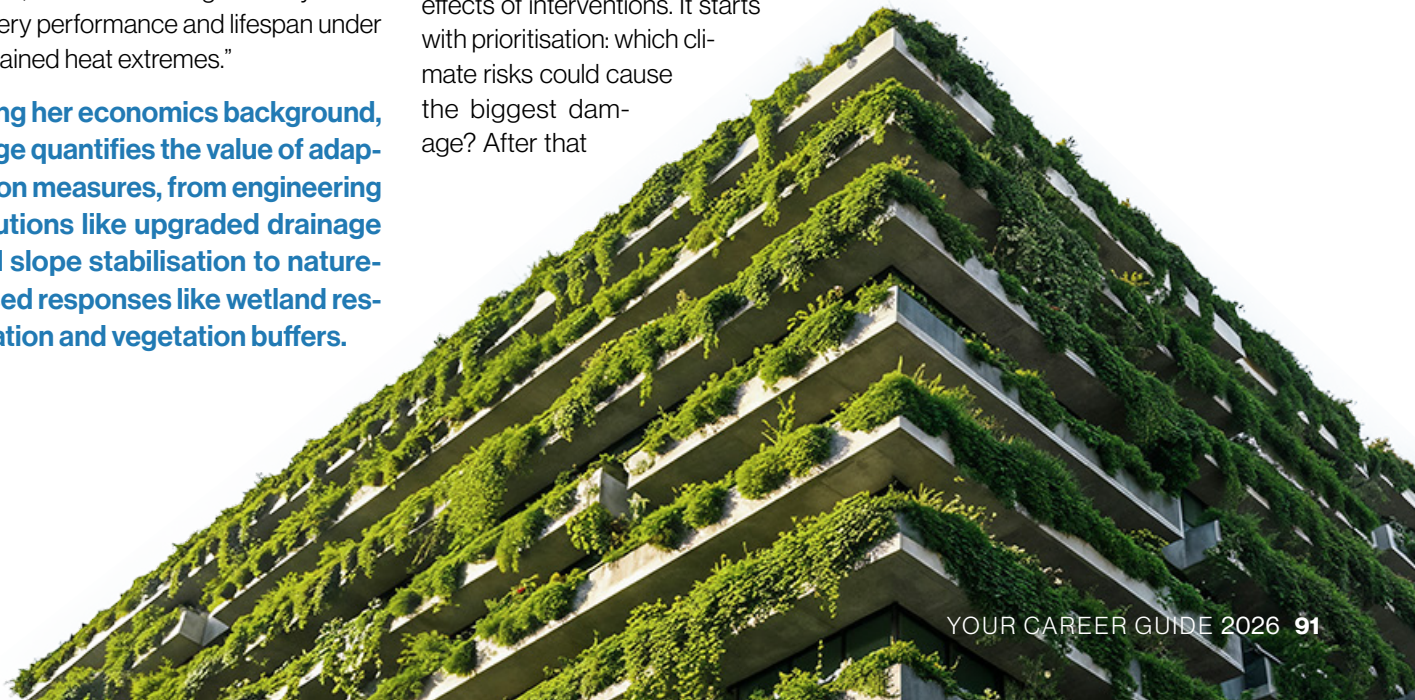
She uses the example of Johannesburg: 30 years from now, the city will have high temperatures above 35 degrees celsius up to 60 days a year, according to recent projections (urban heat hotspots could push that number up by another three degrees). “Here, resilience might look like planting more green spaces, rethinking building design to improve passive cooling, or adjusting industrial processes to cope with higher ambient temperatures,” she says. “For electric vehicle investments, it means thinking carefully about battery performance and lifespan under sustained heat extremes.”

Using her economics background, Paige quantifies the value of adaptation measures, from engineering solutions like upgraded drainage and slope stabilisation to nature-based responses like wetland restoration and vegetation buffers.

“We look at avoided damage to infrastructure and avoided disruption,” she says. “If a road closes, people cannot get to work, trucks cannot move goods and factories sit idle. That means lost labour, lost capital and ultimately lost GDP.”

To identify the best interventions, Paige says they look at multiplier effects, specifically first-order, second-order and third-order effects. “The further away from the intervention you go, the harder it is to link impacts directly. So we focus on what we can robustly quantify, using established damage curves and peer-reviewed methodologies from institutions like the World Bank.”

A lot of her work involves judgement, especially in analysing the multiplier effects of interventions. It starts with prioritisation: which climate risks could cause the biggest damage? After that



COMMERCE

comes ranking interventions by things like effectiveness and environmental effect. Then comes a cost-benefit analysis to determine its economic feasibility.

People first

Paige's career has moved through water consulting, manufacturing, training and development, and she's picked up a lot along the way. She has learned that climate resilience means nothing without the right people. "We build infrastructure and industries to meet societal needs," she says, "But it is people who implement projects, operate systems and solve problems. You can produce technically sound reports, but unless there are capable people on the ground who can apply that knowledge, resilience remains theoretical."

Useful skills development, according to Paige, is more valuable than ever. "AI is taking on certain tasks, but there are many human skills it cannot replicate. Critical thinking, judgement and stakeholder

engagement remain essential. Resilience requires people who can unpack complex problems and design specific solutions."

Paige believes that, although her field demands rigour and seriousness, a little bit of light-heartedness can go a long way to improve engagement. In stakeholder workshops, she uses humour to break the ice and help people engage more openly.

"I have made rooms of professionals do the Jerusalem dance," she recalls. At a workshop in Benin, she dealt with her limited French by pointing out the language barrier, inviting delegates to try isiXhosa or isiZulu while she attempted French. "Once people's guards come down, engagement improves dramatically and trust forms faster."

Going forward, Paige is excited to see where her journey takes her. "I get to live my goals every day, whether it's achieving targets or making a cashier at the checkers till smile. There is purpose in every day and joy when you live in the moment."

"You can produce technically sound reports, but unless there are capable people on the ground who can apply that knowledge, resilience remains theoretical."

RIGHT: In her role at BMA, Paige led "Lean Fundamentals" skills training that empowered SMEs and manufacturing employees from various sectors to identify and eliminate process waste.



Listen to this article
5 min. 31 sec.

Onboard with the audience

When Haydn was studying Opera at UCT, he had no intention of working in airline marketing. Now, behind the scenes as Brand Manager for LIFT, he is the architect behind unconventional campaigns and innovative storytelling, finding new ways to delight audiences and keep his love for performance alive.

"I've loved music for as long as I can remember," says Haydn. "By the time I finished school, studying opera at the UCT felt like the natural next step. It was the one thing I felt deeply connected to."

His technical ability and appreciation for music grew significantly during his studies, and after he graduated at the end of 2019, he intended to continue with postgraduate studies. But few plans went according to plan when COVID-19 arrived. Opera now had to be performed online.

"Attempting to pursue such a tactile and collaborative art form through a screen felt disconnected from the essence of it," he remembers, adding that he made the difficult decision to step away from his studies. "Life was opening a different door, one I hadn't planned for, but felt compelled to explore."

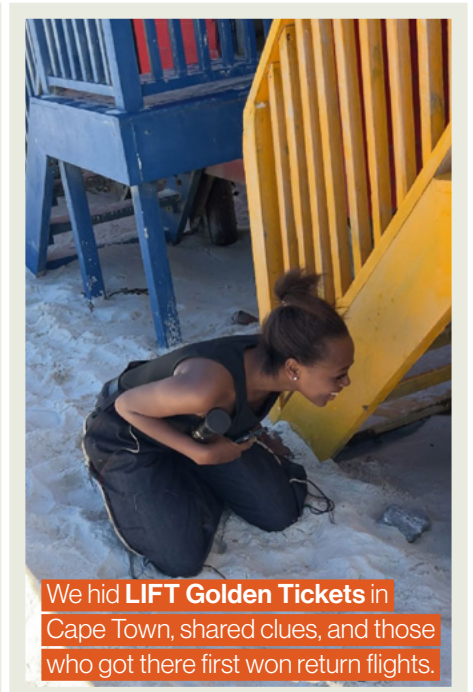
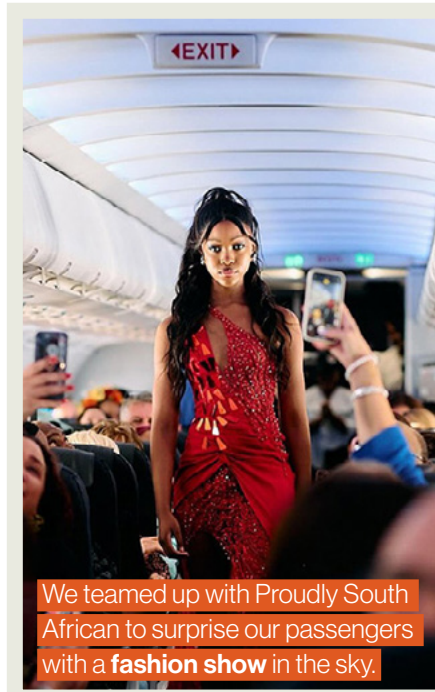
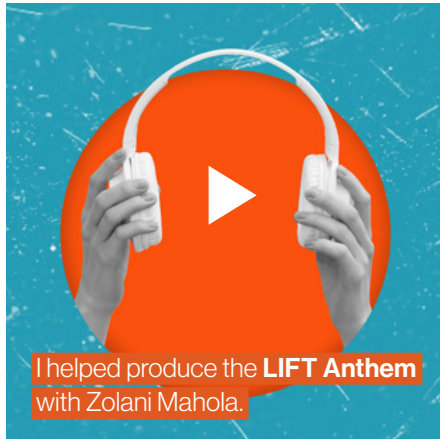
HAYDN HENNING

Past titles: Marketing Team member (LIFT and Home Suite Hotels)

Degrees: PgDip in Business Administration and Management (Wits); BA Music in Opera Performance (UCT)

HUMANITIES

Show and tell: Haydn's playground at LIFT



A different stage

Now, Haydn's background in performance gives him a different approach to branding. He explains that brand campaigns follow the same principles of storytelling – they need structure, pacing and emotional pay-off. "My training taught me that every performance needs intention," he says. "Every breath, pause and crescendo matters."

It also taught him to stay aware of his audience's energy, and adjust in real time. "In

marketing, that translates to understanding consumer behaviour, cultural mood and timing," he says, adding that this guides him in when to be bold and when to be quiet.

So, when LIFT launches unconventional campaigns or onboard experiences, Haydn approaches them like he would an Opera production. He relies on a narrative arc, rehearsal, surprise and, most importantly, an audience whose reaction determines the success of the project.

Space to experiment

While other airlines tend to be serious and set in their ways, LIFT allows space for creative courage and experimentation, says Haydn. "Aviation is serious by nature! Safety, precision and reliability are non-negotiable. But that doesn't mean the experience has to feel cold or transactional."

In this way, he says, LIFT was built to be different, and their unconventional campaigns are designed to create connection

The versatility of a creative degree

Haydn has found that creativity lies in a structured expression – something he learned during his time studying music. “Creative degrees are exceptional at developing discipline, technical ability and critical thinking,” he says, adding that the degree taught him the emotional intelligence, stage presence and storytelling he uses now.

He rounded out his knowledge by also completing a Postgraduate Diploma in Business Administration and Management – a necessary step to better understand how creative work translates into real value.

Still, he feels that a business degree could not have prepared him for where he is now. “Music taught me emotional intelligence, stage presence, storytelling and how to command attention without shouting.”

Haydn’s journey so far shows how versatile a creative degree can be. What he learned in music still shapes the way he works now. When a campaign makes people smile, talk or feel something mid-flight, Haydn knows that his work was worth it.

“Operations, cabin crew, commercial teams – everyone plays a role in bringing something like a silent disco at 36,000 feet to life.”



We hosted **Alan Committie** for a surprise comedy show onboard.

in moments that feel unexpected while remaining operationally sound.

“When you introduce moments of surprise or delight into a highly regulated environment, you humanise it,” he says. “You remind passengers that behind the systems and procedures are people. That emotional layer builds loyalty in a way efficiency alone never can.”

But before something like a silent disco can come to life onboard a LIFT flight, it requires careful planning, coordination

and, importantly, teamwork. Unconventional campaigns are the product of Haydn’s small team trusting one another enough to ask, “What if we tried this?” Thereafter, the idea is challenged, refined and pressure-tested, and only once everyone is “on board”, it goes ahead.

“Operations, cabin crew, commercial teams – everyone plays a role in bringing something like a silent disco at 36,000 feet to life,” he says. “Aviation is complex. If one piece doesn’t align, it doesn’t work.”

Listen to this article
4 min. 47 sec.

Introversion as a superpower

As a Student Support Practitioner at the Old Mutual Education trust, Zusiphe is on a mission to uplift, guide and provide meaningful support to students. She has learned to use her introverted nature to her advantage, with it helping her to build strong rapport and meaningful relationships while confidently claiming her space.

In many workplaces, confidence is valued, and it is attributed to the outspoken – the person who speaks first and always seems ready with an answer. For someone more naturally reflective, that can create a particular kind of pressure. Early in her career, Zusiphe felt it too.

There were moments when her quieter nature led to misunderstandings, or when her contributions were overlooked. But over time, she realised that introversion is one of the strengths that makes her good at what she does, and she has learned how to occupy space without pretending to be someone else.

Learn to trust your own style

As a student, Zusiphe was drawn to work that involved listening carefully and helping people feel seen. To add credible, hands-on experience to her CV, she facilitated first-year Social Work groups at UCT. “It was a deeply transformative experience,” she says, adding that it taught her responsibility, accountability



**ZUSIPHE
SIKAYI**

Past titles: Social Worker (Bambanani); Data Capturer (Reflective Learning); Social Worker (Trauma Centre)

Degrees: BA Honours in Social Development; BA Social Work (UCT)

"I've learned that I do not need to be louder to be impactful. I can remain authentic to who I am while confidently claiming my space and ensuring my value is seen and appreciated."



