

2020



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Your Career guide

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About us

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Meet the Team



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Director's message

Welcome!

In this guide you will find articles from a diverse range of authors working in the private and public sectors who have been invited to provide you with food for thought in relation to the rapidly evolving world of work. One of the major shifts we are seeing is a growth in values-based decisions among graduates considering their career choices.

In addition to plenty of useful practical information for your career toolkit, in the 2020 guide you will find labour market analysis on previous graduates, a prediction on the workplace you could expect to navigate by 2030 and top tips to think about before you sign off on your job offer. As always, the guide includes an extensive employer directory to guide those seeking formal employment at graduation.

Wishing you every success as you navigate the many career choices available to you!

Yours in career development,

Brenda Martin

Director, UCT Careers Service

Who are we?

The Careers Service was established by the University of Cape Town in order to ensure that the issue of "employability" is front and centre of student awareness. The Career service team offers a range of services that speak to the successful student learning journey which ideally culminates in either formal employment, a range of entrepreneurial pursuits, post-graduate study or indeed any other career pathway that the confident UCT graduate might choose.

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2015/2016/2017
/2018/2019

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Own your future

1 Use our virtual interview room

If you need a quiet space to call or Skype, you can book our virtual interview room. Bookings can be made for any weekday from 08:30 to 16:30.

2

Get involved

Join our talks, expos, postgrad breakfasts, company presentations and workshops throughout the year. See our events calendar on p33.

3

Get career advice

Online resources

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

Visit our library

Our library space at the Vincent Kolbe Knowledge Commons has advice on leadership, entrepreneurship and your career development journey.

Talk to us one-on-one

Meet one of our career advisors for a 15-minute session.

4

Evaluate your skills



Work through our list of skills employers look for and find out how to talk about them in an interview. Scan the QR code or visit careers.uct.ac.za/skills



Plan your journey



NOVEMBER TO JANUARY:

Do voluntary or vacation work if you can. Any work experience will help you get marketable skills.

MAY:

Make a start on your CV. Use the Careers Service Resources available on our website and at our office.

INTER-MEDIATE YEARS

JANUARY:

Check out LinkedIn Learning and enrol in the courses that catch your interest.

FEBRUARY:

Be involved in O-week or in your residence, society or community organisation.

SEPTEMBER:

Participate in Student Entrepreneurship Week. Apply for leadership positions or committees in residence, sport or community organisations.

AUGUST:

See what is on offer at the Epic Job Expo and other employer events.



FIRST YEAR

FEBRUARY:

Welcome to UCT. Take time to settle in. Join a society or sport, but remember not to overcommit – you need to pass. If you have any doubts about your choice of course after settling in, see a careers advisor.

JUNE:

Log onto LinkedIn Learning (lil.uct.ac.za) and let your free time become constructive learning time. Find vacation work.

**MARCH:**

Log onto your profile on MyCareer and update your preferences.

APRIL:

Participate in FLUX. Take part in the Mock Interview Programme. Attend the Internship Expo.

**APRIL:**

Participate in the Mock Interview Programme. Attend the Internship Expo. Take part in FLUX.

MAY:

Apply for July Internships. Collect a Careers Service Guide.

JULY:

Do an internship or voluntary work. Look for Opportunities on MyCareer.

JUNE:

Take part or support your fellow entrepreneur at the regional Entrepreneurship Intersvarsity at UWC.

MAY:

Collect a Careers Service Guide like this one. Update your CV and use it to apply for vacation work.

JULY:

Do voluntary work or a vacation job.

SEPTEMBER:

Apply for leadership positions for your next year and get a vac job. Attend Student Entrepreneurship Week #SEW

AUGUST:

Attend the Epic Job Expo, participate in employer programmes and attend employer showcases and presentations.

**FINAL
YEAR**

FEBRUARY:

See a careers advisor to discuss your options for postgraduate study or work.

AUGUST:

Participate in recruitment season. Attend the Epic Job Expo and other employer events. Apply for postgraduate studies or graduate programmes. Use interview resources to prepare for interviews.

NOVEMBER:

Get accepted for a postgraduate course or get hired for a graduate job.

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Your details are automatically loaded onto the MyCareer portal after registration, but double check that these are correct.



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WEBSITE

www.careers.uct.ac.za

Here you can:

- book an appointment with a career advisor
- sign up for career and employer events
- search for full-time, vacation or part-time jobs, internships, bursaries and scholarships
- access career resources



WALK-IN

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

Pop into our offices
Monday to Friday from
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Staff members are ready to
guide you through our online
and offline resources.



Future skills

02





Gear up for Society 5.0

We know that the first, second and third industrial revolutions brought about technological advances, convenience and significant structural changes to society. And we can expect no less from the Fourth Industrial Revolution (4IR).

In the coming decades, humankind is expected to use, fuse and reinvent the technologies of 4IR to solve global issues. These new implementations are expected to liberate people from various constraints, freeing up our time to focus on creating an equal and sustainable society.

In Japan, experts are saying that 4IR is going to lead to a hyper-innovative, sustainable and smart Society 5.0. "Artificial intelligence will transform big data collected through the Internet of Things into new wisdom," reads a report

by the Prime Minister's Office of Japan, "and it will enhance human ability and expand our infinite possibilities, helping us enjoy more fulfilling lives."

Just a few examples include fully automated driving, where the interior of a moving vehicle will transform into a living room; wearable devices that monitor health conditions in real time and warn users about potential health issues; and drone delivery systems that ensure timely deliveries to remote locations.

"Rather than attempting to predict the future, it is important for us to be key players in the revolution, to indicate direction, and to work with a diverse range of people to create the future."

– Keidanren, the Japanese Business Federation, in their Society 5.0 report.

Read the report here: <https://bit.ly/39LLAfJ>

Are you ready for Society 5.0?

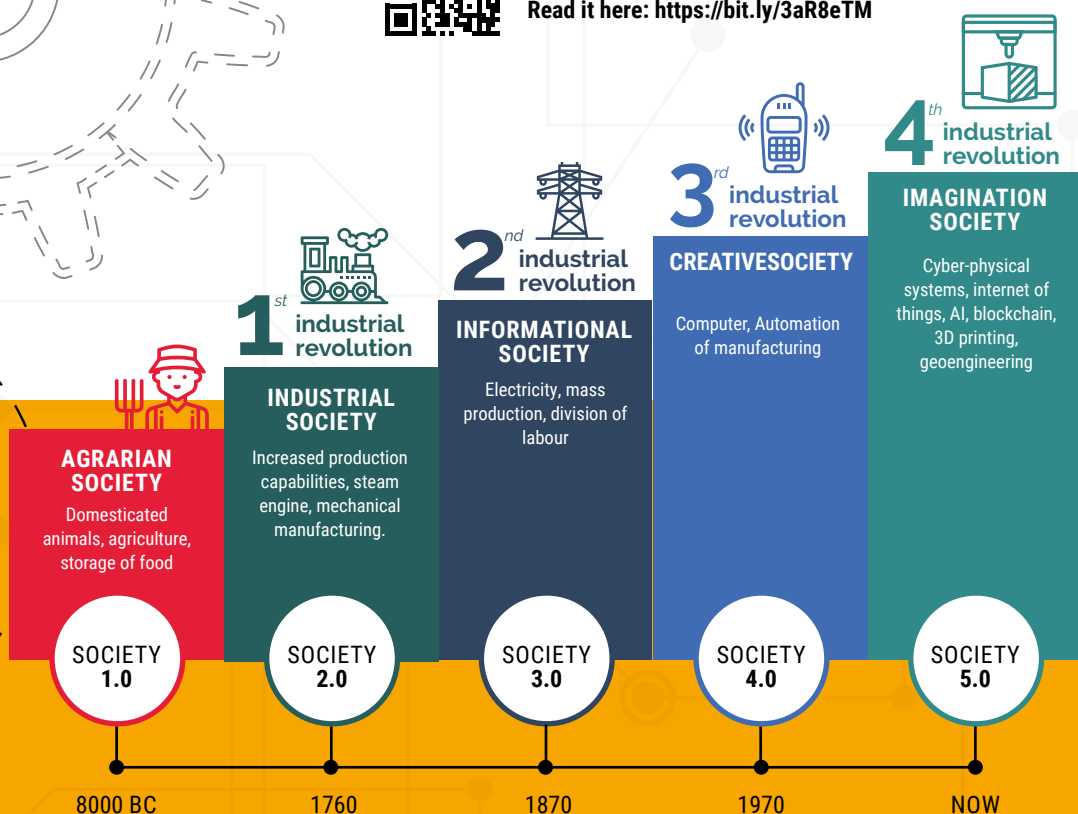
These are the skills likely to become more and more important in the world of work.

1. Resilience
2. Cross-cultural competency
3. Social intelligence
4. Transdisciplinarity
5. Virtual collaboration
6. Novel and adaptive thinking
7. Cognitive load management
8. Sense-making
9. New media literacy
10. Design mindset
11. Computational thinking



Source: Future Skills report,
Institute for the Future, 2016.

Read it here: <https://bit.ly/3aR8eTM>



1

Resilience

Become the Hero of your own story



Cheryl Benadie

Cheryl launched Whole Person Academy to help budding entrepreneurs and employees rediscover the joy of work and to thereby thrive in the 4IR.

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LinkedIn:

[wholepersonacademy](https://www.linkedin.com/company/wholepersonacademy)

It's the voice inside your head that tells you to try again when something didn't work out quite as planned. It's that inner resolve that kicks in when you realise that the path to the goal that you're trying to attain is going to take much longer than originally anticipated. It's holding onto hope that even though you keep facing obstacles, one day you will have what you've been dreaming of for years.

The people who will not just survive – but thrive – in the new world of work will be those who have developed the characteristic of resilience.

Here's how to build resilience



Believe that you're valuable:

We cannot act in contradiction to our core beliefs. So, if you don't believe that you are worthy of success, you will unconsciously sabotage yourself to prove this negative self-belief (like not studying for an exam or being late to an important interview).



Keep the big picture in mind:

If you have a clear vision of your destination, it helps to make the process to get there a little easier. The start of something (like your first week on campus, a new relationship or starting a new job) is always exciting and feeds your energy. Eventually the momentum

slows down because it takes time for real learning and growth to happen. This part of the journey is often where a lot of people get bored or discouraged.



Harness your emotions:

Your emotions are important messengers, helping you navigate difficult circumstances. For example, it is normal to feel frustrated and disappointed if you fail a semester and have to repeat it. Allow yourself to feel but never allow your emotions to dictate your decisions. Resilient people are masters of their emotions and make decisions based on their commitment to their goals.

”

“Once we truly know that life is difficult – once we truly understand and accept it – then life is no longer difficult.”
– **M Scott Peck**

**Cultivate your tribe:**

You are the average of the five people you spend the most time with. It might seem harmless to hang out with negative and toxic people just because they're in your family or friendship circle. In the long term, however, their negativity and lack of drive will influence you to give up on the things most important to you. Rather seek out people that inspire, challenge and support you in becoming the best version of yourself.

**Keep taking the next step:**

We can often turn the challenges we face into mountains in our heads. Resilient people don't see failure as fatal, but rather as part of the process to continuous learning. Taking small steps towards solving problems, instead of ignoring them and hoping they will go away, will eventually lead to their resolution.

**Run your own race:**

it's easy to fall into the trap of believing that everyone else has it better than you. Comparing your situation to someone else's is futile because you have no way of knowing what someone else has been through just by what they wear and where they grew up. You are responsible for your own path. Be the hero of your own story.

2



Lerato Nxomani-Pakade

Lerato founded Regent Career Architects, an African millennial talent strategy firm that aims to be the premier destination for Africa's most exceptional young talent.

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Cross-cultural competency

The term 'cross-cultural competency' often brings to mind the clichéd scene of American business people preparing for a negotiation of some sort with a delegation from Japan – they learn key phrases, study business etiquette and end up having Sushi and Sake at a local Japanese restaurant when the deal is done.

While this timeworn image may seem harmless enough, it is important to update our understanding of this skill to reflect the nuance and dynamism of our times.

Appreciating cultural differences is no longer enough to win foreign business or drive geographical expansion. The workplace, globally and locally, is becoming increasingly diverse as leading employers aim to build truly inclusive work environments (often transforming from previously exclusionary practices).

Our teams, organisations and clientele are now more likely to be made up of people different from us, which means that we are communicating across differences all the time, and this is a good thing. True diversity improves problem-solving in an increasingly complex world and fosters deeper belonging.

Cross-cultural competency refers to the ability to communicate and collaborate with people from backgrounds different from your own. Culture can be described as a way of thinking and behaving, according to commonly understood societal norms.

Cultural differences arise from a number of factors, including (but not limited to) nationality, gender, age,

”

True diversity improves problem-solving in an increasingly complex world and fosters deeper belonging.

sexual orientation, class, ethnicity (tribe) and race.

For some, this list brings up anxiety and hesitation, representing a gauntlet of potential political faux pas that many don't feel equipped to navigate. But it doesn't have to be – building cross-cultural competency means that you can connect and build relationships with all kinds of people.

How to build cross-cultural competency



Embrace Difference

Human beings are social creatures, often gravitating to those we identify with. We are taught that sameness is good and safe, and difference is bad. Instead of retreating to your social comfort zone, choose to be sincerely curious about the experiences and views of others.



Stay curious

You may not necessarily agree with the other person, but as an old friend wisely asks, “Imagine if instead of agreeing to disagree, you agreed to re-engage?” This builds empathy and expands your worldview, making you a far more interesting human.



Examine your assumptions

Before defaulting to assumptions and stereotypes about a particular group of people, give the individual before you a chance to surprise you.

3

Social intelligence



Lucky Nkosi

Lucky is a Software Engineer in the R&D division of BBD – a bespoke software development company with offices locally and internationally. He serves as a Social Cohesion Advocate under the National Department of Arts and Culture and is a Board member of the Ahmed Kathrada Foundation's Board of trustees.

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Technology is changing how the world of work operates and, understandably, everyone is anxious about the future of work. While automation, digitisation, and the 4IR will scale down and in some instances bring a complete end to scores of jobs and industries, it will also create new jobs that previously did not exist. The question, then, that all students should be asking themselves is: What will set you apart in the future of work?

Degrees no longer guarantee good employment. The staggering statistics of unemployed graduates are a clear indicator that universities are training professionals for shrinking jobs and dying industries. Most of the jobs are dying due to automation of repeatable, procedural and labour-intensive tasks. This, along with extensive research-based forecasts, indicate that the future of the workplace lies in what robots simply cannot do; and that is to be human.

Social intelligence can be defined as “the ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions.” This points to the core of meaningful interpersonal interaction. Studies prove that jobs which involve dealing directly with human nature – our creativity and ability to “read between the lines” – are the safest. These include educators, artists and entertainers, scientists

and engineers, and first responders of all fields and health professionals – especially those dealing with mental health.

In the modern-day workplace, it's nearly impossible to work alone; almost every field imaginable requires people to collaborate. In this instance, socially intelligent people already have an advantage. Good social skills enable you to effectively extract information required for your job, manage conflict, learn and grow rapidly, and it helps you build the social capital you need to develop and expand your career. If organisations wish to keep the best people, they need to understand that social intelligence is a cornerstone of good leadership. It's overwhelmingly clear that the future of work is largely centred around human social intelligence.

4 Transdisciplinarity

As our markets become more client centric, there's a growing need for employees to turn their focus to solving client problems, while leveraging their technical expertise. This is where transdisciplinary skills – the ability to understand concepts across multiple disciplines – come into play.

There's been a move towards 'T-shaped' skills, a concept popularised by Tim Brown, the CEO of the design firm IDEO. To prepare for a T-shaped career, it is important for employees to equip themselves with relevant skills that will help them thrive and adapt in any profession, challenging situation or environment.

The basic education curriculum has evolved over recent decades through many themes around the context of understanding and solving real-world problems. It's becoming less of a requirement for people to develop only a depth of intellectual knowledge in a particular field or discipline. The ability to apply their strengths using a broad world mindset (in addition to technical knowledge) when solving problems in dynamically-formed teams will make graduates more effective in today's workforce.

Effective future workforces, while having a core skill set, may not be confined by degrees or titles. Their expectations of employment will be different to previous generations, and, as a result, employers will focus not only on technical skill sets, but also on behavioural competencies.



The crossbar of the 'T' refers to a broad curiosity about areas of expertise outside that field.

The vertical bar of the "T" represents deep skills and knowledge in one field

Are you ready for a T-shaped career?

By Janine Pedro, Tatika Scullard and Brian Els

Janine Pedro, PwC | Associate Director | HC Lead for Advisory Africa
Tatika Scullard, PwC | Manager | National Graduate Recruitment Manager
Brian Els, PwC | Senior Manager | Advisory Graduate Programme Lead

5

Virtual collaboration



Peter du Toit

Peter du Toit is the founder of FutureWork IQ, a consultancy that helps companies design digital workplaces and trains individuals to work in these new technology rich environments. Peter specialises in spotting mega trends early and uses these insights to help companies and individuals prepare for the future.

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Work is no longer confined to a physical office

Technology has completely liberated work from a physical office. Physical offices are fast becoming luxuries, not necessities. Companies are creating “offices in the cloud”, with teams that go to work by logging in from anywhere, as long as they have a stable internet connection. No commuting required.

A new breed of company has emerged, known as a fully distributed company, meaning it has no physical office space.

Examples of these are Automattic, GitLab, InVision and Zapier – each employing hundreds of people spread out around the globe, meeting online to work. There are now more than 2,500 companies that work this way, and they are growing!

Imagine: you could be working at one of these, whilst living anywhere in the world! Chances are that you will find yourself working in a virtual team sooner than you think – even if it is just during a temporary quarantine period as with the COVID-19 lockdown.

To be an effective virtual employee, you need to be digitally literate and you need to be able to work efficiently with people that are not with you in-person.

Hone communication skills

One of the key elements of an “office in the cloud” is for everyone working in it to be able to communicate and collaborate (normally using cloud-based tools like Slack, Microsoft Teams and Zoom.)

To become an effective communicator, learn to convey your thoughts and ideas virtually.



Over-communicate

Communication is important in any professional role, but when it comes to remote work it is even more so. Since you're no longer a few desks down from your coworkers or your manager, it's your job to schedule one-on-one meetings with them on a weekly basis to connect on your goals, upcoming projects and daily tasks.



Use your best hours

Figure out the times of day that you do the best work. Are you more productive in the morning or in the evening? Do you work better when taking small breaks throughout the day or an afternoon rest? The beauty of remote work is that you can get your work done during your best hours, whatever they may be.



Invest in good tech

In most cases, access to consistent WiFi is integral to a remote worker's success. Consider what tools and tech you need to do your job well. A pair of noise-cancelling headphones, for example, would mean that you can work anywhere, regardless of the background noise.



Remember to log off

When the line between your work space and home space starts to blur, you might find yourself stuck to your computer screen for a longer period of time. Although you may receive emails and chat notifications at any hour (especially if you're working in a different time zone than your coworkers), it's important to develop a habit of setting a time when you officially “log off” for the night. Be careful about setting the standard that you are available 24/7 – make time for yourself.

” —
To be an effective virtual employee, you need to be digitally literate and you need to be able to work efficiently with people that are not with you in-person.

6



Dr. Adriana Marais

Dr. Adriana Marais is an award-winning theoretical physicist, Mars One astronaut candidate and founder of Proudly Human. She is an internationally renowned speaker on exploration-driven innovation, director at the Foundation for Space Development, faculty member at Singularity University and Duke Corporate Education and a member of the South African government advisory task team on the 4th Industrial Revolution.

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Adriana Marais

Novel and adaptive thinking

During and beyond the 4IR, space will play an increasingly important role in the global economy, and development of the necessary technology and human skills capacity will determine the extent to which public and private players are able to participate competitively.

To enable a society rich in novel and adaptive thinking, we will need:



Complex and Creative Problem Solving

Problem solving is at the very core of our evolution. And in a world that is so rapidly changing, the ability to solve problems the world has never faced is becoming increasingly important. The complex problems that both life on Earth – as well as on other planets – pose, all link to the fundamentals of human survival: food, water, power and communication.

Complex problem solving would enable new emerging technologies to be manufactured in such a way as to provide cheap, efficient and robust systems that could work together with rapidly developing progress in robotics, nanotechnology, automation, artificial intelligence and computing to revolutionise our capabilities on Earth, and beyond.

” Instead of being passive recipients of the inevitable change that is occurring in this unprecedented era we find ourselves in, we need to be the ones steering this change to benefit society and our future.



Multidisciplinary education

In order to survive 4IR, skills that can be acquired through multidisciplinary education – where human and social sciences understand science and technology and vice versa – are extremely important.

With the onset of AI, machine learning, robotics, biotechnology and the likes dominating the job market, social skills that involve emotional intelligence, creative insights and collaboration in diverse teams will enable us to navigate through the ever-growing global material culture which advances technologies in a sustainable and ethical manner. Hard skills can be learned, but the thing that sets us apart from machines with algorithms and codes are soft skills, like our attitude, mindset and ability to collaborate effectively with each other as human beings.

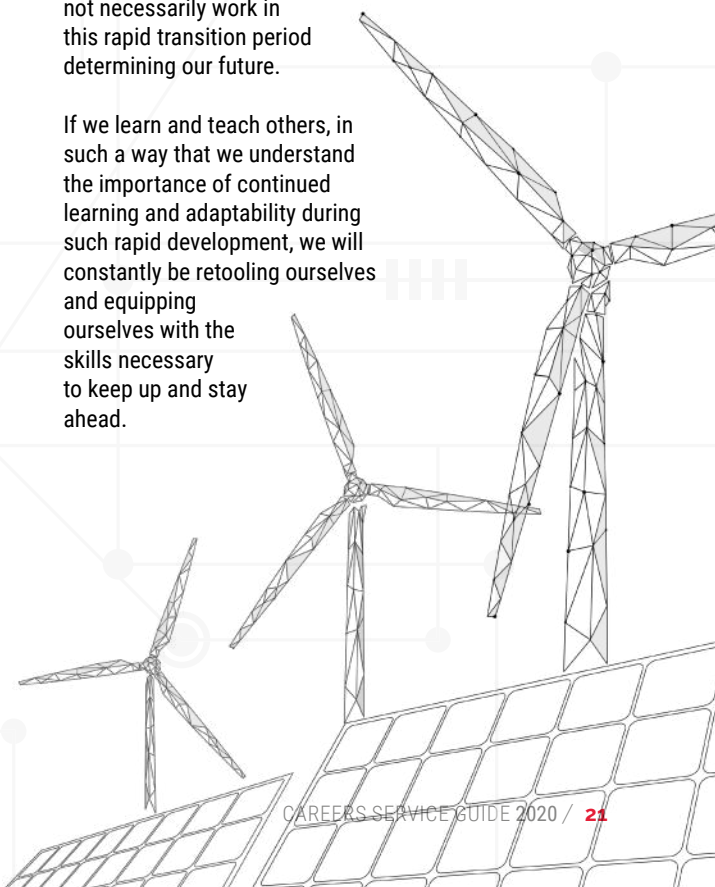


Adaptability

American writer, futurist, and businessman, Alvin Toffler said, “The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.”

Instead of being passive recipients of the inevitable change that is occurring in this unprecedented era we find ourselves in, we need to be the ones steering this change to benefit society and our future. In order to do this, we need to be adaptable – we need to understand that what has worked in the past may not necessarily work in this rapid transition period determining our future.

If we learn and teach others, in such a way that we understand the importance of continued learning and adaptability during such rapid development, we will constantly be retooling ourselves and equipping ourselves with the skills necessary to keep up and stay ahead.



7

Cognitive load management



Naasief Mohamed

Naasief is an Analyst Manager at Incline Marketing Solutions – a company that uses Data Analytics to deliver superior business solutions. He holds a commerce degree from UCT.

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Cognitive Load Theory (CLT) has been around for decades, but it is a topic that is increasingly relevant in the hyper-connected world that we live in.

CLT deals with how the mind reacts and learns in an environment with multiple sources of stimuli and input. The great irony is that the same modern devices that help us multitask, are also slowing us down when we try and tackle several activities simultaneously – particularly when trying to absorb new information.

If we look at how many sources of data we are exposed and expected to react to daily, we can easily see how simple it is to get distracted. This stems from both unsolicited sources (email, messaging apps, Skype, call centres telling you about their must-have cellphone contracts or insurance) to those stimuli that we have opted to receive – with our smart watch notifications, alerts set up for any bank account activity and wearable fitness devices monitoring our vitals.

Manage your working memory

So how do we avoid being in a constant deer-in-headlights mode? While the exact approach will differ from person to person, increased efficiency and faster learning often requires more mono-tasking – choosing to complete your priority items sequentially with full attention, as opposed to juggling several balls at once. How high you throw those balls may be impressive, but catching none of them isn't.

Working memory can be equated to the

RAM in a computer – which has faster access to the processing unit but is extremely limited in capacity. It plays a crucial role in helping us learn, but this part of the brain can only remember so much information or process a limited amount of data at any one time. An effective way to maximise the performance of this working memory, is to conserve its powers and direct these to process only the most critical pieces of information. This is where the cognitive load theory (CLT) can help.

The applications for CLT reach far beyond traditional learning situations. Whilst teachers can use it to help students to learn, you can also apply the theory when giving a speech or presentation. By simplifying the ideas you want to convey, providing individual, easy-to-understand explanations of each issue and removing superfluous details, you can reduce extraneous cognitive load to make your presentation more memorable to listeners.

In any situation, there are three kinds of load at play: intrinsic, extraneous and germane. The goal is to reduce extraneous load to maximise the resources of working memory that are free to focus on germane activities.



Maximise the Germane load

The ability to understand and absorb new learning by integrating current concepts with existing knowledge. It is produced by the construction of schemas and is considered to be desirable, as it assists in learning new skills and other information. By developing activities which encourage a germane cognitive load, you can better facilitate long-term knowledge and skill acquisition.



Manage Intrinsic load

This is base level of difficulty of a topic and, even with the same material, will vary for everyone because it is determined by the person's skillset. To manage your own intrinsic load, ensure that you master the fundamental principles of a task before moving on to its more complex parts.



Minimise Extraneous load

This is the load you want the least of. It deals with how information is presented and, as the name suggests, any additional information that is not assisting in absorbing the core content. To reduce extraneous load, you have to filter out any distractions and needless tasks which are not critical for your end goal.

” While the exact approach will differ from person to person, increased efficiency and faster learning often requires more mono-tasking – choosing to complete your priority items sequentially with full attention.

8



Veronica Motloutsi

Veronica Motloutsi is the founder and CEO of SmartDigital Solutions, a black female owned digital company built to leverage the benefits of the 4IR. She has vast experience in multiple sectors such as ICT, Energy, Health, Mining, Retail, Financial Services and Logistics.

Twitter:
@Africa2Lead

LinkedIn:
Veronica Motloutsi

Website:
<http://www.smartdigital-solution.co.za/>

Sense-making

The world is undergoing a disruptive, yet exciting digital revolution, where artificial intelligence, automation, demographic changes, globalisation, and social developments are transforming every workplace. It is important to note that rapid advances in artificial intelligence, robotics and other emerging technologies are happening in ever shorter cycles, changing the very nature of the jobs that need to be done and the skills needed to do them faster than ever before.

The rise of smart machines corresponds with the emerging deluge of data, which incorporates flows of sensor measurements. Data-mining tools can now crunch millions of these measurements at once to find correlations, but they cannot effectively place their findings in context. It takes a human being to assemble data and correlations, make sense of them and then meaningfully translate them into rich stories that garner attention.

Professor Deborah Ancona of MIT Sloan refers to sense-making as how we structure the unknown so as to be able to act in it. Sense-making involves coming up with a plausible understanding a map of a shifting world; testing this map with others through data collection, action, and conversation; and then refining, or abandoning, the map depending on how credible it is.



Sense-making enables leaders to have a better grasp of what is going on in their environments, thus facilitating other leadership activities such as visioning, relating, and inventing. It involves three major steps – explore the wider system, create a map of that system, and act in the system to learn from it.

Sense making, when done in a comprehensive way, prove to be a powerful approach to leaders – especially in a digital era – to better understand how they will respond to digital disruptions in the environment and formulate innovative strategies to capitalise on opportunities.

Sense-making uses a range of tools, but typically follows this sequence:

Multifaceted exploration

Find, evaluate, and incorporate a diverse range of information. By approaching a problem from multiple perspectives, individuals gain insight into a potentially ambiguous situation.

Frame-construction

This information can be used to construct a representation or coherent “frame” of the situation to reference throughout the sense-making process.

Experimentation

Slowly test this representation by modeling how it might influence outcomes and then make appropriate changes to it with new evidence.

1

2

3

What sets us apart from machines?

We often assume machines are neutral, but they aren't. Depending on what they are fed, they can be ignorant to the common-day social issues that we all know and care about.

An excellent example of this took place in 2015, when Amazon.com Inc's (AMZN.O) machine-learning specialists uncovered a big problem – their new recruiting engine did not like women. The company realised that its new, in-development automated hiring

system was not rating candidates for software developer jobs and other technical posts in a gender-neutral way. This was because their computer models were trained to vet applicants by observing patterns in resumes submitted to the company over a 10-year period. Most came from men, a reflection of historical male dominance across the tech industry.

Thankfully, this system was only at a testing stage, as, if not for human interference (and sense-making), it could undoubtedly have led to several years in court for all parties.

” Sense-making enables leaders to have a better grasp of what is going on in their environments, thus facilitating other leadership activities such as visioning, relating, and inventing.

9

New media literacy



Aimee Carelse

Aimee is an Editor at Jonathan Ball Publishers, Media24. She was also selected to join the inaugural cohort of the Media24 Future Skills Programme in partnership with Friends of Design – Academy of Digital Arts, which is designed to equip employees with the tools and skills needed to drive innovation in a shifting media landscape.

LinkedIn:

Aimee Carelse

In the era of the Fourth Industrial Revolution, change is constant. We are seeing a fundamental shift in the way we live, work and relate to one another. Industries, too, are in a state of flux, and they always will be as society evolves in response to technological change. These days, being literate in new media and digital technologies is about as necessary as knowing how to send an email. And that goes for all industries – not just those related to technology and the media.

Adopt to adapt

The continued emergence of new media and digital technologies is causing a disruption across industries. Data science, virtual and augmented reality, 3D printing, nanotechnology – all have led to a total overhaul of traditional understandings of doing business. Even for the most technically skilled employees, this rate of disruption is unpredictable and the results almost impossible to foresee.

As scary as this sounds, disruption is good; it jumpstarts creative thinking and paves the way for innovation. Disruption – and the technologies that drive it – provides us with a new language to communicate existing needs. Consequently, you need to make sure that you're literate in this new language.

As future employees, get comfortable with the fact that you will need to learn and upskill constantly throughout your careers in order to successfully adopt new media technologies, improve your digital intelligence, and thereby adapt to the changing habits of society.

Remote collaboration

In these changing professional environments, new media and digital technologies are transforming the way we do business. Companies can now expand their operations both nationally and abroad, allowing them to harness talent from all over the world and expand their reach – all thanks to remote and virtual collaboration. Underpinned by digital technologies such as video conferencing and online document collaboration, remote collaboration has the ability to



transcend the boundaries of geography and time, and cater to a diversity of work styles.

Programmes like Slack and Teamwork incorporate project management interfaces, file sharing platforms and word processing software to make working remotely in teams so much easier and more efficient. Moreover, VoIP telephone systems are quickly replacing the traditional landline, meaning that teams can now work virtually and still be contactable on the same number.

A shift in mindset

In adopting new media and digital technologies, we need to change the way we've come to perceive the world of work and how it operates. Disruptions are forcing us to shift our mindset away from the traditional top-down workplace environment and its operational structures to something else entirely – one that reconsiders how we work and produce in order to suit changing consumer behaviours.

Gone are the days of hierarchically structured workforces, long meetings and waterfall project management. These traditional norms are quickly being replaced by design thinking and other human-centred, iterative methodologies for problem solving and production; agile and SCRUM project management; and horizontal organisational structures. Moreover, as technology replaces certain jobs, increasing value is being placed on emotional intelligence and creative problem solving for innovation as necessary skills for the professional environment.

Despite beliefs to the contrary, robots are not taking over the world. Success in business requires more than a technologically-based skillset – it requires employees to have empathy. It requires a workforce that perceives the world from other points of view in order to solve problems with the users in mind, so that products will suit the new demands and needs of consumers.

” Disruptions are forcing us to shift our mindset away from the traditional top-down workplace environment and its operational structures to something else entirely – one that reconsiders how we work and produce in order to suit changing consumer behaviours.

10

Design mindset

It is in our nature to try to control and design our world to be the way we want it. Many years ago, we learned to control fire to cook our food. Later we found that we can use sunlight to power our homes. Over the next decade or three, we will design new solutions to control our lives and the environment in ways that we never imagined possible (think self-driving cars, bacteria that cleans up oceans and ultrathin electrodes implanted in our brains to solve brain-related disorders).

The humans that are and will be at the forefront of these technologies undoubtedly have one thing in common – a design mindset. They look at a problem and undertake to not only understand it fully, but to create practical solutions for it.

At The Hasso Plattner School of Design Thinking at UCT (d-school), design thinking...



is human-centric

At the core of design thinking is the recognition that people – their needs, the contextual constraints they experience, their aspirations and preferences – determine the suitability of any solution. Design thinking is intrinsically human-centred and empathy is emphasised in design thinking practice.



embraces diversity

The philosophy underpinning design thinking is that diversity in every spectrum – from race, culture, world view and perspective, to skills, experience and insights – is vital for addressing the complex challenges faced by contemporary society. Collaboration in diverse, multidisciplinary teams is a characteristic of design thinking.



is fuelled by creative confidence

The fast pace of scientific and digital progress, combined with socio-political and economic uncertainty, requires a mindset that can imagine the future to create solutions that are not only based on data and certainty.



builds on the ideas of others

The African philosophy of Ubuntu – loosely explained as "I am because of you" – springs from the belief that one's humanity is affirmed when one recognises and affirms the humanity of others. At the d-school, it enables us to co-create and collaborate with a broad range of people.



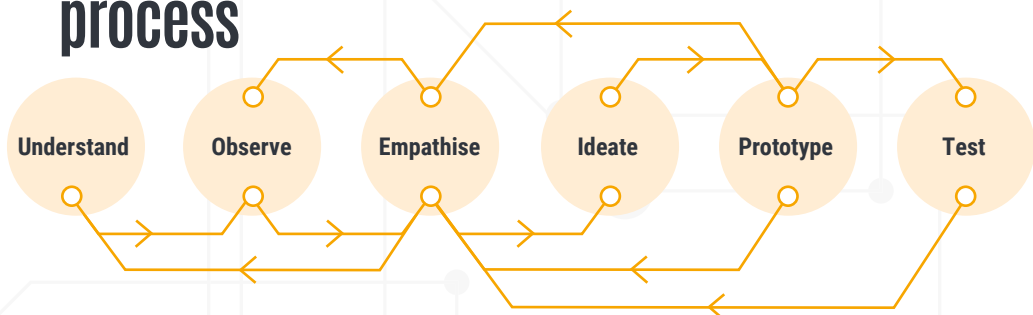
What is d-school?