Zusiphe (on the left) with the Old Mutual Education Trust (OMET) team.

and the value of creating a supportive environment for others. It also gave her practical confidence. "This experience significantly strengthened my confidence and sharpened my ability to hold space for others with empathy and structure, skills that continue to anchor my work today."

In student support, people often need someone who notices what is not being said. That is where Zusiphe's quietness became useful to her. "Because I listen attentively and pay close attention to detail, I am able to build strong rapport and meaningful connections," she says.

There is a difference between being quiet and being invisible, and that has been one of the most important lessons

of Zusiphe's career so far. She has had to learn how to intentionally occupy space as an introvert, without adapting to those around her. "I've learned that I do not need to be louder to be impactful. I can remain authentic to who I am while claiming space and ensuring my value is seen and appreciated."

"I have grown more assertive in expressing my opinions and standing firm in areas where I feel strongly," she says. She has also learned to communicate clearly, document her work, and make sure her contribution is visible.

She admits that there are moments when the emotional demands of the work feel overwhelming. "I've learned the

importance of perspective, choosing my battles wisely, and not internalising everything," she says.

Being present

In student support, it can be difficult to measure impact – a good interaction isn't met with applause. One of the most affirming moments in Zusiphe's role came when students gave positive feedback on a survey about her services.

"Knowing that students feel supported and valued reminds me of the purpose behind what I do. Moments like these are powerful motivators and reaffirm my commitment to continuously improving and showing up fully for the students I serve."



Listen to this article
6 min. 23 sec.

From rare disease patient to counsellor

Nabeelah's interest in genetics was awakened early, with her own diagnosis of sickle cell disease. Much of her childhood and teenage years were spent in hospitals and doctors' rooms, surrounded by unfamiliar medical language and questions she did not yet know how to ask. Now, as a genetic counsellor, she is the one answering those questions.

Her path to becoming a genetic counsellor was rarely easy, with her health condition making it hard to survive long days at university. During her undergraduate studies, the BSc faculty office at UJ suggested she switch to a BA degree. "It was difficult for me to hear that, and really challenging when mentally I was fully functional and capable but physically my body struggled to keep up with the physical demands of the long days," remembers Nabeelah. But she advocated for herself and pushed through.

Even during her honours degree at Wits, her path was not smooth sailing. Halfway through the year, her condition worsened. She spent months in hospital and couldn't

graduate with her cohort. "This broke me," she recalls, adding that this meant she wouldn't be able to apply for a Master's in Genetic Counselling the following year. "It was disheartening at the time, watching friends and peers move ahead while I felt left behind."

She was advised to focus on recovery, but Nabeelah wouldn't give up. She decided to apply for a pharmaceutical internship at Boehringer-Ingelheim, an experience that she now refers to as a great blessing, building her character and skills. "I also joined Rare Diseases as a patient advocate and found fulfilment through advocating for other patients and being part of a community," she adds.

Getting back into it

After graduating, she thought for a long time that she might never apply for her Master's in Genetic Counselling after all. After all the disappointment caused by her illness, she didn't believe that she would be able to compete. In 2021, a mentor challenged the reasons she kept giving herself for not applying.

"She encouraged me, saying that what I view as my disability can be my greatest ability," remembers Nabeelah. The applications at Wits were already closed, so she applied to UCT – and was accepted. "I didn't know if I was being incredibly brave or incredibly stupid, moving to a different province, away from my parents, brothers, friends and my doctors. It was a huge financial investment too." With her parents' support, she went on to complete her Master's degree.

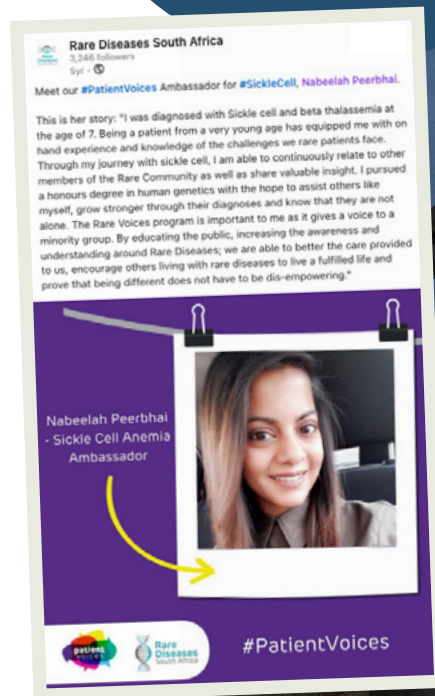
In practice

Today, she works as genetic counsellor in UCT's Clinical Omics and Informatics Unit, and teaches an elective Neurogenomics module. Nabeelah's own experience as a patient gives her a unique appreciation of what it feels like to be on the other side of the table. "I try to be very intentional about communicating sincerely, slowing down, being present, checking their understanding," she says, adding that she's had to

NABEELAH PEERBHAI

Degrees: MMedSc Genetic Counselling (UCT); BHSc (Hons) Human Genetics (Wits); BSc Biochemistry and Psychology (UJ)

Past titles: Director (Sickle Cell SA NPC); Patient Advocate (Rare Diseases SA NPC); Research Coordinator (SickleInAfrica at UCT); Medical Representative (Forrester Pharma, Next Biosciences)



HEALTH

learn how to separate her own experiences from the patient in front of her.

“The genetic counselling programme forces you to face every single part of you, biases and emotions included, so you can use that self-awareness constructively in your practice,” she says. “For me, that process helped me to learn empathy without projecting my own story onto someone else.”

Challenges in the field

Although many rare diseases are genetic, specialised testing in South Africa is often limited (and expensive). “Many patients spend years searching for help and answers,” Nabeelah points out. And once that diagnosis is made, access to treatment and specialised care can still be difficult due to cost and the limited number of specialists in the local healthcare system.

“Many families experience isolation and limited support,” she notes, emphasising the need for stronger referral pathways, expanded genomic services and better national strategies for rare diseases.

Another challenge, says Nabeelah, is the underrepresentation of African populations in genomic research and reference datasets. “Much of our current reference data comes from European populations, which means that even when testing is available, interpreting genetic results can

be more difficult and results may remain uncertain.”

This is part of what keeps her invested in the future of genomic medicine on the continent. She speaks with real enthusiasm about a field filled with people who care deeply about solving problems that have gone unanswered for years. What excites her most is the growing sense of shared purpose between clinicians, researchers and patients. “Even small discoveries or pieces of evidence can make a meaningful difference,” she says, especially for families who have often been searching for answers for a very long time.

“As more African genomic data is generated and shared, we will be able to provide more accurate diagnoses and better care for patients who have historically been underrepresented in research,” she muses.

For graduates entering healthcare, her advice comes from experience: “When things go wrong in life, whether it’s facing health challenges, funding problems or losses in life, don’t go wrong with them,” she says. “Keep going.”

TNabeelah’s path has been full of detours, but she pushed through. Now she is in a field she first found as a teenager searching the internet for answers, and she is helping other people ask better questions of their own.

Only 0.56% of global genetic data is African

In genome wide association studies (GWAS), a primary technique used for genetic discovery, very little data comes from Africa. This makes genetic test results in Africa harder to interpret, increasing the likelihood of misclassified or uncertain results.

BELOW: Nabeelah facilitates training for the interns on her team.



Listen to this article
5 min. 39 sec.

Shaping a more **inclusive** health system

Lynn was in her fourth year of studying Medicine at UCT when she realised that the clinical path was not for her. She saw the challenges that clinicians faced every day, and how little power they have to change the socioeconomic conditions affecting their patients' lives. She prepared to leave health science behind altogether.

In order to graduate with a four-year bachelor's degree, Lynn had to take some additional courses. This left her some free time, so she volunteered at Philani, a local NGO. The organisation's Mentor Mother programme trains women from local communities to support families through home visits, with a strong focus on maternal and child health. The model is built around practical, community-based care rather than waiting for people to reach clinics.

LYNN BUST

Degrees: MPH in Health Systems; BSc Medicine (UCT)

Past titles: Senior Research Assistant (Centre for Global Surgery at SU)

HEALTH

For Lynn, this experience changed everything. “My time there blew my mind,” says Lynn. “I realised there were ways other than clinical medicine to help make people healthy. Broader ways that address those socioeconomic constraints – this is public health!” She soon realised that this was what she wanted to do, to strengthen and improve health systems, and she applied to the Master of Public Health programme. For Lynn, this programme was transformational.

Today, Lynn’s work at the Desmond Tutu Health Foundation is in research that actively improves lives. Her background in medicine gives her the insight needed to understand what works and what doesn’t in the South African health system, while her personal experiences as a lesbian motivate her to make a lasting difference.

As the Research Project Manager for the LGBT+ Health Division of the organisation, her work is directly tied to improving the lives and health of LGBTQI+ communities. She ties together research, policy and implementation in her role, and sees the three as inseparable.

“Some days I am doing data analysis, writing funding and research proposals, and managing budgets,” she says. “Other days I am facilitating workshops, working with our team to support community initiatives or working with government and civil society stakeholders.”



“Going to
Pride is part
of my job!”



Lynn helps to facilitate a workshop on exclusion.

Inclusive policies

In partnership with the Department of Health, her division has developed the South African LGBTQI+ Healthcare Equality Programme, which aims to create more inclusive healthcare environments in public sector facilities. For Lynn, the issue is urgent because exclusion happens at every stage of care, often long before anyone sees a clinician.

“Experiences include being misgendered or turned away by security and front desk staff, from being denied access to a bathroom, to being in a consultation where a healthcare provider is asking inappropriate questions, to downright discrimination,” explains Lynn. Their workshops provide a space to discuss these issues.

Through partnering with health facilities in outreach events for the community, training clinic committees and health forums, and empowering LGBTQI+ people to advocate for their rights, they connect excluded people with the facilities where they can access care.

“Imagine a system which not only includes LGBTQI+ people, and ensures they can access safe and appropriate care, but also one in which they are represented at different levels of staff and leadership.”

Some of her proudest moments so far have come from seeing the work take root. She mentions an LGBTQI+ youth event organised by a youth clinic after the programme had been implemented there. She talks about workshops in the Central Karoo where the level of engagement challenged the assumption that rural spaces are always trailing behind. “They are leading the work here,” she says.

But she acknowledges that this is not enough. **“There are several systemic changes which need to occur for systems to be truly LGBTQI+ inclusive,”** she says, adding that these include policies, data collection and more representation in leadership. “But if we are able to shift people’s hearts and minds towards LGBTQI+ people, then that is the biggest win.”

What’s next?

At the moment, Lynn is working on her PhD – based on the implementation of their programme and how it can inform policy and improve lives. “Imagine a

system which not only includes LGBTQI+ people, and ensures they can access safe and appropriate care, but also one in which they are represented at different levels of staff and leadership.”

She once thought leaving medicine meant walking away from health. Instead, it led her closer to the part of health that she was looking for: changing the system itself, so that more people can enter it and be met with dignity.

LYNN’S ADVICE FOR GRADUATES

Stay open to change, especially if you feel trapped by the wrong decision. Trust your gut and if you know in your heart that you are not where you want to be, don’t be afraid to make a change.

Never stay in something just because you are afraid.

Listen to this article
5 min. 41 sec.

Building tech for circular systems

At Greenway Africa, John is helping build digital systems for projects that recover waste and create livelihoods. It means thinking about technology in a practical way, and about the people who will use it every day. The work draws together both sides of his UCT degree, giving him a chance to make a real difference on the ground.

John speaks openly about still finding his feet. “It has been challenging,” he says. “You have people who have been exposed to the space for way longer than yourself. They look up to me for solutions while I’m trying to navigate the space and find my feet as well as my rhythm.”

In his role as Head of Technology Strategy and Innovation, he is having to learn quickly, taking on responsibility and growing into a role that asks a lot of him. “My steepest learning curve has been having to navigate and learn about the different projects, solutions and the circularity space as a whole in a short period of time,” he says.

His work is in the circular economy, where waste is reused and turned into value. His role includes implementing systems across the business, from real-time tracking tools for stakeholders

JOHN MANAIWA

Degree: BSc Computer
Science and Environmental
and Geographical Sciences
(UCT)

Past titles: Promotion
Demand Planner (Clicks
Limited Group)

“We know waste is a problem, emissions are rising, and ecosystems are under pressure, but understanding the problems and their severity requires processing more information than any team could manage alone. That’s where AI and data science come in.”

to automating internal tasks. He also works on website and app development. A lot of his time goes into Project Vuselela and GreenUp, two initiatives focused on improving waste collection and recycling, while creating more inclusive opportunities in the sector.

Two fields, one solution

John studied both Computer Science and Environmental and Geographical Sciences, and he brings those fields together in his current role. His team is developing the Tsela app, a digital platform for local SMEs and waste reclaimers. “In the space I’m in now, the two fields really complement one another,” he says. “It allows us to develop a tailored solution that is sustainable in the long run.”

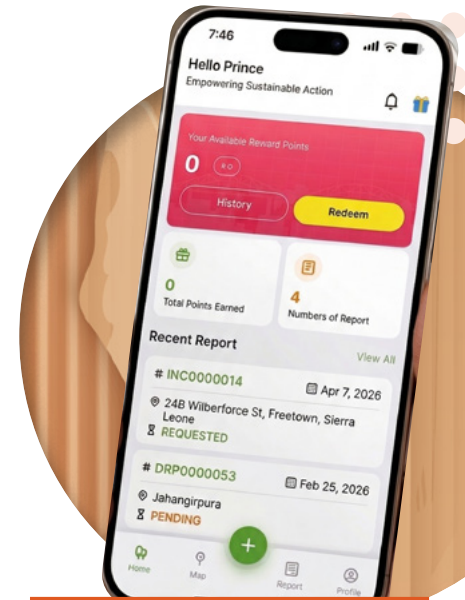
This type of interdisciplinary thinking is essential for responding to real conditions on the ground. The Tsela app is part of GreenWay’s efforts to improve collection systems through real-time monitoring.