The objective of the d-school is to infuse students and professionals with a Design Thinking mindset. Training in design thinking enables innovation and new outcomes, which can help to meet the needs of users in complex socio-political and economic contexts. This is particularly relevant in a region like ours that requires contextually relevant innovations – from products to services, systems and business models.

Source: <http://www.ds.school.uct.ac.za/what-design-thinking>

The design thinking process

The design thinking process is not linear. It loops through the phases iteratively, based on insights and feedback.



11

**Lisa Erasmus**

Lisa is a Senior Manager at BDO South Africa within the Finance Services Technology department. Her key focus areas are IT Risk consulting, IT Governance, IT assurance and Data Analytics.

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Lisa Erasmus

Computational thinking

Unlike most humans, computers have a proven ability to do boring, repetitive tasks efficiently and accurately. But for a computer to do this, a person needs to instruct it on what to do and how to do it (for now, at least).

This is why computational thinking is important. As a method of solving problems through general-purpose thinking, it involves taking a systematic approach to analyse complex problems and create steps for a computer to execute. This requires a deep understanding of how computers work, or, rather, how they think.

Computational thinking has expanded across a multitude of industries and professions like algorithmic medicine, digital arts, computational social sciences, computational economics and finances.

Overall, computational thinking enhances efficiencies and innovation within industries and, as the need for this type of thinking increases, so does the need for the workforce to continuously upskill and adjust their skill sets in order to remain relevant, improve collaboration, cohesiveness and to lift staff competency.

”

As the need for this type of thinking increases, so does the need for the workforce to continuously upskill and adjust their skill sets in order to remain relevant.

Computational thinking can be broken down into four steps:

- 1 Decomposition:** Break down bigger problems into a series of smaller, manageable problems that a computer is capable of solving.
- 2 Pattern Recognition:** Analyse the problem to identify a problem sequence or pattern that can solve the specific problem.
- 3 Abstraction:** By means of simplification and generalisation, the recognised patterns are abstracted, removing the unnecessary parts of the problem.
- 4 Algorithm Design:** Logical, precise and repeatable step-by-step instructions coded into a computer that delivers an expected result (Algorithms). An algorithm encompasses logical steps to solve multiple variations of the initial problem.



This LinkedIn Learning course will introduce you to AI and how you can use it with other technology.
bit.ly/2xnC2ZL

Career Toolkit



Coming up in Semester 2

Take note of these opportunities to engage with Employers, Career Advisors and Alumni through our webinars and virtual expos.

July

- ▶ How I pivoted my career in response to Covid-19
- ▶ My Career as a Humanities graduate
- ▶ My Career as a Science graduate
- ▶ My Career as an Engineering graduate
- 🕒 Law Virtual Expo
- 🕒 Accounting Virtual Expo

September

- ▶ My Career in Social justice
- ▶ My Career in the Biological sciences
- ▶ My Career in Data science
- ▶ My Career using my writing skills

August

- 🕒 Epic Job Virtual Expo
- ▶ My Career in the Energy sector
- ▶ My Career as a Humanities graduate
- ▶ My Career as an Engineering graduate
- ▶ My Career as a Health Sciences post-graduate

October

- ▶ My Career in research outside academia
- ▶ My Career as a Science graduate
- ▶ My Career as an Engineering graduate
- ▶ My Career as a Humanities graduate



The Career Conversations webinar series

This series features UCT graduates sharing their career journeys, insight into their jobs and the skills used in their work. Hosted by Careers Advisory staff.

Webinars will be loaded onto our Vula page as a resource.



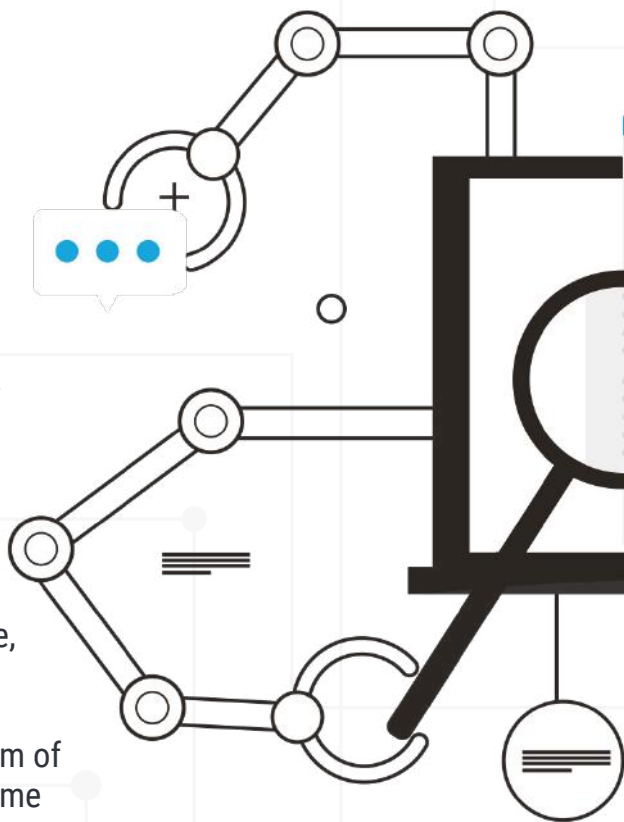
Virtual expos

These events expose students to the big names in their industries and allows recruiters to source top talent for their companies.



Look out for event dates and times and for company presentations on the MyCareer events page: <https://mycareer.uct.ac.za/students/events>

Bot-proof your CV



Jean Alfeld

Jean Alfeld is a Careers Advisor for the Mastercard Foundation Scholars Programme at UCT

These days when you apply for a job online, it's more than likely that your CV will be filtered by some form of software or programme – commonly referred to as an Applicant Tracking System (ATS) – before being seen by human eyes. It is critical to understand how these systems work and what you need to do to ensure that your CV meets the requirements of these algorithms.

What is an Applicant Tracking System?

Recruitment professionals, who are often dealing with hundreds of applications and hiring for many jobs simultaneously, use a chosen ATS to screen, rank and store applications. These systems are designed to search your CV for key words, terms, titles, experience, qualifications and skills (taken from the job description); results are used to score applications and recruiters then focus on only those candidates who are ranked as a good match. There are many, many different ATS versions; platforms like LinkedIn even have their own systems.

Format your CV correctly

When your CV gets loaded into an ATS, the text gets parsed (broken up and analysed) so that the automated search, filtering and ranking can begin. If your CV is in a complex or incompatible format, the text might get scrambled and you may be passed over - even if you are a good candidate.

- ✓ **Use standard**, explanatory headings separating sections
- ✓ **Sequence activities in reverse-chronological** order with clear dates in consistent format e.g. December 2019 – February 2020
- ✓ **Use one simple font** all in the same size
- ✓ **Stick to simple bullet points** and use only for sub-points
- ✓ **Submit as a Word Document**
- ✗ **Do not** use tables, columns, graphs, images or headers and footers

Put it to the test

Once you have checked your CV thoroughly to make sure there are no errors or typos, you can test its ATS compatibility:

- 1 Save it as a plain text file and read it thoroughly to make sure things have not disappeared or become disorganised.
- 2 Copy and paste the job advert and your CV into a free ATS resume scan, offered by sites such as **Jobscan.co**.

”

Repeat key words and terms 2-3 times in your CV – these are commonly tasks or skills, for example relationship-building, content development or social media marketing

Style and content

- ✓ **Use simple**, note-style language
- ✓ **Only include relevant** points and keep them concise
- ✗ **Leave off any roles** or experiences not applicable
- ✓ **Give more words** and space to most relevant activities and achievements
- ✓ **Try to include measurable** results and quantifiable evidence
- ✓ **Use action** verbs
- ✓ **Write out terms** in full and also include acronyms e.g. Bachelor of Arts (BA)

Tailor every application

The simplest way to do this is to take the job description and highlight what you believe are the key qualifications, skills and experiences required.

- ✓ Use exactly the terms (and acronyms) from the job advert e.g. Fluent French, Report writing, Computer-Aided Design (CAD)

- ✓ Include a Core Competencies or Skills section
- ✓ Repeat key words and terms 2-3 times in your CV – these are commonly tasks or skills e.g. Relationship-building, Content development and Social media marketing
- ✓ Reiterate key words in various sections e.g. Data analysis can go under Core Skills and within Work Experience wherever it was performed

Make the cut

When applying for a job, you need to stand out from the crowd. Unless you make a good impression on paper (or online), you may never make it to the next round. Most importantly, follow the instructions given in the advert.

The anatomy of your job application



Your CV

Outline your education, activities, work experience and skills in bullets or note form.



Cover Letter

One page, in full sentences and prose. It communicates why you are applying and why you are suited for the job. This is essential for every application – provide one even if it isn't asked for.



Application Form

Usually online and used so that every applicant answers the same questions.



Additional Documents

Only attach your transcript and other attachments if asked. Unnecessary attachments could make your application far too long.

Your best cover letter

Meeting the requirements as advertised for any job opportunity is vital, but perhaps more so is your cover letter.

When submitting an application, it may seem easier to be generic and dive into iterating your interests and qualities as a hard worker, but it is worth considering that most applicants may have a similar letter to yours, and that focussing on “why you” might be more valuable.



**Boipelo
Mathodlana**

Graduate Programme
Manager at Cliffe
Dekker Hofmeyr Inc

Follow these steps for a stellar motivation letter:

1

Be specific

Specify what you are applying for and why you are interested in working for the company. This shows you have done your research on the organisation.

2

Introduce yourself

Say who you are and what you are studying, what you are interested in and what you consider to be your strengths.

3

Why you?

Provide any information applicable to the position – academic excellence, family background, leadership qualities, interests outside of studies, your vision for the future or your reason for being interested in the company.

4

Show gratitude

In closing, thank the reader for the opportunity to be considered. This indicates that you respect their time and effort.

5

Reread it

Pay attention to detail: ensure that the letter makes structural sense and is without grammatical errors. Enlist someone you trust (and that will give their honest opinion) to read through it before you submit.

6

Do a final check

Confirm that your letter:

- ✓ is consistently addressed to the correct person or company
- ✓ genuinely reflects you
- ✓ is not a template from the internet
- ✓ states the position for which you are applying
- ✓ clearly states how to contact you for further information

Common interview questions

and how to answer them



Azola Ralo

Azalo is
a Careers
Development
advisor at UCT
Careers Service.



Tell us about yourself.

Your answer helps interviewers connect the dots on your CV. Mention past experiences and proven success that relate to the position. Tell them why you are excited for this opportunity.



Why do you want to work for us?

Showcase the research you have done about the organisation. Explain how their mission or vision aligns with your own values.



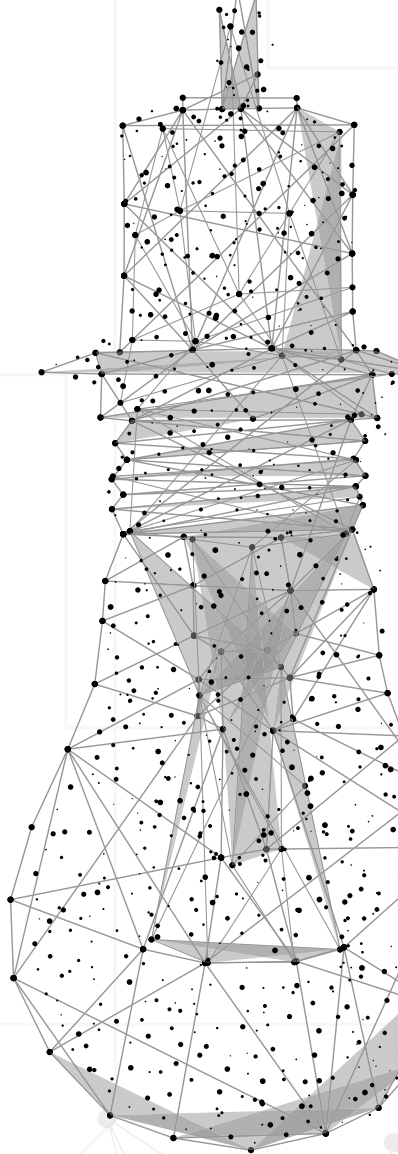
Why should we hire you?

Use examples that showcase how you have exhibited skills key to the role. Also highlight things you have not been able to touch on in previous questions.



What is your greatest strength?

Be clear, precise and authentic. Share strengths that are aligned to the role you want and provide examples.





What is your greatest weakness?

Be honest! Employers are looking for self-awareness and personal accountability. Select an actual weakness and explain what you are doing to improve it.



Tell us of a time when... you showed leadership/ worked in a team/ dealt with a difficult customer.

Questions like this one are called behaviour-based interviewing. Draw from examples in any part of your life.

Use the STAR technique:

S = Situation (explain the scenario);

T = Task (what needed to be done);

A = Action (what you did);

R = Result (what were the outcomes).



Tell us about the toughest decision you had to make in the past year.

This assesses your ability to reason, solve problems and use your judgement. Give an example where you had to weigh all sides of an issue. Describe the steps you took to arrive at a decision.



How to prepare for your interview

Scan this QR code for tips on how to thoroughly prepare for an interview to ensure you make a great impression.

The Dos & Don'ts

Your application

- ✓ **DO** research the organisation that you are applying to before you even apply.
- ✗ **DON'T** submit applications after the closing date.
- ✗ **DON'T** submit an incomplete application (remember to attach documents that may be requested).

Your CV

- ✓ **DO** keep your CV short and concise.
- ✓ **DO** keep it to two pages unless the advertisement says otherwise.
- ✓ **DO** include all types of relevant work experience – formal and informal. E.g. volunteer work, internships and vacation work.
- ✗ **DON'T** provide false, ambiguous or unclear information on your CV.

Interviews

- ✓ **DO** dress appropriately for the interview
- ✓ **DO** be authentic in the interview - you want to get the job for who you are as a person, so be yourself and don't be afraid to express yourself and who you are.
- ✓ **DO** ask as many questions as you need to.
- ✗ **DON'T** give one-word answers in an interview.
- ✗ **DON'T** be late! This will leave a bad first impression. If there is an emergency, inform the recruiter or reschedule the interview.

By Bilal Moosa, Head of Graduate Recruitment at Ernst and Young.

Kickstart your development with LinkedIn Learning



Cindy Mathys

Cindy is a Communications Co-ordinator in the Information and Communications Technology Services department at UCT.

Asa Hutchinson's quote, "You're never too old to start learning," has never been truer than in today's world. Major advancements in technology are rapidly changing the job market, making it pertinent to upskill and stay relevant.

Complex problem solving, critical thinking, and creativity are the top three employable skills required in 2020 and in the near foreseeable future. So, while this may not be part of your current skill set, it is something that you as a UCT student can learn in your own time, thanks to LinkedIn Learning.

There are thousands of courses at your disposal, ranging from software to soft skills courses designed to build your confidence in public speaking or being assertive.

LinkedIn Learning's got your back. Simply log on to lil.uct.ac.za and let your free time become constructive learning time.

You can use it to keep your existing skills updated and learn something new. More importantly, you can choose when you want to learn and at what pace. You can access this resource on or off campus, on any device, whenever you want to. And the best part; it is available for free to all current UCT staff and students.

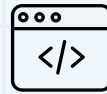
Most popular courses on LinkedIn Learning in 2019



Learning Python



Excel 2016
Essential Training



Programming
Foundations



Python Essential
Training



Python for Data
Science Essential
Training

Steps For Success

- 1 Go to <http://lil.uct.ac.za>
- 2 On the UCT single sign-on screen, log in using your UCT credentials.
- 3 Choose whether to link your LinkedIn profile to LinkedIn Learning.
- 4 After setting up your profile, you can access LinkedIn Learning from any internet-connected location – even when you are off-campus.



Top Tip: Save it for Later!

You can save LinkedIn Learning videos onto your mobile device for offline viewing later. This is especially handy when you don't have an internet connection, or you don't have enough mobile data to download entire videos or courses. Your only limit is the amount of free space on your mobile device. Note that, for now, you can only download videos to mobile devices. In due course, this functionality will be available for laptops and desktop computers.

How I Secured an Internship



Kungela Mzuku

Kungela works in the Research and Development team for Emerging Technologies at Standard Bank. She graduated with a Master degree in Data Science: Financial Technology from UCT.

Although I studied a degree in Information Systems at the University of Cape Town, it took me a while to become actively involved in the tech space. I just couldn't find an internship, no matter where I looked, and the companies that I did apply to told me I didn't have the necessary skills needed to fit their criteria.

After a bit of searching, I came across a programme that teaches students how to code in South Africa. It was everything I dreamed of being a part of, but it was ridiculously expensive. In retrospect, mostly USA students were part of the programme, so I'm guessing I wasn't in the target market – and that's okay. I soon learnt that the students in this programme were placed into various tech companies in Cape Town.

Clearly, I wasn't going to take part in the programme, so I had to be

creative. I emailed the very same tech firms that they were working with and asked for internships. I learnt that nothing will ever happen if you don't actively do the things you had said you would. I learnt the importance of not being scared to fail. If my idea or attempts fail, that's fine – in fact, that's good. Not only have I learnt something new, I found out what wouldn't work.

Surprisingly, I got a response, and a few meetings later I was interning at a company for two months! It was my very first industry experience, and it was absolutely mind blowing!



I learnt that nothing will ever happen if you don't actively do the things you had said you would. I learnt the importance of not being scared to fail. If my idea or attempts fail, that's fine – in fact, that's good.

Here's What My Emails Looked Like:

From: Me

To: Employer

Hi,

I wanted to ask if your company offers vacation work for university students?

I'm currently doing second year Business Science majoring in Information Systems at The University of Cape Town and I am interested in the work that is done there. I looked at the website and it seems as though you only offer work to those that are looking for permanent work. Is this the case?

Regards,
Kungela

Send

The company I interned with was in the financial technology (FinTech) space, and they taught me a lot about designing for customers. We got into a lot of talks about money and how society used it.

They frequently invited people to try out their latest apps and give feedback – I learnt the value of this step, especially in ensuring that you build something that people will want.

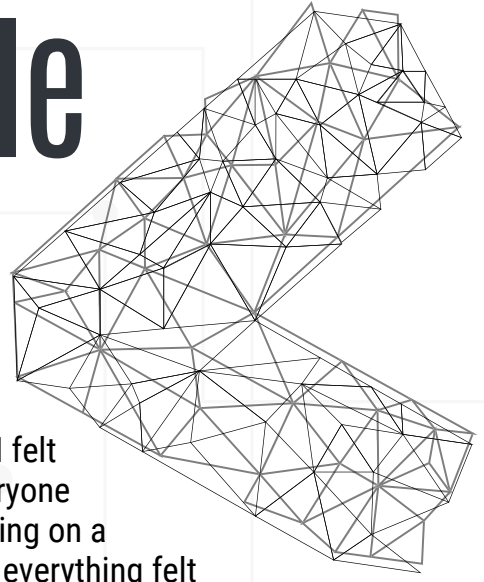
After this experience, I came across an NPO that uses technology to

try and solve important issues in Africa. I emailed the NPO and asked for an internship.

A few meetings later, I got the chance to work as a designer for six weeks, giving my input in projects around the continent. It was one of the most educational experiences I had ever had, but also the scariest. This company created apps that made a difference. Not for money or app-sales, but to improve the standard of living of various communities.

” To whoever needs to hear this, just send that email! I hope I can inspire you to give your dreams a try. You'll honestly never know how difficult or easy something is, if you don't try.

Why you need to learn code and how



I was 16 when I used a computer for the first time and started programming. I felt like I was years behind everyone who could type or do anything on a computer. In the beginning everything felt abstract – I was printing numbers to a screen, but wondering what it actually meant. I struggled to understand how programming fit into my world.

Sewagodimo Matlapeng

Sewagodimo is a payments engine engineer at Yoco and the co-founder of Indoni Digital, a women-owned software consultancy agency. She is passionate about programming and uses her YouTube channel, Sunshine in my Code, to teach her viewers about coding.

My IT teacher taught me how programming is a problem-solving skill. Programming teaches you how to think in terms of implementing a solution and using algorithms as the building blocks to realise it.

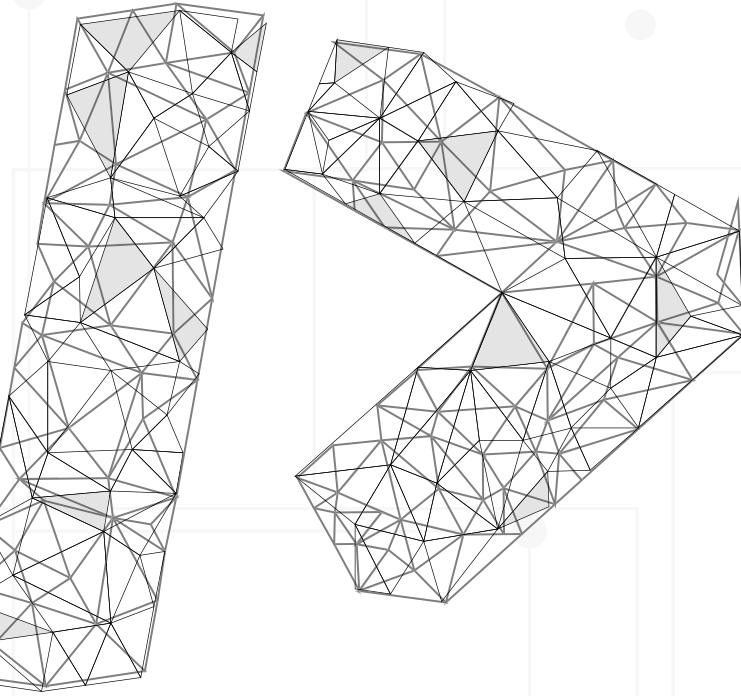
Whether you become a software developer or not, knowing how to break down complex problems into small iterative steps is a valuable skill. Being a software developer is like constantly having a puzzle to solve. We take on large and seemingly complex tasks, try to break them up as much as we can and solve those parts one at a time.

A learning community

The biggest misconception about being a programmer is that we are “lone wolves”.

We actually spend most of our time working in teams. We share ideas and solve problems together; this is great when you are starting out in your career. You will always have someone to learn from and ask for help.

Because of the high demand for programming jobs in South Africa, a lot of companies are hiring people with little to no programming experience and training them to become software developers. It's not like other technical or engineering roles where you always need a degree or accreditation. And there are tons of YouTube tutorials out there about web development and Python – watch one. Start with the basics and see what the hype is about so you can decide for yourself if programming is for you.



Not sure where to begin? Start with these.



**Advice to newbie
programmers**



**Can anyone be
a programmer?**



**Free React.JS
tutorial**



**Free Python from
scratch course**



**Free machine
learning and AI
course**

The art of persistence

When I started programming, I struggled to understand the basics, I found that it took me much longer than my peers to grasp concepts. I realised that I just took longer to understand things, so I gave myself extra homework. I would dedicate a bit more time to programming outside of class. It taught me to be patient with myself.

Whenever I came across a difficult topic, I knew that I just needed a bit more time with it.

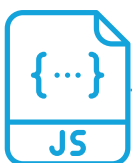
I would watch YouTube videos and read blogs to get different perspectives. This learning style was also very useful in my other subjects; whenever something seemed too complex, I had a strategy on how to tackle it.

Stand out in the job market

South Africa has one of the highest youth unemployment rates in the world, but at the same time companies are struggling to fill roles. Companies want people who are “experienced”, which sucks.

However, if you are interested in a software engineering role, then you are in luck. Not only are we in demand but we are one of the few industries where you can create your own “experience”.

That’s right! You don’t have to wait to get an internship to get your experience. As a programmer, there are a few things you can do to give yourself experience. The most popular is taking an online course on how to build an app or websites.



JavaScript



C#



Python



Java

**South Africa's
Most Used
Languages**

What can I do with my humanities degree?



Ingrid van der Merwe

Ingrid is the head of Careers Advisory at UCT Careers Service.

This is one of the most commonly asked questions at the Careers Service. The answer is: much more than you think!

It bothers some students that, unlike with medicine, engineering or accounting, most Humanities degrees do not lead its graduates directly into a profession. Instead, Humanities degrees offer boundless possibilities, many of which align very well with a rapidly changing world.

Get involved

No degree alone will get you a job (And this is true for all degrees!). Your chance of being employed or

self-employed often depends on the other skills you build up; the ones you can only develop through activities outside of your academics. So, get involved in a society or sport you love. Get leadership experience, whether in res or on a Faculty council. Get a part-time job – even a job like waiting tables will equip you with important transferable skills. It could help you learn how to deal with pressure, manage your time, work with customers and work in a team.

Humanities subjects equip you with:



Written communication skills



Ability to understand different perspectives



Critical and creative thinking



Insight into social issues and human behaviour

Consider Your Options

Research what your options are and find out what sort of environment will make you want to get up in the morning.

There isn't a finite "list" of jobs you can do. Humanities graduates can occupy a variety of roles, and it ultimately depends on what interests you, what's out there, how much you understand what you can offer and whether you want to work for an organisation or for yourself.

So how DO you figure out your options? Here are some ideas:

- ✓ Attend the Humanities Career Conversation evenings, where graduates come and talk about their jobs. Informative and inspiring!
- ✓ Do informational interviewing. Interview (in person or by email) people whose positions sound interesting.
- ✓ Search LinkedIn for people with your degree. Take note of where they work and what they do.
- ✓ Get work experience in an organisation you like. Paid or voluntary!

Want to know more about what you can do? Come chat to one of our careers advisors. See the first section of this guide for more.

The skills you can gain from humanities subjects are highly valued in most graduate contexts. In fact, advancements in technology and specifically the automation of various positions will soon render skills involving people, thinking and communication more valuable than ever.

Raise the bar

Get that competitive edge



Bradley Barnes

Bradley Barnes is a Campus Manager for Deloitte: Audit Graduate Recruitment Team, where he helps aspiring chartered accountants reach their goals.

It is day one of your university career and you're sitting in your first 8-am class. The lecturer opens the class with what you can only assume is meant to be a motivational line: "Alright students, look at the person sitting to your left and the one to your right, only one of you three is going to make it."

Fast forward a couple of years. You're going through the process of applying for various positions in the corporate world, and it starts to feel like you should have started a part time job in primary school so that you would have the required work experience for these positions. You get invited to a second-

round interview at the company of your choice, and they tell you that there is only one position available for the 10 candidates who have made it to the second round. You look at the other candidates and ask yourself, "How am I going to raise the bar? How am I going to make an impact?"

Here's how to stand out in the corporate world

1

Present with impact

The ability to introduce yourself, to create strategic relationships and to build a network.

2

Build your brand

University equips you with the technical knowledge and competencies required. But what else, other than your qualification, defines you and your brand that you are selling?

3

Develop your Office skills

You will need the ability to maximise the potential of Microsoft Office, as well as communicate effectively through the use of e-mail and other applications.

4

Be a team player

Understand the various elements that contribute towards the success of a team as well as understanding the various roles that need to be played in a high performing team.

5

Show resilience

You will face challenging times and you will fail. The important thing is having the ability to get back up and go again. So, reflect on past ways, learn from your experiences and adapt to a new way forward.

Working world



4

Where are 2018 grads today?



44.48% Employed
30.78% Studying
10.71% Seeking employment
5.62% Seeking studies
3.75% Self-employed
2.52% Gap year
2.14% Other

Where do they work?

22.61%

OTHER

19.4%

HEALTH CARE

14.95%

FINANCE, INSURANCE,
ACTUARIAL WORK

9.55%

EDUCATION

7.56%

IT, TELECOMS &
INFORMATION SERVICES

5.27%

BUSINESS MANAGEMENT

5.27%

ENGINEERING OR INDUSTRIAL

4.41%

COMMERCIAL & RETAIL

4.41%

LEGAL

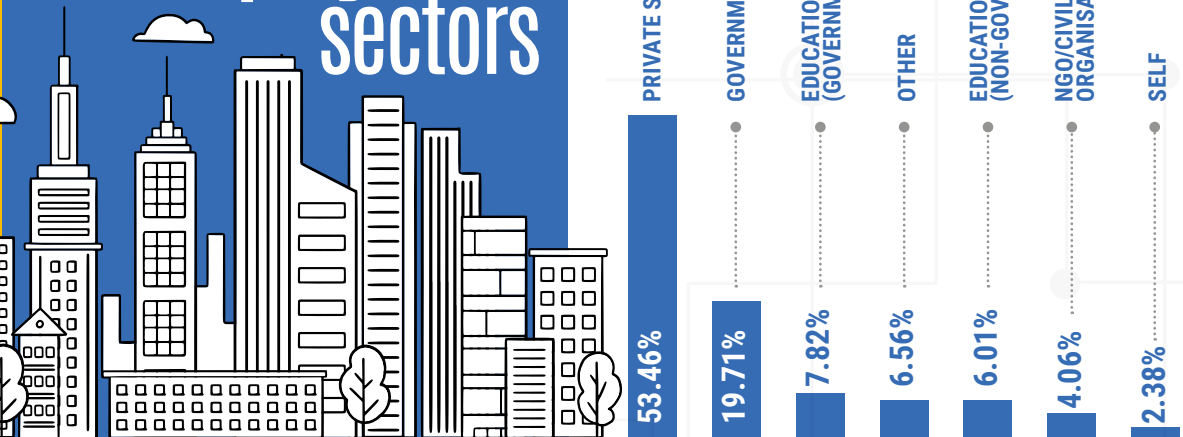
3.63%

ADVERTISING, MARKETING, PR

2.94%

CONSTRUCTION &
PROPERTY MANAGEMENT

Employment sectors

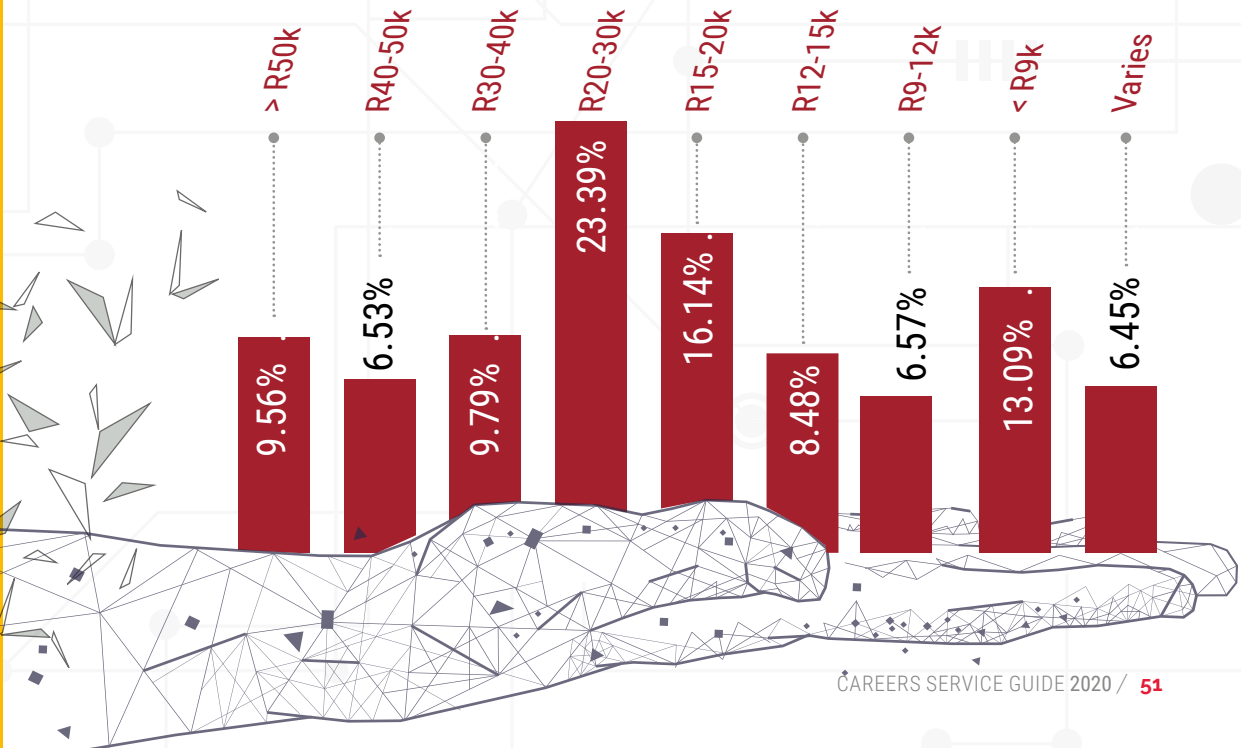


Did you know?

UCT IS 1ST IN AFRICA AND 18TH IN THE WORLD FOR GRADUATE EMPLOYMENT.

According to the 2019 Quacquarelli Symonds (QS) Graduate Employability Rankings.

Salaries



The 2030 workplace

Compiled by Reon van der Merwe,
member of the Youth Advisory Council of
the World Federation of UN Associations.

If we follow the UN's Sustainable Development Goals,
the 2030 workplace will be...



EQUAL

Algorithm technology could transform the way we hire candidates, evaluate employee performance and use this information to select employees eligible for promotion. Addressing the negative effects of exclusion will enhance the quality of human capital, leading to a more productive work environment. In the ideal future, equality won't simply be about tolerance, but rather creating spaces where every person can contribute their skills and talents.



ACCESSIBLE

The work of tomorrow will be defined by flexitime. As the internet opens opportunities to work from anywhere and at any time, the way we think about the average work day will evolve as well. In the future, posting and finding job opportunities will be like offering your services on Uber or scrolling through accommodation options on Airbnb. Long-term contracts and employment models will make way for short-term, task-based employment, with jobs being outsourced to freelance specialists and consultants on-demand.



HEALTHY

Both mental and physical health will be prioritised. The nature and layout of workspaces will be designed to promote a healthier relationship between individuals and their work. Wearable health technology will become more widely used by employers to effectively monitor the well-being of employees. Equipped with more accurate long-term indicators of health trends, employers will be better able to shape company health policies, create happier workspaces and reward behaviour that promotes employee well-being and boosts efficiency.

In 2015, international leaders adopted the 2030 Agenda and the 17 Sustainable Development Goals (SDG). With a decade left before the global deadline, how can these goals change the way we think about the workplace of the future? And how will technology open new possibilities for a more sustainable working environment? Without the benefit of time travel, it's anyone's guess. Still, history shows that the future belongs to those who create it today.



GREEN

The evolution of renewable energy technology will allow workspaces to become energy independent and limit reliance on the costly and dirty coal-driven national power grid. Ethical supply chains will also prioritise preserving nature by sourcing products and materials in ways that reduce the human environmental footprint and prevent eco-catastrophes in the long-run, which lead to instability and uncertainty.



INNOVATIVE

The master of one will become the master of none, and the jack of all trades will be king. In a time of information overflow, education won't be an achievement, it will be a lifestyle. The advancement of technology will normalise life-long learning. The continued evolution of MOOCs (Massive Open Online Courses) offered by top institutions around the world will democratise education by breaking distance barriers, reducing the cost and shortening the time needed for continuous personal-and-corporate skills development.



COMMUNITY-ORIENTATED

Companies and workplaces, large and small, will recognise the symbiotic relationship that exists between them and the local community in which they operate. By lending the technical and human capacity at their disposal to help solve challenges in their local communities, the 2030 workplace won't simply focus on business as usual, but become an active player in promoting upliftment, empowerment and opportunity for all in their local community.