Embracing uncertainty

After graduating, John was unsure of where to go next. Fortunately, because he was part of the Dell Young Leaders (DYL) programme, he had a support system to turn to. Following their advice, he explored other fields – and stepped into a role at Clicks Limited Group. The time away from his degree gave him perspective. “I like to explore outside my comfort zone,” he says, “which is the same approach I still use towards my career.”

Uncertainty has always been part of his process, says John. “The future is never certain, especially with the rise in AI and the way it is affecting the job market.”

But he is also excited about how AI can help. “One of the biggest challenges in tackling environmental and climate issues is that we often work with incomplete pictures,” says John. “We know waste is a problem, emissions are rising, and ecosystems are under pressure, but



Greenway Africa's platform provides real-time intelligence for waste management operations.

understanding the problems and their severity requires processing more information than any team could manage alone. That’s where AI and data science come in.”

Although John still sees himself near the beginning of his career, he is clear about his purpose: building tools that make circular systems work better, in order to make a difference on the ground and help people build more sustainable livelihoods.

Listen to this article
6 min. 7 sec.

The case for community-owned renewables

From Zimbabwe to UCT, Nicola's career has moved across policy, research and project work. Now, as Renewable Energy Asset Manager at Bright Renewables, she manages a portfolio of community-owned renewable projects across the UK. She works closely with community groups, enabling them to have a meaningful voice in the development of renewable energy, and to directly share in the benefits it brings.

Growing up in Zimbabwe gave Nicola an early sense of how closely people's lives are tied to the environment around them. Long before climate change became her field of study, it was something she had already seen up close.

"I've always felt a strong connection to the natural environment and our relationship with it," she says. "Growing up in Zimbabwe meant I was more directly exposed to the impacts of climate change and environmental degradation than many, which shaped my perspective early on."

That perspective still runs through the way she talks about her work now. Across

research, policy and renewable energy, her interest has stayed grounded in the relationship between environmental change and everyday life.

As a student, Nicola knew she wanted to work in climate and sustainability, but the exact route was less clear. "I was torn between different paths, including policy, advocacy, research, and project delivery."

After graduating, she found herself weighing up several possibilities at once. Policy interested her. So did advocacy, research and project delivery. Rather than settling immediately into one track, she moved through a period of exploration that helped

NICOLA BURMEISTER

Degrees: MSc Climate Change and Environmental Policy (University of Leeds); BA and BA (Hons) in Environmental and Geographical Science (UCT)

Past titles: Researcher and Consultant (Ecoresolve, Child Rights Network for Southern Africa); Environmental Consultant (Curved Leaf Tobacco)

her understand where her strengths could take her.

Looking back, she sees that period differently than she might have at the time. “The further I go on my own journey, the more I realise there was never a need to choose,” she says. “My career will be a long one which will follow many different routes along the way and will touch on all different aspects.”

Adapting to a new context

Nicola's path into renewable energy took shape after she moved from Zimbabwe to the UK. Her background had been in climate policy within an African context – a space she hopes to work more closely in again in future. In the UK, though, she realised she would need to broaden her career path in order to establish herself.

“Branching out allowed me to play to my strengths while exploring new areas,” says Nicola. “I took additional courses and volunteered as a researcher in fields that were less familiar to me, which helped me build confidence and adaptability.”

At the same time, she secured a role in London that gave her practical exposure to the renewable energy sector. She sees this as the experience that ultimately shaped the direction of her career.

NICOLA'S ADVICE FOR GRADUATES

Life is long – sounds bizarre, but it's true. You don't need to have everything figured out when you leave university. Some of the most valuable lessons come from moments where you feel uncertain or out of your depth. There will always be more to learn, and your career path is unlikely to follow a straight line. Being open to change, staying curious, and learning from each experience is far more important than having a perfect plan. Trust the process, and allow your journey to evolve as you grow.



SCIENCE

Today, Nicola works as a Renewable Energy Asset Manager for Bright Renewables in the UK, where she manages a portfolio of community-owned renewable energy projects. The role brings together two parts of the field that clearly matter to her: the energy transition itself, and the people who live closest to its effects.

“My role focuses not only on supporting the transition to net zero, but also on working closely with community groups rather than large private corporations,” she says. “This has fundamentally shaped how I view the renewable energy sector.”

In her work, renewable energy is as much about infrastructure delivery as it is about giving communities a stronger voice in the process.

Collaboration is key

She returns often to the role of people and communities in her work. Across different jobs, she says, that has remained the most consistent part. “One of the most rewarding aspects of my career has been knowing that the work I do has a direct, positive impact on people,” explains Nicola. “Whether that’s enabling greater access to renewable energy or ensuring that local voices are part of the conversation.”

Through her work across different countries and sectors, Nicola has again and



Nicola attends a workshop focused on the creation and management of grasslands on solar farms.

“One of the most rewarding aspects of my career has been knowing that the work I do has a direct, positive impact on people. Whether that’s enabling greater access to renewable energy or ensuring that local voices are part of the conversation.”

again seen the importance of connection. Different contexts may call for different approaches, but she has found that many of the broader goals remain shared. “It has reinforced how important it is to work effectively with diverse groups of people from different backgrounds and perspectives,” she says, explaining that the ability to collaborate, listen and adapt is crucial when building a career in policy and project development.

When she reflects on her time at UCT, she credits inspiring lecturers and engaging fully. Asking questions, grabbing opportunities, and being proactive in her learning gave her a foundation she still draws on.

For now, she is building experience in renewable energy in the UK. But eventually she plans to deepen her impact and come full circle, back into the African climate policy space.

Listen to this article
5 min. 39 sec.

Using law as a tool for social justice

When Shell announced its plan to search for oil and gas off South Africa's Wild Coast, the backlash was immediate. For coastal communities, livelihoods were all at stake. Kimal joined the tail end of the matter during his time at the Legal Resources Centre (LRC), and it confirmed for him that this was the kind of work he wanted to do. Now, as an Attorney at the LRC, he works in many areas within the organisation to make a real difference in people's lives.

At the LRC, the Shell case became central to questions of consultation, environmental justice and community rights. Kimal puts it plainly: "The government cannot circumvent the rights of customary communities in favour of rich corporations."

Kimal did not go straight into law when he got to UCT. Instead, he completed a Social Science degree, which still left him feeling hungry to learn more before settling into a profession. He pursued an Honours in Justice and Transformation in UCT's Political Studies Department, and through that year built up a more comprehensive understanding of the systems that shape people's lives.



KIMAL DANIEL HARVEY

Degrees: LLB; BSocSci (Hons) in Politics; BSocSci (UCT)

Past titles: Candidate Attorney (Legal Resources Centre)

WATCH:

LCR podcast, with Kimal as host
*Pre-Bunking Anti-Foreigner
 Narrative with UNHCR and Alt
 Advisory*

“This degree showed me that, despite the perceived successes of South Africa’s transition out of colonialism and Apartheid, there is still so much work that needs to be done,” he says. This degree gave him a good background for his transition to law – over and above legal technique, public interest law asks for a feel for history, institutions and power, and what’s happening on the ground.

With much to be done about inequality in South Africa, Kimal chose law. “The law, for me, is the primary tool I chose to employ to pursue social justice and activism,” he says. “It is a sector in which I can assist people with issues both at an individual level and in their communities.”

Prototyping his career

Outside class, he took up extracurriculars and volunteer work to grow professionally and test his assumptions about the field. “There is no better teacher than experience!” he says. “I volunteered at public interest law firms, NGOs and of course UCT’s Law Clinic. Until I had done that, there would have been no way for me to know that this was the career for me.”



Kimal really understood the assignment. He worked as a tutor in the Political Studies Department, served as the Transformation Representative for the 2020 Faculty of Law Student Council and interned at the Institute for Justice and Reconciliation, and later interned twice at the LRC’s Cape Town office.

Those places gave him a practical sense of the kind of work he wanted to build his life around. “Immersing myself in these places and learning from their employees confirmed my choice of career, or at least it showed me that I had the capability,” he says, adding, “I experienced their energy, work ethic, culture and the day-to-day responsibilities.”

Public interest law

As an admitted attorney at the Legal Resources Centre, some of the most important work Kimal does is with refugees and asylum seekers in SA. “In recent history, xenophobic narratives coming from the West have made it increasingly more difficult to assist refugees and asylum seekers in South Africa,” he says, highlighting that the funding cuts for NGOs are not helping the matter.

Through his writing for The Daily Maverick and the LRC podcast, he helps to give a platform for public interest initiatives. In a recent episode, **he acted as host to the creators of Mzansi Life**, a board game

that helps young people build resilience to disinformation, hate speech and prejudice, especially in relation to xenophobia.

Staying with the work

The impact of his work stretches far beyond the court (or circumvents it entirely). “Going to court and litigating must be a last resort,” he says. “If we can avoid it, and help people with their issues outside of court, I will take it so long as we can have a positive impact in the world generally.”

He explains that public interest lawyers generally employ a tactic called strategic litigation – it is not only about one client, or one dispute. “It is about using their case as a route to progress and developing the law so that the problem does not affect people in a similar position ever again,” explains Kimal.

Asked what skills matter most for someone wanting to enter public interest law, Kimal answers without dressing it up: “Compassion. Patience. Commitment. Grit. And creative thinking.” It makes sense that these qualities are at the centre of his story. Public interest law is demanding work, and the pace of justice can be painfully slow, with complex problems to solve.

“Justice is slow moving,” he says, “and therefore we have a responsibility to make the greatest impact we can with the little time we have in this job and our lives.”



KIMAL'S ADVICE FOR GRADUATES

I cannot emphasise enough how important it is to pursue internships and volunteering positions during your holidays. Employers want to see that you have tried to get this experience and moreover that you have a demonstrated dedication to their field.

Listen to this article
4 min. 31 sec.

Becoming a barrister

Nigel's legal career has already taken him through some of the most high-profile legal spaces in the UK, from Linklaters to the UK Supreme Court. Now, as Pupil Barrister at 39 Essex Chambers, he is building up the skills and experience needed to run his own practice.

Growing up in Malawi as a queer person, Nigel learned early on that the law is not always just. "Being part of the LGBTQIA+ community and knowing that people like me are criminalised in my home country certainly made me interested in the law," he says. "It meant I learned early on to think critically about the law, not simply to ask what the law is, but whether it is just, and whether it is good."

As Pupil Barrister at 39 Essex Chambers, Nigel is training across commercial and construction law, public law, planning and environmental law, and civil liability law. His days are varied. "On any given day, I might be drafting pleadings, carrying out legal research, preparing for advocacy in small claims cases, or accompanying

my supervisor to the Court of Appeal."

It is a role that follows an already remarkable path. Since completing his legal training, Nigel has worked at Linklaters, served as a Judicial Assistant in both the UK Supreme Court and the High Court of England and Wales, and then moved into litigation at the Government Legal Department.

"Each environment taught me something different," he

NIGEL MPEMBA PATEL

Degrees: MSc Law (University of Law); LLB (UCT); BA in Philosophy and Law (UCT)

Past titles: Judicial Assistant (UK Supreme Court & High Court of England and Wales); Associate (Linklaters); Litigation Lawyer (UK Government Legal Department)

says, “and I hope to bring all of those experiences together in my work as a barrister.”

The limits of the law

What keeps drawing him in is the relationship between law and fairness. “The law can be a powerful tool for accountability, order and protection, but it can also entrench inequality, exclusion and harm.” That is why, in his view, part of the work is learning to work within the law while never losing sight of its limits.

Although he loved being a litigation solicitor, he was drawn to life at the Bar, especially the opportunity to work across different areas of the law. “After practising as a solicitor for three years, I realised I wanted to be the person making the arguments in court and to be more directly involved in advocacy,” explains Nigel.

Looking back at his time at UCT, several formative roles set Nigel up for where he is today. He was vice-chair of Rainbow UCT, representing LGBTQIA+ students in governance meetings and working on issues including healthcare, safe sex initiatives, outreach and education. In this role, he also remembers organising fun events such as socials, talks and parties. “It was a great role that

required leadership, managing finances and administration, but also lots of play, fun and creativity.”

Beyond that, he was a business ethics tutor, a legal writing tutor, an orientation leader and trainer, and part of student organising through Rhodes Must Fall and the movement to insource workers. “All these roles helped me to build skills alongside the rigorous academic training in my Philosophy and then Law degree,” he says.

Get involved!

Asked what he would say to students who want to use their careers to create meaningful change, his response is refreshingly simple: “Get involved!”

It sounds almost too straightforward, until you look at his own life and see how much he follows this principle. Nigel studied hard, yes, but he also got involved in student leadership, activism, teaching and public life. He learned to question systems even as he learned how to work within them.

For now, his focus is on finishing pupillage, securing tenancy and building a practice. But his longer-term hopes stretch beyond individual success. “A personal goal is to continue to contribute meaningfully to work to decriminalise LGBTQIA+ people globally,” he says. One day, he also hopes to pursue a PhD.

LOST IN TRANSLATION?

Attorneys (SA) or Solicitors (UK) give direct legal advice, handle casework and negotiate on behalf of clients.

Advocates (SA) or Barristers (UK) are legal specialists who focus on courtroom advocacy, represent clients in courts, and provide specialist legal opinions.



Nigel's Call to the Bar ceremony.

The law can be a powerful tool for accountability, order and protection, but it can also entrench inequality, exclusion and harm.



Six

EMPLOYER DIRECTORY

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more opportunities

AB-InBev/SAB

South African Breweries (SAB) is a leading beverage company specializing in brewing, distributing, and selling beer across South Africa. As part of AB InBev, it combines local expertise with global scale. SAB stands out due to its strong market presence, trusted brands, wide distribution network, and commitment to sustainability and community development.

Who we are looking for: At South African Breweries (SAB), candidates need degrees in business, engineering, or related fields. Key skills include problem-solving, teamwork, and communication. The company values ambitious, resilient individuals with leadership potential

How to apply: To apply for a job at South African Breweries (SAB), you should use the official careers

website to submit your cv

Apply at: <https://wd1.myworkdaysite.com/recruiting/abinbev/SAB>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: All major cities in South Africa

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.sab.co.za/>

Adams & Adams

Adams & Adams has been a trusted name in the African commercial landscape for 118 years and continues to expand its Commercial, Real Estate and Dispute Resolution services, while maintaining its position as Africa's pre-eminent Intellectual Property firm. The Candidate Attorney Programme is an important part of our commitment to excellence in law. Every year, the firm offers approximately 20 CAs an opportunity to gain rich exposure to a variety of practices. The depth of experience acquired through the programme allows candidates to develop their careers across multiple disciplines of law and is designed to ensure their success.

Who we are looking for: Beyond the expected attributes of academic excellence, exemplary conduct,

trustworthiness, candidates who fit in best with the firm are most prominently those who have an attitude of taking ownership of and responsibility for their work.

How to apply: <https://www.adams.africa/about-us/careers/graduate-recruitment/>

Apply at: <https://www.adams.africa/about-us/careers/graduate-recruitment/>

Applications closing date: 2027/03/31

SA citizenship required? Yes

Locations: Pretoria, Cape Town and Durban

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

ADAMS & ADAMS

Realise African Enterprise

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.adams.africa/>

Allan Gray

Allan Gray is Africa's largest privately owned investment management company focused on generating long-term wealth for investors. Allan Gray is an investment management firm headquartered in South Africa, established with the objective of offering a range of investments. It also works in collaboration with sister companies, Orbis Investment Management and Allan Gray Australia, to leverage global investment insights and strategies. Allan Gray caters to a diverse clientele, which encompasses both institutional and individual investors, along with insurance com

Who we are looking for: undergraduate or postgraduate degree in Commerce or Business Science, with specialisations in Investments, Finance, Economics and related fields

How to apply: <https://www.allangray.co.za/careers/>

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

Applications closing date: 2026/11/30

SA citizenship required? Yes

Locations: Cape Town

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

ALLAN GRAY

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

www.allangray.co.za

Amazon

At Amazon, we hire the best minds in technology to innovate and build on behalf of our customers. The intense focus we have on our customers is why we are one of the world's most beloved brands – customer obsession is part of our company DNA. Our interns write real software and collaborate with a selected group of experienced software development engineers who help interns on projects that matter to our customers.

We want you to feel welcomed, included and valued right from the start. Every day will be filled with exciting new challenges, developing new skills, and achieving personal growth.

Who we are looking for: Applicants should be currently enrolled in a Bachelor's or Master's degree in

Computer Science, Computer Engineering, or a related field at the time of application.

How to apply: Please follow the link to our live role on our website.

Apply at: <https://www.amazon.jobs/en/jobs/3141770/2026-software-dev-engineer-intern-zaf>

Applications closing date: 2026/05/31

SA citizenship required? Yes

Locations: Cape Town & Johannesburg

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

amazon

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.amazon.jobs/content/en/locations/south-africa/cape-town>

WHERE FINANCIAL INSIGHT MEETS TECHNICAL DEPTH.

At Aspect Advisory, we solve complex problems at the intersection of finance, data, and technology—working with leading financial institutions on challenges that require sharp thinking and precision.

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Auditor General South Africa

The Auditor-General of South Africa exists to strengthen our country's democracy by enabling oversight, accountability and governance in the public sector through auditing, thereby building public confidence. Being part of the AGSA means that you have a unique opportunity to contribute towards improving the lives of citizens. At the Auditor General South Africa, we value dedication, integrity, and teamwork. Our commitment to excellence has earned us a reputation as a leader in the industry. As a Graduate Trainee, you will have the opportunity to learn from the best and carve out a rewarding career path.

Who we are looking for: Qualified PGDA graduates

How to apply: Step 1 Follow the link or scan the QR code provided to access the graduate application portal. Step 2 Complete the application form by submitting your personal and educational details. Step 3 After screening your application, you may be invited for an interview

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

Applications closing date: 2027/03/31

SA citizenship required? Yes

Locations: All Provinces (National)

Opportunities on offer: Graduate Opportunity, Internship, Vac Work



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.agsa.co.za/>

BDO South Africa

BDO is a leading global provider of audit, financial advisory, risk advisory, technology advisory, and tax services. As a part of the global BDO network, BDO ranks number six internationally and number five in South Africa. Operating from nine offices in South Africa and 163 countries, BDO serves over 49 JSE-listed clients and 150+ international clients. With global revenues of US\$14 billion, BDO has 115,700 people in 1,770 offices worldwide.

Who we are looking for: Requirements

Honours / PGDA / CTA or equivalent level qualification at a SAICA recognised University.

How to apply: Please apply on our Career Portal and submit the following: ID, CV, Academic records,

Matric certificate

Apply at: <https://bdo.mcidirecthire.com/graduate/external/CurrentOpportunities>

Applications closing date: 2026/12/31

SA citizenship required? Yes

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

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.bdo.co.za/>



Bowmans

An African Law firm with global reach. 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. Our presence in Africa is always evolving to meet the changes that are shaping the future of this vast continent. We have our own offices in six countries: Kenya (Nairobi), Mauritius (Moka), Namibia (Windhoek, Swakopmund), South Africa (Cape Town, Durban, Johannesburg), Tanzania (Dar es Salaam) and Zambia (Lusaka), Bowmans Alliance firms in Ethiopia (Aman and Partners LLP) and Nigeria (Udo Udoma and Belo-Osag).

Who we are looking for: We look for students studying towards B Com Law, BA Law or LLB degrees.

Our lawyers are team players. They are committed to excellence and deliver high-quality service. Most importantly, they possess a passion for the law. So, we look for well-rounded people

How to apply: All our applications are done online and can be accessed from our website.

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

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town, Durban and Johannesburg

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://bowmanslaw.com/>

C&A Friedlander Attorneys

C&A Friedlander Attorneys is a long-established South African law firm founded in 1899 and based in Cape Town. The firm combines tradition with innovation, offering tailored legal solutions to individuals, businesses, and institutions. Its experienced team provides services across various practice areas, including property law, commercial law, litigation, family law and labour law.

Who we are looking for: We are looking for candidates with a strong academic record and a solid understanding of the law. A completed LLB (or progress toward same for candidate attorneys) is essential, with good results reflecting diligence and commitment.

How to apply: Please visit our website www.caf.co.za to apply.

Apply at: <https://caf.co.za/careers/>

Applications closing date: 2026/06/08

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Full Time Offer, Vac Work



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://caf.co.za/>



Cell C

Cell C is a South African mobile telecommunications operator providing a range of services including voice, data, messaging, fibre internet, and MVNO hosting. Founded in 2001, it operates nationwide through an asset_light network model, leveraging roaming partnerships with MTN and Vodacom to deliver reliable coverage.

The company positions itself as a future_focused digital enabler, promoting digital inclusion and shaping the telco landscape through technology-driven solutions that empower customers.

Who we are looking for: T & Cyber Security: Computer Science / Information Systems, Software / Computer Engineering , Data Analytics / BI, Marketing, Finance, Risk, Engineering

How to apply: Cell C website and LinkedIn

Apply at: <https://www.cellc.co.za/cellc/home>

Applications closing date: 2026/10/30

SA citizenship required? No

Locations: Gauteng

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.cellc.co.za/cellc/home>

Cliffe Dekker Hofmeyr

Cliffe Dekker Hofmeyr (CDH) is one of Africa's largest corporate and commercial law firms. Our firm track record spans over 172 years and CDH has consistently been ranked as one of Africa's number one largest commercial law firms. With more than 245 qualified lawyers and a service capability in 10 different practice areas from our offices in Cape Town, Nairobi, Sandton, Stellenbosch and Windhoek, our lawyers specialise in the full spectrum of services covering our clients' business legal needs and sizeable influence in Africa's key financial centres and markets.

Who we are looking for: Bachelor of Law, Bachelor of Commerce in Law and Bachelor of Arts in Law

How to apply: To apply for our opportunities applicants, need to put together the following: Cover

letter (clearly defining which position you are applying for), Curriculum vitae, Full University transcript (to date), Grade 12 (matric) results, Copy of ID

Apply at: <https://www.apply4law.africa/>

Applications closing date: 2026/04/30

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.cliffedekkerhofmeyr.com/en/>



Clyde & Co Inc

Clyde & Co is a leading international law firm with offices in Johannesburg and Cape Town. It specialises in insurance, infrastructure, construction, aviation, healthcare, and marine law. The firm advises on corporate transactions, dispute resolution, and regulatory compliance. Known for its deep industry expertise, Clyde & Co supports clients in navigating complex legal challenges across the globe. With over 100 legal professionals in South Africa, it has been active on the African continent for more than 20 years.

Who we are looking for: We are looking for applicants that have an exceptional academic standing who are in their penultimate or final year of their law degree studying BA Law, BCom Law, LLB degree, LLM (Marine law preferred)

How to apply: The application process generally includes submitting a curriculum vitae, full academic transcript, a copy of your ID, and your matric certificate. Incomplete applications lacking any of these documents may not be considered.

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

Applications closing date: 2026/05/31

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

Opportunities on offer: Graduate Opportunity, Vac Work

CLYDE&CO

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.clydeco.com/en>

Coca-Cola Beverages SA

Coca-Cola Beverages South Africa (CCBSA) is a proudly South African company which began operating as a legal entity in July 2016, after the merger of six non-alcoholic ready to drink bottling operations.

Who we are looking for: Commerce, Engineering, Logistics

How to apply: At CCBSA, our people are our enduring advantage. CCBSA is committed to driving the appointment of high quality employees into existing vacancies.

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

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: National

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



Beverages
South Africa

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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



Cognia Law

Cognia is a pioneer in alternative legal services, partnering with global in-house legal teams to transform how they operate, contract, and comply. Powered by legal engineering – where legal expertise meets technology and service design - we replace the cost and complexity of traditional legal delivery with speed, certainty, and measurable value. We shift how people work, manage and think through legal transformation consulting, managed legal services, and flexible resourcing. We don't just support change. We enable it. Cognia is founder-led and independently operated.

Who we are looking for: We look for LLB, BA Law or BCom Law graduates with a keen interest in exploring a non-traditional career in law, particularly with a curiosity in legal technology, AI, and innovation (whether through

courses or personal interest).

How to apply: Submit your application through the Cognia Law website or our LinkedIn page.

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

Applications closing date: 2026/11/02

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Graduate Opportunity, Vac Work



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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

Colgate Palmolive

Colgate-Palmolive Company is a global consumer products company operating in over 200 countries specialising in Oral Care, Personal Care, Home Care, Skin Care, and Pet Nutrition. Our products are trusted in more households than any other brand in the world, making us a household name!

Join Colgate-Palmolive, a caring, innovative growth company reimagining a healthier future for people, their pets, and our planet. Guided by our core values — Caring, Inclusive, and Courageous — we foster a culture that inspires our people to achieve common goals. Together, let's build a brighter, healthier future for all.

Who we are looking for: The Colgate-Palmolive Emerging Leaders Graduate Program is a 24-month commercial rotational program based in Midrand,

South Africa, designed for recent graduates with a Bachelor of Commerce (or honors) in marketing, business management, or related fields

How to apply: Applications for the 2027 intake were noted with early 2027 deadlines. Candidates should check the official Colgate-Palmolive Careers site or LinkedIn Company Page for active, current openings

Apply at: <https://tinyurl.com/3xhv8hb4>

Applications closing date: 2026/12/20

SA citizenship required? Yes

Locations: Midrand, Johannesburg

Opportunities on offer: Graduate Opportunity, Internship



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://tinyurl.com/4d4wjks>



Cosmopolitan Projects and Central Developments Property Group



Cosmopolitan Projects (est. 1992) and Central Developments (est. 2002) Property Group (Cosmo Central Group) is a leading residential property developer in South Africa, the Group has delivered over 85 000 homes to date. Headquartered in Midrand, we specialise in secure estates, rental complexes, retirement villages, serviced stands, and large-scale lifestyle developments across middle- to high-income and affordable housing markets.

Through a holistic, turnkey and hands-on development approach, we deliver approximately 4 500 residential units annually, creating micro-cities and lifestyle estates.

Who we are looking for: We are looking for students who are currently pursuing degrees in Marketing, Business Management, Construction Management/ Studies and Quantity Surveying.

How to apply: Apply using the link: https://b24-xOne8l.bitrix24.site/crm_form_ynni7/

Apply at: <https://www.cosmocentralgroup.co.za/>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Graduate Opportunity, Internship

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

www.cosmocentralgroup.co.za

Cox Yeats Attorneys

Cox Yeats is a leading law firm offering a wide range of commercial and personal legal services. The firm is committed to understanding each client's objectives and delivering practical, strategic solutions that align with their needs. Clients receive personalised attention from dedicated attorneys, supported by a collaborative team with diverse expertise. By avoiding rigid departmental structures, the firm ensures a more integrated and holistic approach. This enables efficient and comprehensive responses to legal challenges. As a member of TAG Alliances, Cox Yeats also provides clients with access to trusted professional services.

Who we are looking for: We look for students that excel not only in their studies, but who have a balanced involvement in university and community life, and who

value integrity, client service and 'out of the box' innovative thinking.

How to apply: Submit your CV, academic transcripts, and supporting documents via our careers portal or email: recruitment@coxyeats.co.za. Ensure all documents are combined in one submission. Only shortlisted candidates will be contacted.

Apply at: <https://leap.ly/opportunities/901>

Applications closing date: 2026/05/31

SA citizenship required? Yes

Locations: Durban, Johannesburg and Cape Town

Opportunities on offer: Internship, Vac Work

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.coxyeats.co.za/>

CoxYeats

Crowe HZK

Crowe HZK is based in the Cape Town CBD. We are an independent member of the Crowe Global network, represented by over 200 independent accounting and advisory firms in more than 150 countries. Our clients range from smaller owner-managed businesses to large corporations and non-profit organisations (including NGO's).

Who we are looking for: We are looking to recruit exceptional people to join our audit team. You will need an Honours degree in accounting or an accredited BComm and registration for an Honours degree or equivalent with the intention of qualifying as a Chartered Accountant (SA).