Rocking the gig economy

The gig economy – a labour market made up of freelance, short-term, on-demand work – is redefining the way companies hire and how individuals structure their careers.

” To be the most attractive gigger, you need to see yourself as a little company that offers a range of capabilities. Then you can figure out how many different types of work you can do within that range and get exposure to very diverse challenges.

Article supplied by Investec.

For centuries, people have been performing temporary or freelance jobs. But what has changed is that technology is now enabling more widespread, flexible and on-demand work opportunities that both companies and individuals can benefit from.

Companies are also leveraging this growing trend, with freelancing website Upwork noting that 59% of US businesses are now using some degree of flexible workforces, be it staff working remotely or the use of freelancers.

New job opportunities

For a country like SA that's facing massive unemployment challenges, the growth of the gig economy – be it direct or via Uber, Airbnb or any of the many other shared labour platforms – carries with it many benefits, providing job opportunities while boosting productivity. Individuals can bolster their earning potential and realise their passion with side gigs, while businesses can tap into the sought-after skills they require, without the need to permanently employ staff.

Popular online marketplaces for digital giggers include Fiverr, Upwork and Freelancer.com where you can buy almost any service at very affordable rates, from someone to design your company

logo to a copywriter who can optimise your dating profile. Like all demand-driven platforms, these sites are based on client reviews that build up trusted profiles and enhance your employability.

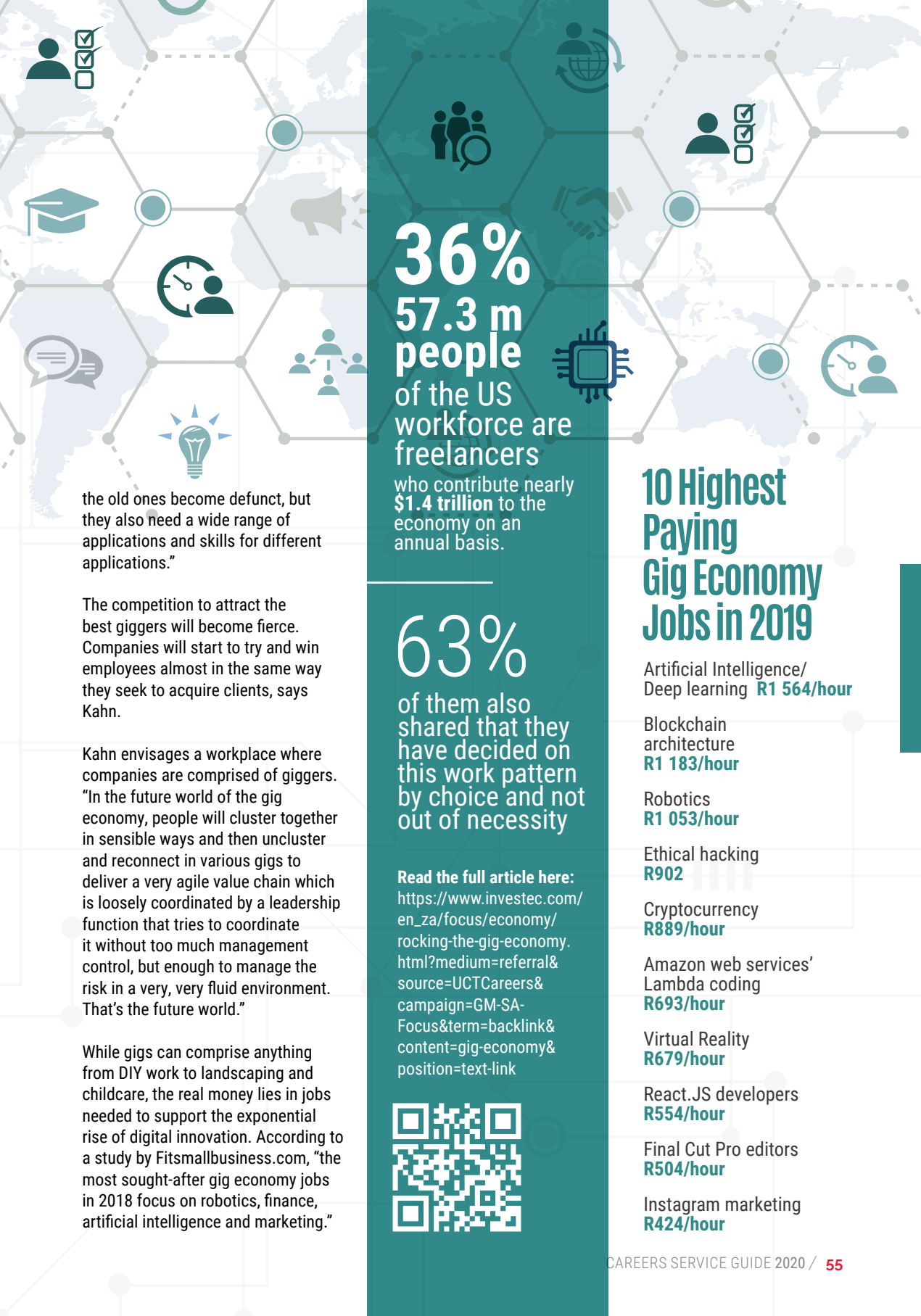
Companies will adapt and evolve

Marc Kahn, Investec's global head of Human Resources and Organisational Development, believes the growth of the gig economy will drive a revolution in the definition of what a company is.

“We could have situations inside the company where the same person can work in four different areas in the same job. We start thinking about capability, and capability becomes detached from an individual and it becomes a commodity; it's moving around in a free-flowing environment.”

To be the most attractive gigger, you need to see yourself as a little company that offers a range of capabilities. Kahn explains, “Then you can figure out how many different types of work you can do within that range and get exposure to very diverse challenges”.

“So, people need to understand that they're going to relearn new skills as



the old ones become defunct, but they also need a wide range of applications and skills for different applications."

The competition to attract the best giggers will become fierce. Companies will start to try and win employees almost in the same way they seek to acquire clients, says Kahn.

Kahn envisages a workplace where companies are comprised of giggers. "In the future world of the gig economy, people will cluster together in sensible ways and then uncluster and reconnect in various gigs to deliver a very agile value chain which is loosely coordinated by a leadership function that tries to coordinate it without too much management control, but enough to manage the risk in a very, very fluid environment. That's the future world."

While gigs can comprise anything from DIY work to landscaping and childcare, the real money lies in jobs needed to support the exponential rise of digital innovation. According to a study by Fitsmallbusiness.com, "the most sought-after gig economy jobs in 2018 focus on robotics, finance, artificial intelligence and marketing."

36%
57.3 m
people
of the US
workforce are
freelancers

who contribute nearly
\$1.4 trillion to the
economy on an
annual basis.

63%
of them also
shared that they
have decided on
this work pattern
by choice and not
out of necessity

Read the full article here:
https://www.investec.com/en_za/focus/economy/rocking-the-gig-economy.html?medium=referral&source=UCTCareers&campaign=GM-SA-Focus&term=backlink&content=gig-economy&position=text-link



10 Highest Paying Gig Economy Jobs in 2019

Artificial Intelligence/
Deep learning **R1 564/hour**

Blockchain
architecture
R1 183/hour

Robotics
R1 053/hour

Ethical hacking
R902

Cryptocurrency
R889/hour

Amazon web services'
Lambda coding
R693/hour

Virtual Reality
R679/hour

React.JS developers
R554/hour

Final Cut Pro editors
R504/hour

Instagram marketing
R424/hour

How AI is transforming the workplace

In the past few years we've seen huge advances in a subfield of Artificial Intelligence: Machine Learning. This is a computational and statistical approach to artificial intelligence that aims to identify and extract patterns from data.

Machine learning is excellent at performing routine, repetitive tasks. The computer learns the rules underlying the input and output relationships in many industrial and business processes, and follows them flawlessly. This has seen various applications – credit risk assessment in banks, data capturing, software to identify spam emails, industrial robotics, biometric authentication, and, to some extent, autonomous driving.

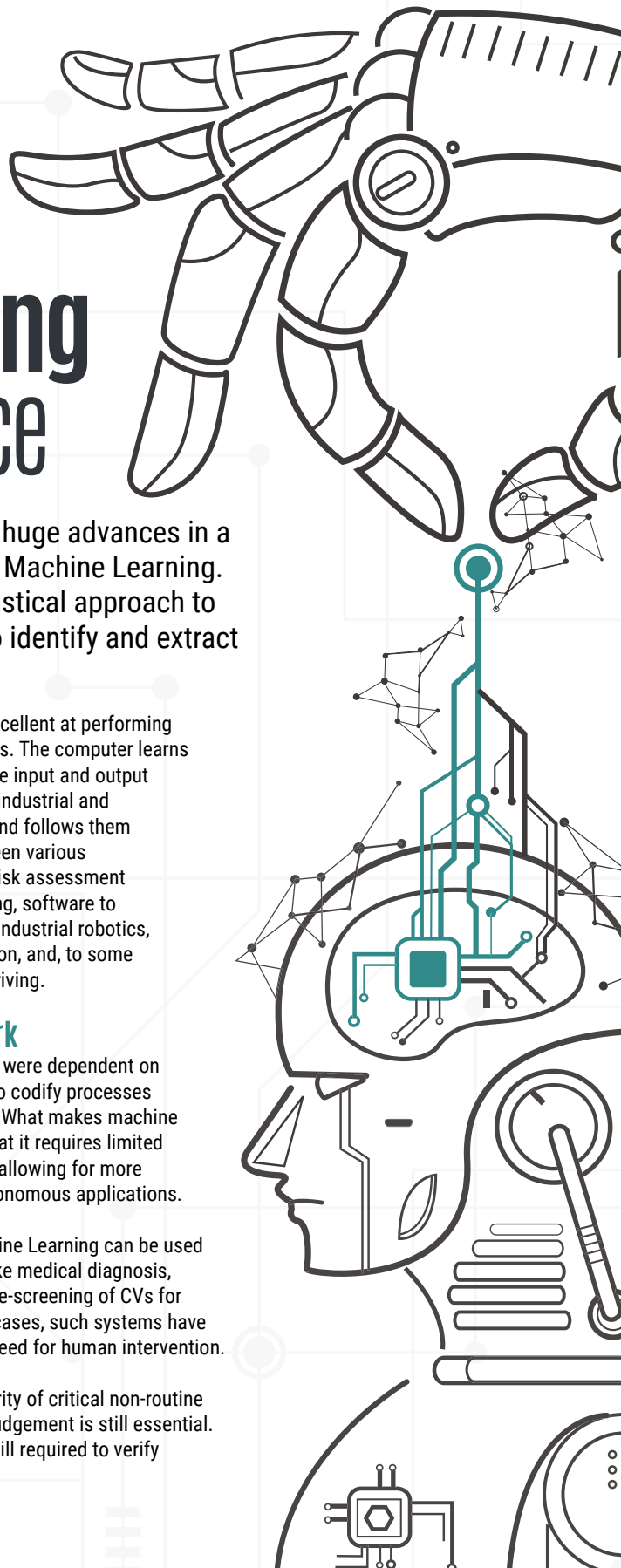
The world of work

Previously, computers were dependent on programmers' ability to codify processes into algorithmic rules. What makes machine learning different is that it requires limited specification of rules, allowing for more sophisticated and autonomous applications.

Because of this, Machine Learning can be used in non-routine tasks like medical diagnosis, fraud detection and pre-screening of CVs for recruitment. In some cases, such systems have already removed the need for human intervention.

However, for the majority of critical non-routine tasks, expert human judgement is still essential. Medical doctors are still required to verify

Find out how resilient your dream job is to automation:
<https://www.bloomberg.com/graphics/2017-job-risk/>



” Researchers in the field of skills planning argue that the future of skills will be dominated by the soft skills that uniquely demonstrate human intelligence and consciousness. These will include skills such as creativity, analytical and strategic thinking.

and validate automated diagnostic decisions and Tesla's Autopilot is still a semi-autonomous “driver assistance” system rather than a fully autonomous system.

The case for soft skills

At face value, the 4IR tends to suggest that the future of skills will be dominated by computing. However, researchers in the field of skills planning argue that the future of skills will be dominated by the soft skills that uniquely demonstrate human intelligence and consciousness. These will include skills such as creativity, analytical and strategic thinking.

In 2015 Michael Osborne and Carl Frey at Oxford University studied the relative susceptibility of 702 occupations to automation. They predict that most workers in transportation and logistics occupations, together with the bulk of office and administrative support workers, and labour in production occupations, are at risk. Their findings show that jobs that require higher-order human thinking are least probable to be automated – these include teachers, clinical psychologists, chief executives and lawyers. Occupations with largely repetitive and routine tasks such as telemarketing, insurance underwriting, data capturing, secretaries and credit analysts were found to have high

probabilities of computerisation. While there are indications that certain jobs will remain resilient in the future, there is growing consensus that for these technologies to be sustainable, the future of skills will need to be multidisciplinary. The people that develop computing solutions, for example, will be required to have a relatively in-depth appreciation of the domains in which their solutions will be used. Engineers planning to build an algorithm for trading shares will need to be well versed in issues of financial markets and those who build social networking tools will need to understand the ethics involved in, and the psychology behind, building relationships.

On the other side, various jobs will require interaction among computing systems, human operators and decision-makers. And so, even those in non-computing roles will need some understanding of the advanced computing systems they rely on.

Universities, academics, recruiters and students will need to adapt to these changes to collectively produce a resilient, capable and globally relevant workforce.

By Rendani Mbuva. Rendani is an actuary and machine learning researcher based at the School of Statistics and Actuarial Science at the University of Witwatersrand. He holds a BSc Honours degree in Actuarial Science and Mathematical Statistics from UCT.

Make the most of your salary

Top tips for managing your money

The memory of excitedly opening your first salary slip stays with you, and month after month, you eagerly look forward to receiving your next salary slip. It is a very important document, so when looking at your salary slip – especially if it is the first time – there are two important questions to ask: **1) Do I fully understand everything on my salary slip?** and **2) How do I make the most of this salary?**

1. Understand your salary slip

By law, your salary slip must show your name and occupation, as well as your employer's name and address. It must state the period for which the salary is paid, and detail the number of ordinary, overtime and Sunday or public holiday hours worked, as well as the pay and overtime rates. It must also show your salary for the month, any deductions as well as the actual amount paid.

It is important that you understand what your salary slip says, as this is one of the most important documents you have. Your salary slip is proof of employment and your income; it details your tax deductions, UIF and other contributions; and it carries great weight with financial institutions.

Remember to check your payslip every month, as it is your responsibility to ensure that the information on your payslip is correct. If you find something unusual or that you don't understand, bring it to the attention of the HR department. Also remember to keep a copy of your payslip in a safe place.

Article supplied by
Interface, PWC's
Partner in financial
health and wellness.

Look out for these common terms on your salary slip:

- **Deductions:** Compulsory deductions include tax and UIF contributions. Voluntary deductions include, for example, staff loans. Benefit deductions, such as pension, medical aid, life cover and income protection, can be compulsory depending on your employer's policy.
- **Gross pay**
The amount that you earn before deductions from your salary.
- **Net pay**
The amount paid into your bank account after deductions.
- **PAYE**
Pay as you Earn is income tax which gets deducted from your salary and paid to SARS (South African Revenue Service) on your behalf.
- **UIF**
Unemployment Insurance Fund contributions are paid to the fund on your behalf every month. If you then, after contributing to the UIF, become unemployed or take maternity leave, you have the right to claim from the UIF.

Necessities and fixed expenses, such as rent or home loan instalments, car instalments and insurance

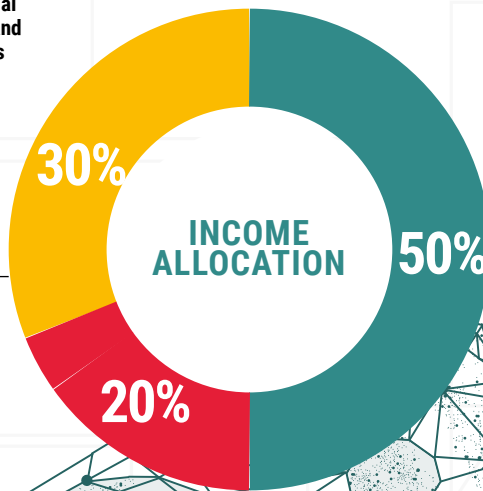
Variable expenses

Financial goals and savings

2. Make the most of your salary

Making the most of each salary you receive requires allocating the money that you have received wisely, ensuring you not only meet your monthly obligations, but also build financial security for the future.

A popular rule of thumb for allocating income is the 50/30/20 rule:



To build financial stability and security, the goal is to continually increase the 20% allocated to savings and financial goals. But what is even more important than how much you save each month, is for how long you save. If you save every month, starting from your very first salary, you greatly increase your chances of achieving financial security throughout your working life and in retirement. If you can't allocate 20% of your salary to savings yet, start with 5% or 10% – or even just R200 per month, but start immediately and commit to increasing your savings every month! Making the most of your salary also requires not squandering your hard-earned money. Check your budget regularly for expenses that can be reduced, if not eliminated, and ensure you are getting the best deal on every expense – from insurance to car finance and from groceries to entertainment.

By checking each salary slip, allocating your money wisely month after month, and reaching out for professional assistance from your financial coach, you can make the most of every salary you receive to build a financially secure future and achieve your financial goals.

” To build financial stability and security, the goal is to continually increase the 20% allocated to savings and financial goals.

Unpack your Job Offer

Your first job offer is often the most memorable, but do not let your excitement cloud your judgement. Think about these factors before accepting your job offer.

The organisation

You will spend the majority of your time within the organisation. Take the time to consider the environment and the culture. Do you have the same values as the organisation?

The recruitment process is a great opportunity to assess the organisation. After all, an interview is not just for them to ask you questions, but for you to find out more about them. Watch the way that people within the organisation engage and probe questions that will give you insight into the company's culture.

In the early phases of your career, the most important factors to consider are typically growth potential, learning and development. Carefully consider how the organisation is going to enable not only your professional, but also your personal growth. Get information on the learning philosophies and values, the policies of furthering your studies and an understanding of how you would gain exposure and growth. Is learning and

development supported at a leadership level to enable and grow young talent?

The Role

Remember that your first job may not always be your dream job, so stay open minded and agile. You need to have a very clear understanding of exactly what will be expected of you. Consider these against your personal strengths and improvement points.

Expectations

Ensure you understand what will be expected of you – both from your potential leaders and from the broader team. ASK QUESTIONS. Don't be shy to seek clarity on any questions you may have. When you know exactly what is expected of you, you might just find yourself thriving in your new role.

By Ashleigh van Doesburgh

Ashleigh is a Young Talent Recruitment Consultant at Investec.

Know your rights

Congrats on signing your first contract! Now, before you start working, you need to understand how your contract affects your employment and how your fundamental rights are protected by the South African Constitution, the Labour Relations Act (LRA) and the Basic Conditions of Employment Act (BCEA).

Your fundamental rights

Time & Overtime

If you earn less than R147 376 per year, the maximum normal working time allowed for you is 9 hours per day (excluding lunch break) in the case of a five-day week. If you earn above R147 376 per year, you must negotiate the normal amount of working hours per day or per week with your employer, and this should be noted in the contract. Know, however, that you are under no obligation to work more than 45 hours per week. When you are above this threshold, your employer cannot force you to work overtime without some form of compensation.

Leave

You are entitled to 21 consecutive days or 15 working days' annual leave on full pay. Annual leave is accumulative, meaning for every 17 days worked, at least one day of leave is granted, or for every 17 hours worked, one hour of leave is granted.

Sick leave

Sick leave is granted in a cycle of 36 months. Every cycle, you are entitled to an amount of paid sick leave days equal to the number of days you would normally have worked during a period of six weeks. So if you, for example, work five days per week, you are entitled to 30 sick leave days per 36 month cycle.

There are, however, some exceptions to the rule – read more at bit.ly/2RI42Pw.

Maternity and paternity leave

A pregnant employee is entitled to four months of unpaid maternity leave. During this time, her employer has to hold her job open for her. For the other parent, new legislation entitles them to 10 days of unpaid parental leave when their child is born.

Right to organise

One of your most important rights as an employee in South Africa is the right to organise. The constitution gives two very important rights to workers in South Africa in relation to this: firstly, that every worker has the right to form and join a trade union and to participate in the union's activities; and secondly, that every worker has the right to strike.

Discrimination

As set out in the Employment Equity Act, no person may unfairly discriminate, directly or indirectly, against you as employee in any employment policy or practice, on one or more grounds including race, gender, pregnancy, marital status, family responsibility, ethnic or social origin, colour, sexual orientation, age, disability, religion, HIV status, conscience, belief, political opinion, culture, language, or birth.

By Dr Salomé Teuteberg

Salomé is a Corporate Governance Researcher at the Labour Research Service in Cape Town.



The conditions outlined in the LRA and the BCEA are not inflexible, and **employers can always offer better conditions. But they are not allowed to offer worse conditions than set out in these laws.**

Unemployed? Read this.

By Cheryl Benadie

Cheryl launched Whole Person Academy to help budding entrepreneurs and employees rediscover the joy of work and to thrive in the 4IR.

“Don’t be afraid to look outside of your field of study. If you have, for example, studied information science, it could help to look at opportunities outside of the most obvious industries.”

It’s been months since graduation. You have sent out hundreds of applications, yet you’re still unemployed. Sound familiar? Here’s how to stay motivated:

Be stubbornly optimistic

Even though things haven’t gone the way you hoped, decide that you will stay positive. Our thoughts dictate our actions. One way that you can focus your imagination, is to find a picture of a professional working in the environment you see yourself in and stick that picture on your bathroom mirror. This will be one of the first things you see every morning and will help you to activate your subconscious mind to seek out this desired reality.

Change your mindset

It can be difficult to constantly face rejection and non-responses – but keep your chin up. Try to think of your job search as a mission to find the best fit for you. Consider your values, consider your abilities and know your selling points. Approach every opportunity with these in mind. This will help you to keep up your confidence, to decline an offer when a company is definitely not a good fit for you and to fight for what you are worth.

Use your time

Unemployment can be debilitating, but it doesn’t have to be. Make use of the free time you suddenly have to upskill. Take up a hobby, sign up for skills classes or attend Toastmasters. Better yet, sign up

for an online course. This way, the next time an interviewer asks you, “What skill would you most want to improve upon?”, you can follow up your answer by saying that you are in the process of improving the skill. This will show employers that, although you may be temporarily out of the game, you are still keeping yourself relevant and improving your skills.

Sign up for volunteer work

Get creative about seeking opportunities that will help you gain valuable work experience to bolster your CV. Volunteer at a local charity or store at your nearest mall. Be humble and put your hands to something – you will be surprised at what opportunities open up for you.

Think outside of your industry

Don’t be afraid to look outside of your field of study. If you have, for example, studied information science, it could help to look at opportunities outside of the most obvious industries. Most skills are transferable, so be flexible and creative when looking for opportunities.

Find a mentor

It might be difficult to acknowledge that you’ve been struggling to find work. You don’t have to cope with this pressure on your own. You need help to get from

where you are to where you want be, and a mentor can help you do that. You might feel more comfortable confiding in someone that is not part of your immediate family or friendship circle. Most people are willing to assist, so don't be afraid to keep asking until you find the help you need.

Make getting a job your job

You might be tempted to give up when your attempts at job hunting are not yielding results. Try to approach getting a job just like you would prepare for an exam or project at university. Research how to maximise platforms like LinkedIn and watch videos on YouTube about how others in your industry got work.

Plan your day and week the way you would if you had a place of employment to go to already. Keep a notebook where you reflect on what you're learning in this process. Write down, for example, the types of industries you find that require similar skills. Write down your ideas. One day soon, things will turn around and eventually you will be the one providing support to other graduates in their job searches.

Studentpreneurs

05

EDHE Entrepreneurship Intervarsity

At this annual event, the top student entrepreneurs from each of South Africa's 26 public universities pitch their business ideas. The aim of the event is to showcase these student businesses and to invite investors to help turn dreams into reality. UCT was named the winning university at the 2019 event – and these are the student entrepreneurs ("studentpreneurs") that made it happen.

Mvelo Hlope, Zaio

Chosen as the overall winner and won first place in the Existing Business: Social Impact category at the national finals.

Denislav Marinov, DVM Designs

First in the Existing Technological Business category at the national finals.

Tamir Shklaz, Quillo

Runner up in the Existing Technological Business category at the national finals.

Lungile Macuacua, LabV

First place in the Innovative Ideas category at the regional Western Cape round.

Vuako Khosa, Changing Lives Shoe Laundry

First place in the General category at the regional Western Cape round.

What is EDHE?

Entrepreneurship Development in Higher Education (EDHE) was established at the end of 2016 to drive student and graduate entrepreneurship in South Africa.





Mvelo Hlophe

Mvelo Hlophe founded ZAIO, a gamified online platform that teaches people software development and coding skills, thereby equipping them to solve business problems and make a decent living for themselves.



Overall winner
at the national
finals



First place in
the Existing
Business:
Social Impact
category at the
national finals



First place
in the Social
Impact
category at
the regional
Western Cape
round.

What inspired your business idea for Zaio?

After a conversation with a friend who was rejected for an internship because he did not have any practical experience, we came up with the idea to connect people with tech needs with student developers. Initially, it was a platform to help computer science students get practical experience to add to their CV.

We began sourcing projects for the students, but soon found that there is a mismatch between what is taught in university and what is required in the industry. We then began upskilling the developers in industry-relevant coding languages. Over time, we saw that we could teach people who had never coded before, so we created learning journeys for people with no coding experience. We then built a platform to facilitate the learning process.

If you had to single out one thing, what sets your business apart from the rest?

We have an extremely great understanding of our users and clients. We attended

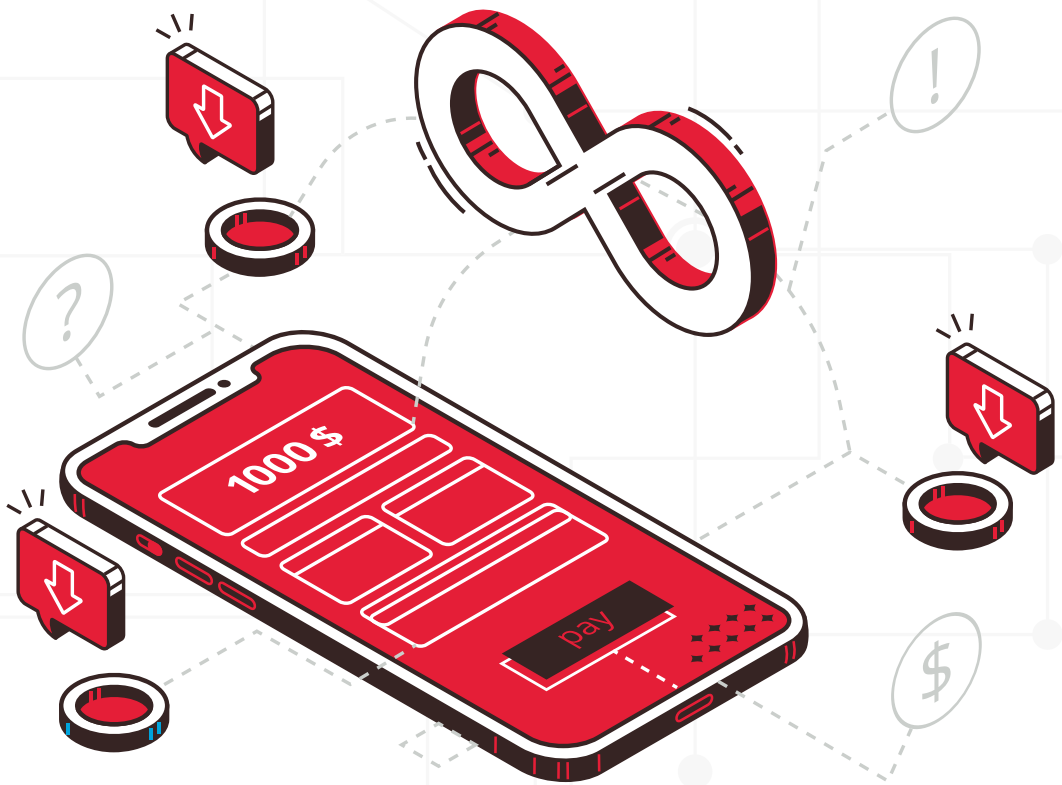
the same classes as our users (the developers) did, so we know exactly at which level of competency they are. As a result, our services are now bespoke for all our clients and our upskilling methodology is unmatched.

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

Apart from the awards we have received, our greatest highlights have been the success stories of our learners (Zaionites). One such example is a security guard who upskilled through our platform and was later placed on a project by Zaio. He is now a software developer.

What is the next step for Zaio?

Zaio has pivoted slightly and will zero-in on its mission, which is to cultivate young leaders that will drive the future of African innovation. We now curate learning journeys that are company-specific for our clients so that they have a more reliable pipeline of talent. The talent that will now be produced by the Zaio platform will be able to effectively work on the tech structures in the company, just days after joining instead of months after being upskilled.



What is the best business advice you have received?

An advisor once told me to imagine myself and the business to always be at point A with the goal of being at point B. Point B is literally the next step in your business process. Therefore one should always ask oneself, "What needs to be done next to move from point A to point B?". Once that one task is completed, point B moves slightly further and you find yourself at point A again; asking yourself the exact same question. I ask myself this question every day. It allows me to make decisions better.

i

Advice to students that want to start their own business

Anyone can be an entrepreneur if they are able to solve a challenge that someone will want to pay for, but do not get caught up in the remuneration of it. Focus on solving the issue – your business will do far better if you put all your efforts into impacting other people's lives rather than on making a lot of money. A business with a good purpose attracts the right employees and relevant support, and survives much longer than those that only add to the bottom line ever will. Focus on creating a lasting impact.

”

We attended the same classes as our users (developers) did, so we know exactly at which level of competency they are.



Denislav Marinov

Denislav Marinov founded DMV Designs, which strives to build and install specialised 3D printers in South African schools to level the educational playing field and democratise innovation.



First in the Existing Technological Business category at the national finals



Shared first place in the Technological Business category at the regional Western Cape round

Tell us about DVM Designs.

DVM Designs is accelerating the advent of additive manufacturing technologies across Africa whilst fostering the next generation of inspired engineers and scientists. We design and locally manufacture our own range of educational and industrial grade 3D printing hybrid machines. We use our own technologies for rapid prototyping, end-user part production and batch manufacturing. We assist individuals and enterprises with bringing their product ideas to life and streamlining design and production processes.

What inspired your business idea?

I've always been fascinated by 3D printing and its ability to take an image from one's imagination and fabricate it into a physical object – I found this incredibly inspiring and empowering. I realised there was a gap in the African market for this technology and decided to pursue its integration into our daily lives. I've been developing affordable 3D printing systems for a number of years and decided it was time to introduce them to the market. This technology will not only encourage STEM amongst the youth, but will also revolutionise manufacturing and industry across the continent.

If you had to single out one thing, what sets your business apart from the rest?

At our core, we value significance over success. We are driven not by profit margins, but rather by our pursuit for democratising technologies. We strive to make our technologies accessible to all and, in the process, impart our years of experience and knowledge. Part of our quest for significance is ensuring sustainability of not only business but of people and our planet. As a result, we have placed environmental sustainability and human skills development at the core of our business.

What is the best business advice you have received?

Many entrepreneurs fall madly in love with their ideas. Though necessary to a certain extent, entrepreneurs should be careful not to allow this to overpower the customers' voice. You might find yourself creating a product that you find incredible, but in reality might not have a sizable market. Hence, it is essential that you perform extensive market research and actually test your minimum viable product before rolling it out en masse. Engage with your target market and get direct feedback. This will ensure you find a balance between your vision and your customers' needs.

What is the next step for DMV?

The next step for DVM Designs is commercialising its unique additive manufacturing technologies. This requires continuing extensive R&D, acquiring production equipment and securing manufacturing facilities. However, most importantly, I will be building a dedicated

founding team of engineers and innovators that will enable the growth of the company. As part of growth, the company will also undergo various structural and branding changes. Most notably, DVM Designs is currently in the process of rebranding as Amnova Tech, the next step in our evolution as a high impact company.



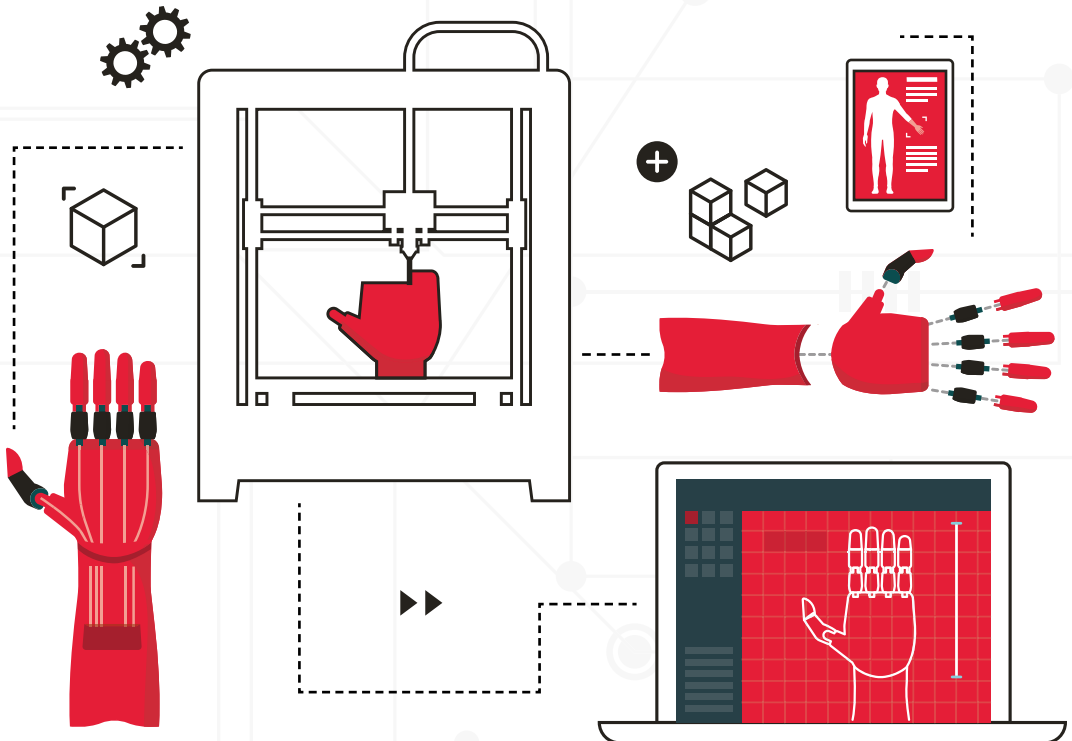
Support DMV's crowdfunding campaign

DMV is developing a giant 3D printing hybrid, capable of 1 cubic meter prints. It would allow them to expand their production capabilities.