How to apply: Please visit our website's Career page at <https://www.crowe.com/za/careers/student-registration-generic-content-page> and complete the Crowe Registration form or you may email recruitment.ct@crowe.za.com and we will reply with the documents required.

Apply at: <https://www.crowe.com/za/careers>

Applications closing date: 2027/01/31

SA citizenship required? No

Locations: Cape Town

Opportunities on offer: Graduate Opportunity



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.crowe.com/za>

Deloitte

Deloitte, one of the world's leading professional services firms with a globally connected network of member firms in more than 150 countries. Our brand positioning, "Connect for impact", places our business in the rich territory of connection. We connect clients, talent, and society to the future. Connect for impact highlights our distinct tangible and emotional value, how we stand apart in a crowded market. Connection is uniquely Deloitte. It's in our DNA. We've served clients through three industrial revolutions.

Who we are looking for: Deloitte seeks Audit Articles candidates studying a SAICA-accredited qualification, with strong analytical skills, integrity, attention to detail, teamwork, adaptability, and a drive for professional growth.

How to apply: Visit www.joindeloitte.co.za to create a profile and upload the required documents.

Apply at: <http://www.joindeloitte.co.za/>

Applications closing date: 2026/12/31

SA citizenship required? No

Locations: Johannesburg | Cape Town | Durban and Namibia

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.deloitte.com/za/en.html>



delta-v

We are the leaders in sales development for enterprise software companies in EMEA. We design, build and manage outsourced sales development teams. These teams are custom built and expertly trained to generate predictable sales pipeline that leads to rapid revenue growth.

Who we are looking for: We're looking for graduates eager to start a career in tech sales, with the ambition to grow into Sales Leadership and Management through mentorship.

How to apply: Please submit your CV to marcus@delta-v.co.za. Come see us at our stand!

Apply at: <https://www.delta-v.co.za/our-team/>

Applications closing date: 2027/12/31

SA citizenship required? Yes

Locations: Cape Town

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.delta-v.co.za/our-team/>

Deneys

We are a leading South African law firm with a presence in Cape Town, Durban and Johannesburg. We specialize in multiple areas of dispute resolution work and corporate commercial law. Visit us at www.deneys.co.za to learn more about growing your career with us. We are recruiting candidate legal practitioners in all three offices. Apply online at Leap.ly. As the world moves, your career moves. We look forward to contact with you.

Who we are looking for: We recruit BA Law, BCom Law and LLB students for our candidate legal practitioner programme. We are invested in student careers. We look for grit, passion, agility, business sense, and commercially aware and analytical thinkers.

How to apply: Apply online at www.deneys.co.za or on Leap.ly.

Apply at: Apply online at www.deneys.co.za or on Leap.ly.

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town, Durban, and Johannesburg

Opportunities on offer: Graduate Opportunity, Vac Work



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.deneys.co.za/>



DRA South African Projects (Pty) Ltd



DRA Limited is an international, multi-disciplinary engineering and project delivery group specializing in the mining, minerals, and metals industry. With over four decades of experience, DRA delivers advisory, engineering, project delivery, and operations and maintenance services across the full project lifecycle, supported by deep technical expertise and a strong focus on sustainability and ESG outcomes. The Group operates globally, with offices across Africa, the Middle East, the Americas, and the Asia-Pacific region.

Who we are looking for: Bachelor's degree in Engineering or related field (Civil, Mechanical, Chemical, Electrical) completed or final year. Demonstrate strong academic performance and a thirst for continuous

learning. Enjoy solving problems and thinking analytically/teamwork

How to apply: Please follow our LinkedIn page, and apply to application posted on our LinkedIn page during July. Ensure you submit updated CV, academic transcript, copy of ID and cover letter outlining your passion for your specific engineering field.

Apply at: <https://www.draglobal.com/careers/graduates/>

Applications closing date: 2026/08/31

SA citizenship required? Yes

Locations: Johannesburg

Opportunities on offer: Graduate Opportunity

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://tinyurl.com/5awpw4jm>

Dunsters Attorneys Inc



Dunsters Attorneys is a law firm based in Cape Town, South Africa, with over 30 years of experience in guiding clients through commercial and litigation issues. Dunsters offers a wide range of legal services, including commercial law, litigation, corporate law, property law, and family law.

Who we are looking for: We're looking for students completing an LLB (or a BA/BCom followed by an LLB) with a solid academic record, strong research and communication skills, and attention to detail. Candidates with a positive, professional personality and who are eager to learn.

How to apply: Candidates can apply by submitting their CV, cover letter, and academic transcripts to applications@dunster.co.za, as detailed on the careers section of our website.

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

Applications closing date: 2026/06/19

SA citizenship required? Yes

Locations: CAPE TOWN

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

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.dunster.co.za/>



Emirates Airline

Emirates specialises in world-class aviation, with cabin crew at the heart of our excellence. We stand out through exceptional hospitality, cultural diversity, professional training, and strong career growth.

Who we are looking for: At least 21 years old

Minimum height 160cm (reach 212cm)

Fluent in English (additional languages an advantage)

High School graduate

At least 1 year Customer Service/Hospitality experience

Professional appearance and positive attitude

How to apply: Please apply using the link to our career page on the Emirates Group Careers website

Apply at: <http://www.emiratesgroupcareers.com/cabin-crew/>

Applications closing date: 2026/12/31

SA citizenship required? No

Locations: All Cities and International

Opportunities on offer: Full Time Offer



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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

ENS

ENS is Africa's largest law firm with over 600 practitioners. The firm has a significant breadth and depth of experience and specialist expertise that spans all commercial areas of law, tax, IP and forensics, and benchmarks itself according to international standards whilst retaining a uniquely African focus. In essence, what really differentiates us is the breadth and depth of the services we offer clients.

Who we are looking for: We are looking for students studying LLB, BA Law, Bcom Law and LLM.

Students who are passionate, smart, reliable and have a high learning agility

How to apply: Please submit your application on our website.

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

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Johannesburg, Cape Town

Opportunities on offer: Graduate Opportunity, Vac Work



Degrees sought

Commerce

Science

Humanities

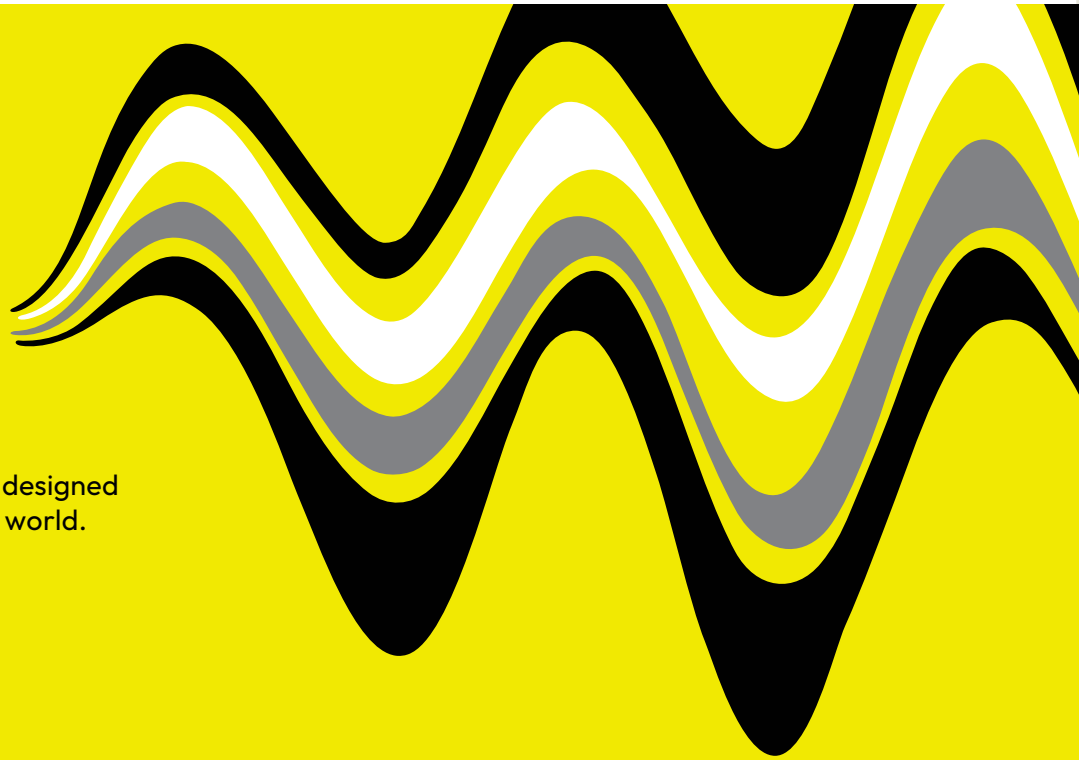
Law

Engineering

Health Sci

Website:

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



DON'T MIND
THE CHANGE.
**CHANGE
YOUR MIND.**

Apply for a graduate programme designed
to develop lawyers for a changing world.

Scan the QR code below or visit
<https://www.ensafrica.com/traineesapply>



ORIGINAL THINKING *ens.*

Entelect

At Entelect, we build innovative teams who design and implement software solutions that help our customers go from good to great. Since 2001, we've grown from JHB to span three continents, uniting over 2000 tech professionals who thrive in our culture-first environment. We're selective about our projects because we value meaningful work; tackling interesting problems where talented people can grow while delivering exceptional results. Every year we take on some of South Africa's brightest young university graduates, who join us with a mix of engineering, science and commerce degrees.

Who we are looking for: We are looking for graduates who are studying towards the following degrees, Engineering, Science and Commerce. BSc, BEng, BCom, BIS, BCompt.

How to apply: You can apply through our culture site: <https://culture.entelect.co.za/the-entelect-graduate-programme/>

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

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Johannesburg, Cape Town

Opportunities on offer: Graduate Opportunity, Full Time Offer



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://culture.entelect.co.za/>

Enza Construction (Pty) Ltd

Enza Construction is a provider of integrated property and infrastructure solutions. Enza Construction 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. The Enza Graduate Development Programme is aimed at identifying and developing leadership skills for the construction industry. This is a 12-month programme that will begin in January 2027.

Who we are looking for: Enza Construction is looking to recruit recently qualified Construction Management,

Quantity Surveying, Civil Engineering, Electrical Engineering, Mechanical Engineering and Property Development Graduates onto its 2027 Graduate Development Programme.

How to apply: Please complete the application form on the Enza Construction website: <https://www.enzacon.co.za/careers/> and submit your CV, full academic results, certified copy of your ID, matric certificate as well as a one-page motivation letter.

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

Applications closing date: 2026/08/28

SA citizenship required? Yes

Locations: Gauteng, Kwazulu Natal and Western Cape

Opportunities on offer: Graduate Opportunity



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.enzacon.co.za/>



eSTUDY (Pty) Ltd

eSTUDY is a learning and development business focused on bridging the gap between education and the workplace through structured internship programmes. We partner with businesses to place graduates in real work environments, giving you the opportunity to gain practical experience, build in-demand skills, and grow your career. What sets us apart is our hands-on approach — combining mentorship, workplace exposure, and continuous development. Graduates need to know: this is more than an internship; it's a stepping stone into the working world, designed to help you become confident, capable, and career-ready.

Who we are looking for: Relevant qualifications in HR, Business, IT, or related fields. Strong communication, adaptability, and willingness to learn are essential. We

value professional individuals who are eager to grow and thrive in a structured workplace environments.

How to apply: Submit your CV via our online portal: <https://wkf.ms/3UPEh09>. Shortlisted candidates will be contacted for screening and interview processes. Ensure all supporting documents and qualifications are included in your application.

Apply at: wkf.ms/3UPEh09

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Nationwide

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.estudysa.co.za/>

Eversheds-Sutherland (SA) Inc

Our teams of lawyers around the world operate seamlessly to deliver the legal know-how and strategic alignment that clients need from their advisors to help further their business interests. Clients describe us as creative and well-versed in cutting edge legal work – we listen well in order to understand how and where we can be most effective and add the greatest value.

We shape our advice to the unique circumstances and challenges of each project, and ensure the right people are in the right places to offer insight and certainty – from the day-to-day to the most complex, multi-jurisdictional matters.

Who we are looking for: LLB; LLM. We have adopted a strengths-based solution at each stage of the recruitment process. At every step, we are keen to hear

what energizes and motivates you as well as what you can do.

How to apply: Please submit your CV to careers@eversheds-sutherland.co.za. Please submit full transcript; copy of ID; matric certificate; testimonials and a motivational letter

Apply at: Please submit your CV to careers@eversheds-sutherland.co.za

Please submit full transcript; copy of ID; matric certificate; testimonials and a motivational letter

Applications closing date: 2026/07/31

SA citizenship required? Yes

Locations: Johannesburg

Opportunities on offer: Full Time Offer, Vac Work



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.eversheds-sutherland.com/en/global>

EY

Working at EY isn't just a job; it's a chance to discover your purpose. Through real-world challenges and exposure to diverse clients in Financial services, Retail, manufacturing, renewable energies to name a few, you'll grow faster than ever. EY also offers immense learning and growth opportunities in both your professional and personal capacity. At EY, making a difference isn't just a goal – it's our culture.

Who we are looking for: We are looking for graduates with strong academics in business related disciplines with majors in finance and accounting. Strong analytical and numeracy skills as well as innovative thinking are core qualities required.

How to apply: Visit the website and complete an online application including your CV, ID, Matric certificate, full

academic history and current year proof of registration

Apply at: https://www.ey.com/en_za/careers/job-search

Applications closing date: 2026/12/31

SA citizenship required? Yes

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

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

https://www.ey.com/en_za

Fairbridges Attorneys

Fairbridges, Africa's first, is a leading law firm providing expert corporate and commercial legal services across South Africa and beyond. With offices in CTN and JHB, we assist both local and multinational companies – our areas of expertise include commercial legal advisory, transactional work, commercial drafting, competition law (regulatory filings and litigation), intellectual property law, insurance and medical malpractice, healthcare regulatory advice, and commercial litigation. Our dedicated team of experienced attorneys is committed to delivering results that meet the diverse needs of our clients, ensuring their business success.