Scan QR to go to
bit.ly/38bMnVH

Advice to students that want to learn about 3D printing

Dive right in! 3D printing is an open source technology. This means there are tons of free 3D printing resources online. Join forums, read articles, watch videos and start designing your own models. Learn to design on Blender and Fusion 360 and get access to thousands of existing models on sites such as Thingiverse. Once you've familiarised yourself with the 3D printing process, identify areas in your daily life that could benefit from introducing printed objects. Then make them! Reach out to us or other 3D printing companies to help you bring your ideas to life.





Tamir Shklaz

Tamir Shklaz founded Quillo, a buying and selling platform for secondhand textbooks, aimed at students.

Tell us about Quillo.

Quillo is a secondhand marketplace for university students. We make it easier, safer and cheaper for students to buy and sell items within their university campus. Students can sell their old items, such as textbooks, cell phones and bar fridges, in seconds and buyers can find things they need for a fraction of the original cost.



Runner up in the Existing Technological Business category at the national finals.



Shared first place in the Technological Business category at the regional Western Cape round.

What inspired your business idea?

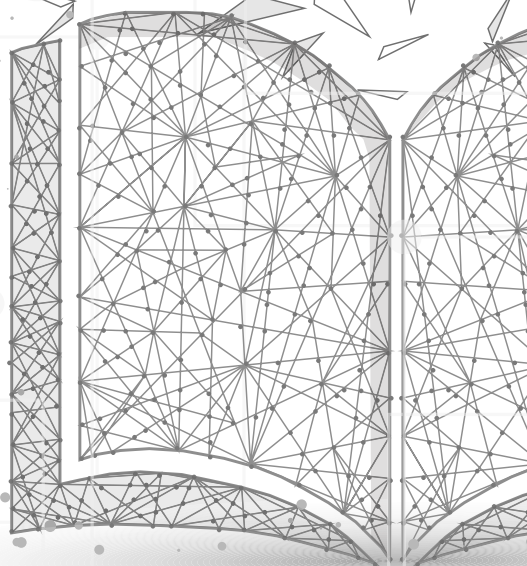
When I was in first year, I was required to get a textbook for R1300, which was simply unaffordable. So I tried to find it secondhand. This was an absolute nightmare, so the idea came to me of an efficient marketplace where students could easily buy and sell secondhand textbooks. It was then expanded to a broader secondhand marketplace amongst students.

If you had to single out one thing, what sets your business apart from the rest?

A phenomenal experience, Quillo is serious about ensuring that the user experience is world-class. Selling your item should be safe, quick and painless; buying should be affordable and straightforward. Everything the company does, it does to maximise the user experience.

What is the best business advice that you have received?

When you are building a startup, you are not making a product. You are building a tool to help you discover what product to build. You have no idea if people will actually want what you are selling, let alone if they will pay for it. You have 1001 assumptions about how the world works and why your idea will be an overnight success. Still, you have no idea if any of these assumptions are correct. Therefore don't think you have everything figured out – every assumption you have needs to be tested, and the only way to prove something is to stop talking about it and build it, measure the outcome and keep iterating.





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Lungile Macuacua

Lungile Macuacua founded LabV, an online scientific simulator that mimics the features of a physical laboratory for learners and educators in basic education.



First place in the Innovative Ideas category at the regional Western Cape round.

What inspired you to start LabV?

Growing up in Soweto, the reality for most schools is that there is a resource discrepancy that exists. Before coming to study chemical engineering at UCT, I had never had the opportunity to experience a fully functional science laboratory. I strongly believe that science is a practical subject, but the reality is that this aspect of science is not present in most schools in townships and rural areas. I was inspired to ensure that learners from underprivileged schools don't experience the same challenges of transitioning should they make the decision to go into a STEM career.

What sets LabV apart from the rest?

LabV is built with a clear massive transformative purpose (MTP) which is to provide technological resources that

bridge resource discrepancies in basic education, specifically targeting the needs of the African educator and learner.

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

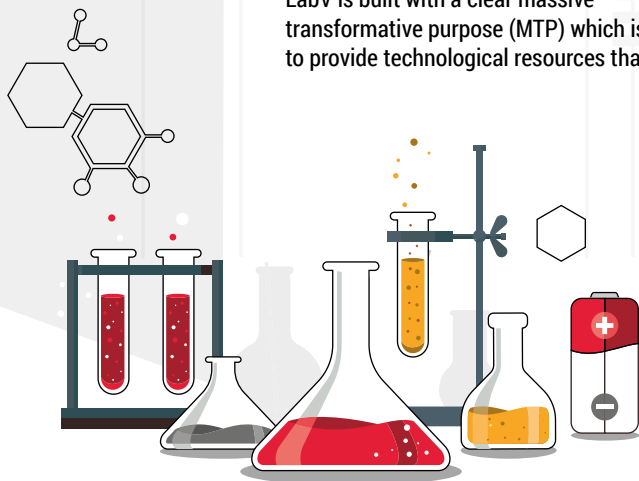
Highlights thus far have been getting positive feedback from fellow student entrepreneurs on campus who want to help me in making this a reality for learners in high school.

What is the next step for LabV?

The next step is to finish the creation of the prototype and test it in a controlled market.

Advice to entrepreneurs that are starting out

Simon Sinek said it best, "Start with the WHY". A lot of entrepreneurs understand what they are doing and how they will go about achieving their business goals, but not a lot understand why. There is no better time to explore what brings you true fulfilment than when you are still in university – here, you get to start, fail fast and modify.





Vuako Khosa

Vuako Khosa co-founded Changing Lives Shoe Laundry with Manqoba Mdamba after they realised that there was a food security problem amongst South African University students. For every pair of shoes washed, a loaf of bread is donated to food security programmes.



First place in the General category at the regional Western Cape round.

Tell us about Changing Lives Shoe Laundry.

Changing Lives Shoe Laundry is an online based social enterprise in the laundry industry, which started off by offering specialised shoe laundry services to UCT students with the sole purpose of making laundry services efficient and accessible to students from different areas. We aim to save time for the busy student or young professional living in the city, while giving them an opportunity to contribute towards social change.

Now, we have grown and extended our shoe laundry services to hikers, gym and running club members, sports clubs and the general public. In addition to this, we have broadened our service delivery to providing subscription laundry services to young people who do not wish to do their own laundry or own a washing machine (saving them time and money).

What inspired your business idea?

The challenge of finding balance between a busy schedule and laundry as a student. Laundry can be a tedious task, and shoe washing is no different. So, Manqoba Mdamba and myself thought of creating something which is convenient, efficient and accessible to fellow students and young professionals. Furthermore, we learnt that more than

30% of university students in South Africa are food insecure, so we wanted to contribute to food security programmes on campus to keep students in class.

What have been some of the highlights of Changing Lives?

In the past year, we represented the Western Cape at the Barloworld Mbewu programme (a social entrepreneurship seed programme) and as finalists at the EDHE Intervarsity competition. We have partnered with a number of organisations to assist us in meeting our goals, such as Sexy Socks, NICRO and other private companies.

If you had to single out one thing, what sets your business apart from the rest?

One thing that set us apart is that we solely create employment for young people in conflict with the law as a means to reintegrate them with society.

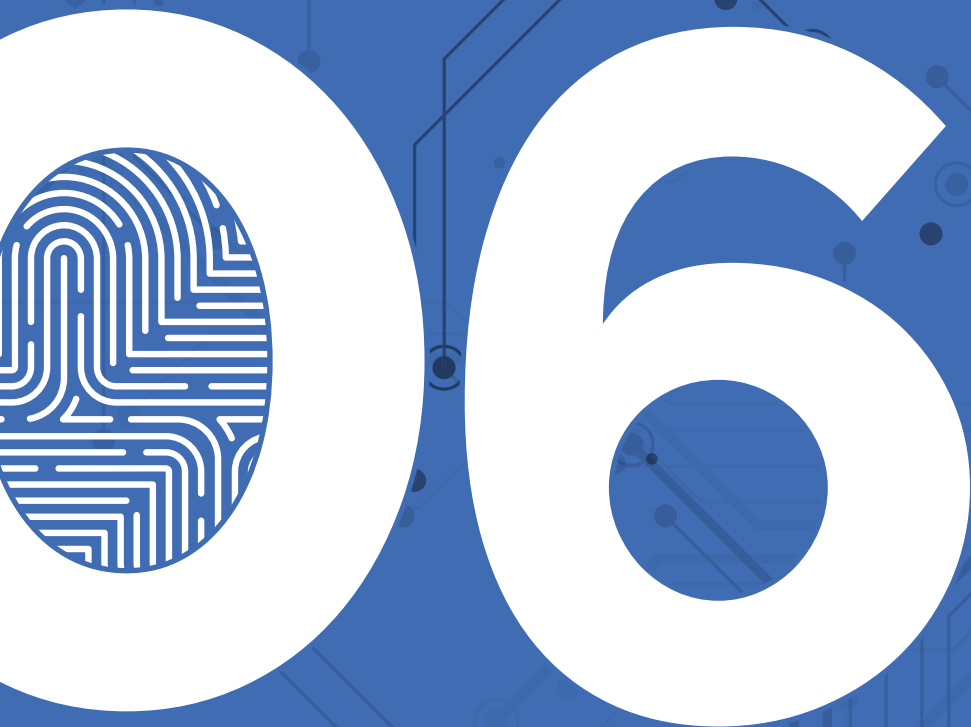
Advice to students that want to start their own business

Our advantage is that we are students – starting a business in a university that encourages entrepreneurship provides a great ecosystem to learn, share and grow.

“
More than 30% of university students in South Africa are food insecure, so we wanted to contribute to food security programmes on campus to keep students in class.

Grad Gallery

WWW.GRADUATEGALLERY.UCT.AC.ZA



UCT graduates: perspectives from the world of work

1 Engineering & the built environment

- Dr Paul Amayo
- Thapelo Nthite
- Gokul Nair

2 Health Sciences

- Dr Lizle Oosthuizen
- Dr Vuyane Mhlomi
- Jay Chouhan

3 Science

- Dr Adriana Marais
- Christina Hagen
- Ridhō Jeftha
- Sethu Mbuli

4 Commerce

- Boris Kouambo
- Shumani Tshifhango
- Titi Kabi

5 Law

- Zinhle Novazi
- Dr Livashnee Naidoo
- Nicole Lawrence

6 Humanities

- Lauren Hermanus
- Camille Darné
- Kai Luke Brummer



ENGINEERING & THE BUILT ENVIRONMENT



Dr Paul Amayo

Dr Amayo is a Robotics and Computer Vision Researcher at the University of Cape Town (UCT), where he lectures in the Department of Electrical Engineering.

What are your day-to-day responsibilities?

A large component of my work is teaching, so I spend some of my time preparing lectures, giving lectures and evaluating students. Outside of that, there are a lot of research responsibilities, which include supervision of students and primary research – which means a large chunk of time on the computer writing code, papers and grants. Every so often, I get a chance to take some of our technology out into the field, which is always remarkably interesting.

What value do your qualifications bring to your work, directly or indirectly?

As a researcher and lecturer in the engineering department at UCT, there is quite a large direct overlap between the subjects I was taught and the work that I am doing as they are in the same field. So I often find myself using concepts that were introduced in first year to my day-to-day work at this moment.

“Every so often, I get a chance to take some of our technology out into the field, which is always remarkably interesting.”

What is the best part of your job?

Getting to interact with some of the smartest and most enthusiastic students and playing a small, albeit crucial, role in their development, wins it for me.

What have been some of the highlights of your career so far?

I think going to Oxford University on a Rhodes scholarship remains one of my biggest highlights. The five years I spent there have been crucial for the development of my still fledgling career. There, I had the chance to contribute to one of the largest technology races in the world. The quest to build a self-driving car was also pretty cool.

How can students gain a competitive edge in robotics while studying?

The best way is to not restrict yourself too much to the classroom. Although we lay the fundamentals in the class environment, the applications of robotics are too broad to be put down into any formal curriculum, especially now with the rapid pace of technological developments. Seek out areas that interest you and learn more about them – this is a sure-fire way of gaining an upper edge. For myself this included getting internships: I always

Paul's career timeline

Jul 2019 – now
Lecturer in the Department of Electrical Engineering at UCT

Nov 2017 – 2019
Perception Engineer at Oxbotica

2014 – 2018
PhD (Engineering Science), University of Oxford

Jun – Sept 2016
Research Intern at IBM



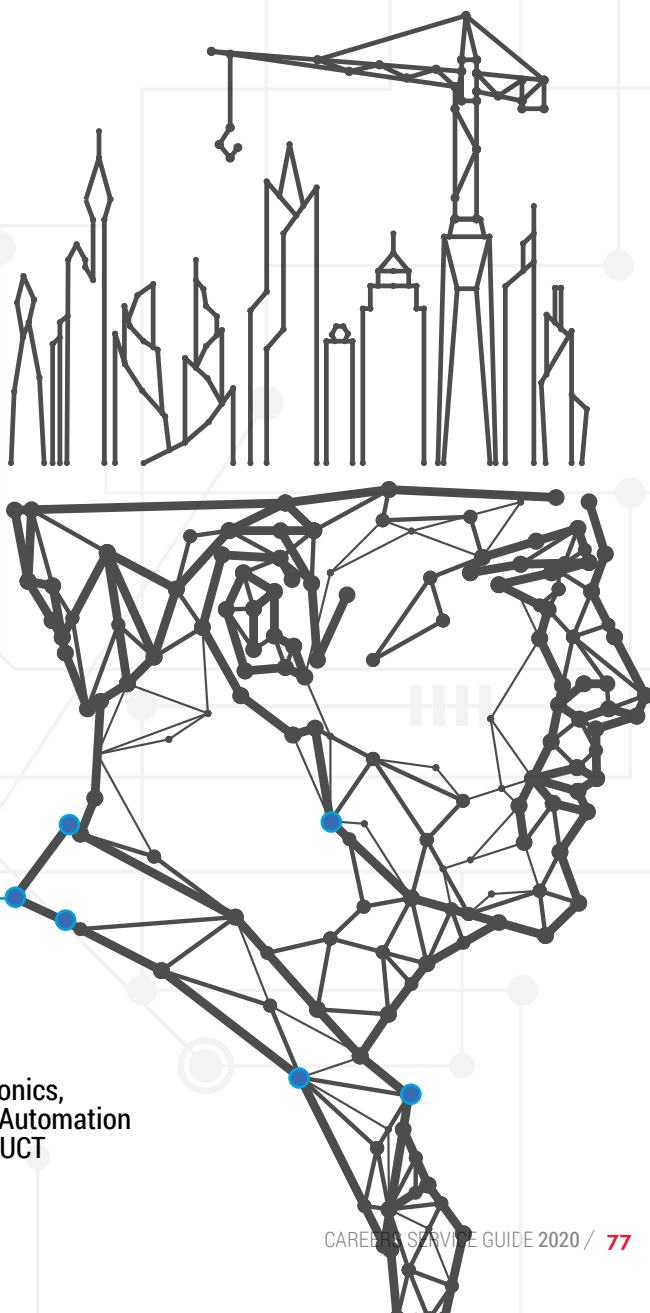
wanted to be a researcher, so I took on internships at the University of Nairobi and UCT to hone this skill.

How do you foresee computer vision technology transforming our lives in the next ten years?

I think we will see computer vision technology move on from the small-scale and personal. While you might currently be a user deploying this technology through your phone on SnapChat or Instagram, it could evolve to larger scale implementations across smart cities and the world.

The recent innovations in AI have begun to make it possible for such technology to be deployed across a larger scale, and we will begin to see more of it coming to the fore in the next few years. It will give city-dwellers, local council and national policy makers information on how to make decisions, and it has the potential to change the way we interact with the city as augmented and virtual reality technologies become more advanced. These systems could, however, bring about serious privacy and surveillance concerns, which would need to be addressed before any deployments.

” I had the chance to contribute to one of the largest technology races in the world. The quest to build a self-driving car was also pretty cool



2014
MEng (Electrical Engineering), UCT

2010 – 2013
BSc (Mechatronics, Robotics and Automation Engineering), UCT



ENGINEERING & THE BUILT ENVIRONMENT



Thapelo Nthite

Thapelo co-founded Botlhale AI, a Cape Town based research and innovation start up that specialises in conversational AI.

What inspired you to start Botlhale AI?

There's a lack of diversity and representation within the global Artificial Intelligence space and the major contenders in the AI field are mostly based outside of Africa. This lack of diversity is what inspired us to start Botlhale, a company that is focused on using AI to specifically improve the lives of Africans.

What value does your qualification bring to your work, directly or indirectly?

The research component of my mechatronics degree has brought a lot of value to my work. It allowed me to gain an in-depth understanding of the human language technology landscape in South Africa. This understanding has been critical in the development of Naledi, our collection of human language technology tools which help people interact with service providers through digital platforms using the South African languages they understand and trust.

What have been some of the highlights of your career so far?

One major highlight worth mentioning is Botlhale getting crowned as the DataHack4FI season 3 winner. This particular victory catapulted us into doing a national media campaign, which was well received throughout the country. It was at this point that we realised how crucial the work that we're doing is and

how important it is for us to turn (what started off as) an idea into reality.

How do you see AI changing the everyday lives of South Africans in the next ten years?

Artificial intelligence has the potential to increase the growth rate of the South African economy over the next few years. While this is great for business, we run the potential risk of facing a lot of social and ethical issues that may negatively affect the everyday lives of South Africans. All stakeholders involved in the development of AI solutions should avoid entrenching biases that could potentially deepen South Africa's unemployment and inequality problem.

Any advice for graduates with business ideas?

Get started as soon as possible! Test your key assumptions with the resources that you have. Don't focus too much on product development initially, but rather on product-market fit and feasibility. South Africa has a growing start-up ecosystem with a lot of individuals and organisations eager to offer support – so take advantage of any available opportunities such as pitching competitions. These platforms are helpful as you will get constructive feedback to improve your idea and you also get to grow your network by meeting people who are willing to help and advise. The people you meet at such events can sometimes offer you more value than the prize of the competition.

Thapelo's career timeline

2018 – now
Co-founder of Botlhale AI Solutions

2017 – now
Co-founder of Varsity Chow

2016 – now
Head of Web Development at Anga Image Consulting

2015 – 2016
Web and Mobile Developer for At Let's Meet

2015 – 2018
BEng (Mechatronic Engineering), UCT



Gokul's career timeline

2009 – 2013

BSc (Mechanical Engineering), UCT

2014 – 2016

MSc (Biomedical/ Medical Engineering), UCT

Mar 2017 – Now
Senior Technical Officer at UCT

Jun 2017 – Now
Co-founder of Impulse Biomedical



Gokul Nair

Gokul Nair co-founded Impulse Biomedical with Giancarlo Beukes. This multi-medical devices company is the developer behind affordable healthcare technologies like the ZiBiPen (a reloadable Adrenaline Auto Injector) and the Easy Squeezy (a sleeve attachment to a standard metered dosage inhaler that reduces the activation force).

What skills have contributed to your success?

The major skill that has contributed to our success thus far has been communication. Understanding how to communicate with other people is critical. Building a business is all about relationships, and relationships are built on trust and communication. Knowing what to communicate, how and with whom has helped us in pitch competitions, investor meetings and partner discussions. We have gotten it wrong in the past and will definitely get it wrong in the future, but we learn from each encounter and continue to move forward.

What are the best aspects of your job? And the most challenging?

The best part of running your own start-up is that you own your time. This can be seen as a sense of freedom, because you can work whenever and wherever. But in reality, we find ourselves working much longer, and getting paid less than any of our peers. Regardless, it is worth it because we are pushing our own vision and our own dreams. Nothing could be better than that.

The challenge ties into the best part of being in a start-up. Because every day is different, it's difficult to have a sense of stability. Having "unlimited freedom"

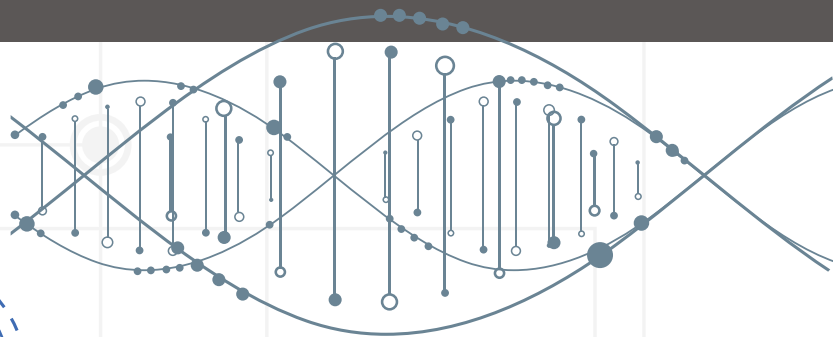
means that you need incredible discipline if you want to get your company to go where it needs to go. It's the discipline required to keep pushing 12-16 hour days, while also exercising, meditating and taking care of yourself on a minuscule budget.

How can students gain a competitive edge while studying?

It's important to realise that although students gain a lot of knowledge from their courses they do, they learn even more from their peers. Your peers challenge you and force you to think differently. So it's important to keep interacting with them, keep debating with them and, most importantly, keep dreaming with them. By forming those relationships early on, you will gain a competitive edge over people that focus solely on academics.

What do you wish you knew about the working world when you were studying?

Things don't go the way you expect. We multiply whatever we think something will cost, or the time something will take by pi, because the future is hard to predict. I wish I knew that the soft skills of communication, presentation, time keeping, discipline and self care is a lot more important than many of the "hard skills" that we were trained in.



Dr Lizle Oosthuizen

Dr Oosthuizen is part of the fellowship programme in Reproductive Medicine at UCT. Her interests include fertility, endocrinology, and recurrent pregnancy loss.

How did you obtain your current position?

The research I did during my masters degree was in the field of fertility, and this helped expose my interest in fertility to those in the field. I was recommended for an interview for the fellowship post in fertility, done part private and part public, and jumped at the chance (I literally closed my then recently opened private practice down to take up the opportunity).

What have been some of the highlights of your career so far?

These last three years practising fertility. It is the love of my life, career-wise.

How has the medical field changed since you graduated?

It has become very niche and specialised – there are very few generalists left (which is a pity).

What does a typical work day look for you?

It varies. In a week, I usually spend two mornings in surgery and three afternoons

at various fertility-related clinics at Groote Schuur. I spend the rest of my time involved in patient consultations and ultrasound fertility procedures such as In Vitro Fertilization (IVF), inseminations and embryo transfers.

What advice would you give to medicine graduates just starting out?

Get exposed to as much as you can. I never thought I would be interested in Gynaecology as a medical student. It wasn't until the day-to-day work experience showed me how rewarding it could be that I fell in love with the field.

How do you see the medical industry evolving in the next 10 years?

It is becoming more specialised. We will probably have a specialist for every condition. I also foresee more AI and automation playing a role in the future.

Lizle's career timeline

2017 – Now
Reproductive Medicine Fellow at Cape Fertility

2016 – 2017
General Obstetrician and Gynaecologist at Netcare Greenacres Hospital

2015
Obstetrics and Gynaecology Registrar at UCT

2015
MMed (Obstetrics and Gynaecology), UCT

2010
Medical Officer at Settlers Hospital

2007
MBChB, UCT



Dr Vuyane Mhlomi

Dr Mhlomi co-founded Quro Medical, the developer of a technology-enabled solution for in-home medical care and monitoring – improving patient clinical outcomes and satisfaction while simultaneously reducing the cost of care significantly. He is also the founder of the MH Foundation, an NPO which gives marginalised children from disadvantaged backgrounds a chance to fulfil their true potential.

What motivated you to start Quro Medical?

I was motivated by the desire to address the ills of a profoundly unequal, broken and inefficient healthcare system. Our vision is to push the boundaries of innovation to deliver premium healthcare solutions that are accessible and affordable for everyone.

How does a typical work day look for you?

The nature of my job is dynamic and fast-moving, which means that my days are anything but typical. On some days, my role requires me to wear a clinical hat, and on other days a business hat. Some days require me to wear both. I work with a team of brilliant people from whom I am continually learning and who challenge me daily with their dedication and commitment to excellence.

How has the medical field changed since you graduated?

There's been a rapid increase in the burden of disease globally, on a backdrop of escalating healthcare costs, a dwindling healthcare workforce and growing scarcity of resources. We've seen

the incredible value of technology and big data in improving efficiencies and enhancing patient care. Many healthcare professionals are looking beyond the boundaries of traditional healthcare offerings to respond to pressing healthcare needs.

What advice would you give to medicine graduates just starting out?

The medical profession is unique in that we often are given the ability to hold someone's comfort, if not their very life, in our hands. We become intimate with our patients' lives and presented with rare opportunities to influence and impact social change in the lives of the individuals and communities we serve. It is important to remember that this commitment to the service should not be limited to the hospital environment.

How do you see the medical industry evolving in the next 10 years?

There will be a democratisation of healthcare knowledge, personalised medicine will be the standard, healthcare professionals will shift tasks, and we'll rely a lot on big data.

Vuyane's career timeline

Sep 2018 – Now
Co-founder and CEO of Quro Medical

Jan 2011 – Now
Founder of MH Foundation

Oct 2017 – Jun 2018
Vice President of Oxford University Africa Society

May 2015 – Jun 2018
Junior Dean at Oxford University New College

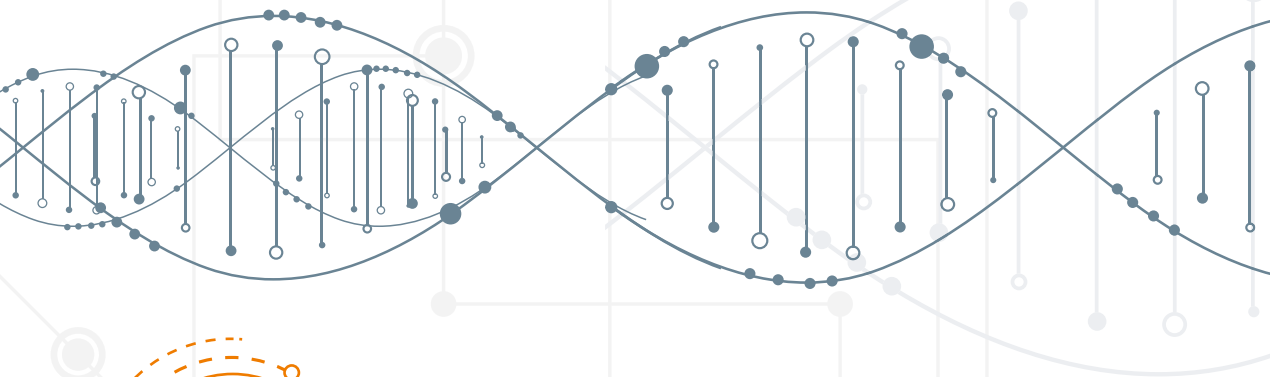
2017 – 2018
MBA, Saïd Business School at Oxford University (OU)

2014 – 2017
DPhil (Cardiovascular research in Obstetrics and Gynaecology), OU

Jan – Sep 2014
Medical Officer at Uniondale Hospital

2012 – 2013
Medical Doctor at Chris Hani Baragwanath Academic Hospital

2006 – 2011
MBChB, UCT



Jay Chouhan

Jay is an audiologist and co-founder of Lalela Innovations, the developer of a mobile-based solution to address the need for improved access and affordable hearing healthcare across Africa.

What inspired you to start Lalela Innovations?

Lalela Innovations was born from a social innovation course that was aimed to improve a social problem in our society. Being an audiologist, I have found that clinicians often can't afford the expensive equipment that they need, and that this affects their ability to provide hearing healthcare services to the public. I partnered with Jean-Pierre le Roux (MBA classmate), who is a developer, and we created a mobile-based solution to address the need for improved access and affordable hearing health care.

We received very positive and encouraging feedback from MBA classmates, lecturers, clinicians, friends and family. This validation from various groups of people motivated us to explore the opportunity that there might be a business in this social innovation solution.

What value do your qualifications bring to your work, directly or indirectly?

Being an audiologist with over 10 years experience in clinical practice and research, I bring technical expertise and a network that allow us access to growing markets (students and professionals) and access to research expertise and opportunities.

What are your day-to-day responsibilities?

As the CEO I am responsible for a variety of functions: financial, operational, investment, development and marketing. I need to know the pulse of the different parts of the business to make sure that we are making progress in the different business aspects. Furthermore, I make executive decisions around different elements and lead the team to meet goals. I keep in contact with the team on a daily basis to check progress, to assist and to

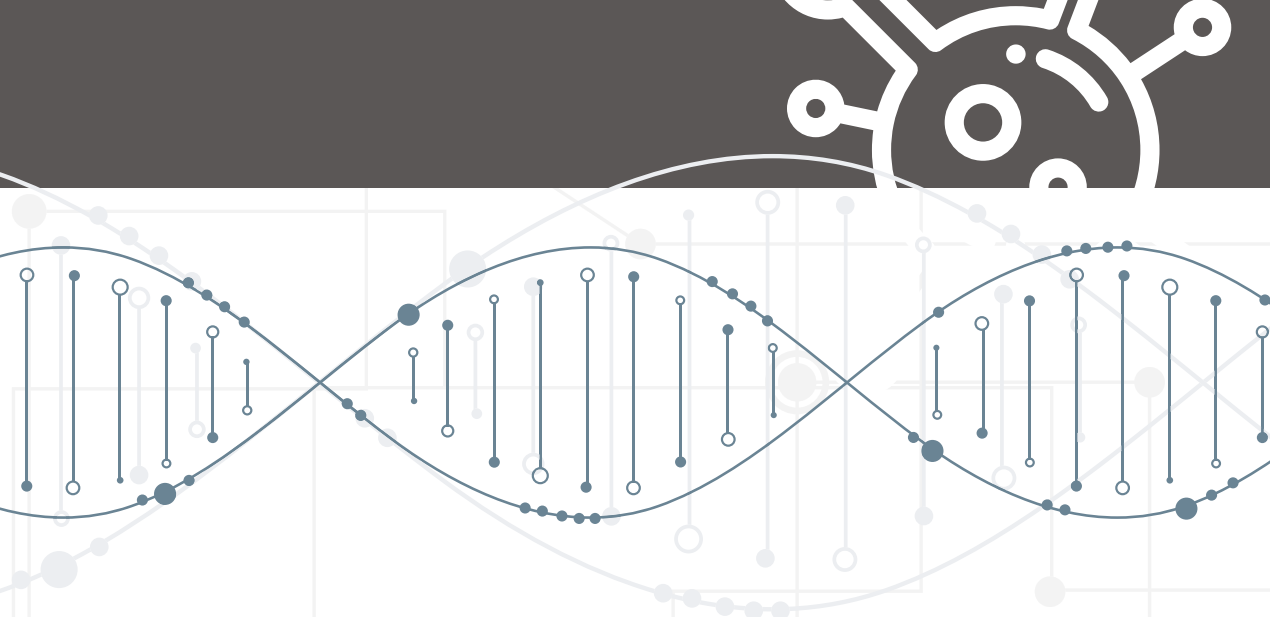
Jay's career timeline

2019 – Now
Co-founder and CEO at Lalela Innovations

2019
Certificate in Innovative Finance from Coursera

2018 – 2019
MBA, UCT Graduate School of Business

2015 – 2019
Managing Director at Ideaquake



ask for assistance when needed. I have to know everything that is happening in the business so as to ensure that there is communication between different team members, that we are legally compliant and that we're making progress. Lastly, I am the face of the company, and have to present and pitch to investors and answer questions that are asked; that is why I need to know what is happening all the time.

What is the best part of your job?

The best part of my job is that I have a sense of purpose, as we are working on a business that will likely make a significant difference to millions of people in Africa.

What has been the highlight of your career so far?

There have been many highlights in my career, as I attempt to make a positive difference in every organisation that I work

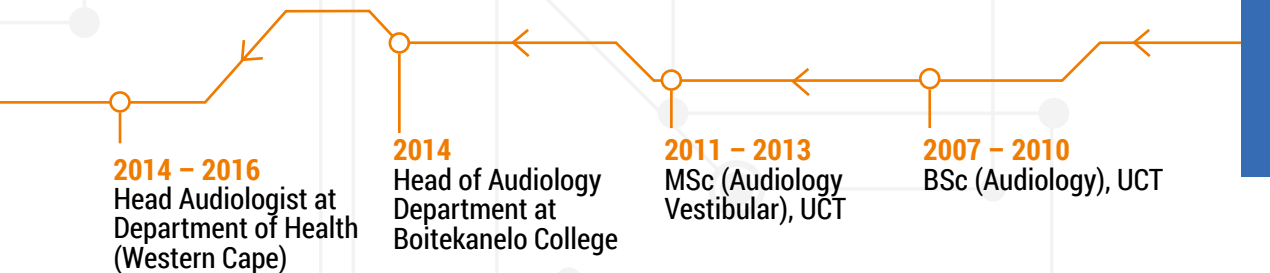
in – from developing Botswana's first-ever Audiologist and Speech Therapy curricula to developing online-based examination and clinical hour-logging systems at UCT.

What do you think the future of audiology will look like?

I think the future of audiology will transition from a diagnostic-heavy to a management-heavy field. I believe that audiology assessments will become simpler and easier to conduct as AI, machine learning and the advancement of technology will lead to simple and easy testing and diagnosis of pathologies.

Audiologists will then focus and provide management to patients through rehabilitation. Furthermore, professions like audiology may become redundant due to advancements in genetic modelling, human-machine integration, digital medicine and technological advancements in hearing aids.

” I believe that audiology assessments will become simpler and easier to conduct as AI, machine learning and the advancement of technology will lead to simple and easy testing and diagnosis of pathologies.

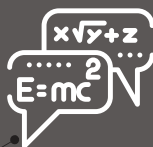


2014 – 2016
Head Audiologist at Department of Health (Western Cape)

2014
Head of Audiology Department at Boitekanelo College

2011 – 2013
MSc (Audiology Vestibular), UCT

2007 – 2010
BSc (Audiology), UCT



Dr Adriana Marais

Dr. Adriana Marais is a theoretical physicist and founder of Proudly Human. She is the director at the Foundation for Space Development, faculty member at Singularity University and a member of the South African government advisory task team on the 4th Industrial Revolution.

What is Proudly Human, and what led you to establish it?

#ProudlyHuman was inspired by the current world we inhabit and the enormous potential of collaboration to extend humanity further than it has ever been. It is no secret that we are currently living in an unprecedented era of development in science and technology, and the expansion of our society beyond this planet is within reach. Human settlement of the Moon and Mars in the coming decades is becoming increasingly realistic.

Through #ProudlyHuman and its associated initiatives we hope to promote companies developing technology for sustainability, facilitate skills development, and boost research, innovation and technology towards off-grid functionality. We hope to provide a vision for young people of achieving successful communities in extreme and resource-constrained environments through grit, imagination, science and technology towards a #ProudlyHuman future, whatever planet we are on.

What are your plans for the Off-World initiative?

I believe that anything that poses a challenge is exciting, and the Off-World initiative is a true reflection of that. The first phase of Proudly Human's

Adriana's career timeline

2019 – Now
PhD candidate (Economics) at UCT Graduate School of Business.

2019 – Now
Founder of Proudly Human

2019 – Now
Faculty member at the Singularity University

2018 – Now
Director of the Foundation for Space Development South Africa



Off-World initiative is the Antarctic Research Community (ARC) – an off-world settlement simulation experiment scheduled to take place in 2021. Our aim is to demonstrate a technology-enabled sustainable community living in Earth's most extreme and isolated environment: the Antarctic winter.

For almost a year, a carefully selected crew will live as a community with the ultimate aim of thriving off-grid in one of the harshest environments on Earth. The conditions over winter provide a unique research opportunity to test life-support technologies – in areas from renewable energy, water management and precision farming, to IoT, blockchain, edge computing, communication networks and 3D printing. At the same time, we aim to investigate the dynamics of a community living in an isolated, extreme and resource-constrained environment.

How have your qualifications added value to your career?

My PhD thesis from 2014 investigates the very early stages of photosynthesis – up to the first one millionth of a second! – where sunlight is converted into the states necessary for photosynthesis to take place. Surprisingly, these very early processes are nearly 100% efficient – almost no photons or electrons are lost. We are trying to understand how Nature does it so well. Research in this new field

of quantum biology promises to contribute to the development of the kind of renewable energy technologies essential for our continued existence on this planet (and perhaps others!) as well as raising fascinating questions about the origins and nature of life itself.

What does a typical day look like for you?

I travel extensively, giving keynote talks at a range of events and conferences around the world. I spend a lot of time in airports! When I do have time between my travels, I spend it reading physics, chemistry and biology journal articles and books both to look for interesting unsolved problems, as well as hints to the solutions to these problems. I then begin to build a mathematical model that can describe the problematic phenomenon as accurately as possible.

How did MarsOne influence your career, and what are your plans for the future?

Going forward, I want to make the best contribution of which I am capable to this grand and improbable era of human information creation. I want to be one of the first conscious minds to know what it is like to live in a totally new world. I want to add to the sum of human knowledge by contributing to the establishment, and possibly the discovery of evidence of, life on Mars.

” I want to add to the sum of human knowledge by contributing to the establishment, and possibly the discovery of evidence of, life on Mars.

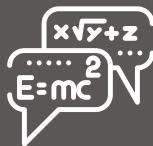
2017 – 2019
Head of Innovation,
SAP Africa

2015
Astronaut
Candidate
for Mars
One (One of
100 global
candidates)

2010 – 2014
PhD in
Quantum
Biology,
University of
KwaZulu-Natal
(UKZN)

2007 – 2009
MSc (Quantum
Cryptography),
UKZN

2001 – 2004
BSc Hons
(Theoretical
Physics and
Philosophy),
UCT



Ridh  Jefftha

Ridh  is a game developer for museum exhibits, serious games, mobile games and research and development prototypes. In the past, he has also worked with virtual reality headgear, radio-frequency identification devices and augmented reality technologies.

How did you obtain your current position?

I saw a post on one of the notice boards in the Computer Science building looking for game developers. I took the chance and applied for an interview. The interview took place online, as it was a UK company at the time. It wasn't a very technical interview as my portfolio of work aligned with the type of projects that they were working on. After a few weeks they contacted me to ask how soon I can start working and, two weeks after handing in my thesis, I started making serious games.

What value do your degrees bring to your work?

A lot of the challenges faced in the real world were things that I didn't see while studying. However, the foundations of programming and the way of thinking while problem solving have been the most important throughout my career. These not only help me tackle problems that I haven't seen before, but they also enable me to dive into new technologies or programming languages more easily.

What are your day-to-day responsibilities?

RenderHeads is a small company, so each developer is responsible for taking apps through the entire development process from design to release. Firstly, I work

with designers during planning phases to determine what is possible within the time that we have. Thereafter I have to build the app from the design specifications and using the assets that the designers and animators supply. Testing is an important aspect throughout development and before installation as we need to ensure that the apps run smoothly all the time.

What's the best part of the job?

The different topics and technologies that new projects expose me to. I've worked on apps regarding renewable energy, space, politics, Islamic culture and education; and I have worked with interesting devices such as the Microsoft Kinect, voice recognition and augmented reality on mobile and virtual reality.

What has been the highlight of your career so far?

Getting to travel the world when going to install our games on site.

What do you expect for the future of game development?

Looking at the local game dev community, it seems that links to the global scene is still growing in SA. Until that strengthens, we probably won't have a lot of big studios around here. The few that we do have are making great progress in growing the game development community in SA, and because of that I am very excited for what the future holds.

Ridh 's career timeline

2019 – Now
Interactive
Media
and Game
Developer at
RenderHeads
SA

2015 – 2019
Interactive
Media
Developer at
RenderHeads
SA

2013 – 2015
Interactive
Media
Developer at
RenderHeads
UK

2013
BSc Hons
(Computer Science
and Television
Studies), UCT

2010 – 2012
BSc (Computer
Science), UCT

Sethu's career timeline

Jan 2020 – Now
Health Reporter
at Bhekisisa
Centre for Health
Journalism

**2016 –
Now**
Founder
of Love,
This Skin

2019
BA Hons
(Journalism),
Stellenbosch
University

2010 – 2017
On Air Personality
at MFM 92.6
Radio Station

2013 – 2015
BSc (Chemistry,
Ocean and
Atmosphere
Science), UCT



Sethu Mbuli

Sethu was presented with a Queen's Young Leaders Award in 2018 for her work to end the stigma of albinism in South Africa. Her organisation, Love, This Skin, assists and educates young people with albinism and their families. She is a Health Reporter at the Bhekisisa Centre for Health Journalism.

How did you obtain your current position?

I was recruited by the organisation's director while I was busy with my honours degree in 2019. In part, the organisation found me through research I did for another company that does similar work.

How does your science degree relate to your work?

A lot of my work involves reading peer-reviewed publications and reading through complex scientific jargon and translating that information to an easy to understand format for our audience. My degree helped a great deal in not only knowing which aspects of science publications are worth noting, but also discerning if the research is of good quality.

What skills are essential in the health journalism field?

The most important skill I learnt from my undergraduate degree is being able to do proper research related to a story: knowing where to find journal articles, what to search for, and so on.

Tell us about Love, This Skin.

My friend and I started Love This Skin in 2016 after we'd seen the lack of media exposure for the experiences of people with albinism. It started out as a blog, but grew to a support group and organisation that supports (mainly) young people with the condition in Cape Town. We currently work with over 100 people with albinism.

Advice to students

Be multifaceted

Follow your interests. Don't question what you should or should not be doing. Just pay attention to what you are curious about and it might just take you somewhere interesting!

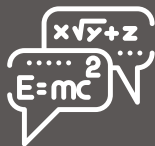
Take on extracurriculars

I started out on campus radio when I was in Grade 10, and honestly that's the best decision I've ever made. I've been able to meet and interview the most interesting people through this work. Most of my best memories and connections are from my work on radio, which was just a hobby at the time, so I don't think I would've been able to do this job based on just my undergraduate studies alone. I wouldn't have gotten into journalism honours just on my science degree. My work on radio enriched and advised the next steps on my path in a way that academia couldn't.

Build up your network

I wish someone told me how important the relationships you form at university are. Campus is filled with people with different experiences and backgrounds from you.

You will meet people who might influence your professional path. Make some effort to talk to people you usually wouldn't talk to. If you're as introverted and serious as I am/was you probably won't take that advice, but at least pause to have a 5 minute conversation with your classmates. "Your network is your net worth" – cliché, but true.



Christina Hagen

Christina is responsible for BirdLife South Africa's work towards establishing a new African Penguin colony, including identifying potential sites, liaising with other stakeholders and investigating the best techniques to be used.

How did you obtain your current position?

I was quite lucky as I'd just finished my MSc and at the same time BirdLife South Africa was looking for someone to run a short-term project. When that project ended, there was funding available to work on African Penguins. My MSc thesis was on Cape Gannets which face some of the same issues, so I was well placed to apply for the job.

What does a typical work day look like for you?

It depends on what I'm working on at the time. A lot of my work is computer-based: answering emails, writing reports and putting plans together. I collaborate a lot with other organisations and with the Department of Environment, Forestry and Fisheries, and I often have meetings with them. I do get out into the field a couple of times a month, which is always good to reconnect with the more tangible aspects of the project.



When you are looking for work, don't be afraid of applying for jobs that you aren't sure you are qualified for or interested in.

How does your degree relate to your work?

I did an MSc in Conservation Biology, which is extremely relevant as it gave me the technical (GIS and data analysis) and writing skills, which I use all the time in my work. My thesis was especially relevant as I was working on an endangered seabird, the Cape Gannet, which faces the same issues as my current species of focus, the African Penguin.

What advice would you give to conservation graduates entering the world of work?

Try to get as much varied experience as you can during your undergraduate degree. When you are looking for work, don't be afraid of applying for jobs that you aren't sure you are qualified for or interested in. You never know what connections you will make or what opportunities will come up.

What are some of the highlights of your career so far?

One of the biggest highlights was getting the approval for the project I'm currently working on – attempting to establish a new African Penguin colony. This had involved years of hard work writing feasibility assessments and project plans and consulting with stakeholders.

Christina's career timeline

2012 – Now

Pamela Isdell Fellow of Penguin Conservation at Birdlife South Africa

2009 – 2010

MSc (Conservation Biology), UCT

2003 – 2006

BSc (Zoology), UCT

#SEW2020

Student Entrepreneurship Week

Keep an eye on our website for the dates of SEW.

Entrepreneurship Development Network Session

Panel Discussion with successful entrepreneurs

d-school works for entrepreneurs

Intellectual Property (IP) Workshop

Market Place

Flux Entrepreneurship Business Game

Online Venture Launch - 5 WEEK PGM

Future of Work Day or Future of Security - Boot Camp

Brought to you in association with:

UCT GSB Solution Space

Raymond Ackerman Academy
of Entrepreneurial Development

UCT Research Contracts and Innovation

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COMMERCE



Shumani Tshifhango

Shumani is a Market Risk Analyst at Absa. In 2018, he was recognised as one of the nine best investment bank employees, and was awarded a fully paid trip for him and a partner to go to Mexico.

How did you obtain your current position?

After high school, I wanted to be a Chartered Accountant. Due to financial struggles, however, I ended up going to study Electrical Engineering as I had secured a bursary in that field. After completing my Engineering degree, I decided to pursue a masters in commerce degree in Risk Management of Financial Markets at the African Institute of Financial Markets and Risk Management (AIFMRM).

After the MCom degree, the Head of Market Risk at Absa Corporate Investment Bank approached our dean with a full-time job opportunity. I was interviewed for the job and got the opportunity to join the amazing team at Absa as a Junior Market Risk Analyst for ten of Barclays Africa bank's Trading Floors. After one year of working in this position, I was recognised as one of the nine best investment bank employees for the year, and I was awarded a fully paid trip to go to Mexico. After this, I was promoted from Junior Analyst to Analyst.

What are the best aspects of your job? And the most challenging?

The best aspect of my job is working for 10 African countries. As someone that is very passionate about Africa, learning about different economies on the continent has been fascinating. Market

Risk has a lot of very technical finance measures, and as an analyst, you have to be able to talk about the risk that the bank is exposed to in a simplistic way. As the market is constantly evolving, you are challenged to find new innovative ways of measuring risk.

What does a typical day look like for you?

The first thing I do in the morning is to analyse the risk that the traders in the bank are taking. I have to report that risk to everyone, including management, as it is important for management to understand what we are exposed to. This risk has an impact on the revenue that we have to make as a bank and the capital we have to hold. Financial regulation keeps changing and, as a bank, we have to continuously comply with regulation. Most of our time is spent on implementing the new regulation. Before new deals are executed in the bank, as a market risk analyst I have to evaluate the risk they are adding to the bank balance sheet.

What skills do you use most in your work?

My work is very technical and, as an analyst, I have to constantly use my analytical skills to understand the numbers in front of me and what they mean in terms of risk. As someone that loves talking, I try by all means to improve the way I present risks to the team when we have a presentation.

Shumani's career timeline

Feb 2020 – Now
Client Solutions: Junior Derivatives Structurer, Absa Group

Sep 2019 – Feb 2020
Market Risk Analyst, Absa Group

Jan 2018 – Sep 2019
Junior Market Risk Analyst, Absa Group



As a result of that, I find myself using my creativity to constantly improve my presentation skills.

How can students gain a competitive edge while studying?

I believe that societies like InvestSoc helped a lot in relation to understanding what investment banking was about and with networking. Being in the consulting club and house committee helped a lot with my emotional intelligence and leadership skills. Doing internships during summer and winter vacations at companies like CSIR and Thomson Reuters gave me a better idea about the working world. Skills and experience are very important, since companies want to hire those students who understand what

they are putting themselves into and are leaders in their own spaces.

Going to Careers Service for them to help me with making my resume epic, way before final year, gave me a competitive edge too. One last thing I can say is that doing well in your academics can give you an advantage as it usually gives you an easy pass to the first rounds of interviews.

What are some of the challenges you have faced?

I failed four courses in the third year and, as a result, I lost my bursary. I had to use financial aid and fundraising to fund myself. If you find yourself going through a similar situation, do not be discouraged by thinking that my journey has been perfect. Keep going!

”

Risk has a lot of very technical finance measures, and as an analyst, you have to be able to talk about the risk that the bank is exposed to in a simplistic way.



2019
The Streetwise MBA,
Common Purpose

2017
MCom (Risk Management
of Financial Markets),
UCT

2012 – 2016
BSc (Electrical
Engineering), UCT



COMMERCE



Boris Kouambo

Boris is an Actuarial Consultant for Virtual Actuary, a company that works with independent actuaries across the country to provide advisory and consulting services to various corporate clients.

What is a virtual actuary?

The idea is that, in the digital age, you no longer strictly need to have a physical office or presence to provide consulting services of an actuarial nature, and you no longer need to form companies based on employment relationships with workers. Instead, you can now “virtualise” the operational bit of providing consulting services to clients (big or small), and tap into networks of highly capable, independent actuarial professionals who work collaboratively on a project-to-project basis to deliver certain projects with the help of the advanced digital tools available today.

What led you to your current position?

My belief was that virtual actuaries, being independent workers, generally enjoy more freedom than fully employed actuaries. And when I joined the Virtual Actuary network, freedom was exactly what I sought. I had just resigned from my previous job, and wanted to take some time to really figure out what path to take in my life. I had lots of interests, lots of ideas, and a burning entrepreneurial spirit. But I wasn't sure how to design and structure my life to effectively achieve my ambitions. I needed a way to earn money while retaining some degree of freedom and flexibility, to enable me to work on building the life that I wanted for myself.

I believed being a Virtual Actuary was the way to do it, and so far I would say my bet has paid off: I am currently living in the city that I want to live in (Cape Town), living the lifestyle that I want to live, and employed in the kind of job that I want to have – at the intersection of the software industry and the financial industry, matching my love for technology with my background as an actuary.

What are the best parts of your job? And the most challenging?

The best parts of my job are the freedom being a virtual actuary affords you, and the fact that you get to work on various kinds of projects, meaning that you could potentially learn a lot over time.

Boris's career timeline

2019 – Now
Actuarial Consultant, Virtual Actuary

2013 – Now
Chairman of UCT Chapter of Association of South African Black Actuaries

2017 – 2019
Consultant, True North Partners

2019
Online Specialisation in Data Science, DataCamp



The bits I've found most challenging about being an actuarial consultant (both at Virtual Actuary and at my previous employer) have been mostly centred around the interrelated themes of stakeholder relationship management and effective communication.

What advice can you offer to graduates that want to follow in your footsteps?

Constantly and intentionally expand your network – in every environment or situation, try to find ways to grow your network. There are lots of books that touch on this theme, and two of my favourites are Give and Take by Adam Grant and Never Eat Alone by Keith Ferrazzi. Consistently and intentionally get better at harnessing the power of technology to make your professional life easier. In this digital age, I cannot stress enough the importance of having elite digital skills.

Build a challenge network for yourself, defined as a group of trusted individuals in your life who can challenge your ideas, challenge your assumptions, and just generally challenge you and help you become a better person.

How does your qualification add value to your projects?

Studying actuarial science was really valuable because it consistently exposed me to challenging concepts. Such exposure not only helped me acquire a

very broad skills set, but it also gave me the self-belief and confidence that I can handle problems of almost any level of technical difficulty if I apply myself.

From a career perspective, it has been both limiting and expansive. It has been limiting in the sense that the roles I would typically be considered for (on paper) are limited in scope; but it has been expansive because of the respect that it puts on my name which could help for career growth.

How do you see the actuarial field changing in the next 10 years?

There are some interesting themes in the actuarial field right now, and I think there will be a greater focus in the industry on emerging technologies, such as self-driving cars, stemming from the rise of the digital age. Studying the underlying theory behind these emerging technologies and unpacking their inner mechanisms will become a core part of the curriculum. These new technologies and fields will likely add more branches or specialties for students of the actuarial profession.

As historically actuarial disciplines begin to be at the forefront of company strategies, I see actuaries becoming more involved in strategic positions across businesses and being more of a strategic partner to businesses. I also think that, as a profession, there will be significantly more diversity in the membership.

” Build a challenge network for yourself, defined as a group of trusted individuals in your life who can challenge your ideas, challenge your assumptions, and just generally challenge you and help you become a better person.

2018 – 2019
Bootcamp
Certification in
Computer Software
Engineering,
HyperionDev

2018
Certificate in Data
Science, University of
Michigan

2017
Professional
Qualifications in
Actuarial Science,
Actuarial Society SA

2013 – 2017
BCom Hons
(Actuarial Science),
UCT



COMMERCE



Titi Kabi

Titi is the Southern Africa Ola Ice Cream Brand Manager at Unilever. She was part of the team that developed the strategy for the Unilever South Africa PRIDE forum, which focused on making workplaces LGBTQ friendly.

What led you to your current position?

I took both Physical Science and Life Science in high school, but knew that I would not fulfil a long-term career in any of the science industries. I loved the creative subjects like Dramatic Arts, but felt I was not creative enough to pursue a full-time career as an artist. I did a little bit of research and discovered marketing: the blend between science and art; and that is when I knew that I one day wanted to work in marketing. What I also loved about marketing is that I would work closely with people on an everyday basis.

My journey at Unilever started in university when I did a one-month winter internship and immediately fell in love with the company culture and the amazing brands. Without any hesitation, I joined the Unilever Future Leaders Graduate Programme in 2016 and have been working here since.

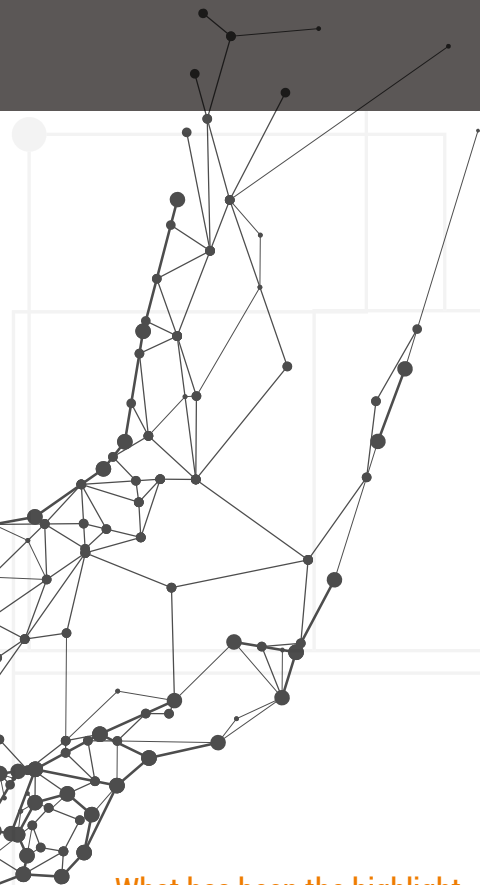
What are your day-to-day responsibilities?

When you are a brand manager, the brand that you look after is basically you and the rest of the brand team's baby. It is our responsibility that the brands grow in the market, whilst adding value to our consumers and the society in which we operate. We need to do all this with minimal negative impact on the environment. A key component to me doing my job well is stakeholder management; as a brand manager, I work very closely with my cross-functional team members (e.g. R&D, Finance, Supply Chain) on a daily basis.

What is the best part of your job?

There are two things that I really enjoy about my job and make me want to get up every morning. The first is the people: the ones that I work with in the team and the consumers that I serve with the brands that I work on. Seeing great feedback and appreciation from our consumers is an incredible feeling. The second thing is the opportunity to work on brands that have a positive impact on society and aren't just focused on the bottom line. Unilever is big on Brands with Purpose and it is rewarding to see all these initiatives come to life whilst working with people who are genuinely passionate about making positive change.

” When you are a brand manager, the brand that you look after is basically you and the rest of the brand team's baby.



What do you think the future of marketing will look like?

Like everything else in the world, marketing is changing very fast. A couple of years ago, the job titles “digital marketing lead” or “social media manager” did not exist. I am not 100% sure what the future of marketing looks like, but I believe that it will be a mix of digital, purposeful and data-driven brands. One thing I am almost certain of is that marketing will continue to be a blend between art and science.

What are the top three skills that aspiring marketing managers should develop?

People skills and empathy: Awareness of other people that you work with is key in any organisation. The ability to get to know and understand your colleagues allows you to foster a great working environment for your team, which sets the brand up for great success.

Adaptability: In today's ever-changing environment, you need to be flexible, agile and open-minded to new solutions.

Willingness to take risks: One of the best ways to grow is to leave your comfort zone and do a few new and different things, even if they are risky. Some of the greatest innovations have come from people doing what was deemed too high of a risk.

” The ability to get to know and understand your colleagues allows you to foster a great working environment for your team, which sets the brand up for great success.

What has been the highlight of your career so far?

I had the opportunity to work in Vermont, USA for one year while I was doing digital and activism marketing for the ice cream brand, Ben & Jerry's. The work that I did there taught me a lot about operating in global markets, the importance and growth of digital marketing and the best ways a brand should engage in activism work – and in an authentic manner. I grew both professionally and personally from this role.

Titi's career timeline

2020 – Now
Ola Ice Cream
SA Brand
Manager,
Unilever

2019 – 2020
Assistant
Marketing
Manager: Digital
and Activism, Ben
& Jerry's

2016 – 2019
Future Leaders
Programme
Marketing
Graduate, Unilever

2012 – 2015
BSc (Business
Science:
Marketing),
UCT



LAW



Zinhle Novazi

Zinhle is a Candidate Legal Practitioner, an Anchor on the Heavy Chef Show, an entrepreneurial thought leader and a public speaker. She has been involved in multiple start-ups, the most recent being the Cool Shacks Project, which identified affordable ways of improving living conditions for those living in shacks.

What value do your qualifications bring to your work?

My degrees have provided me the necessary skills to do legal research and draft opinions for my directors and clients. I also believe that my degree has given me the confidence to form my own opinions about the law and to reason logically, which has given me a competitive advantage in the workplace. Indirectly my degree has assisted me to grow my network; it is always an amazing experience connecting with UCT alumni, collaborating and getting involved in projects of mutual interest.

What are your day-to-day responsibilities?

I am currently in the litigation department of the firm. As such, my day to day responsibilities include reading pleadings and other court papers and documents that have been received in connection with matters we are working on, in order to fully acquaint myself with the matter and keep myself up to speed with

developments. I will then usually discuss them with my director or another more senior practitioner to gain clarity on any issues arising from them, and to take instructions on further steps. Once I have read and understood the documents and understand what needs to be done, I will assist in preparing any pleadings, affidavits or notices, and ensure that they are served on the other parties' attorneys and filed in the relevant court.

I also have to attend consultations with clients where I ask questions and fully acquaint myself with the clients' legal issues, so that I am able to provide the necessary assistance to the director with whom I am working and serve the clients' interests properly. Being part of a legal practice means having to record and account, both to clients and the directors of the firm, for the time I spend working on every matter. For that reason, I am required to complete timesheets showing the matters I have worked on, the nature of the work performed and the amount of time spent on each thing. This is an essential part of every working day.

” When I started my articles, I was under the impression that I would be a failure if I did not get every task correct, but I learned that articles of clerkship are an opportunity for developing the necessary practical skillsets to thrive as a lawyer.

What is the best part of the job?

The best part of my job is that I am continuously learning and growing as an attorney in training. When I first started my articles, I was under the impression that I would be a failure if I did not get every task correct, but I soon learned that articles of clerkship are an opportunity

Zinhle's career timeline

2020 – Now
PGDip (Law:
Tax Law), UCT

2020 – Now
Anchor, Heavy
Chef

2020 – Now
Candidate Attorney:
Litigation, Tabacks

2019 – 2020
Candidate Attorney:
Employment Law,
Tabacks

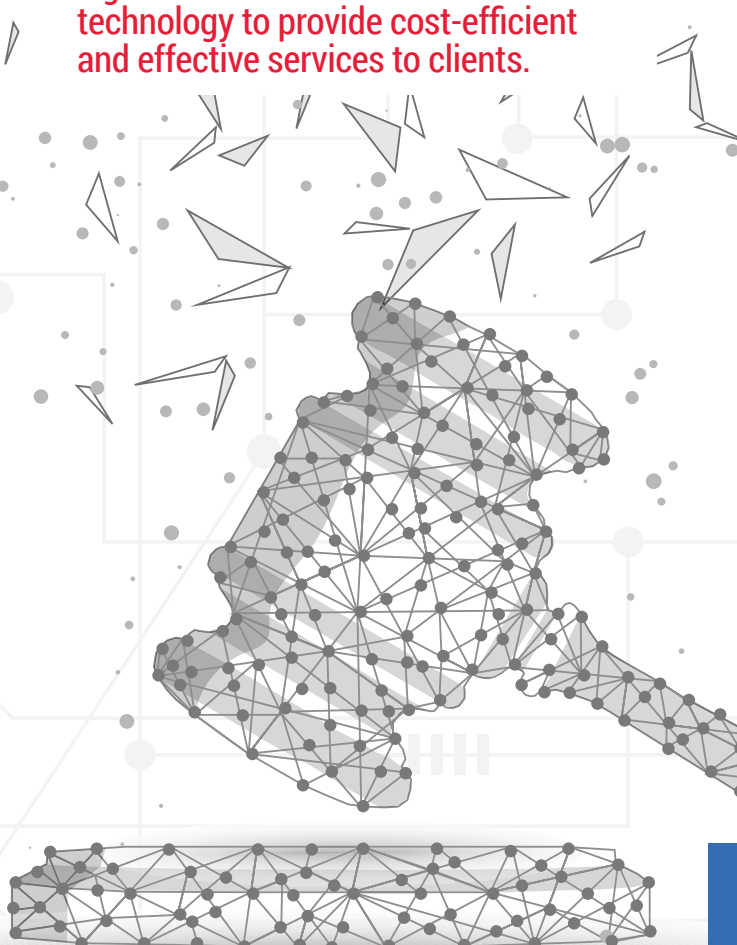
for learning and developing the necessary practical skill-sets to thrive as a lawyer. I'm fortunate that I have been under the guidance of directors who were prepared to help me to learn from my mistakes.

What do you think the future of law will look like?

I am of the opinion that the future lawyers that will thrive will be those who are well acquainted with legal tech and know how to use the technology to provide cost-efficient and effective services to clients. There is already AI technology available which allows lawyers to do due diligence reports and online discoveries in less than half the time it would take without the technology. The suppliers of other AI technologies claim that it can draft legal opinions, identify ratios in judgments and make use of analytics to predict future judgments.

Practising lawyers increasingly need a basic understanding of information technology in order to employ the AI systems that are being developed in a way that increases efficiency and applies to the practical issues experienced by clients. I believe UCT is working on having a dual degree that will combine computer science and law, which I believe will prepare students to fill the gap in the South African legal industry. Law firms will have to be able to advise not only on the content of the law, but also on business strategy.

” The future lawyers that will thrive will be those who are well acquainted with legal tech and know how to use the technology to provide cost-efficient and effective services to clients.



2019
Practical Legal Training, Law Society of South Africa

2018
Consultant and Researcher, S-RM

2017 – 2018
PGDip (LLB), UCT

2013 – 2016
BSc Politics and Law, UCT



Nicole Lawrence

Nicole is an Attorney in her own practice, Nicole Lawrence Attorneys.

What sets your practice apart from others?

My practice is focused on providing easy access to affordable professional legal services. Ways we do this include easy consulting and communication through WhatsApp and video calls, in person consultation (where necessary) at a place convenient to clients, flexible operating hours, and social media platforms to provide basic legal advice.

What have been some of the highlights of your career?

Highlights include being admitted as an Attorney of the High Court of South Africa in 2016 and opening my own practice in 2017. A recurring highlight is meeting and working with people from various countries and walks of life and being able to learn and grow through such interactions.

What are the best parts of your job?

The best part of running my own practice is being able to have flexibility and freedom in operating my practice, being able to work remotely and determining my own schedule and income. The most rewarding part of my job is seeing and experiencing my client's happiness and gratitude once a matter is finalised.

What do you wish you knew before opening a legal practice?

I wish I knew how to structure my practice from the start to ensure it operates in the most efficient and financially savvy way, that opening a practice opens a world of growth and opportunity that has no limits and that the time and energy invested in a firm is much more rewarding than being an employee of a firm.

What do you think the future of law will look like?

I hope for the future of law to be more transparent and accessible to the public. I also hope that the legal system becomes more efficient and effective in its operations so as to be more helpful and understandable to laypersons.

”

The best part of running my own practice is being able to have flexibility and freedom in operating my practice and determining my own schedule and income.

Nicole's career timeline

2017 – now
Attorney,
Nicole
Lawrence
Attorneys

2017
Legal
Mediator,
LIPCO

2016 – 2017
Associate
Attorney,
Bertus Preller
& Associates

2014 – 2016
Candidate
Attorney,
Lionel Murray
Schwormstedt
& Louw

2010 –
2013
BA (LLB),
UCT

2007
– 2009
BA (Social
Science),
UCT

Livashnee's career timeline

2020 – Now
Lecturer in
Commercial Law,
University of
Glasgow

2013 – 2019
Lecturer in
Commercial,
Shipping and
Insurance
Law, UCT

2015 – 2019
PhD (Marine
Insurance
Law),
University of
Southampton

**2010 –
2011**
LLM
(Shipping
Law), UCT

2007 – 2010
Lawyer
and Notary
Public,
Garlicke &
Bousfield

**2003 –
2006**
LLB,
University
of KwaZulu-
Natal



Dr Livashnee Naidoo

Dr Livashnee Naidoo is a Lecturer in Commercial Law at the University of Glasgow. She's a lawyer in the shipping industry, with unusual skills, such as the ability to arrest entire ships and interrogate their captains. This highly specialised area of law supports the maritime trade that is vital to South Africa's economy.

What led you to your current position?

After completing my LLB and articles, I practised as a lawyer and notary specialising in International Trade and Maritime Law. I took a year off to complete my LLM at UCT, which was one of the best decisions I have ever made. It led me to a career in academia – first within South Africa and later in the UK. I accepted a lectureship at UCT shortly after my LLM, and went on to complete a PhD at the University of Southampton. Upon completion of my PhD, I was offered my current position – a lectureship at the University of Glasgow.

What have been some of the highlights of your career?

Being awarded the competitive Commonwealth Scholarship which fully-funded my PhD; receiving several professional awards from the Institute of Chartered Shipbrokers; being awarded my degrees with distinction and as the top student in Maritime Law at UCT; being recently nominated and selected as one of the Mail & Guardian's Top 200 Young South Africans in the category "Law and Justice"; and lecturing at a top law school in the UK.

What are the best parts of your job?

The fact that I am always learning; the people that I get to work with (both

students and colleagues) from different parts of the world; researching interesting, topical aspects that are ever-evolving; the flexibility of my work environment; and, most importantly, I enjoy what I do. I see being an academic as a privilege, since I help to shape young legal minds. I love hearing from past students who have gone on to do wonderful things.

What do you wish you knew about law when you were younger?

Studying law is not just about passing exams. If you approach it with that frame of mind, you will be selling yourself short. Always keep an open mind, be reflective in your learning, and do not be afraid to challenge the law.

What do you think the future of law will look like?

Broadly, legal education will have to adapt to the increasing focus on automated teaching and learning. However, I am still cautious about the view that technology can improve every aspect of legal education. Within Law itself, different areas are grappling with issues centred on the digital economy. There is an increasing focus on artificial intelligence, smart contracts, blockchain, FinTech and InsurTech. Law is also increasingly viewed as a tool to address sustainability issues. These are some of the issues that my research also deals with.



HUMANITIES



Lauren Hermanus

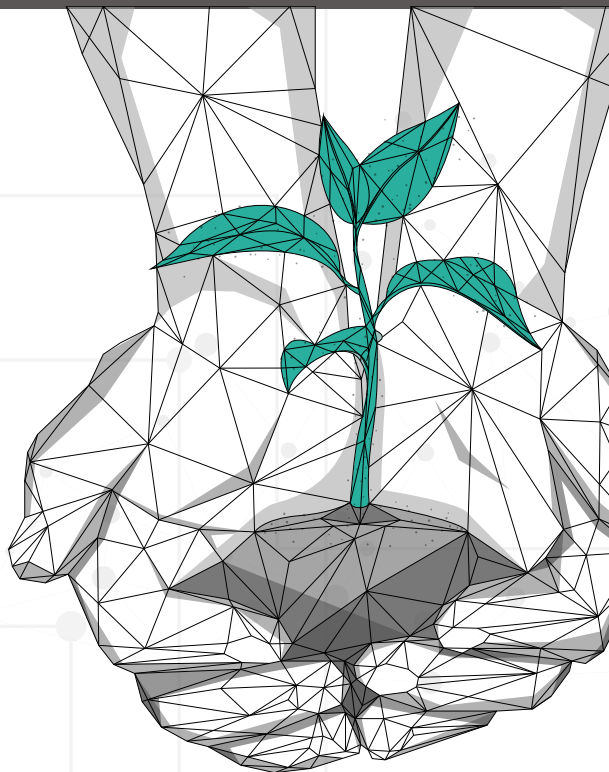
Lauren is a sustainable development researcher and practitioner focused on the green economy, urban resilience and energy innovation.

What led you to your current position?

I have always been interested in how societal change comes about. This has guided my choices in learning and practice. A few years ago I was offered a fellowship that I turned down, which led me to start my own research and advisory practice, Adapt. This allowed me to build on the most rewarding aspects of my prior experience in sustainable development in the public and private sectors. Sustainable energy, especially at the urban/city scale, has become a significant focus for me, which is a result of this current moment in history and the possibilities opened by renewable energy.

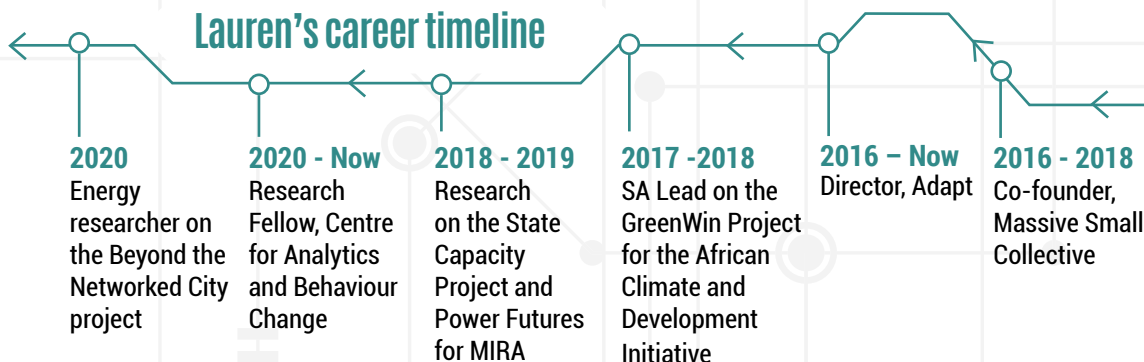
What are your day-to-day responsibilities?