Who we are looking for: We are looking for LLB graduates with strong academics, analytical thinkers with a solid work ethic.

How to apply: Submit Motivational Letter, CV, Matric Certificate, ID, Academic Transcripts, 2 reference letters. email: apply@fairbridges.co.za

Apply at: <https://fairbridges.co.za/careers/>

Applications closing date: 2026/05/31

SA citizenship required? Yes

Locations: Cape Town & Johannesburg

Opportunities on offer: Full Time Offer, Vac Work

FAIRBRIDGES

Since 1812

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.fairbriges.co.za/>

F

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: BSc/Honours/Masters degrees in: Financial risk management Actuarial science Mathematical statistics Quantitative risk management Engineering Data science, Honours/ PGDA diploma in Accounting.

How to apply: Please submit your CV and most recent academic transcript via www.start.firststrand.co.za

Apply at: <http://www.start.firststrand.co.za/>

Applications closing date: 2026/06/30

SA citizenship required? Yes

Locations: Johannesburg

Opportunities on offer: Graduate Opportunity, Full Time Offer



FirstRand

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.firststrand.co.za/>

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: We are looking for graduates with strong academic results in Mathematics, Technology, Data, Science, Engineering. Graduates

that are curious, obsessed with mastery, courageous, team player and has a high EQ.

How to apply: Please apply on our careers site, kindly ensure that you attach all your transcripts.

Apply at: <http://www.fnb.co.za/careers>

Applications closing date: 2026/08/31

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.fnb.co.za/index.html>



**There are two kinds of people:
Those who wait, and those who ST>RT.**



Applications for 2027 are open!

FirstRand offers two graduate programmes:

Quant and Data Analytics programme

CA Training Programme

The FirstStart programmes provide practical and immersive participation in the complex but exciting world of financial services. Our young talent get to work in different businesses that form part of the FirstRand group — FNB, RMB, WesBank, Aldermore and Ashburton Investments.



Go to www.start.firstrand.co.za

Forvis Mazars

Forvis Mazars specializes in audit, tax, and advisory services. They operate as a globally integrated partnership across over 100 countries, offering tailored solutions to clients of all sizes, from small businesses to multinational corporations. Their expertise spans various industries, leveraging a deep understanding of sector-specific environments and trends. Forvis Mazars offers graduates excellent opportunities for career growth, fostering skills in areas like audit, tax, and advisory, while providing exposure to a diverse range of industries.

Who we are looking for: Well-rounded students who express commitment to their studies as well as actively developing skills they will utilise in the working environment, by participating in extra-curricular

activities. Applicants must be pursuing a SAICA-endorsed qualifications

How to apply: You will be required to apply on our career portal by uploading your CV, copy of your ID and academic transcript.

Apply at: <https://www.forvismazars.com/za/en/why-join-us/graduate-and-student-opportunities>

Applications closing date: 2026/12/31

SA citizenship required? Yes

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

Opportunities on offer: Graduate Opportunity

forvis
mazars

Degrees
sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.forvismazars.com/za/en>

Genesis Analytics

Genesis promises and delivers impact at scale. We work across the whole impact chain, identifying opportunities for outsized change, running diagnostics, creating solutions, and supporting successful implementation. We specialise in the Young World, countries across Africa, the Middle East, and Asia with young populations and growing workforces, representing an unprecedented concentration of human and economic potential.

Who we are looking for: We are looking for strong graduates who studying towards their postgraduate degree in Economics, Development Studies, Public Health, Finance, PPE, Statistics, Data Science, or a related discipline.

How to apply: Please visit our website where you will find all our graduate recruitment opportunities.

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

Applications closing date: 2026/11/30

SA citizenship required? No

Locations: Johannesburg, Cape Town & Nairobi

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



Degrees
sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

www.genesis-analytics.com



Glencore

We are one of the world's largest globally diversified natural resource companies. Through the scale and diversity of our industrial and marketing businesses, we responsibly supply the commodities that are fundamental to the building blocks of life.

Who we are looking for: Finance, Accounting, Economics, Business Administration

How to apply: Please submit your application via the Glencore Careers Page

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

Applications closing date: 2026/10/15

SA citizenship required? Yes

GLENCORE

Locations: Johannesburg

Opportunities on offer: Graduate Opportunity

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.glencore.com/>

Haleon

You have loved and trusted our brands for over 170 years. We have a clear purpose, to deliver better everyday health with humanity.

Our category-leading brands include Sensodyne, Panadol, Centrum, TUMS, Advil, Otrivin and Voltaren. We combine deep human understanding and trusted science to make everyday health more inclusive, more achievable and more sustainable.

Who we are looking for: We are looking for graduates with strong academic backgrounds in Mechanical, Electrical and Industrial Engineering, Biochemistry, Marketing and Commerce/Business. Attributes that we look for are Integrity, Resilience with interpersonal and communication skills

HALEON

How to apply: Please submit your full CV together with your academic transcripts on the open job vacancy on our career portal.

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

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town and Johannesburg

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

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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



Herold Gie Attorneys

HEROLD GIE | ATTORNEYS

Legal Advice. When it Matters Most.

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: Individuals who are innovative and dedicated, and who have a passion for law, will thrive at our firm. We look for individuals who can see themselves pursuing further career opportunities within our firm.

How to apply: Please refer to our website to download the application. Applications can be emailed to training@heroldgie.co.za

Apply at:

<https://heroldgie.com/careers/>

Applications closing date: 2026/03/31

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Vac Work

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://heroldgie.com/>

impact.com

impact.com is the global leader in partnership automation, a new category of SaaS technology that enables businesses to grow through all kinds of partnerships. Companies like Walmart, Ticketmaster, and Uber have turned to us to grow their partnerships. In 2025 we welcomed more than 3,500 new customers, including New Balance, Hydrojug, Udemy, and Upside. We're transforming the way businesses succeed, and we're looking for innovative team members who are ready to make a difference in the partnership economy.

Who we are looking for: Bachelor's degree: Computer Science or IS with Strong Java skills, Marketing, Finance, Data Science

How to apply: Please submit your application on www.impact.com/careers for any suitable employment opportunities.

Apply at: <http://www.impact.com/careers>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.impact.com/>



Investec

Investec is a leading international bank and wealth manager, dedicated to creating enduring worth. We pride ourselves in delivering exceptional service to our clients while investing in the future of economic participants.

Who we are looking for: We are looking for students in their final year of studies, studying towards bcom, bachelor of accounting, bachelor of science in computer science, bachelor of engineering, bachelor of science in information systems, bachelor of arts,

How to apply: Please browse our graduate opportunities using the following link to apply: https://www.investec.com/en_za/welcome-to-investec/Careers/grads.html

Apply at: https://www.investec.com/en_za/welcome-to-investec/Careers/grads.html

[to-investec/Careers/grads.html](https://www.investec.com/en_za/welcome-to-investec/Careers/grads.html)

Applications closing date: 2026/06/30

SA citizenship required? Yes

Locations: Johannesburg

Opportunities on offer: Graduate Opportunity, Full Time Offer



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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

iSprout BV

At iSprout, we're committed to empowering South African professionals and graduates by creating a supportive community focused on growth, collaboration, and shared success. Our mission goes beyond job opportunities; we aim to make a meaningful impact on the lives of our candidates, partners, and communities. We're all about nurturing talent, fostering connections, and driving positive change, both locally and globally.

Who we are looking for: We are seeking professionals that align with the iSprout DNA. Someone who is Adventurous, Enthusiastic, Resilient & Hard working, Sociable & Community-driven, Kind, Collaborative and Proudly South African.

How to apply: Find the right opportunity for your next

big move by visiting our website and complete your details and upload your CV

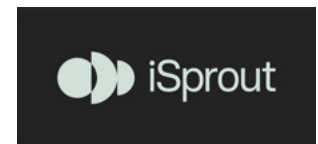
Apply at: <https://www.isproutwork/get-hired#possibilities>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Netherlands

Opportunities on offer: Full Time Offer



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.isproutwork/>



Kirby Group Engineering SA

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 1,900 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, and Power and Renewables.

Who we are looking for: We seek top-performing Engineering & Built Environment students who combine academic excellence with analytical strength, numerical precision and innovative thinking; qualities

that define future leaders and problem-solvers in our field.

How to apply: Visit <https://careers.kirbygroup.com> and / or submit your CV, along with academic transcripts, to ssolomons@kirbygroup.com

Apply at: <https://careers.kirbygroup.com/ir> or submit your CV, along with academic transcripts, to ssolomons@kirbygroup.com

Applications closing date: 2026/12/11

SA citizenship required? Yes

Locations: Cape Town

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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

KPMG

KPMG is a global network of professional services firms delivering Audit, Tax and Advisory services across multiple countries. The firm brings together world-class professionals who collaborate to help clients shape the future with confidence. While KPMG is one of the largest firms in its field, its true strength lies in its people. The organisation is defined by individuals who bring passion, drive and unique perspectives to their work. This strong culture of collaboration, respect and inclusion makes KPMG a rewarding and supportive place to work, where people are encouraged to grow, contribute meaningfully and make an impact.

Who we are looking for: We seek high-performing graduates with strong academic records in Accounting, Finance, Information Technology and Taxation, who show excellent analytical and numeracy skills,

innovative thinking, and a problem solving mindset.

How to apply: Apply online via the KPMG South Africa Careers Portal. Search for suitable roles, create a profile, submit your CV and academic records, and complete the online application. Shortlisted candidates will be contacted.

Apply at: https://kpmgza.taleo.net/careersection/kpmg_external/jobsearch.ftl?lang=en&portal=10105020166

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Johannesburg, Cape Town, Durban and Gqeberha

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://kpmg.com/za/en.html>



Lactalis South Africa

Lactalis SA is the leading dairy manufacturer in SA.

We are a proud manufacturer of some of South Africa's quality and trusted brands such as Parmalat, Melrose, Président, SteriStumpie, Bonnita and PureJoy.

We are part of the Lactalis Group – the world's largest dairy company.

Who we are looking for: We are looking for graduates who are in Engineering, Food Science related qualifications, Commerce, Research and Development. We value ambitious graduates who are willing to grow and develop.

How to apply: Applications are submitted on our website and LinkedIn.

Apply at: <https://lactalis.erecruit.co/candidate:jobs/browse>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Stellenbosch/ Cape Town/ PE/ Gauteng/ Bonnievale/ Ladismith/ East London

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://lactalis.co.za/>

Lifecheq

LifeCheq is a forward-thinking fintech company reshaping the world of personal financial advice. We've redefined how advice is delivered using a powerful, in-house developed advice platform that serves individuals, advisors, and enterprise institutions.

Backed by respected investors including Naspers Foundry, African Rainbow Capital, and Futuregrowth, we're scaling fast, and we want brilliant, driven graduates to join us for the journey.

Who we are looking for: We're looking for smart, curious, and mission-driven individuals who are ready to jump in and grow. You should be: In your final year of study in Actuarial Science, Mathematics, Statistics, Computer Science, Engineering, Quantitative Finance, or related.

How to apply: Visit the following link and apply or email recruitment@lifecheq.co.za:

https://lifecheq.freshteam.com/jobs/CvBkwzSb4_hk/lifecheq-graduate-programme-2027

Apply at: https://lifecheq.freshteam.com/jobs/CvBkwzSb4_hk/lifecheq-graduate-programme-2027

Applications closing date: 2026/09/30

SA citizenship required? No

Locations: Cape Town

Opportunities on offer: Graduate Opportunity, Full Time Offer



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://lifecheq.co.za/>



MGI Bass Gordon

MGI Bass Gordon is a SAICA-accredited training office based in Cape Town, with decades of industry expertise. We offer a dynamic, entrepreneurial and highly personalised training experience designed to shape well-rounded, confident Chartered Accountants. Our training programme equips you with the full range of SAICA competencies required to qualify as a CA(SA), while providing meaningful, hands-on learning from day one. Trainees gain exposure to diverse industries, working closely with successful private companies and non-profit organisations.

Who we are looking for: Bacc, PGDA

How to apply: Click on the Application Link and follow the prompts. We will need you to upload your ID, Matric Certificate, Academic Transcript and CV

Apply at: <https://bassgordon.breezy.hr/p/929ad5a604cb-saica-trainee>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.bassgordon.co.za/>

MNB Chartered Accountants

MNB CA is a leading chartered accountancy firm that provides Annual Financial Statements preparation, Internal and External Audit, Accounting, Taxation, Vat Review Services, Revenue Management and other related services. We are registered with the South African Institute of Chartered Accountants (SAICA), Institute of Internal Consultants (IIA) and the Independent Regulatory Board for Consultants (IRBA). While MNB CA operates primarily from Gauteng; it also delivers services to clients in various provinces outside Gauteng through its branch offices. We have offices in Limpopo, North West and Mpumalanga and Western Cape.

Who we are looking for: We are looking for graduates with strong academics in a business-related discipline

with majors in Accounting, Taxation, Auditing and Financial Management. Strong analytical and numeracy skills as well as innovative thinking are core.

How to apply: Please submit your CV and cover letter to careers@mnbc.co.za. Please include your full academic transcripts.

Apply at: Please submit your CV and cover letter to careers@mnbc.co.za. Please include your full academic transcripts.

Applications closing date: 2026/11/30

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Graduate Opportunity, Vac Work



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.mnbc.co.za/>



Monocle Solutions (Pty) Ltd

Monocle is an independent, results-focused management consulting firm specialising in banking and insurance. Since our establishment in 2002, we have worked with industry-leading banks and insurance companies around the world, including institutions in the United Kingdom, Europe, Scandinavia, Asia, South Africa and throughout sub-Saharan Africa.

Monocle designs and builds unique solutions on behalf of our clients. What we deliver is fit-for-purpose and enables our clients the full lifecycle of change, from high-level business requirements all the way to client hand-over.

Who we are looking for: Honours or Master's in Finance, Data, Accounting, Engineering or the Sciences

How to apply: Please visit our website to apply (www.monoclesolutions.com/en-za/)

monoclesolutions.com/en-za/

Apply at: Please visit our website to apply (www.monoclesolutions.com/en-za/)

Applications closing date: 2026/08/31

SA citizenship required? Yes

Locations: Johannesburg

Opportunities on offer: Internship Programme, Graduate Programme, Bursary Programme



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.monoclesolutions.com/en-za/>

Moore South Africa

Moore in South Africa is a leading mid-tier audit, tax, and advisory group consisting of 15 independently owned and managed regional firms, each a member of Moore Global, an international network of 37,000 professionals across 144 countries. We value our staff and invest in the future of our graduates. Graduates are given the opportunity to work with clients in a diverse range of industries, learn from senior leaders and have access to a world-class online learning academy. At Moore, you will have the opportunity to hone your technical skills and develop into a unique and sought-after professional.

Who we are looking for: SAICA - We are looking for 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: All applications must be submitted on the Moore South Africa Careers Portal

Apply at: <https://careers.moore-southafrica.com/>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: We have offices around South Africa

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



MOORE

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.moore-southafrica.com/>

Nestlé SA Pty Ltd

Nestlé is the world's largest food and beverage company. It is present in 187 countries around the world. We have more than 2,000 brands ranging from global icons to local favourites and its 291,000 employees are committed to Nestlé's purpose of unlocking the power of food to enhance quality for everyone, today and for generations to come. In August 2018, we formed a new region known as the Nestlé East and Southern Africa Region (ESAR), comprising of 23 countries. Creating Shared Value is our way of delivering long-term positive impact for our shareholders and for society.

Who we are looking for: Candidates with strong academics, innovative and critical thinking.

How to apply: Apply as per job post. Attach academic record, CV, and cover letter. Complete online

assessment

Apply at: <https://www.nestle-esar.com/jobs>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Johannesburg

Opportunities on offer: Graduate Opportunity, Internship



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.nestle-esar.com/about-us/nestle-east-southern-africa-region-esar>

Nexia SAB&T

Nexia SAB&T is a South African audit and advisory firm in and a member of the Nexia global network of accountants and business advisors. We offer a full range of accounting, audit, and tax services in addition to specialist corporate and advisory solutions.

As a majority black-owned professional services firm, we focus on providing exceptional B2B auditing, accounting, advisory, tax and financial support solutions to South African enterprises of all sizes.

We are as old as democratic South Africa, and since 1994, we have grown to become one of South Africa's top firms, with 10 offices nationwide.

Who we are looking for: We are seeking ambitious BCom Accounting and BCom Financial Accounting graduates who aspire to become world-class finance

professionals. If your goal is to qualify as a (CA), (CIA), or AG this is your opportunity to take the next step.

How to apply: Please submit your cv and transcripts to taralee.b@nexia-sabt.co.za or apply online. SAICA - <https://www.nexia-sabt.co.za/careers/saica/>. ACCA - <https://www.nexia-sabt.co.za/careers/acca/>

Apply at: <https://www.nexia-sabt.co.za/careers/saica/>

Applications closing date: 2026/09/30

SA citizenship required? No

Locations: Cape Town, Centurion, Free State, Johanneberg, Kwazulu - Natal, Limpopo, Mpumalanga, Northern Cape, North West

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.nexia-sabt.co.za/>



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. Nolands is seen as a “right size” company allowing for regular interaction with partners, personal supervision and a high-level business working environment. On-going technical training is built into the article’s programmes.

Who we are looking for: Technical ability and the willingness to strengthen the group are both highly valued. We look for what we call ‘And People’, positive,

optimistic team players that add value every working day.

How to apply: Submit your CV, matric certificate, degree certificates & full academic record.

Apply at: <https://nolands.global/south-africa/careers/>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town, Durban, Gqeberha and Johannesburg

Opportunities on offer: Graduate Opportunity



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://nolands.global/>

Oasis Group Holdings

The Oasis Group is a dynamic wealth management business process operation that was formed in 1997. The Group is comprised of multiple companies; each specializing in contributing towards the Oasis extensive product range that is designed to meet the needs of the socially responsible and conventional markets. Product offerings include collective investment schemes, retirement funds, endowments and pension annuities for the retail client and segregated portfolios and pooled policies for institutional and high net worth clients. We also have a PUT or property unit trust that is listed on the AltX.

Who we are looking for: High calibre graduates with majors in Finance, Accounting, Economics or Investments.

How to apply: The following documentation is required: CV, ID, Matric certificate, Full academic transcript. Please submit your application to recruitment@oasiscrest.com for the attention of Candice Lategan.

Apply at: The following application documentation is required: CV, ID, Matric certificate, Full academic transcript. Please submit your application to recruitment@oasiscrest.com for the attention of Candice Lategan.

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town, Johannesburg, Durban and London

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

O A S I S



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

www.oasiscrest.com/



Old Mutual Life Assurance Company



Old Mutual is a premium African financial services organisation that offers a broad spectrum of financial solutions to retail and corporate customers across key market segments in 14 countries. The lines of business include Life and Savings, Property and Casualty, Asset Management and Banking and Lending. We are rooted in our purpose of Championing Mutually Positive Futures Every Day and believe that a great customer experience is anchored in a great employee experience.

Who we are looking for: This too will be outlined in the write-up that must be signed off by our Communications Manager. We will outline all the qualifications we need in our organisation.

How to apply: All application to be sent online: https://oldmutual.wd3.myworkdayjobs.com/Old_Mutual_Careers.

Apply at: <https://www.oldmutual.co.za/careers/graduate-programme/>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Johannesburg, Cape Town

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

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.oldmutual.co.za>

Omnia

Omnia is a global, diversified group with complementary chemical and specialised service businesses providing an extensive range of innovative products, solutions and services to the agriculture, mining, and chemicals sectors.

Who we are looking for: Our focus is on candidates pursuing qualifications within the critical skills pipelines of Mathematics, Finance, Actuarial Science, and Accounting. We are particularly seeking students who demonstrate strong critical and analytical thinking abilities.

How to apply: Please apply via link

Apply at: <https://www.omnia.co.za/early-careers>

Applications closing date: 2026/12/31

SA citizenship required? No

Locations: All around South Africa

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.omnia.co.za/>



OneDayOnly

Our story is 15 years in the making and started with a vision to create an e-commerce platform like no other - offering South African shoppers the unique experience of unbeatable deals daily! Since launching in 2010, we have solidified our position in the market, expanding our product categories to include tech, apparel, homeware, sporting goods, and more - growing from just one deal each day to offering over 250 deals every day!

Who we are looking for: We are looking for enthusiastic and dynamic graduates with a Bcom, BBUSSC, or any other business related degrees.

How to apply: Please apply for any positions by visiting our careers page at careers.onedayonly.co.za/

Apply at: <https://careers.onedayonly.co.za/>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Full Time Offer, Internship



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.onedayonly.co.za/>

Open Box Software

Open Box Software is a specialist technology consultancy delivering bespoke software solutions to the Real Estate industry. Founded in 2001, we partner with global property companies to design, build and integrate business systems across web applications, ERP integrations, data analytics and business intelligence. What sets us apart is our deep Real Estate domain expertise, long_term client relationships and a strong belief that there's always a better way. Graduates should know that Open Box offers hands_on learning, real client exposure, growth and the opportunity to work on complex, international projects with talented teams.

Who we are looking for: We look for graduates with a degree in Computer Science, Engineering, Information Systems or related. Strong problem_solving,

communication and learning ability, alongside curiosity, humility, teamwork and a genuine interest in building real_world solutions.

How to apply: Apply directly on our website by submitting your CV, academic transcripts and completing the screening questions.

Apply at: <http://www.openboxsoftware.com/our-careers>

Applications closing date: 2026/12/01

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Full Time Offer



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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



Pele Energy Group

Pele Energy Group is a leading, first-mover Independent Power Producer (IPP) driving structural change in South Africa, blending clean energy innovation with transformative socio-economic development through our two operating entities: Pele Green Energy and Knowledge Pele.

Our people are the heartbeat of this mission, united by a bold vision to address national and global development challenges. Graduates join a purpose-driven, fast-growing environment where they gain hands-on experience, learn from real projects, and grow quickly. At Pele, you won't just start a career, you'll help power Africa's future and make a meaningful impact.

Who we are looking for: Bachelor's degree in engineering, Finance, Economics, Environmental Science, Commerce or related field. Strong analytical

ability, financial literacy, problem-solving skills, teamwork, integrity, adaptability, and a demonstrated interest in renewable energy,

How to apply: Interested candidates must apply through the official Pele Energy Group recruitment platform. Upload a comprehensive CV, academic records and supporting documentation. Only complete applications submitted before the deadline will be considered.

Apply at: www.peleenergygroup.com

Applications closing date: 2026/12/31

SA citizenship required? No

Locations: Nationwide

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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

Prescient

Prescient is a global financial services provider. We work with our partners to provide financial services that span investment management, stockbroking, investment and platform administration, and retirement and employee benefits solutions across South Africa, Europe and Asia.

Who we are looking for: We are looking for Graduates with an excellent academic track record, with degrees in Investment Management, Economics, Statistical Sciences, Actuarial Science, Mathematics, Computational Finance, Financial Risk, Commerce and Business Science.

How to apply: Please visit our company website

Apply at: <https://www.prescient.co.za/>

Applications closing date: 2026/08/31

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Graduate Opportunity

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.prescient.co.za/>



Propr (Pty) Ltd

Propr is a leading, tech-enabled short-term rental management company operating across South Africa, Portugal and the UAE, managing over 1,000 properties. We combine dynamic pricing, global distribution and operational excellence to maximise returns for property owners while delivering exceptional guest experiences.

What sets us apart is our ability to scale rapidly without compromising quality or guest experience, driven by strong systems, data-led decision-making and a people-first culture.

Graduates should know: Propr is a fast-growing, ambitious propr-tech company offering real responsibility, exposure and opportunities to grow quickly.

Who we are looking for: We recruit graduates across business, finance, hospitality and tech. We value

problem-solving, communication and adaptability. Candidates should be proactive, detail-oriented, take ownership and thrive in fast-paced environments with a strong growth mindset.

How to apply: Candidates can apply via our website or careers page by submitting their CV and answering relevant questions. Shortlisted candidates go through screening and interviews, followed by a trial day where you experience the role first-hand before final selection.

Apply at: <https://careers.propr.co.za/jobs/Careers>

Applications closing date: 2025/12/31

SA citizenship required? Yes

Locations: Internship only available in Cape Town, other full-time roles available across our regions.

Opportunities on offer: Full Time Offer, Internship



Short-term Rentals. Done Properly.

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.propr.co.za/>

Proxa

Proxa is a leading provider of integrated water and wastewater treatment solutions, delivering high-quality process water, recovery and reuse systems, and advanced treatment technologies across industrial and municipal sectors. We operate across the full project lifecycle—from concept and design to build, commissioning and operations—offering graduates exposure to real-world, multidisciplinary engineering in a fast-paced, high-performance environment.

Who we are looking for: Strong academic record; practical, problem-solving mindset; effective teamwork and communication; self-motivated, proactive and able to work under pressure. Interest in water or process engineering is advantageous.

How to apply: Please submit your CV complete with matric certificate and university academic transcripts to graduatesZA@proxawater.com or vacworkZA@proxawater.com (as applicable).

Apply at: Please submit your CV complete with matric certificate and university academic transcripts to graduatesZA@proxawater.com or vacworkZA@proxawater.com (as applicable).

Applications closing date: 2026/09/30

SA citizenship required? Yes

Locations: Paarl / Johannesburg and surrounds

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website: <http://www.proxawater.com/>

A message from Adille Martin

I was first enchanted by UCT when I used to come and take part in the Maths Olympiad on Upper Campus as a young scholar. The diversity, cosmopolitan student community and beautiful surroundings captured me from the first encounter and I hedged all my bets on applying only to this esteemed institution to embark on my CA (SA) journey. During those years the beautiful surroundings may have been overshadowed by the challenging moments ever so often but it played a pivotal part in shaping and moulding the professional I am today.

Being a proud UCT alumni is part of my legacy, being a partner at PwC is my role, my ambition is to lead and serve (clients, our people and society at large) and my responsibility is to ensure that there are others who will follow in my footsteps.

I consider it a profound privilege to engage with so many young people on the cusp of their professional journey and embrace the opportunity to influence, impact, train and develop CA (SA)'s and our future leaders intentionally and deliberately. Getting to know them and walk the road alongside them truly fuels my purpose and ignites my passion for what I do and so I look forward to welcoming you to step off the Jammie steps and into your bright future as you grow here and go further.



PwC

At PwC, we help clients build trust and reinvent so they can turn complexity into competitive advantage. We're a tech-forward, people-empowered network with more than 364,000 people in 136 countries and 137 territories. Across audit and assurance, tax and legal, deals and consulting, we help clients build, accelerate, and sustain momentum. Find out more at www.pwc.co.za.

Who we are looking for: We recruit graduates in commerce, IT, engineering and tax.

How to apply: Create a profile. Submit your application for the programme/s that you are interested.

Documents required: CV, ID, proof of registration, Grade 12, Transcripts. Career website link: <https://pwcza-graduate.erecruit.co/candidateapp/Jobs/Browse>

Apply at: <https://pwcza-graduate.erecruit.co/candidateapp/Jobs/Browse>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Bloemfontein, Cape Town, Durban, East London, eMalahleni, Johannesburg, Kimberley, Lichtenburg (satellite office), Mahikeng / Mafikeng, Mbombela / Nelspruit, Pietermaritzburg, Gqeberha, Stellenbosch, Worcester

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.pwc.co.za/>

Resolution Plastic Manufacturers

Feelive is a Cape Town-based consumer electronics and home appliance brand founded in 2018. We specialize in smart home, kitchen, and entertainment products, supported by strong China supply chain and product development capabilities. Operating across South Africa with expansion into SADC markets, we focus on innovation, quality, and differentiation. What sets us apart is our ability to combine global sourcing with local market insight. Graduates joining Feelive gain hands-on experience in e-commerce, sales, and brand building within a fast-growing, entrepreneurial environment.