I work in varied configurations with different project partners and clients, so it really depends on what my focus is. I've designed my work life so that I have a balance of strategic, creative and solid research time. A lot of my work is process-based, which means lots of adaptation to new information and events.



“I've designed my work life so that I have a balance of strategic, creative and solid research time.”

Lauren's career timeline



How do your qualifications add value to your projects?

I have an MA in philosophy from Stellenbosch University, which gave me a language in which to think about complex systems and change, and it profoundly impacts my approach to sustainable development. My MPhil from UCT was more practice-based and gave me space to approach my work in the green economy more systematically, with a cohort of seasoned development professionals. These two Master's programmes have both shaped the content and approaches I use in my work. I am also currently enrolled for a PhD, which is informed by both areas of study.

What is the best part of your job?

All of it. I choose my projects, I choose my collaborators, and I decide how to spend my time every day. It is quite a scary leap to choose to work independently. It was a while before the work flowed consistently and I got to do the things I really wanted.

What advice can you offer to graduates that want to follow in your footsteps?

Don't. My career path has always been about staying alert to opportunities that make me feel excited to try (and fail). I have never had a job that existed before I was hired to do it.

The only advice I have is, build your network of friends, allies and mentors. Do not take relationships for granted, and value the people you know well enough to always do what you say. Your relationships are your greatest asset when you are crafting a career in new and evolving fields.

How do you see your industry evolving in the next ten years?

The world is in a moment of transition, and the energy sector is a very visible manifestation or component of that transition. The hope is that this is a transition towards a more ecologically sustainable and socially just global system. However, there are many dysfunctional modes of organisation that are entrenched and will need to be dismantled to enable this structural reconfiguration.

There are three major changes I see in the field of sustainable development and energy. First, the social aspect and impact of technological innovation are being centred. For example, the way new technologies create or destroy jobs is a major concern. Second, we need to figure out how to optimally integrate small, bottom-up investments with large, state-driven ones. And third, the city-scale of policy-making is becoming increasingly critical.

” Build your network of friends, allies and mentors. Do not take relationships for granted, and value the people you know enough to always do what you say. Your relationships are your greatest asset when you are crafting a career in new and evolving fields.

2015 - 2016

Master of Philosophy (Development Policy and Practice), UCT

2014 - 2016

Deputy Director for Green Economy, Department of Environmental Affairs and Development Planning, Western Cape

2010 - 2013

Sustainability Consultant, Incite

2009 - 2010

Master of Art (Complexity theory, systems thinking and poststructuralist ethics), Stellenbosch University

2007

BA Hons (Philosophy), Stellenbosch University

2004 - 2006

BA Hons (Politics, Philosophy and Economics, Stellenbosch University



HUMANITIES

Camille's career timeline

2018 – Now
Head of
Digital
Content, M&C
Saatchi Africa

2016 – 2018
Digital Account
Manager,
Saatchi &
Saatchi
Synergise

2016
Account
Manager,
Matriarch

2015 – 2016
Production
Assistant, Big
World Cinema

2014 – 2015
Sales
Representative, Real
and Simple
Denim

2014
BA Hons
(Film and
Television
Studies),
UCT

**2011 –
2013**
BA (Film
and Media
Production),
UCT



Camille Darné

Camille is Head of Digital Content at M&C Saatchi Africa, where she oversees all content initiatives whilst working on multiple platforms and formats to develop quality digital content.

What led you to your position?

I started out in film production, where I assisted producers with their shoot planning and getting our African films into festivals. I became curious about film marketing, which shifted me towards advertising.

What are the best parts of your job?

It's great working with clients that see the potential of Africa. We get exciting and challenging briefs. In my position, I am afforded the opportunity to work on a campaign from ideation through to execution, which is very rewarding. Also, an agency is a collective of brilliant people, so you collaborate with strategists and creatives that help bring the work to life. As for work highlights, I absolutely love content shoots, seeing our content live and travelling around Africa.

What does a typical day look like for you?

A typical day for me includes client briefings, brainstorming, resource planning, working on presentations, reviewing work and, of course, catch-ups with the team.

Advice to graduates that want to break into the industry?

Just create! Put together a portfolio of your work and keep adding to it proactively. Start off on small jobs and help friends/family with their digital marketing – this is the quickest way to

learn. Experiment with different platforms, ad formats and content, and tinker with paid media. Once you land your first job, never stop being critical of your own work and never stop seeking inspiration. Have a point of view and present it with confidence, but be open to feedback.

How do your qualifications add value to your projects?

I never planned on ending up in advertising... But I am incredibly thankful for my studies and the result of a critical, research-based approach to everything I do. My studies gave me highly adaptable skills which allow for flexibility when it comes to my career path. A BA will give you a range of skills and experiences, but ultimately it will be up to you to plan your personal trajectory – which is exciting.

How do you see your industry evolving in the next ten years?

I think there is going to be a push towards collaboration – with clients, internal teams and suppliers. As technology improves, remote working becomes more feasible, and it offers a host of efficiencies, diversity of thought, access to experienced individuals, and quick turnarounds. The old agency processes are slowly fading and quick communication and collaboration are essential for better work. Work on your portfolios and prioritise networking. Also, when it comes to Africa... Watch this space. We are remarkable.



Kai Luke Brummer

Kai is an up-and-coming South African actor, known best for his role in the new film "Moffie". Since graduating, he has performed in numerous stage productions, including Mike van Graan's "When Swallows Cry" and "The Curious Incident of the Dog in the Nighttime," for which he won the Naledi Award for best actor.

How did your qualification prepare you for your career?

The UCT Drama department gave me invaluable practical training, but more importantly, it broadened my mind and challenged me to work harder.

What are the key skills that help you as an actor?

I approach each project with the idea that it can teach me something. I think that when you are open to learning, a whole world opens up to you.

Advice to students that want to break into the industry?

I think the most important thing is to gain work experience while you are still at university. University offers one the tools and the sooner you can start applying these tools to the professional world the more advantageous both your degree and first year out will be. Also, learn accents – we have a lot of international work coming to South Africa, and the sooner you nail an accent, the sooner the international market opens up to you.

How did you prepare for the lead role in "Moffie"?

Preparing for the role of Nicholas was a slow process. Oliver Hermanus (director) and myself spent about two and a half months breaking down the time period,

the character's backstory and the script. Perhaps the most difficult factor was shrinking my physical size, as I needed to look like an 18-year-old. I lost 13 kg over the Christmas period, which didn't make me the most jovial person to be around.

How do you see the South African film industry evolving in the next ten years?

The film industry in South Africa is growing every day. My hope is that, as this industry develops, we can concentrate on telling our own stories, with a quality and depth of understanding that will interest both international and local audiences.

What are the best parts of your job?

The best part of my job is getting to explore a multitude of characters. I play characters coming from very different backgrounds to me, and this gives me insight into new worlds and helps me to understand myself and others better.

What do you wish you knew about acting while you were still a student?

I wish I could have grasped the concept of having fun. I think one can become so serious about academic studies, but when you learn to enjoy what you are studying and find the joy in it, it changes your whole learning experience.

Kai's career timeline

2019 – 2020

Lead in "Moffie" (Film), Dir. Oliver Hermanus

2019

Supporting role in "Professionals" (TV)

2018 – 2019

Lead in "The curious incident of the dog in the nighttime" (Theatre)

2017 – 2018

Lead in "When Swallows Cry" (Theatre)

2017 – 2018

Lead in "Selwyn and Gabriel" (Theatre)

2017

Supporting role in "Origins" (TV),

2013 – 2016

BA Hons (Theatre and Performance), UCT

Employer Directory



7

A-Z Directory of Employers

Bringing you choice opportunities to consider and explore as your first step into the world of work. Find details on how to apply for your dream internship, bursary or vacation job. Use the key on the bottom right of each listing to see which employers are specifically looking for grads from your faculty.

Go to mycareer.uct.ac.za for more opportunities

71point4

71point4 is a Cape Town-based strategic research consultancy specialising in consumer-focused, data-driven research. Our work focuses on bringing the life and experience of consumers into the decision-making processes of policy makers, think tanks and executives. We work across a range of sectors with a primary focus on those that potentially transform the lives of consumers for the better. Our team comprises data scientists, economists and marketers.

Who we are looking for:

We are looking for graduates and interns with strong analytical skills who are passionate about data and curious about people. Your job is not only to answer questions, but to ask better questions.

How to apply:

We like to get to know potential candidates on a slightly more practical level. So to apply for a position, send us your CV together with your answers to the challenges which can be found on our website in the careers section.

Apply at: <https://www.71point4.com/careers/>



Closing date for applications: 31 December 2020

SA Citizenship required? No

Opportunity location(s): Cape Town

Types of opportunities:

Research, Consulting, Economics, Data Science, Analytics

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Internship, Vacation work



Ab Initio



Ab Initio provides a data processing software platform that our customers and consultants use to build applications for large and complex data processing challenges. These include processing huge amounts of data, low latency real-time applications, applications that dynamically reconfigure themselves based on the data, applications that scale as data volumes increase – you get the idea. Ab Initio sells through word-of-mouth, so you are unlikely to have heard of us. Our customers are some of the largest companies in the world, covering industries like banking, retail and telecoms. Founded in 1995 and growing ever since.

Who we are looking for:

Candidates who have an excellent academic background, at least a Masters' degree in either Computer Science or a discipline with a heavy emphasis on Computer Science and have a problem-solving mentality, sharp intellect, highly conscientious and committed.

How to apply:

Email your CV, cover letter and latest transcripts to SACareers@abinitio.com

Apply at: <https://www.abinitio.com/en/>

Closing date for applications: 31 December 2020

SA Citizenship required? No

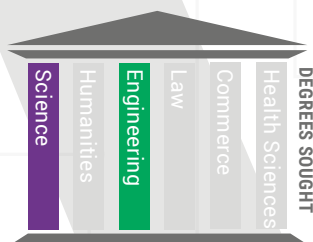
Opportunity location(s): Cape Town, Johannesburg

Types of opportunities: IT, Software

Recruiting from: South Africa

Opportunities on offer

Graduate programme



Ackermans

ACKERMANS

Our story began in 1916 when Gus Ackerman opened the doors to the very first Ackermans store in Wynberg, Cape Town. His vision was simple: making quality products affordable to everyone. Ackermans is a value retailer with more than 800 stores spread across Southern Africa. Our purpose at Ackermans is: Bringing Value to Life. It lies at the heart of everything we do, whether it's to the lives of our customers and employees, or to the wider community and value retailing as a whole.

Who we are looking for:

If you're passionate about retail, people or fashion, this is a great opportunity to be part of a company with over 100 years in the business, more than 10 000 employees working in our Support Centre, Distribution Centers and in our stores across 5 countries!

How to apply:

Register your profile:

<https://ackermans.erecruit.co/candidateapp/Register>

Apply at: <https://ackermans.erecruit.co/candidateapp/Jobs/Browse.aspx>

Closing date for applications: 31 December 2020

SA Citizenship required? No

Opportunity location(s):

Kuilsriver

Types of opportunities:

Finance, HR, Marketing, Supply Chain, Operations, Buying, Planning, Commercial,

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Internship, Vacation work



Adams & Adams

We were awarded the best IP firm over last three years and the best IP firm in South Africa for 2018. We are actively growing our Commercial, Property and Litigation department and have recently opened Adams Forensics. Our firm's leadership position is reflected in the groundbreaking work we do, the valuable client relationships we have and the quality of our professionals.

Who we are looking for:

We are looking for high calibre discerning candidates who are willing to work hard towards their goals and maximize on the exposure and training they receive from the firm. We accept applications from BA Law, BCom Law and LLB students who will start their Practical Vocational Training in 2022 and 2023.

How to apply:

Please submit a letter of motivation, comprehensive CV, Copy of ID, Matric/Senior Certificate, full academic record of all qualifications to date and a marked legal assignment (not older than 12 months).

Apply at:

<https://www.adams.africa/gradrecruitment/>

Closing date for applications: 31 December 2020

Adams & Adams

SA Citizenship required? Yes

Opportunity location(s):

Cape Town, Durban, Johannesburg, Pretoria

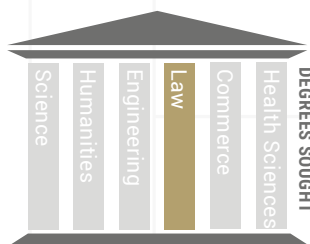
Types of opportunities:

Practical Vocational Training

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



Agis

Agis combines strategy advice, operational support and growth capital to create value for its clients in Africa. Agis Strategy provides strategy consulting services to companies and investors looking for aggressive, market disruptive growth. Agis Investments funds small companies' growth and supports management teams in developing and delivering best-in-class strategies. All team members work across both business units.

Who we are looking for:

We look for well-rounded candidates with top percentile achievement throughout their education, evidence of extracurricular activity (a 'team player'), and solid analytical and communication capabilities.

How to apply:

Please submit your CV, transcripts and cover letter to recruiting@agis-investments.com

Apply at:

<http://agis-holdings.co.za/careers/>

Closing date for applications:

Refer to website.

AGIS

SA Citizenship required? No

Opportunity location(s):

Johannesburg

Types of opportunities:

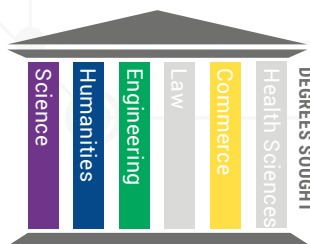
Business Analyst

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Internship,



Amazon Development Centre

The Student Programs team oversees recruiting for full-time and internship student roles globally. A student is defined as any candidate currently enrolled in a full-time accredited degree program: Bachelor's, Master's, PhD, Associates, diplomas, or Certificates. Student Programs supports job profiles that are typically high volume and high impact, in order to grow students and graduates into quality talent across Amazon job families.

Who we are looking for:

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How to apply:

Online application through our job portal.

Apply at:

<https://bit.ly/amazonjobsuct>

Closing date for applications:

30 November 2020

SA Citizenship required?

Yes



Opportunity location(s):

Cape Town

Types of opportunities:

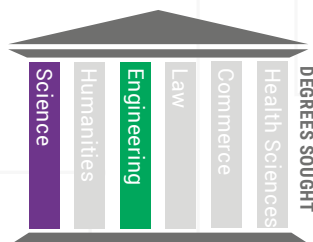
IT/Software engineering/ Recruitment

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Internship,



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Who we are looking for:

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How to apply:

Apply online: www.angloamerican.com

Apply at:

www.angloamerican.com



Closing date for applications: 15 August 2020

SA Citizenship required? Yes

Opportunity location(s): South Africa

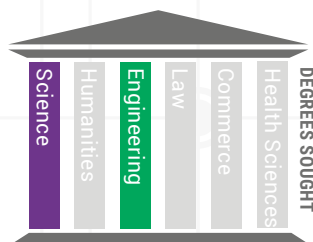
Types of opportunities:

Engineering and relevant sub-disciplines

Recruiting from: South Africa

Opportunities on offer

Graduate programme





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Aspect Advisory

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Who we are looking for:

Aspect Advisory is looking for bright, entrepreneurial and motivated individuals to join the company. Applicants should have an Honours degree, preferably in: Computer science; Actuarial Science; Quantitative Finance; Mathematical Finance; or Risk Management

How to apply:

The Graduate programme will start in January next year and will have a duration of 12 months. Applications, including a cover letter, CV, and academic transcripts can be sent to careers@aspect.co.za.

Apply at:

<https://www.aspect.co.za/careers>



ASPECT ADVISORY

Closing date for applications: 31 August 2020

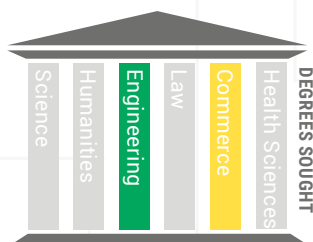
SA Citizenship required? No

Opportunity location(s): Johannesburg

Types of opportunities:
Junior Consultant

Recruiting from: South Africa

Opportunities on offer
Graduate programme



Auditor General of South Africa

The Auditor-General of South Africa (AGSA) is the supreme audit institution (SAI) of South Africa. It is the only institution which, by law, has to audit and report on how the government is spending the South African taxpayers' money. This has been the focus of the AGSA as an institution since its inception in 1911.

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Who we are looking for:

Candidates currently completing PGDA.

Apply at:

www.agsa.co.za

Closing date for applications: 31 October 2020

SA Citizenship required? Yes



AUDITOR-GENERAL
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Opportunity location(s):

All provinces

Types of opportunities:

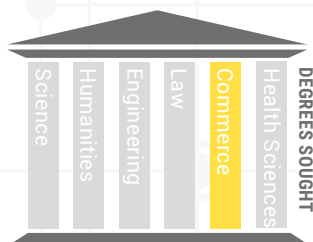
Trainee Auditor Articles

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



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AUDITOR-GENERAL
SOUTH AFRICA



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Closing date for applications: 14 August 2020

BAIN & COMPANY

SA Citizenship required? No

Opportunity location(s):

Johannesburg

Types of opportunities:

Consulting across industries

Recruiting from: South Africa

Opportunities on offer

Graduate programme



Baker McKenzie

Baker McKenzie is a truly global law firm. We advise many of the world's most dynamic and successful organisations through our 13,000 people in 77 offices across 47 countries. We work hard to ensure that everyone knows their role and has the support they need to perform it to the highest standard. In Johannesburg you will be part of an office with over 100 people. Baker McKenzie South Africa is regularly involved in some of the country's most high-profile legal matters. We can offer you the work, pride and experience of being part of a leading law firm but in an environment that is hard working, yet friendly and supportive.

Who we are looking for:

Candidates must be graduating with an LLB and combine an impressive academic track record with excellent technical skills.

How to apply:

Please submit a detailed CV, most recent academic transcript, qualifications and ID copy.

Apply at:

<https://www.bakermckenzie.com/en/careers/job-opportunities/emea/south-africa/practical-vocational-training>

Baker McKenzie.

Closing date for applications: Refer to website.

SA Citizenship required? Yes

Opportunity location(s):

Johannesburg

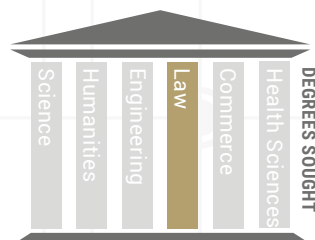
Types of opportunities:

Candidate Attorney

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



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

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

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- **Associate Consultant** full-time role
- **CA(SA) Training Programme** (3 years) – select Associate Consultant & insert referral code "CA(SA) Training Programme"
- **Associate Consultant Internship** (Winter vacation period)

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*BDO Global results, 30 September 2019

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/bdosouthafrica

BGC

BGC Partners is a leading global brokerage company servicing the financial and real estate markets. We are experts in our fields, agile and dynamic in our approach, and built upon the foundation of cutting edge technology and exceptional talent. We are a small firm located in Claremont. We are looking for bright, motivated BCom graduates to join our firm. Candidates can expect to gain better experience at our small firm as opposed to the larger firms. They get exposed to all aspects relating to their choice of traineeship, better preparing them for work after articles.

Who we are looking for:

Bachelor of Commerce graduate with excellent verbal and written communication skills, strong analytical ability, deadline driven and the ability to work independently as well as have a valid drivers licence and transport.

How to apply:

Please send your full CV, covering letter and academic transcripts to hr@bgc.co.za

Apply at:

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



AUDIT • TAX • ADVISORY

Closing date for applications: 31 December 2020

SA Citizenship required? Yes

Opportunity location(s): Cape Town

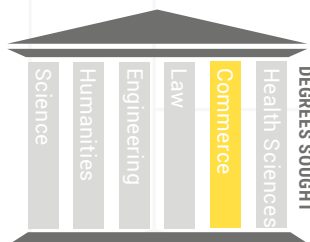
Types of opportunities:

SAICA, SAIPA and SAIT articles/traineeship

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Internship, Bursary/scholarship, Vacation work



BDO South Africa Incorporated

BDO in South Africa provides audit, advisory and tax services to a broad range of clients – from large JSE-listed companies to small and medium sized entities, individuals and the public sector. As the South African member firm of BDO International, which has offices in 162 countries, we have been delivering exceptional services to our clients since 1963. In South Africa we service clients countrywide from offices in Cape Town, Durban, Johannesburg, Port Elizabeth, Pretoria, Roodepoort and Stellenbosch.

Who we are looking for:

We look for enthusiasm, commitment and a passion to learn; good communication skills; a sense of fun; attention to detail; honesty and integrity; innovative, problem solvers and leadership and people skills.

How to apply:

<https://www.bdo.co.za/en-za/careers/student-careers>

Apply at:

<https://www.bdo.co.za/en-za/careers/student-careers>

Closing date for applications: 31 December 2020



SA Citizenship required? Yes

Opportunity location(s):

Cape Town, Port Elizabeth, Durban and Johannesburg

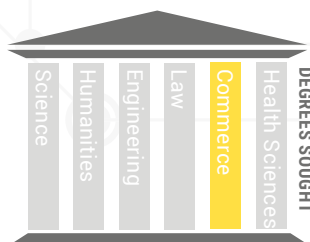
Types of opportunities:

SAIPA, SAICA and SAIT

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



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Boston Consulting Group partners with leaders in business and society to tackle their most important challenges and capture their greatest opportunities. We offer career opportunities to students from all academic backgrounds. Interested candidates are encouraged to apply via

[TALENT.BCG.COM/APPLY](https://talent.bcg.com/apply)

BUILD. CONNECT. GROW. [BCG.COM/
CAREERS](https://bcg.com/careers)

Boston Consulting Group

Boston Consulting Group is a global management consulting firm and the world's leading advisor on business strategy and transformation. We partner with clients in all sectors and regions to identify their highest-value opportunities, address their most critical challenges, and transform their businesses. To succeed, organizations must blend digital and human capabilities. BCG's diverse, global teams bring deep industry and functional expertise and a range of perspectives to spark change through leading-edge management consulting as well as data science, technology and design, digital ventures, and business purpose. We work in a uniquely collaborative model across the firm and throughout all levels of the client organization to deliver results that help our clients thrive.

Who we are looking for:

We are looking for top performers (3rd year upwards) from any academic discipline to join us.

How to apply:

Please submit your matric and full university transcripts along with your CV and 1 page cover letter to <https://talent.bcg.com/apply>



Closing date for applications: 31 August 2020

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of opportunities:

Management and strategy consulting

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Internship



BOWMANS

Our track record of providing specialist legal services, both domestic and cross-border, in the fields of corporate law, banking and finance law and dispute resolution, spans over a century. With seven offices in five African countries and over 400 specialised lawyers, we draw on our unique knowledge of the business and socio-political environment to advise clients on a wide range of legal issues.

Who we are looking for:

We look for students studying towards any of the following qualifications; BCom Law; BA Law and LLB. Our lawyers are team players. They are committed to excellence and delivering high quality service. Most importantly, they possess a passion for the law.

How to apply:

Applications must be submitted online. The graduate recruitment team and selected partners of the firm will screen your application to assess your eligibility.

Apply at:

<https://www.bowmanslaw.com/careers/graduate-opportunities/>



BOWMANS

Closing date for applications: 31 December 2020

SA Citizenship required? No

Opportunity location(s): Cape Town, Johannesburg

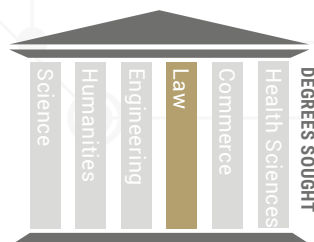
Types of opportunities:

Articles

Recruiting from: South Africa

Opportunities on offer

Internship, Bursary/scholarship, Vacation work





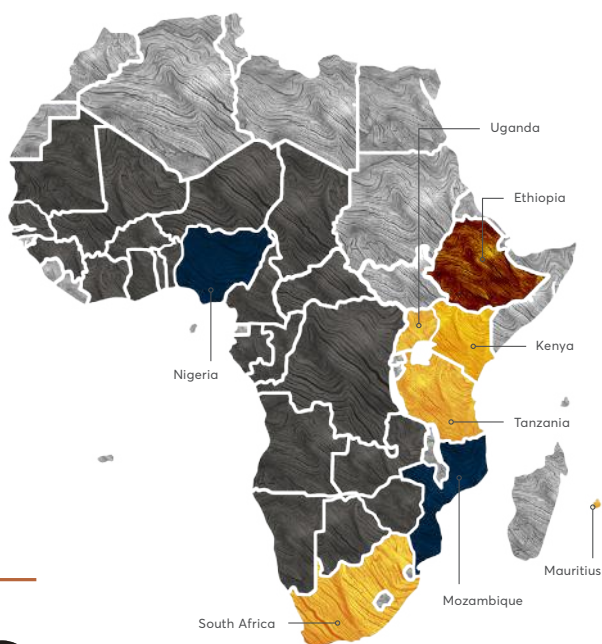
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Bowmans offices



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Alliance firms



Significant transaction or advisory experience

Cliffe Dekker Hofmeyr

Cliffe Dekker Hofmeyr is one of the largest business law firms in South Africa with more than 100 directors and qualified lawyers. We value integrity, a positive attitude, a willingness to embrace the firm and a commitment to a successful partnership. We focus on a number of key sectors which are active and thriving in Africa, including mergers and acquisitions, mining and minerals, telecommunications, energy, oil and gas, banking and finance, projects and energy, hospitality and leisure, and arbitration.

Who we are looking for:

We are looking for all-rounders when selecting candidate attorneys i.e. candidates with good academic results in Law and an active interest in areas outside their studies.

How to apply:

Please submit all your application documents (Cover letter, CV, matric certificate and full academic transcript) at the following link <https://leap.ly/campaign/cliffedekkerhofmeyr19>.

Apply at:

<https://www.apply4law.co.za/>



Closing date for applications: Refer to website.

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Johannesburg

Types of opportunities:

Careers in Law

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



Clyde & Co

Clyde and Co is a dynamic, rapidly expanding global law firm focused on providing a complete legal service to clients in our core sectors. We are a leading global law firm focused on the sectors that move, build and power our connected world and the insurance that underpins it. Our core industry sectors are: insurance and reinsurance, transportation, energy, commodities and infrastructure. We couple deep experience with an open, dynamic environment capable of quickly evolving.

Who we are looking for:

Qualifications required: LLB, BA Law, Attributes required: Ambitious, Passionate, Committed, Independent and Adventurous

How to apply:

Apply by sending your CV, academic transcripts, ID copy and motivation letter to graduatessa@clydeco.com

Apply at:

<https://clydecograduates.com/>

Closing date for applications:

31 August 2020

CLYDE&Co

SA Citizenship required? Yes

Opportunity location(s):

Cape Town, Johannesburg

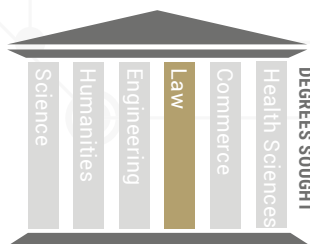
Types of opportunities:

Candidate Attorney

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Vacation work



Cox Yeats Attorneys

Cox Yeats is an award-winning law firm and an excellent teaching establishment. As a leading firm of attorneys we offer a wide range of commercial and personal legal services. To give the best service to our clients we believe that it is essential to understand their objectives and to deal with their legal affairs in the context of their overall requirements.

Who we are looking for:

We are looking for bright, confident and ambitious graduates to join us in offering tailor-made legal solutions of the highest standard. We invite top second year students to apply for vacation work in 2020/2021 or articles in 2022/2023.

How to apply:

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

Apply at:

www.coxyeats.co.za

Closing date for applications:

23 December 2020



SA Citizenship required? Yes

Opportunity location(s):

Durban

Types of opportunities:

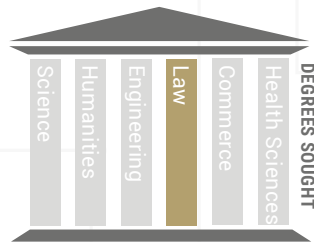
A career in Law

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Internship



Crowe

Crowe in Southern Africa is a member of Crowe Global, which consists of over 120 locally and independent representative firms with 415 offices globally, ranking in the top 10 accounting and management consulting firms. We are a public accounting, consulting, and technology firm that combines deep industry and specialized expertise with innovation. Read more at <https://www.crowe.com/za/about-us>

Who we are looking for:

University Honours in Accounting, or an Advanced Diploma in Accounting BCom Accounting Skills and Attributes Crowe HZK looks for: Interpersonal skills Target driven Sociable Time Management Skills Leadership abilities

How to apply:

Submit Resume to Recruitment Cape Town at recruitment.ct@crowe.za.com

Apply at:

<https://www.crowe.com/za/careers>

Closing date for applications:

31 December 2020



SA Citizenship required? No

Opportunity location(s):

Cape Town

Types of opportunities:

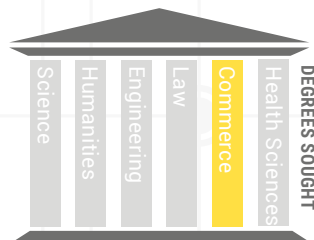
Accounting, Auditing

Recruiting from:

Internationally

Opportunities on offer

Graduate programme



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APPLICATION CLOSING DATES

Practical Vocational Training (2022)

Applications close on 1 May 2020

Practical Vocational Training (2023)

Applications close on 1 May 2021

Winter Vacation Programme (June/July 2020)

Applications close on 1 March 2020

Summer Vacation Programme (December 2020)

Applications close on 1 August 2020

Bursaries (2021)

Applications close on 1 September 2020

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culminIT (Pty) Ltd

CulminIT is a young and dynamic company that has been successfully operating since 2008. We mainly operate in Cape Town. We provide solutions to clients with business, administrative, operational and financial problems. We always strive to deliver quality solutions and service and believe in delivering value to our clients. Our approach is to be subject experts in the areas where we offer solutions. We don't just offer a service, we offer a solution.

Who we are looking for:

We want people who think creatively, solve problems and have a good work ethic, willingness to learn with a passion for software development. Key Requirements: You must be at a minimum in third year studying towards a Bachelor's in CompSci or IS

How to apply:

Send us your CV, University transcripts and Matric Certificate to careers@culminit.co.za

Apply at:

www.culminit.com

Closing date for applications: 31 July 2020



SA Citizenship required? No

Opportunity location(s): Cape Town

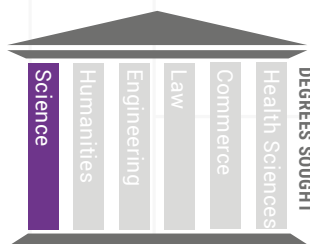
Types of opportunities:

IT and Finance

Recruiting from: International - valid work permit required

Opportunities on offer

Graduate programme, Bursary/scholarship



Deloitte

Deloitte is a leading professional services organisation. We specialise in Audit and Assurance, Consulting, Financial Advisory, Risk Advisory, Tax and related services. We serve clients in a variety of industries from financial services to consumer business, energy, mining and manufacturing, tourism, technology, media and telecommunications and the public sector. Deloitte is led by a purpose: to make an impact that matters. This purpose defines who we are.

Who we are looking for:

We recruit for the following qualifications: CA (SA), Accounting specialising in Tax and Finance, Actuarial Science, Computer Science and IT, Data Science, Economics, Engineering, Financial Management, Mathematics and Statistics and Risk Management.

How to apply:

CA (SA): www.joindeloitte.co.za
(all years of study; applications open all year round)

Other qualifications: www.deloitte.com/za – search under "careers" and click on "students"
(4th years only; closing date on 31 May 2020)

SA Citizenship required? Yes

Deloitte.

Opportunity location(s): Cape Town, Durban, Gauteng, Namibia, Port Elizabeth

Types of opportunities:

Accounting specialising in Tax and Finance, Actuarial Science, CA (SA), Computer Science and IT, Data Science, Economics, Engineering, Financial Management, Mathematics and Statistics, Risk Management

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



Delta Partners Group

We are the leading advisory and investment firm specialised in the telecoms, media and tech (TMT) industry. Our multi-disciplinary advisory services bring together strategic, technical, financial and operational advice combined with execution support to our clients globally. Our investment services include private equity and also extend to direct investments into TMT companies, while leveraging the unique synergies from our integrated business model.

Who we are looking for:

Strategy, Analytics or a related field, with strong grades (min. 2.1 equivalent grade). A relevant internship assuming similar responsibilities. Interest in TMT. Good problem-solving, quantitative and analytical skills. Logical and lateral thinker.

How to apply:

Through the Job post link shared by Delta Partners

Apply at:

<https://www.deltapartnersgroup.com/open-positions>

Closing date for applications: 25 August 2020

DELTA PARTNERS

SA Citizenship required? No

Opportunity location(s):

Johannesburg

Types of opportunities:

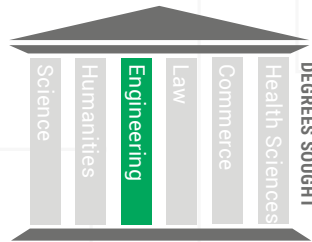
Consulting / Investment Banking

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Internship



DNA Economics

DNA Economics is a specialist economics and development consulting company, based in Pretoria, but active throughout Sub-Saharan Africa. We are looking for junior economists to join our full-time team. At DNA Economics, you will work with experienced economists to solve complex and topical problems through the application of theoretical knowledge and rigorous analysis. In return, we can offer you a flexible and friendly working environment and the opportunity to develop and progress in your chosen field. If you are intellectually curious, self-motivated and share our passion for working on real world economic challenges, we would like to hear from you.

Who we are looking for:

Applicants must ideally have a Master's Degree, ideally in economics (completed or to be completed this year); excellent writing and communication skills; good quantitative and analytical skills; and must be legally able to work in South Africa.

How to apply:

Apply and submit your CV at www.dnaeconomics.com

Closing date for applications: 27 July 2020



SA Citizenship required? Yes

Opportunity location(s):

Pretoria

Types of opportunities:

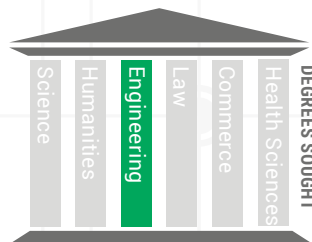
Our services are based on our extensive international experience and network; sound economic analysis and quantitative techniques; and unique insights into the business and policy environment in Southern Africa.

Recruiting from:

South Africa

Opportunities on offer:

Internship



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ENSAfrica

With over 600 practitioners and more than 200 years of experience, ENSAfrica is Africa's largest law firm. We provide legal and tax services across sub-Saharan Africa and are committed to ensuring work is done in the manner that best suits our client's needs. We are an independent law firm which means that irrespective of where our clients have business interests across Africa, we will ensure that you receive consistent, high-quality services.