Who we are looking for: Business, marketing or engineering background preferred. Strong communication and sales skills, proactive and

entrepreneurial mindset. Comfortable with social media. Self-driven, adaptable, and eager to learn in a fast-paced environment.

How to apply: Please send your CV to albert@feelive.co.za and YNXLIL001@myuct.ac.za.

Apply at: Please send your CV to albert@feelive.co.za and YNXLIL001@myuct.ac.za.

Applications closing date: 2026/12/31

SA citizenship required? No

Locations: Cape Town

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.feelive.co.za/>

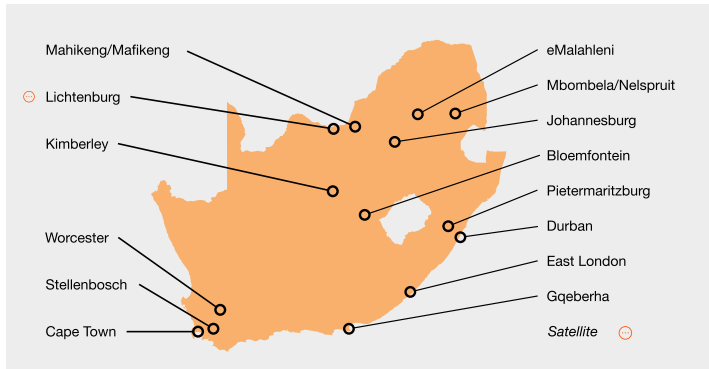


We help clients reinvent so you can shape tomorrow

People across our network share their thinking, experience and solutions to develop fresh perspectives and practical advice.

PwC (www.pwc.com) provides industry-focused assurance, consulting and risk services, tax and legal services and deals to build public trust and enhance value for its clients and their stakeholders.

Our staff in South Africa (www.pwc.co.za) do the same – keeping to our purpose, which is to build trust in society and solve important problems.



Lines of service

- Core Assurance
- Consulting and Risk Services
- Deals
- Tax and Legal

Living our values



Act with integrity

- Speak up for what is right, especially when it feels difficult
- Expect and deliver the highest-quality outcomes
- Make decisions and act as if our personal reputations were at stake



Make a difference

- Stay informed and ask questions about the future of the world we live in
- Create impact with our colleagues, our clients and society through our actions
- Respond with agility to the ever changing-environment in which we operate



Care

- Make the effort to understand every individual and what matters to them
- Recognise the value that each person contributes
- Support others to grow and work in the ways that bring out their best



Work together

- Collaborate and share relationships, ideas and knowledge beyond boundaries
- Seek and integrate a diverse range of perspectives, people and ideas
- Give and ask for feedback to improve ourselves and others



Reimagine the possible

- Speak to challenge the status quo and try new things
- Innovate, test and learn from failure
- Have an open mind to the possibilities in every idea

Sanlam

We are a purpose-led financial services group, with all our efforts centered on helping our clients live with confidence. We promote financial inclusion, transformation, and empowerment through our broad product and financial advice offering, inclusive culture, and partnership approach. We have a proven track record of delivering superior value to clients, employees, shareholders, and broader society. Sanlam is the largest non-banking financial services group on the African continent, with a leading niche presence in Asia. We are market leaders in life insurance, general insurance, and investment management in our home market of South Africa

Who we are looking for: We look for graduates with strong academic results in fields such as Finance,

Economics, Accounting, Actuarial Science, Data, Human Capital, IT, Engineering or related disciplines.

How to apply: Apply online by submitting your CV, academic transcript and any required supporting documents via the Sanlam career portal. Ensure all information is complete and accurate before submitting your application.

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

Applications closing date: 2025/12/31

SA citizenship required? Yes

Locations: Cape Town and Johannesburg

Opportunities on offer: Graduate Opportunity, Internship

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

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

Shoprite Checkers Pty Ltd

Our purpose is to uplift lives every day by pioneering access to the most affordable goods and services, creating economic opportunity and protecting our planet.

The Shoprite Group is South Africa's largest retailer by market capitalisation, sales, profit, employee count, and customer base. Our core business is food retailing, complemented by adjacent value-added retail services and offerings across a range of industries.

Who we are looking for: Our comprehensive bursaries support students studying or intending to study a variety of scarce skills, providing financial assistance towards tuition, on-campus accommodation & meal allowance. Bursaries are also linked to guaranteed job opportunities

How to apply: Bursary applications are done only online. Applicants are required to submit the following supporting documents: 1. Full academic record (up to the last academic year completed) 2. Certified copy of I.D (not older than 3 months) 3. Updated CV

Apply at: <https://shoprite-bursary.erecruit.co/candidateapp/jobs/browse/>

Applications closing date: 2026/03/31

SA citizenship required? Yes

Locations: Cape Town, Johannesburg, Durban, Port Elizabeth

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.shopriteholdings.co.za/>



SOLIDitech



SOLIDitech is a recognised leader in Business Automation Software, pioneering modern approaches to solving real-world business challenges. Our work spans high-speed internet access, renewable energy generation and distribution, and end-to-end operational and financial workflow management.

As a South African software business, we continuously innovate - using AI to boost productivity across Marketing, Sales, Finance and Support.

SOLID, our Business Automation platform, improves the way businesses work.

Who we are looking for: Beyond having the correct qualifications, we value creative problem-solving, good communication and attention to detail. You need to be a quick learner and must be able to be a team player. You

also need to have strong logical reasoning.

How to apply: Visit our Website at: <https://www.soliditech.com>

Apply at: <https://soliditech.com/careers-technology-development/current-vacancies/>

Applications closing date: 2026/12/31

SA citizenship required? No

Locations: Johannesburg, Cape Town

Opportunities on offer: Graduate Opportunity, Full Time Offer

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://soliditech.com/>

Southey Holdings (Pty) Ltd



Southey Holdings is a South African multi-national industrial holding company, offering products and services in the contracting, marine and manufacturing sectors. It comprises of de-centralised business units that offers complex and unique engineering solutions to national and international clients. Various industrial divisions provide full-scale start-to-end solutions each with its own niche market - including refrigeration and cold storage, modular prefabricated structures, polystyrene, and cryogenics and gas tanks rated the best globally. Dormac Marine is the only private company in Africa with its own floating docks.

Who we are looking for: If you are passionate about Mechanical Engineering, this is your opportunity to explore opportunities within a multi-national group.

Self-starters with drive and innovation will thrive in the contracting, marine and manufacturing opportunities available.

How to apply: Please submit your cv and cover letter to jobs@southey.co.za. Please include your latest transcript of results

Apply at: www.southeyholdings.com

Applications closing date: 2026/09/30

SA citizenship required? Yes

Locations: Cape Town, Durban, Johannesburg

Opportunities on offer: Internship, Vac Work

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://southeyholdings.com/>



Graduate School
of **BUSINESS**
UNIVERSITY OF CAPE TOWN



BUILD A **BUSINESS CAREER** WITHOUT BORDERS

CEMS Master in International Management at UCT GSB

LEARN MORE



**One year.
Two qualifications.
International study, business
exposure and internship experience.**

Stein Scop Attorneys

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.

Who we are looking for: LLB

How to apply: If you are interested in applying for articles of clerkship, kindly send your CV and full academic transcript to admissions@steinscop.com

Apply at: admissions@steinscop.com

Applications closing date: 2026/12/31

SA citizenship required? No

Locations: Johannesburg

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website: <https://www.steinscop.com/>

UCT Graduate School of Business

The UCT Graduate School of Business offers graduates a powerful entry into the global market. For those building on prior studies, its postgraduate programmes strengthen business capability and broaden career horizons.

A standout is the CEMS Master in International Management, a one-year course combining management theory with business skills, a multinational project, and an international internship. Graduates earn a dual degree from CEMS and UCT GSB, joining a prestigious network of 18,000+ alumni, 70+ corporate partners, and 30+ business schools worldwide. It's an ideal launchpad for a high-impact international career.

Who we are looking for: Our programmes are open to graduates and honours graduates who want to build

stronger business capability, broaden their international perspective and enter the market with practical exposure as well as academic depth.

How to apply: Visit www.gsb.uct.ac.za for admission requirements, application information and key dates.

Apply at: <https://www.gsb.uct.ac.za/academic-programmes/cems-mim>

Applications closing date: 2026/05/25

SA citizenship required? No

Locations: Cape Town

Opportunities on offer: Graduate Opportunity



Graduate School
of **BUSINESS**
UNIVERSITY OF CAPE TOWN

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.gsb.uct.ac.za/>



Valterra Platinum

Valterra Platinum is a global leader in Platinum Group Metals, delivering a full resource_to_market service for customers worldwide. Operating across the value chain, we produce the complete range of PGMs, including platinum, palladium, rhodium, iridium, ruthenium and osmium. Our operations play a vital role in the Southern African economy, and we remain committed to safety, sustainability and long_term value for our people, communities and stakeholders. PGMs enable key applications such as jewellery, catalytic converters, fuel cells, medical devices, electronics and investment products.

Who we are looking for: We look for candidates who demonstrate integrity, accountability, curiosity, a growth mindset, resilience, reliability, attention to detail, a

willingness to work in remote locations, and a strong commitment to excellence and continuous improvement.

How to apply: We advertise our graduate opportunities annually in June-July on our website <https://www.valterraplatinum.com/careers/job-opportunities>

Apply at: <https://www.valterraplatinum.com/careers/job-opportunities>

Applications closing date: 2026/07/31

SA citizenship required? Yes

Locations: Rustenburg; Mokopane; Burgersfort; Thabazimbi

Opportunities on offer: Graduate Opportunity, Bursary/ Scholarship



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<http://www.valterraplatinum.com/>

VanderSpuy Cape Town Inc.

VanderSpuy provides a dynamic learning environment where Candidate Attorneys are encouraged to express themselves and to apply what they have learned to real life situations, under the guidance of an experienced team of professional and support staff.

Candidate attorneys at VanderSpuy gain valuable experience in many areas of law.

A rotation system is followed whereby candidate attorneys rotate between the following departments:

Conveyancing, Personal Injury and Road Accident Fund, Commercial and General Litigation, Corporate law, Banking and Tax, Estate Administration, Medical Negligence, Litigation

Who we are looking for: We are looking for a hard-

working, enthusiastic and dynamic graduates with BCom LLB, BA LLB or LLB degrees. Core competencies: Accuracy and attention to detail, time management, integrity, problem solving, logical thinking and great interpersonal skills.

How to apply: Please submit your CV to careers@vdslaw.co.za. Please include your full academic transcripts and matric certificate

Apply at: <https://vdslaw.co.za/meet-the-team/candidate-attorneys/>

Applications closing date: 2026/05/31

SA citizenship required? Yes

Locations: Cape Town

Opportunities on offer: Graduate Opportunity, Vac Work



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://vdslaw.co.za/>



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.

We are committed to exceptional client service consistently delivered through every client experience.

Who we are looking for: We are looking for graduates with strong academics and communication skills – clear, professional, and confident. Teamwork and

collaboration – ability to work well with diverse people. Adaptability – able to adjust quickly to change, Time Management

How to apply: <https://www.webberwentzel.com/Careers/Early-Careers/Pages/default.aspx>

Apply at: <https://www.webberwentzel.com/Careers/Early-Careers/Pages/default.aspx>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Johannesburg and Cape Town

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

WEBBER WENTZEL

in alliance with > **Linklaters**

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://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 and acquisitions, banking and finance, and commercial litigation and dispute resolution, we are distinguished by the people, clients and work that we attract and retain.

Who we are looking for: We accept applications from candidates with BA Law, BCom Law or LLB degrees. We seek students who are academically excellent, have a passion for corporate and commercial law, and who also have diverse interests.

How to apply: Applicants should apply by submitting an online application on www.werksmans.com/ graduates

Apply at: <https://werksmans.com/graduates/>

Applications closing date: 2026/09/30

SA citizenship required? Yes

Locations: Cape Town, Johannesburg and Stellenbosch

Opportunities on offer: Graduate Opportunity, Vac Work



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://werksmans.com/>

White & Case

Our core expertise includes Corporate Mergers and Acquisitions, Commercial Dispute Resolution, Debt Finance, and Energy, Infrastructure, Project and Asset Finance. We opened our South African office in 1995, becoming the first international firm in the local market. As a fully integrated global firm, we work closely with colleagues across our international offices. From day one, graduates gain exposure to cross-border matters and complex global transactions. Successful trainee attorneys demonstrate a global mindset, strong commercial awareness, and a keen interest in business-focused legal practice.

Who we are looking for: Candidates should be studying towards a Bachelor of Laws degree and obtain a high overall average. Successful candidates will have

a strong work ethic with the willingness to take initiative, ask questions and actively engage in learning opportunities.

How to apply: Submit your CV, ID Copy, Academic Transcripts and letter of motivation to johannesburgtrainee@whitecase.com

Apply at: <https://www.whitecase.com/careers/locations/south-africa>

Applications closing date: 2026/12/31

SA citizenship required? Yes

Locations: Johannesburg

Opportunities on offer: Graduate Opportunity, Vac Work

WHITE & CASE

Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

www.whitecase.com

Zutari

Zutari is a buildings and infrastructure engineering and advisory firm with a proud legacy of over 90 years across Africa and the Middle East. We partner with clients throughout the infrastructure lifecycle, delivering innovative, digitally enabled solutions.

Who we are looking for: Beng and Bsc Degrees. Civil, Mechanical, Electrical, industrial, computer science and data science

How to apply: Please submit your cv, academic transcripts to earlytalent@zutari.com and visit our site to apply on

Apply at: <https://www.zutari.com/join-us/emerging-talent/>

Applications closing date: 2026/04/30

SA citizenship required? No

Locations: Johannesburg, Pretoria, Cape Town, Praal,

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



Degrees sought

Commerce

Science

Humanities

Law

Engineering

Health Sci

Website:

<https://www.zutari.com/join-us/emerging-talent/>