Who we are looking for:

BA Law; BCom Law or Bachelor of Law (LLB)

How to apply:

Please email graduates@ENSAfrica.com with the following documents: letter of motivation, a comprehensive CV, full academic transcript, matric certificate, copy of ID document, at least one reference letter

Apply at:

<https://careers.ensafrika.com/students>

Closing date for applications:

31 December 2020



SA Citizenship required? No

Opportunity location(s):

Cape Town, Durban, Johannesburg, Stellenbosch

Types of opportunities:

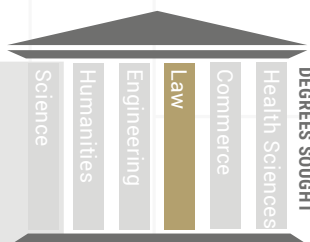
Lawyer

Recruiting from:

Ghana, Kenya, Mauritius, South Africa

Opportunities on offer

Graduate programme, Vacation work



Entelect Software (Pty) Ltd



Are you prepared to become more? Like the naive teenager who becomes the saviour of an entire galaxy, you too have the potential for greatness when you work with us at Entelect. Should you choose to start your journey with us, you are not only joining a leading software engineering company, you are becoming a part of something much bigger; where the possibilities are endless. Leave your fears behind and insecurities at the door and bring the magic of you. Let's go further, let's become more.

Who we are looking for:

BSc, BCom, BIS or BEng in Computer, Software, Information or Electronic related sciences.

How to apply:

Send your CV and transcripts to career@entelect.co.za.

Apply at:

<https://culture.entelect.co.za/>

Closing date for applications:

1 November 2020

SA Citizenship required? Yes

Opportunity location(s):

Cape Town, Johannesburg

Types of opportunities:

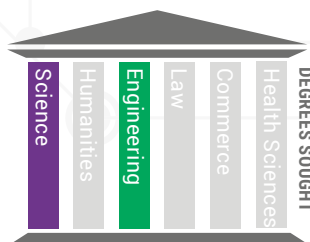
Software Development (IT)

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Vacation work



Eversheds Sutherland (South Africa)

Eversheds Sutherland is one of the largest global combination of firms in the world with some 3500 people including more than 700 partners and almost 2400 lawyers in all. We have 66 offices across 33 countries within major cities in Europe, the US, the Middle East, Asia and Africa. Our four main practice areas are: company commercial, human resources, litigation and dispute management and real estate. We work in a number of key industry sectors including consumer, diversified industrials, education, energy and natural resources, financial institutions, health, real estate sector, public sector, sport, TMT and transport.

Who we are looking for:

We are looking for graduates with strong academics and innovative thinking with majors in Law.

How to apply:

Please submit your CV together with academic transcripts to eversheds-sutherland.co.za

Apply at:

www.eversheds-sutherland.com

EVERSHEDS SUTHERLAND

Closing date for applications: Refer to website.

SA Citizenship required? Yes

Opportunity location(s):

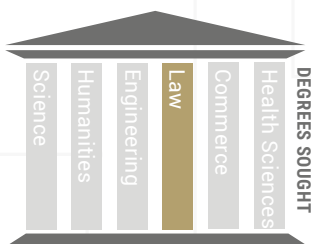
Durban, Johannesburg

Types of opportunities: Legal

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Vacation work



EY

When you join EY, you join a global firm with people at its centre. Our culture is as diverse as it is inclusive, and we welcome those who think differently and work smartly. Through our four integrated service lines — Assurance, Advisory, Tax and Transaction Advisory Services, and our deep sector knowledge, we help our clients to capitalise on new opportunities and assess and manage risk to deliver responsible growth. You'll be challenged by the incredible work you can do when you join this firm and you'll grow faster than you would anywhere else.

Who we are looking for:

We look for graduates to join our Assurance, Advisory, Tax and Transactional Advisory Services service lines. Your mindset is just as important as your skillset. Bring your empathy and curiosity, as well as your ability to learn, question the world around you, bounce back from mistakes and stay creative. In an increasingly digital world, we want your most human qualities...

Apply at:

https://www.ey.com/en_za/careers/students-apply-here

Closing date for applications: 31 December 2020



**Building a better
working world**

SA Citizenship required? Yes

Opportunity location(s):

Nationally

Types of opportunities:

Auditing and Advisory

Recruiting from:

South Africa

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work





ENSafrica | in Africa | for Africa

Applications are open

ENSafrica invites all law students to apply for the **Winter 2020 Vacation Programme** and/or **Practical Vocational Training**

apply using the following documents:

- letter of motivation
- a comprehensive CV
- full academic transcript
- matric certificate
- copy of ID document
- at least one reference letter

email graduates@ENSafrica.com

or go

<https://careers.ensafrica.com/students>

Fairbridges Wertheim Becker Attorneys



Fairbridges Wertheim Becker was formed by the coming together of two respected South African law forms, the first being Fairbridges established in 1812 in Cape Town, the second Wertheim Becker founded in 1904 in Johannesburg. Our teams of highly qualified and experienced attorneys allow us to offer wide-ranging services through our multi-disciplinary practice. The wide ranging services offer excellent training for young lawyers as it exposes them to many areas of practice. We embrace challenge and encourage innovation. We have been a training ground for many aspiring lawyers who have gone on to distinguish themselves.

Who we are looking for:

Ideal candidates need to be in possession of an undergraduate degree and an LLB. We look for well-rounded applicants who are curious about the world around them, who keep abreast of current events, lead a balanced life style and have good academic achievements

How to apply:

All the details and required documents are on our website, at www.fwbattorneys.co.za. Submit applications to arezelman@fairbridges.co.za

Closing date for applications: Refer to website.

SA Citizenship required? Yes

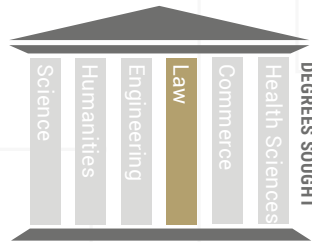
Opportunity location(s): Cape Town, Johannesburg

Types of opportunities:

Legal candidate attorney. 2 year contract

Recruiting from: South Africa

Opportunities on offer: Internship



Fasken

Fasken is a full-service law firm with offices in Canada, the UK, South Africa and China. We work with clients around the globe, offering expertise in legal issues affecting all types of industry, government and individual objectives.

Who we are looking for:

We are looking for LLB students to be considered for Bursaries, Vacation Work Programmes and Articles.

How to apply:

Applications are done online at <https://fasken.erecruit.co>

Closing date for applications:

31 December 2020

SA Citizenship required? Yes

Opportunity location(s):

Johannesburg

FASKEN

Types of opportunities:

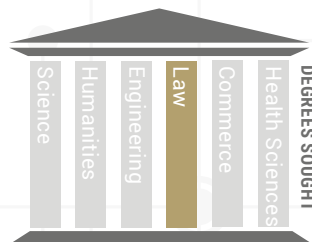
Articles, Vacation Work

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



what is **my4in1** **.com?**



It's **4 graduates** who believe in doing good AND doing well, It's 4 those who take initiative and are driven to be the best they can be, It's 4 those who prefer making a difference and not just making a buck.

It's **4 trailblazers, dreamers, relentless optimists** and those with the vision to take on the challenges of the future.

It's 4-in-1, and if you dream of designing a life path and not just getting a job – FirstRand works for you.

FirstRand works for you

Feel free to learn more and have a look at why my 4-in-1 works for CAs (accounting graduates) and quants (quantitative analysts – usually grads from statistics, engineering, mathematics, data science, data mining and actuarial science).

Our website details and application link | **www.my4in1.com**

CA Training programme closing dates | **31 May 2020**

Quants Graduate programme closing dates | **31 August 2020**

FirstRand Bank Limited

FirstRand is a leading African financial services business with brands well known for their entrepreneurship and innovation: FNB, RMB, WesBank and Ashburton Investments. Each of the brands is united by a shared philosophy and a unique owner manager culture that empowers and mandates teams to make a serious impact in the financial services field – and on the world. FirstRand commits to building a future of shared prosperity through enriching the lives of its customers, employees and the societies it serves. This is the foundation to a sustainable future and will preserve the group's enduring promise to create long-term value and superior returns for its shareholders.

Who we are looking for:

Self-starters who appreciate substance over form and take pride in going beyond expectations and pushing the limits of personal potential – take note.

How to apply:

Apply for the suitable programme on <https://www.my4in1.com> by attaching a Motivational letter, CV and Academic transcript

Apply at: <https://www.my4in1.com>



Closing date for applications: 31 August 2020

SA Citizenship required? Yes

Opportunity location(s):

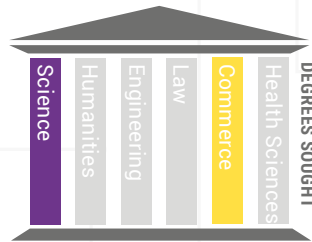
Cape Town, Johannesburg

Types of opportunities: Finance

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



FNB

FNB is no ordinary Bank. It is Africa's strongest Banking brand. We are also a Telco and an Insurer and we never stop asking, "What next?". As part of the FNB Graduate League, you will always keep learning; you will collaborate; work on projects; be part of industry-changing innovations and have an opportunity to make your mark in SA's coolest bank.

Who we are looking for:

We hire extraordinary people in the fields of IT, Engineering, Actuarial Science, Mathematics and Statistics

How to apply:

Visit www.fnbgrad.mobi, register your profile on the careers site and submit your CV and full academic transcript

Apply at:

www.fnbgrad.mobi

Closing date for applications: 7 August 2020

SA Citizenship required? Yes



how can we help you?

Opportunity location(s):

Johannesburg

Types of opportunities:

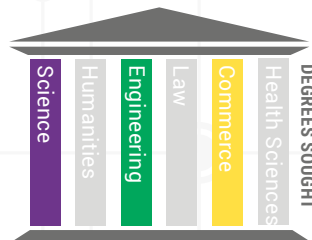
IT, Engineering, Commerce, Actuarial, Quants

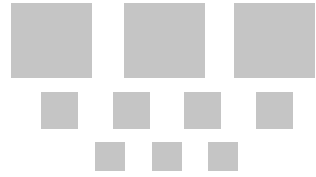
Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Vacation work





ESTATE PLANNING TRUSTS WILLS ESTATES BENEFICIARY FUNDS



THE FIDUCIARY INSTITUTE OF SOUTHERN AFRICA



PEOPLE | PLANET | PROFITS

As a future lawyer, do you want to do good while making money?

The fiduciary profession is growing rapidly and offers interesting careers in estate planning & administration, wills, trusts and tax advice.

So why not become a candidate member of **FISA** and ultimately a **Fiduciary Practitioner of SA (FPSA®)**?

PS: Visit our **extensive court case summaries** under “**Resources**” on our website.

www.fisa.net.za



Ready to go *where no bank has gone before?*

At FNB, you'll be stepping into a whole new world of firsts.

Our unique, collaborative culture is a first. Our game-changing thinking is a first. Our ground-breaking technology and analytics, as evidenced by our Global Data Anywhere Award for innovative optimisation, is a first. As Africa's Coolest Bank, for the eighth year running, we're making moves to build new solutions that build a better future. FNB Future League will run from **29 June - 03 July 2020**. Five days that will change your life for the better. **Open to all graduates from every kind of degree.**

Future League applications close

05 June 2020

Apply to the FNB Graduate Programme

Applications from 01 March - 07 August 2020

 www.fnbgrad.mobi

Hatch

Our organization is passionately committed to the pursuit of a better world through positive change. We embrace your visions as our own and partner with you to develop better ideas that are smarter, more efficient, and innovative. Our global network of 9,000 professionals work on the world's toughest challenges. Our experience spans over 150 countries around the world in the metals, energy, infrastructure, digital, and investments market sectors. We are employee-owned and independent—free to bring our best thinking to your business.

Who we are looking for:

You must be studying a BSc or BEng in Engineering and must have maintained an average academic achievement of 65% and above.

How to apply:

To apply for our bursary or graduate program please visit <https://www.hatch.com/careers>

Apply at:

<https://www.hatch.com/careers>

Closing date for applications: 30 June 2020

HATCH

SA Citizenship required? Yes

Opportunity location(s):

Johannesburg

Types of opportunities:

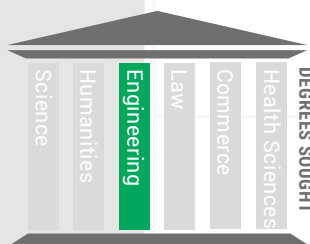
Engineering

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship



Huawei PTY (Ltd)

Huawei is a leading global ICT solutions provider and a Fortune 500 company ranking 72nd in 2017. Through our dedication to customer-centric innovation and strong partnerships, we have established end-to-end capabilities and strengths across the carrier networks, enterprise, consumer and cloud computing fields.

Who we are looking for:

We are looking for final year, Honours and Masters Graduates in the field of Engineering, telecommunication, Information Technology and Computer Science. The graduates should have a pass rate of 70% and above.

How to apply:

Email your CV, Motivational letter, Full academic transcripts, Certified ID copy, Matric and other certificates and Tertiary qualification (if applicable) to sagraduate@huawei.com

Closing date for applications:

31 December 2020

SA Citizenship required? Yes



HUAWEI

Opportunity location(s):

Johannesburg

Types of opportunities:

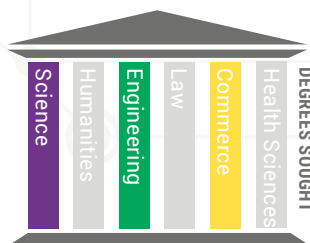
Engineering, Telecommunication, Information Technology and Computer Science.

Recruiting from:

South Africa

Opportunities on offer

Graduate programme



iiE Vega School

Vega, an educational brand of The Independent Institute of Education (The IIE) was formed in 1999. We have 4 campuses across South Africa (Cape Town, Johannesburg, Pretoria and Durban). The school is ideally positioned to meet the rapidly growing needs of the industry. This is by supplying students with the conceptual, strategic and practical skill-sets required to rise to the challenge of the future. A new school of thought was called for and Vega was born. Our qualifications have a strong focus on brand leadership, brand management, brand innovation, brand strategy and creative brand communication.

Vega derives its name from the brightest navigational star and Vega lecturers are navigators. They are driven by the ethos of strategic guidance and creative direction as opposed to merely imparting information that is passively absorbed.

Who we are looking for:

Candidates that are passionate about change and are determined to make the world a better place. Candidates who are innovative and are creative solution seekers at heart and are not afraid to push boundaries.



Apply at: <https://www.vegaschool.com/Application/>

Closing date for applications: 31 October 2020

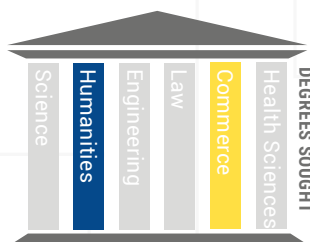
SA Citizenship required? No

Opportunity location(s):

Cape Town, Durban, Johannesburg, Pretoria

Recruiting from: Internationally

Opportunities on offer: Bursary/scholarship



Impact

At Impact our culture is our soul. We are passionate about our people, our technology, and are obsessed with customer success. Working together enables us to grow rapidly, win, and serve the largest brands in the world. We use cutting edge technology to solve real world problems for our clients and continue to pull ahead of the pack as the leading SaaS platform for businesses to automate their partnerships and grow their revenue like never before. Founded in 2008 by the same team that founded Commission Junction, Impact has grown to over 500 employees and eleven offices across the United States, Europe, Africa, and Asia.

Who we are looking for:

We're looking for CompSci and Finance grads. If you are looking to join a team where your opinion is valued, your contributions are noticed, and enjoy working with fun and talented people from all over the world, then this is the place for you.

How to apply:

Email your CV to careers@impact.com with "Your Qualification - UCT" as the subject line.

Apply at: <https://talent.impact.com/>



Closing date for applications: 31 December 2020

SA Citizenship required? Yes

Opportunity location(s): Cape Town

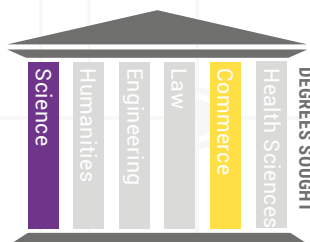
Types of opportunities:

Software Development, Finance, Marketing

Recruiting from: South Africa

Opportunities on offer

Graduate programme



Intelligent Debt Management

What we do matters. If you work at IDM you can make a real difference in this country and change lives. If you want meaning and purpose from your work, this is the place. We offer huge opportunities for diverse work experience and personal and professional growth within a supportive and vibrant culture. IDM is an award winning industry leader in debt management, a company whose growth shows no sign of slowing down. The people who thrive here genuinely care about making a difference, are self-motivated and driven, creative thinkers and collaborators, and hungry to learn and grow. If that sounds like you, the sky is the limit.

Who we are looking for:

While a Finance degree is beneficial we at IDM habitually recruit candidates who display the following attributes and capabilities: eagerness; passion; ambition; reliability/commitment; honesty; the ability to comprehend, problem-solve and communicate.

How to apply:

Visit our career page today and apply online.

Apply at:

<https://www.intelligentdebtgroup.co.za/Careers>



Closing date for applications: 31 December 2020

SA Citizenship required? Yes

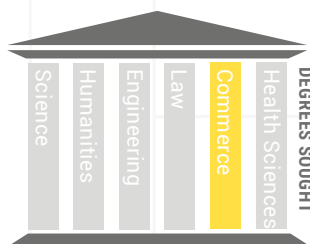
Opportunity location(s): Cape Town

Types of opportunities: Finance

Recruiting from: South Africa

Opportunities on offer

Graduate programme



Investec Asset Management

Investec Asset Management is an independently managed global asset manager within the Investec Group, which is listed in both London and Johannesburg. We are founder-led and our employees are equity stakeholders in our business. We provide investment products and services to institutions, advisory clients and individuals. Our clients include pension funds, central banks, sovereign wealth funds, insurers, foundations, financial advisers and individual investors.

Who we are looking for:

Applicants who are passionate about pursuing a career in asset management and have completed an undergraduate degree in the last 3 years.

How to apply:

Please visit our website in order to apply: www.investecassetmanagement.com/careers. Attach the following documents: South African ID; Grade 12 Certificate; Full academic transcripts

Apply at:

www.investecassetmanagement.com



Closing date for applications: 16 August 2020

SA Citizenship required? Yes

Opportunity location(s): Cape Town

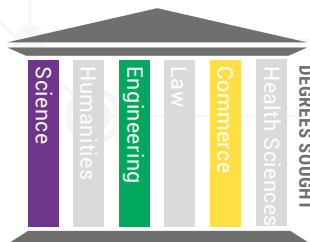
Types of opportunities:

Investments, Operations, IT

Recruiting from: South Africa

Opportunities on offer

Graduate programme



Investec Bank Ltd.

Investec is a distinctive Specialist Bank and Wealth Manager. We provide a diverse range of financial products and services to a niche client base in three principal markets, the United Kingdom, South Africa and Australia, as well as certain other geographies. At Investec we look for dynamic, energetic and filled with tenacity, integrity and out of the ordinary thinking. We value individuals who in turn value our culture; that is, a can-do attitude while challenging convention. Diversity, competency and flexible leadership are respected in pursuit of the growth of our business.

Who we are looking for:

CA Programme: BCom; BBus Sci Bachelor of Actuarial Science
Tech Grad Programme: BSc Computer Science; BSc IS/IT; BCom IS/IT; BSc Information and Computer Engineering; Engineering Degrees; BBus Sci General Roles: All Bachelor degrees

Apply at:

https://www.investec.com/en_za/welcome-to-investec/Careers/grads.html

Closing date for applications: 31 December 2020



SA Citizenship required? No

Opportunity location(s): Johannesburg

Types of opportunities:

All jobs across specialist banking

Recruiting from: International - valid work permit required

Opportunities on offer

Graduate programme, Internship, Bursary/scholarship, Vacation work



IQbusiness

IQbusiness is the largest independent management consulting firm in South Africa. We believe we are redefining our profession to be more responsive to the various challenges organisations face today. Our methods and frameworks, drawn from our 20 years of international and local experience, allow us to deliver client value early and continuously.

Our flexible, Agile approach includes:

- Consulting: Assigning our teams to design and implement solutions;
- Research: Leveraging our research and that of our partners
- Contracting: Deploying our experts to fill skills gaps

Who we are looking for:

BCom; BSc; BEng

Apply at:

<https://iqbusiness.net/graduates/>

Closing date for applications:

31 August 2020

IQbusiness

consulting | research | contracting

SA Citizenship required? Yes

Opportunity location(s):

Johannesburg

Types of opportunities:

Consulting: IT, Digital. Retail, Accounting

Recruiting from:

South Africa

Opportunities on offer

Graduate programme



Iridium Business Solutions



Hypothetically, if you were looking for financial management and advisory assistance while you change your industry, wouldn't you want accountants who are trying to change theirs? Iridium is the accounting, advisory and automation firm that always looks forward. We're a group of friendly and passionate people who are ready to partner with you.

Who we are looking for:

Our focus is on hiring graduates who are looking for a fast-paced and dynamic working environment where they are exposed to multiple companies and industries and have the ability to grow their knowledge and understanding of the financial management function.

Apply at:

<https://iridium.co.za/careers/>

Closing date for applications:

30 September 2020

SA Citizenship required? Yes

Opportunity location(s):

Cape Town, Johannesburg

Types of opportunities:

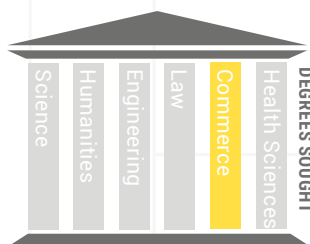
Accountants, Management Accounts, Financial Managers

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Vacation work



j5 Software South Africa (part of Hexagon PPM)

Our culture is known for our professional customer focus that drives results. With more than 2,400 professionals and a strong global presence, Hexagon PPM delivers innovative and powerful solutions, to some of the biggest companies in the world. Offering the best of class engineering software and solutions starts with having world-class people. We take pride in offering our employees a dynamic, challenging, and interesting environment to work, develop, and learn. Developing your skill set benefits our business, so it's an integral part of how Hexagon PPM encourages and attracts innovation and engagement with an entrepreneurial spirit!

Who we are looking for:

Degree(s) in Mathematics, Applied Mathematics, Computer Science or Computer Engineering.

How to apply:

Please contact Ziyanda Mbuyazi at ziyanda.mbuyazi@hexagon.com

Apply at: <https://globalcareers-ppm.icims.com/jobs/>

Closing date for applications: 31 December 2020



HEXAGON
PPM



SA Citizenship required? No

Opportunity location(s): Cape Town

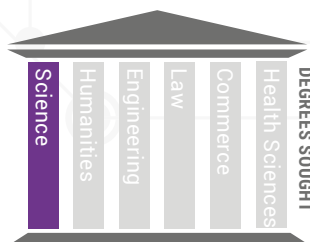
Types of opportunities:

Software Developers, Application Engineers, Support Engineers

Recruiting from: Internationally

Opportunities on offer

Graduate programme, Internship, Bursary/scholarship



Jane Street

Jane Street is a quantitative trading firm and global liquidity provider. Our trading is based on mathematical modeling and strategies and we use innovative technology, a scientific approach, and a deep understanding of markets to stay successful. With over 900 employees in our New York, London, Amsterdam, and Hong Kong offices, that's a lot of ideas. Our next great idea could come from you; what will you come up with?

At Jane Street, people like to work together – and play together. We have regular after-work events: chess and ping-pong tournaments, card games, trivia nights, dinners, sports and cultural outings, and even the occasional karaoke night. We have excellent benefits including zero-premium health insurance, retirement benefits, fully stocked kitchens, daily catered breakfast and lunch, and a private on-site gym.

Who we are looking for:

We look for students with strong mathematical and problem solving skills.

Apply at:

<https://www.janestreet.com/join-jane-street/#open-positions>



Closing date for applications: 31 December 2020

SA Citizenship required? No

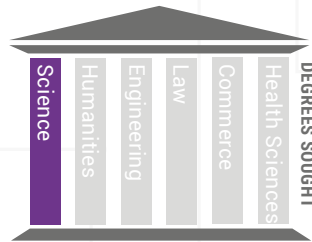
Opportunity location(s): Hong Kong, London, New York

Types of opportunities:

Trading, Research, Software Engineering and Business Development

Recruiting from: South Africa

Opportunities on offer: Graduate programme, Internship



KPMG

KPMG is a professional services firm that specialises in Audit, Tax and Advisory. Where disruptive technologies are embraced, and collaboration is a way of life! Are you an innovative, young and dynamic student? Are you looking for exposure to multinational clients and gaining global experience while working alongside cutting edge technology? If so, then KPMG is the ideal place to build your career!

Our Purpose is to Inspire Confidence and Empower Change. We firmly believe that our purpose is not just how we energize and engage our people – it's how we operate in the marketplace and society at large.

Who we are looking for:

Accounting(CA Stream), Honours in Finance (CIMA & CFA included), Honours in Internal Audit, Information Systems, Computer Science, Actuarial Science, Honours in Taxation

Apply at:

www.joinkpmg.co.za

Closing date for applications: 16 November 2020



SA Citizenship required? Yes

Opportunity location(s):

Cape Town, Durban, Johannesburg, PE

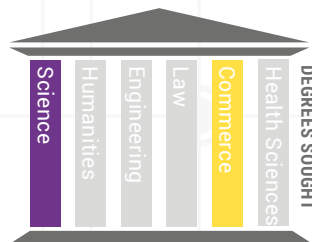
Types of opportunities:

Articles and Grad Programmes

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work





Work where your mind matters.



The markets in which we trade change rapidly, but our intellectual approach changes faster still. Every day, we have new problems to solve and new theories to test. We use innovative technology, a scientific approach, and a deep understanding of markets to stay successful. With over 900 employees in our New York, London, Amsterdam and Hong Kong offices, that's a lot of ideas. Our next great idea could come from you; what will you come up with?



NEW YORK LONDON AMSTERDAM HONG KONG

janestreet.com



Lawtons Africa Inc

We entered the Southern African legal community in 1892, from our first work-space in downtown Johannesburg. The firm, Routledge, built a foundation for the skills, relevance and commitment that have remained intrinsic to our firm over the century and more. Our 130 years of practice reflect the realities of the city and region that is our cradle. In this time, we moved offices from downtown Johannesburg to Sandton, provided legal services to diverse clients, and participated in and learned from international networks and exposure.

Who we are looking for:

Dynamic candidates who are in possession of an LLB degree.

How to apply:

Send your CV to recruitment@lawtonsafrica.com

Apply at:

<https://www.lawtonsafrica.com>

Closing date for applications:

31 August 2020

LAWTONS AFRICA

SA Citizenship required? Yes**Opportunity location(s):**

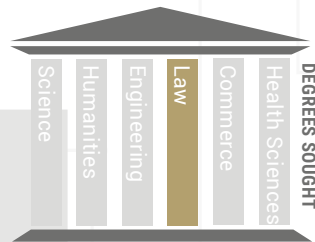
Johannesburg

Types of opportunities:

Articles of Clerkship

Recruiting from: South Africa**Opportunities on offer**

Vacation work



Letsema Consulting

Letsema, founded in 1996, is a black-owned management consulting firm at the heart of a diversified investment group. The word "Letsema" is of Sotho origin, meaning people coming together to work for a common purpose. This sense of collective effort towards a shared vision is our underlying philosophy. We believe business can be a catalyst for positive social change.

Who we are looking for:

We will be looking at engaging with students that have strong academic background in Accounting. We are looking for CAs.

How to apply:

Please send an email your CV, cover letter and transcripts to amitha.ramraj@letsema.co.za

Apply at:

<https://letsema.co.za/careers/>

Closing date for applications: 31 December 2020**SA Citizenship required?** Yes

LETSEMA

Opportunity location(s):

Johannesburg

Types of opportunities:

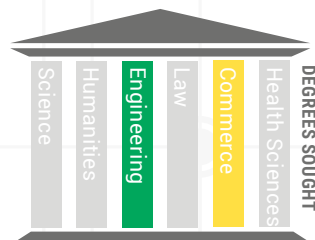
Consulting

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Internship



SAY

TO:

EXCELLENCE
EXPOSURE
FRIENDSHIP
MENTORSHIP
QUALITY
WORK-LIFE BALANCE

A SAICA TRAINING

CONTRACT WITH US

YES

STUDY. TRAIN. ACHIEVE. #JOINTHEBASS

mgi bass gordon

AUDIT | TAX | ADVISORY



recruitment@bassgordon.co.za
www.bassgordon.co.za



MGI is a worldwide network of independent auditing, accounting and consulting firms.

Maersk

Maersk is accelerating its transformation to the global integrator of container logistics with a strategy focused on putting our customers at the centre of everything we do. Every day we continue to deliver on our vision to connect and simplify our customers' supply chains while living our mission of facilitating global trade. Maersk works to provide customers with a simple end-to-end offering of products and services, seamless customer engagement and a superior end-to-end delivery network, taking the complexity out of global supply chains.

Who we are looking for:

We accept graduates with all forms of academic qualifications, however, with our current focus on becoming the global integrator of container logistics, we are head-hunting individuals who have a strong logistics and/or supply chain background.

How to apply:

Graduates can go directly onto our website and apply for any vacancies available. We also suggest applying for our Graduate Pool, in order for us to have easy access to candidate information.

Apply at:

jobsearch.maersk.com/jobposting/index.html?id=ML-210934



MAERSK

Closing date for applications: 31 December 2020

SA Citizenship required? No

Opportunity location(s): Cape Town, Durban, Johannesburg, Mauritius, Namibia, Zimbabwe

Types of opportunities:

Finance, Commerce, Sales, Trade and Marketing, Customer Services, Logistics and Supply Chain Management.

Recruiting from: South Africa

Opportunities on offer: Graduate programme



MGI Bass Gordon

Upon joining MGI Bass Gordon, you become part of a global family of independent auditing and accounting firms. With decades of experience, we are able to offer our trainees exciting career development opportunities through a personal mentorship programme and broad-based business exposure. Our vision is to be recognised as the leading mid-tier professional services firm, offering a growing array of business solutions, whilst being the trusted partner of choice for those seeking more than just the ordinary.

Who we are looking for:

We are looking for graduates with an academic background in a business and accounting-related discipline: BCom Accounting (CA Stream), BBusSc Finance and Accounting or PGDA.

How to apply:

Please email your CV and Academic Transcript to recruitment@bassgordon.co.za or apply online at www.bassgordon.co.za

Apply at:

www.bassgordon.co.za/careers

Closing date for applications: 31 December 2020

mgi bass gordon

AUDIT | TAX | ADVISORY

SA Citizenship required? Yes

Opportunity location(s): Cape Town

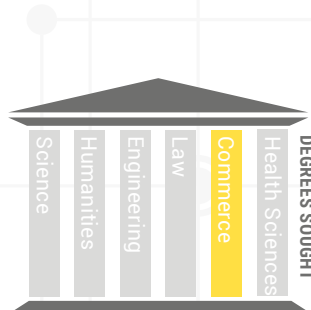
Types of opportunities:

SAICA Training Contract

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



Monocle Solutions

Monocle is an industry-leading management consultancy specialising in banking and insurance. We work closely with leading banks and financial institutions – in South Africa and beyond – to design and execute bespoke solutions to enhance their businesses and ensure their success. Our expert consulting teams analyse complex client challenges in order to translate business and regulatory imperatives into tangible, end-to-end solutions that deliver both IT- and data-driven results, ultimately providing a commercial edge in highly-competitive markets.

Who we are looking for:

Honours or Masters degree in Business Science, Finance, Economics, Mathematics, Statistics, Risk Management, Accounting, Engineering, Information Technology, Computer Science. Programming skills (SQL, Python, R, SAS etc.) will be advantageous.

How to apply:

Visit our Analyst Programme page on our website. Complete the application form and submit your CV. Your application will be sent to our HR team who will respond. Alternatively please email us your application and CV to analyst@monocle.co.za.



Apply at: www.monocle.co.za/Analystprogramme.aspx

Closing date for applications: 31 August 2020

SA Citizenship required? No

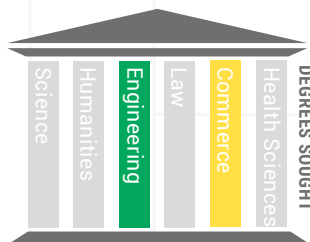
Opportunity location(s): Johannesburg

Types of opportunities:

Consulting in banking and insurance

Recruiting from: South Africa

Opportunities on offer: Graduate programme



Moore

Moore is known internationally for providing outstanding levels of service extending beyond the numbers. Our partners and staff know that accounting excellence is a good starting point, but it's the human touch that really makes the leap between a good company and a great one. At Moore, we value our staff and invest in the future of our graduates. You will be provided with quality internal and external training; active mentoring and you will be exposed to a diverse range of business sectors and technical skills. This will broaden your knowledge, make you wiser in business and help you develop into a unique and sought-after professional.

Who we are looking for:

CA Stream and Non CA Stream Accounting Graduates (SAICA/SAIPA Accredited Degrees) as well as Taxation Honours Graduates (SAIT). We're looking for self-motivated team players who want to be part of a supportive company culture that is inclusive and diverse.

Apply at:

<https://www.moore-southafrica.com/careers/graduate>



MOORE

Closing date for applications: 31 December 2020

SA Citizenship required? Yes

Opportunity location(s): Nationally

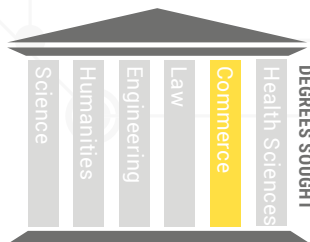
Types of opportunities:

SAICA/SAIPA/SAIT Training Contracts

Recruiting from: South Africa

Opportunities on offer

Graduate programme



Mukuru Africa

Mukuru helps you move money around Africa. Whether you are sending cash for instant collection or topping up a bank account or mobile wallet it has never been easier. We use the latest mobile and web-based technologies to give you the best experience possible.

Who we are looking for:

Should you wish to kick start or advance your career with a leading FinTech company, your qualification in Business Science, Information Technology or a related field, would add great value in you achieving this.

How to apply:

All our vacancies are loaded onto our website with an online application. Alternatively, you can submit your CV with the relevant subject to jobs@mukuru.com.

Apply at:

<https://www.mukuru.com/sa/careers/>

Closing date for applications: 31 December 2020

SA Citizenship required? No



Opportunity location(s):

Cape Town, Johannesburg

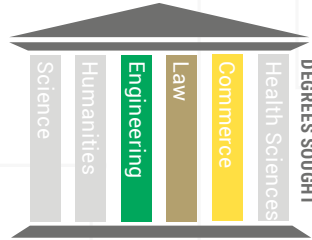
Types of opportunities:

Finance, Engineering, Marketing, Developers

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Internship



Nexia Cape Town

A member of Nexia International the 9th largest audit, tax and financial consulting firm operating across 667 offices with more than 250 member firms in over 120 countries. Our purpose is to work with member firms, leveraging our combined strengths to create value and enable member firms to deliver global solutions to our clients. We are a medium-sized firm of Chartered Accountants and Registered Auditors with a varied client base to which you will gain extensive exposure during your training programme. We seek candidates who are self-starters and who can add value to our firm's culture and values.

Who we are looking for:

Studying on the path to become a CA(SA). We are seeking candidates who display leadership skills, are good problem solvers, can work well in a team environment and are able to communicate effectively.

How to apply:

Please email a copy of your CV, ID and detailed copy of your latest academic transcripts to hmrgr@nexiasa.com

Apply at:

www.nexiacapetown.com



Closing date for applications: 14 August 2020

SA Citizenship required? Yes

Opportunity location(s): Cape Town

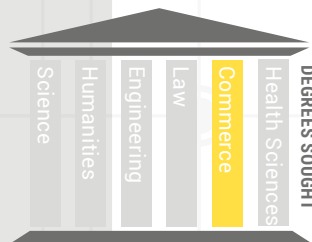
Types of opportunities:

SAICA Training Contracts

Recruiting from: South Africa

Opportunities on offer

Graduate programme



Nexia SAB&T

Nexia SAB&T is a majority black-owned Accounting, Audit and Consulting services firm that has been operating since the birth of South Africa's democracy in 1994. The firm's head office is based in Centurion, Gauteng with 9 offices in all 9 provinces.

Nexia firms are focused on supporting local companies as they grow and through the Nexia network, they can also help their clients confidently venture into new international markets.

Who we are looking for:

BCom Accounting CA (steam) or PGDA graduates

How to apply:

Please submit your CV and supporting documents to applications@nexia-sabt.co.za

Apply at:

<https://www.nexia-sabt.co.za>

Closing date for applications: 31 July 2020

SA Citizenship required? No



Opportunity location(s):

Nationally

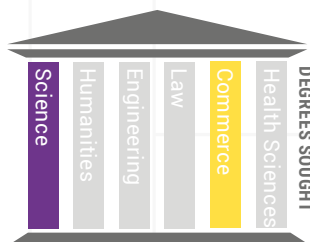
Types of opportunities:

Accounting, Consulting and Auditing

Recruiting from: Internationally

Opportunities on offer

Graduate programme, Vacation work



NHBRC

The National Homebuilders Registration Council is a public entity established under the provisions of the Housing Consumer Protection Measures Act, 1998 (Act 95 of 1998) promulgated in June 1998 as amended. The NHBRC regulates the home building industry. The NHBRC is self funded - its income derives from enrolments and registrations to fund its operational requirements.

Who we are looking for:

We are looking for employees qualified in the building, engineering, finance, legal and administrative as well as managerial fields.

How to apply:

Submit your CV and latest transcripts to Connie via email at ConnieF@nhbrc.org.za.

Apply at:

www.nhbrc.org.za

Closing date for applications: 30 September 2020

SA Citizenship required? Yes



Opportunity location(s):

Johannesburg and Main Cities in Provinces

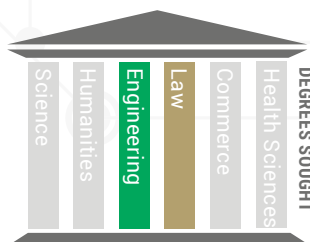
Types of opportunities:

Engineers, Inspectors, Managers

Recruiting from: South Africa

Opportunities on offer

Internship



Nolands

Nolands was established in Cape Town in 1976 and has grown over 4 decades in both numbers and skill sets to align with the requirements of its client base. A key feature of this growth has been the sustained ability to develop mutually beneficial relationships with companies of all types and sizes. We pay careful attention to the challenges of the ever-changing auditing environment and we are very mindful of the fact that the modern auditing partner needs to go beyond the technicalities of the numbers and be ready with value-adding solutions and integrated offerings.

Who we are looking for:

Nolands doesn't fit people into roles that may not suit them. Instead we allow people starting out in their careers with us the opportunity to experience as wide a spectrum of our profession as possible. Join Nolands for a not ordinary experience.

How to apply:

You can email your CV and a cover letter to tabassumb@noalndscpt.co.za Or apply online at <https://www.nolands.co.za/careers/trainee-accountant>

Closing date for applications: 30 October 2020



SA Citizenship required? Yes

Opportunity location(s):

Cape Town, Durban, Johannesburg, Port Elizabeth

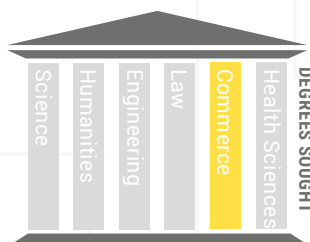
Types of opportunities:

Trainee Accountants, vacation work

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Vacation work



Norton Rose Fulbright

Norton Rose Fulbright is a global law firm. We provide the world's pre-eminent corporations and financial institutions with a full business law service. We have more than 4000 lawyers and other legal staff based in Europe, the United States, Canada, Latin America, Asia, Australia, Africa and the Middle East.

Who we are looking for:

We look for solution driven, well-rounded individuals who excel both academically and socially. Candidates should display sound communication skills, agility and the ability to think innovatively.

How to apply:

Step 1: Visit www.nortonrosefulbright.com/za/careers
Step 2: Create a profile

Closing date for applications:

31 December 2020

SA Citizenship required? Yes

Opportunity location(s):

Cape Town, Durban, Johannesburg



Types of opportunities:

Candidate Attorney Articles

Recruiting from:

South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



Oceanrock Consulting

Oceanrock is a young, fast-growing consulting firm based in Cape Town supporting the global private equity and corporate finance community. Our clients are primarily based in the UK. They typically manage their own private equity funds, or provide advice to funds or companies seeking investment. They are focused on global markets. We provide our clients with the support that they need to execute their strategies and grow their businesses. This involves helping them identify investment opportunities; providing them with investment research, financial analysis and financial modelling; and supporting them through their investment process.

Who we are looking for:

We are proud to stand as proof of South Africa's talent and ability to compete globally. If you can demonstrate core financial analytical skills, you are interested in investments and you want exposure to global private equity, please get in touch.

How to apply:

Please submit your CV and covering letter to careers@oceanrockconsulting.com.

Closing date for applications: 30 September 2020



SA Citizenship required? No

Opportunity location(s):

Cape Town

Types of opportunities:

Private equity and corporate finance analyst

Recruiting from: South Africa

Opportunities on offer

Graduate programme



Opti-Num Solutions

At Opti-Num Solutions we work with our clients to identify their business problems and find workable solutions that empower them to make data-driven, evidence-based decisions. Our clients benefit from our can-do approach and deep, multi-sector expertise augmented with our modular MathWorks tools, which we use to build (or empower our clients to build) the software applications and simulations that solve the complex problems our clients face. We work directly with technical customers from high-tech industries for 4IR solutions, in application areas such as artificial intelligence, big data, simulation, IoT, etc.

Who we are looking for:

We are looking for diverse thinkers, who have formal qualification in the form of an undergraduate degree in Electrical/Mechanical/Chemical Engineering or a scientific discipline (such as Mathematics, Statistics, Physics or Computer Sciences)

How to apply:

Please submit your cover letter, CV, and academic transcript through our online applications at <https://optinum.co.za/careers/>

Closing date for applications: 15 December 2020

Opti-Num Solutions



SA Citizenship required? No

Opportunity location(s):

Johannesburg

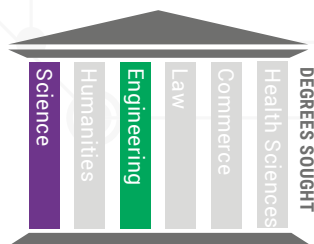
Types of opportunities:

Graduate Engineer, Research Intern (Vacation Work)

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Vacation work



PKF South Africa

PKF is one of the largest mid-tier accounting networks in South Africa, making us big enough to provide an excellent career foundation, and small enough for you to make a difference. Develop your true potential and receive unique opportunities needed for your personal growth and development as a trainee accountant. We have 10 offices in all the major cities in South Africa, with 75 partners and over 950 professional employees. When you join a PKF firm, you join a family of like-minded individuals, fully engaged to make a difference in the lives of staff, clients and communities.

Who we are looking for:

We are looking for Trainee Accountants with real commitment, a strong work ethic, a willingness to develop expertise, creativity, and a can-do attitude. We welcome applications from B Comm (CA Stream), B Bus Science (CA Stream) and PGDA graduates.

How to apply:

Please visit the PKF Experience website for application instructions for the different PKF offices.

Apply at: <https://pkfexperience.co.za/>



Closing date for applications: 31 December 2020

SA Citizenship required? Yes

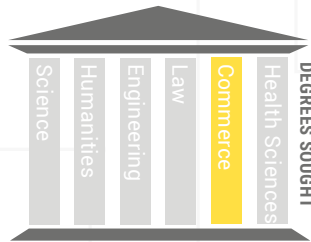
Opportunity location(s): Cape Town, Durban, George, Johannesburg, Knysna, Port Elizabeth, Pretoria, Welkom

Types of opportunities: SAICA trainee Accountants

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Vacation work



Prescient

Prescient is a leading diversified financial services company consisting of Investment Management, Stockbroking and Fund Administration services. Over the years, Prescient has evolved into a partnership of people and companies servicing a broad range of clients across a number of disciplines around the world. Prescient has a long-standing loyal client base and a robust business structure to facilitate continued growth. Our core client-centric philosophy, approach, and process combined with maintaining a strong entrepreneurial spirit has resulted in substantial growth of the business and meeting our objective to be a world player.

Who we are looking for:

We seek Graduates with a strong academic record, history of achievement and a passion for Financial Markets. The program is suitable to Graduates with degrees in Investment Mgmt, Economics, Stats, Maths, Act Sci, Business Science Finance.

How to apply:

Send your CV, coupled with your academic certificates and transcripts to graduaterecruitment@prescient.co.za

Closing date for applications: 30 September 2020



SA Citizenship required? Yes

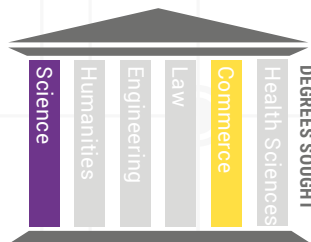
Opportunity location(s): Cape Town

Types of opportunities:

Various Graduate positions across Investment Management, Stockbroking, Fund Services and Administration.

Recruiting from: South Africa

Opportunities on offer: Graduate programme





DAY 1.

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THAT
MATTERS
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Procter & Gamble

P&G is one of the leading FMCG companies in the world and has been proudly serving the consumer needs of South Africa since 1995 out of our locations in Sandton and our Plant in Kempton Park. Our team of around 400 serves South Africa with our leading brands (including Ariel, Pampers, Always, Gillette, Vicks and Oral B), and our community engagement campaigns (Always Keeping Girls in School and the Clean Safe Drinking Water initiative). We are an equal opportunity employer and value diversity at our company. Our mission of Diversity and Inclusion is: "Everyone valued. Everyone included. Everyone performing at their peak".

Who we are looking for:

Students from 2nd year and upwards across any discipline who are seeking a challenging career within the company. South African citizens with a valid ID and who are fluent in English.

How to apply:

Please submit all applications via our online recruiting portal: www.pgcareers.com

Closing date for applications: 31 December 2020



SA Citizenship required? Yes

Opportunity location(s): Sandton, Gauteng

Types of opportunities:

Marketing, Customer Business Development, Supply Chain, Finance and Accounting, Consumer Market Knowledge, Human Resources, Communications, Purchasing, Health Care and Information Technology.

Recruiting from: South Africa

Opportunities on offer

Internship, Vacation work



PwC

PwC provides industry-focused assurance, tax and advisory services to build public trust and enhance value for its clients and their stakeholders. More than 184 000 people in 157 countries across our network share their thinking, experience and solutions to develop fresh perspectives and practical advice.

Who we are looking for:

Degrees are specific to each programme, we encourage students to visit our website. We look degrees from Commerce, Engineering, through to the Arts. We welcome diverse and agile characteristics: Be bold, be passionate, curious and technically strong.

How to apply:

To apply, please go to the link below, click on "students" then scroll down to "register profile online and apply"

Apply at:

www.pwc.co.za/careers

Closing date for applications: 31 August 2020

SA Citizenship required? Yes



Opportunity location(s):

Eastern Cape, Free State, Gauteng, KZN, North West, Western Cape

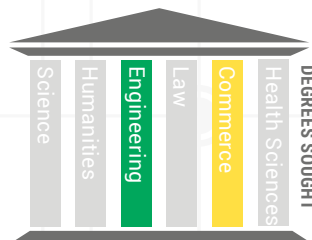
Types of opportunities:


Assurance, Risk Assurance, IT Audit, Data Analytics, Cyber Security, Consulting, Strategy, Deals, Tax and More

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work





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Assurance



Consulting



Tax



Forensics



Strategy &
Analytics



Deals
(Edge)



Risk
Assurance



Data and
Analytics

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[PwC South Africa](#)



[pwc_za](#)



pwc

Register your CV on www.pwc.co.za/careers

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Sharpen your knowledge, shape your future Edge

The PwC Deals graduate programme



Build broad experience across the whole deal cycle and join our international Deals business.

Your career is just that, yours. You choose it. You live it. You make it happen. To get the best from it, you need the best opportunities.

Opportunities are at the heart of what Deals do.

Join us for a four-year graduate programme called Edge, tailored by PwC Deals across Europe, Middle East and Africa to launch your career in an international Deals environment.

Upon successful completion of the Edge programme and with your international professional qualification (CFA or CIMA),

you'll be awarded the PwC Advanced Certificate in Deals to enable you to embark on a successful career, build trust in society and solve important problems.

With us you'll develop into an international deals expert.

- Undergo practical learning during your time with us.
- Build knowledge, working in teams in a talent-rich environment, listening and being listening to.
- Build a lifelong network of colleagues and contacts.



Want to know more? Visit www.pwc.com/edge

To apply visit www.pwc.co.za/students to register your CV.

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RBB Economics LLP

RBB Economics is an independent economics consultancy specialising in competition policy. We are one of the world's leading competition economics practices, with offices in London, Brussels, The Hague, Melbourne, Johannesburg, Madrid and Stockholm. Our work concerns all aspects of competition economics including mergers and acquisitions, market investigations, abuses of dominance, vertical agreements, joint ventures and price setting. We provide professional, independent economic advice, applying the latest advances in economic theory and econometric techniques.

Who we are looking for:

We are looking for entry level economists to join our Johannesburg office. Candidates should have excellent academic credentials in economics, typically to post-graduate level and preferably with an interest in industrial organisation.

How to apply:

Please consult our website www.rbbecon.com or contact us on the above contact details. If you wish to apply for a permanent or internship position please submit your CV, covering letter and academic transcripts.

RBB Economics

Closing date for applications: 1 February 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

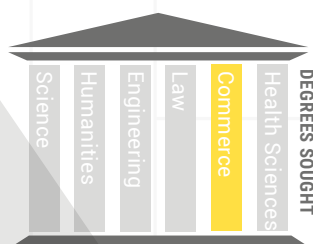
Types of opportunities:

Economics consultancy

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Internship



REPL Group

REPL Group is a world-leading consultancy and technology group who help our clients leverage and adapt to new technology. We were setup 12 years ago by a team who came out of highly-successful retail careers and built us into a globally respected business with a footprint that spans four continents. We have the experience and expertise to deliver visionary professional services and unique solutions that transform business operations for our clients. Working internationally with some of the biggest and best companies in the world, we partner with them to help solve their business challenges and drive even greater success.

Who we are looking for:

We look for candidates with good communication skills, literacy, and professional interpersonal manner; the ability to work independently and take initiative; and desire to work in consulting and ambition to progress over time.

How to apply:

Please send your CV and a cover letter to vera.harbinson@replgroup.com

Closing date for applications: 15 October 2020



SA Citizenship required? Yes

Opportunity location(s):

Cape Town

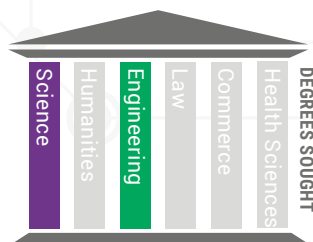
Types of opportunities:

Graduate Consultant

Recruiting from: South Africa

Opportunities on offer

Graduate programme



RBB Economics offers career opportunities for entry level economists

Who are we?

RBB Economics is an independent economics consultancy specialising in competition policy. We are one of the largest competition economics practices in the world, with offices in London, Brussels, The Hague, Johannesburg, Melbourne, Madrid, Stockholm, Paris, Düsseldorf and Hong Kong. Our work concerns the behaviour of firms with market power, and covers issues such as mergers, vertical agreements, joint ventures, price setting and the abuse of dominant positions.

We work in dedicated, multi-national teams which combine the experience and expertise relevant to each case. This enables us to respond to our clients' needs in a focused and flexible manner. We offer a hands-on service, supporting and working in partnership with our clients and their legal advisers.

Our working environment

The work at RBB is stimulating, challenging, demanding and rewarding. We give our staff the opportunities they need to flourish professionally, including early responsibility for our work product and to engage directly with clients and their legal advisors as well as with competition authorities.

However, we always offer our staff support, guidance and career progression advice from more experienced team members.

RBB is meritocratic, not hierarchical and offers a supportive and highly sociable working environment that adds greatly to the enjoyment of working here.

Our clients

RBB have built up strong relationships with clients from all areas of industry and commerce as well as with all of the major law firms specialising in competition law. Over the years we have been involved in hundreds of the most high-profile competition cases around the world.

Our expertise is wide ranging, from industries such as energy, mining and steel, to the manufacturing of sophisticated medical equipment, financial services and sports rights.

Our requirements

We're looking for exceptional, highly motivated economists to join our multi-national team. If you have outstanding academic credentials and flourish in the face of complex, intellectually challenging issues then we would love to hear from you.

Qualifications are usually to postgraduate level, preferably with an interest in industrial organisation. We are looking for consultants with a range of quantitative and analytical skills, and the ability to communicate complex economic concepts in a clear concise style.

To apply, please send your CV with a covering letter explaining why you would like to join RBB Economics and your transcripts to vacancies@rbbecon.com

www.rbbecon.com

Reutech Radar Systems

Reutech Radar Systems is a subsidiary of Reunert Limited, a South African defence and aerospace technology company. The company manufactures radar and radar-related systems. It is a supplier of search and tracking systems for application in the military and paramilitary environments as well as a Movement and Surveying Radar System for open-pit mining. We are developing exciting new technologies, allowing you to apply your skills in the engineering world. Rather than just moving numbers around in databases, you get to work on interesting hardware, do scientific data processing and see a project go from idea to prototype to product.

Who we are looking for:

BTech, BSc Electrical / Mechanical / Computer Science / Mechatronics

How to apply:

Fill out the online application form on our website, under the careers section

Apply at: www.reutechradar.com

Closing date for applications: 30 September 2020



SA Citizenship required? Yes

Opportunity location(s): Cape Town

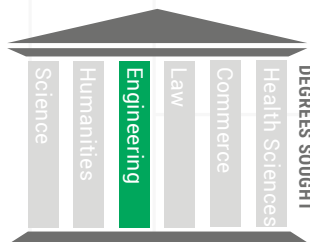
Types of opportunities:

Software Developers, Graduate Engineers, Internship, Vacation Work, Designers

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Internship, Bursary/scholarship, Vacation work



Rio Tinto

As pioneers in mining and metals, we produce materials essential to human progress. At Rio Tinto, your innovation will deliver the building blocks humankind relies on. Like the aluminium in our cars. The iron in our buildings. And the salt that seasons our meals. This is complex work that calls for natural leadership and the ability to quickly develop new skills. Work that thrives from creative thinking and demands astute environmental stewardship. Work that ultimately shapes society and drives human progress.

Who we are looking for:

We're looking for exceptional graduates who want to learn, adapt, innovate, collaborate and make an impact. Ambitious personalities with the desire to inspire colleagues and the curiosity and analytical mind to challenge the status quo.

How to apply:

If you're on track to graduate in 2020 or have completed your studies within the last two years, we encourage you to apply online via our careers page.

Apply at: www.riotinto.com/careers/graduates-students



Closing date for applications: 31 July 2020

SA Citizenship required? Yes

Opportunity location(s): Richards Bay

Types of opportunities:

Mining, Engineering, Sciences, Commerce

Recruiting from: South Africa

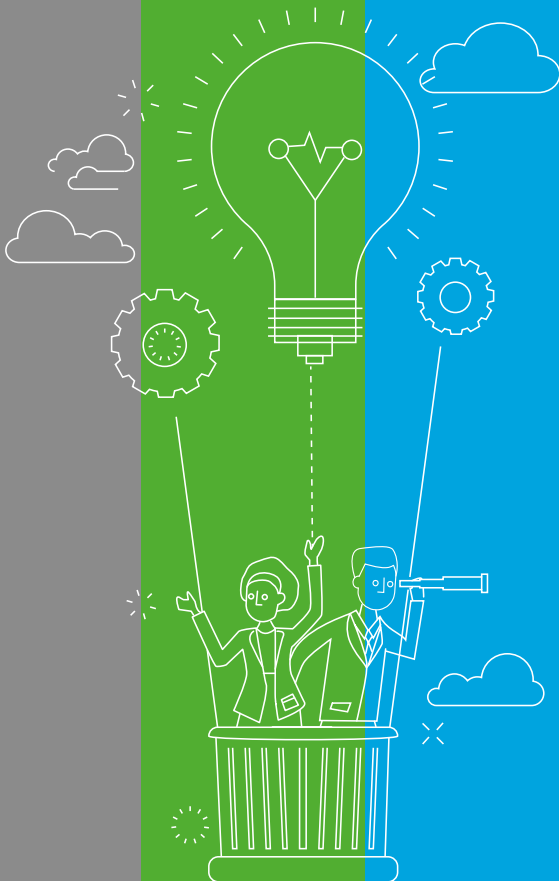
Opportunities on offer

Graduate programme, Bursary/scholarship, Vacation work



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- Individual Partner attention
- International secondment opportunities
- Diverse client base
- Firm wide study support
- Fun social networking

To apply, e-mail your CV and
academic record to
mandi.bouwer@rsmza.co.za

www.rsmza.co.za

RisCura

RisCura is a global investment firm that services institutional investors, asset managers, hedge funds and private equity funds with over \$200 billion in assets under management. We offer investment decision support in developed and emerging markets with a wide-range of services in listed and unlisted investment. We understand that those whom our clients are accountable to - the pensioners, savers, medical fund members and others - depend on investment growth and stability to lead richer, more secure lives. Ensuring the betterment of the people whose money we impact is therefore a shared ideal at RisCura.

Who we are looking for:

If you're an entrepreneurial, out-the-box thinker, this opportunity is for you. We're looking for candidates who are great with numbers and have good administration and organisation skills. You must be an Accounting honour's degree graduate.

How to apply:

Apply for this exciting opportunity by submitting your CV online at www.riscura.com/chartered-accountant-training-programme/

Closing date for applications: 31 August 2020

RISCURA

SA Citizenship required? Yes

Opportunity location(s):

Cape Town

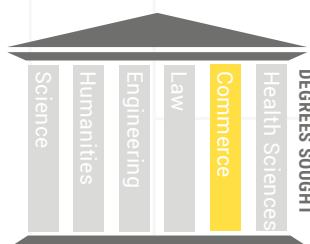
Types of opportunities:

Finance, Investment, Accounting

Recruiting from: South Africa

Opportunities on offer

Graduate programme



RSM SA

RSM SA is a dynamic medium size audit firm and the sixth biggest firm globally. Secondment opportunities to branches overseas is possible. We have a leading Data Analytics department that offers leading training in Data analytics focus on big data, completeness, validity and accuracy. We provide a challenging and rewarding environment and the chance for you to build your own knowledge and expertise while helping your clients to realise their ambitions. We are situated in Rondebosch Cape Town and have a perfect view of the mountain. Join the RSM SA Family and you will be valued as an individual.

Who we are looking for:

Candidates that complete BCom auditing, PGDA with focus on SAICA training are more than welcome to apply.

How to apply:

Please email a cover Letter, CV, Copy of the following documents: ID, Valid working permit for the full period of articles, drivers licence, matric certificate, full academic records, tertiary certificates to Mandi.Bouwer@rsmza.co.za

Apply at:

<https://www.rsm.global/southafrica/apply-online>



Closing date for applications: 30 November 2020

SA Citizenship required? No

Opportunity location(s): Cape Town

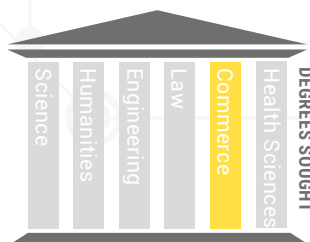
Types of opportunities:

Auditing - SAICA Training articles

Recruiting from: International - valid work permit required

Opportunities on offer

Internship



SNG Grant Thornton

We are an auditing firm, with tax and advisory services. We believe in diversity as through diversity you are able to collaborate and exceed expectations. We have an exceptional support structure which will assist in unlocking your potential. SNG Grant Thornton is the South African member firm of Grant Thornton International Ltd. We have progressed expeditiously in every aspect ever since our establishment in 1985. Our aim is to help dynamic organisations unlock their potential for growth by providing meaningful, forward-looking advice.

Who we are looking for:

You need to have a BCom Accounting degree.

How to apply:

You may forward your CV to Training.Recruitment@sng.gt.com along with qualifications and ID

Apply at:

<https://www.granthornton.co.za/Careers/Students/>

Closing date for applications:

15 June 2021



SA Citizenship required? Yes

Opportunity location(s):

Nationally

Types of opportunities:

Opportunity to do articles

Recruiting from: South Africa

Opportunities on offer

Vacation work



SOLIDitech

We are on a mission to help our clients bring about the Fibre Internet Revolution and help them deliver high-speed Internet Services to millions of people all over the world. SOLIDitech is recognised as a leader in Business Automation Software, pioneering approaches on how to apply modern software technologies to solve very real world business problems. We're innovating new ways to deliver Marketing, Sales, Finance and Support functions, which are critical to every business. SOLID, our Business Automation platform, makes use of a number of software technologies to improve the way businesses work. To our clients, we really make a difference.

Who we are looking for:

Computer Science, Engineering or Information Systems Degrees. We also value creative problem-solving, good communication and attention to detail. You need to be a quick learner and must be a team player. You also need to have strong logical reasoning.

How to apply:

Please follow the instructions on the job application page, <https://www.soliditech.com/careers-technology-development/>



Closing date for applications: 31 December 2020

SA Citizenship required? No

Opportunity location(s): Cape Town

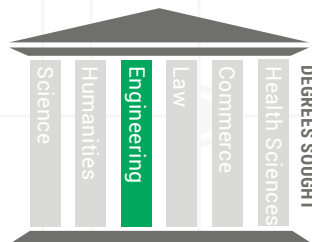
Types of opportunities:

Software Engineer, Quality Assurance Analyst

Recruiting from: Internationally

Opportunities on offer

Graduate programme, Internship, Vacation work



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FREEING THE NATION.**



**The Thuthuka Bursary Fund has
created over 1 400 qualified CAs(SA)
2 000 prospective CAs(SA)**

A cherished goal of SAICA members is to transform our profession to match the demographics of the country, by making access to quality education possible for underprivileged learners. We stand committed to developing more trusted business leaders and industry specialists whose competencies will be ploughed back into our society for the betterment of the nation.



SAICA
THE SOUTH AFRICAN INSTITUTE
OF CHARTERED ACCOUNTANTS

STBB Attorneys

STBB is a firm of Attorneys that specialises in the following areas of law: Property Law, Commercial, Construction Law, Litigation, Estates and Trusts, Family Law, Labour Law and Third Party Claims. We have a national presence with offices based in the Eastern Cape, Western Cape and Gauteng.

Who we are looking for:

We are considering candidates who are well-balanced individuals who are academically fairly strong with leadership skills, a willingness to learn and the ability to work within a team.

How to apply:

Please visit our website and send applications to Marianne Marais at MarianneM@stbb.co.za

Apply at:

www.stbb.co.za

Closing date for applications:

30 April 2021

SA Citizenship required? Yes



Opportunity location(s):

Gauteng, Western Cape

Types of opportunities:

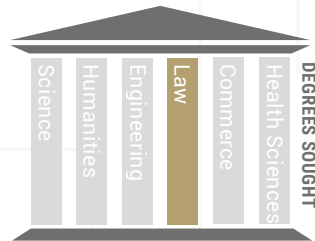
Legal

Recruiting from:

South Africa

Opportunities on offer

Internship, Bursary/scholarship, Vacation work



TCS

Tata Consultancy Services is an IT services, consulting and business solutions organisation that has been partnering with the world's largest businesses in their transformation journeys for the last 50 years. A part of the Tata group, India's largest multinational business group, TCS has over 436,000 of the world's best-trained consultants in 46 countries. TCS' proactive stance on climate change and award winning work with communities across the world have earned it a place in leading sustainability indices such as the Dow Jones Sustainability Index (DJSI), MSCI Global Sustainability Index and the FTSE4Good Emerging Index.

Who we are looking for:

All Technology degree qualified candidates are welcome to apply.

How to apply:

Please send your CV to Tumi from Talent Acquisition, tumi.jacobs@tcs.com

Apply at: www.tcs.com

Closing date for applications: 31 December 2020



TATA CONSULTANCY SERVICES

Experience certainty.

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Johannesburg

Types of opportunities:

IT and Telecommunication Graduate Opportunities

Recruiting from: South Africa

Opportunities on offer

Graduate programme



The Delta Studio (Pty) Ltd

The Delta Studio is a venture development company co-creating businesses and products with leading corporations and entrepreneurs. Our experience includes working with clients across verticals bringing a new lens to business, data, product and innovation strategy. We help Validate, Design, Build and Launch new ventures.

Who we are looking for:

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

How to apply:

Please submit your CV, cover letter and full academic transcripts to denise@thedelta.io

Apply at:

https://www.thedelta.io/#contact_us

Closing date for applications: 31 December 2020

SA Citizenship required? Yes



Opportunity location(s): Cape Town

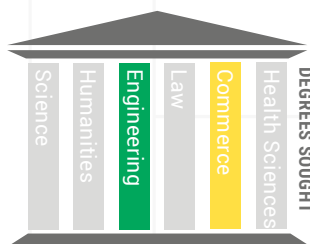
Types of opportunities:

UX/UI Design, Engineering, Data Science, Product Management

Recruiting from: South Africa

Opportunities on offer

Internship, Vacation work



Torrecid South Africa Pty Ltd

Torrecid is a Globalised Multinational Business Group founded in 1963, dedicated to providing products, services, solutions and future trends to the Ceramic and Glass Sector. Torrecid Group is present in 28 countries around the world, with customers in more than 130 countries. Its headquarters are located in Alcora -Castellón, in Spain. The variety of companies and countries in which we are present allow employees an extremely wide range of opportunities and possibilities. We employ graduates with no/little experience, and develop them to becoming professionals through unique career development.

Who we are looking for:

We are looking for graduates with qualifications in Finance, Graphic design, Human Resources or Chemical, Civil or Mechanical Engineering; or related field such as metallurgy. The ideal candidate should be a team player, ambitious and a problem solver.

How to apply:

Please email your CV to hrsouthafrica@torrecid.com

Apply at:

www.torrecid.com



TORRECID

Closing date for applications: 31 December 2020

SA Citizenship required? No

Opportunity location(s): Johannesburg, Midrand

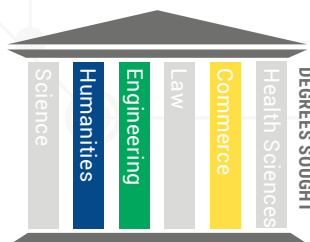
Types of opportunities:

Finance, Human Resources, Graphic Design and Engineering

Recruiting from: China, Singapore, Taiwan

Opportunities on offer

Internship, Vacation work



Truworths

Our unique merchant graduate training programme continues to attract the top talent from fashion design colleges and tertiary institutions. The programme's reputation puts us in a desirable position of being known for offering one of the most comprehensive programmes in the industry. Truworths is high on the career wish list for grads! At Truworths, our core values are deep-rooted in our company and its people – and our training programme graduates will experience this from day one. It's in the way our management interacts with employees and how we run and grow our human resource practices.

Who we are looking for:

If you're a youthful, innovative and ambitious individual, and you thrive on challenges and want to make an impact at Truworths, we want to hear from you! BCom, BBusSci, S.ScAct Sci Graduates are welcome to apply.

How to apply:

Please send your CV, Academics and a copy of your ID to gradrecruitment@truworths.co.za

Apply at:

<https://www.truworths.co.za/careers/gettoknowus>

TRUWORTHS

Closing date for applications: 31 December 2020

SA Citizenship required? Yes

Opportunity location(s): Cape Town

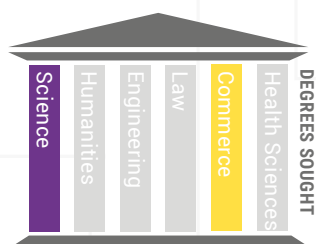
Types of opportunities:

Planning, Risk Analysts

Recruiting from: South Africa

Opportunities on offer

Graduate programme



V&A Waterfront

The Victoria and Alfred Waterfront is one of Africa's most visited destinations and attracts 24 million people every year, which caters to both local and international visitors. This 123-hectare mixed-use development, has everything on offer from residential to commercial property, which includes hotels, retail districts, and extensive dining, leisure and entertainment facilities. Its many heritage sites and tourism landmarks make it both exceptional and unique, as does the recently opened Zeitz Museum of Contemporary Art Africa (MOCAA).

Who we are looking for:

Accounting graduates who wish to develop in a multifaceted environment and experience something unique en route to obtaining their CA(SA) qualification. Applicants must be studying towards a CA qualification with an anticipated start date of January 2021.

How to apply:

Please submit your CV and latest transcripts to ftimol@waterfront.co.za.

Apply at:

www.waterfront.co.za



Closing date for applications: 31 October 2020

SA Citizenship required? Yes

Opportunity location(s): Cape Town

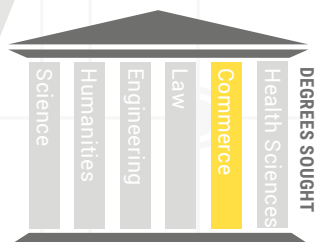
Types of opportunities:

SAICA trainee

Recruiting from: South Africa

Opportunities on offer

Graduate programme



VanderSpuy Cape Town

VanderSpuy Cape Town prides itself as one of the most respected firms in South Africa. We provide a dynamic learning environment where Candidate Attorneys are encouraged to express themselves and to apply what they have learnt to real life situations, under the guidance of an experienced team of professional and support staff. Candidate Attorneys are exposed to all areas of law in which the firm practices. To achieve this, we use a rotation policy whereby a Candidate is placed in a specific department for a period of time. In addition to assisting with research, drafting of pleadings and correspondence, Candidate Attorneys also take part in consultations with clients and advocates.

Who we are looking for:

Candidates with any of the following qualifications: BA LLB, BCom LLB, LLB LLM

How to apply:

Please submit your cover letter, CV and academic transcripts to info@vdsllaw.co.za

Apply at: <https://vdsllaw.co.za/>



Closing date for applications: Refer to website.

SA Citizenship required? Yes

Opportunity location(s): Cape Town

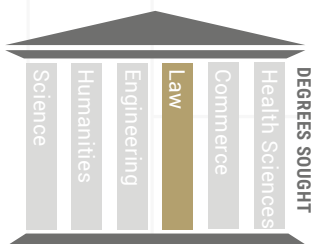
Types of opportunities:

Candidate Attorney

Recruiting from: South Africa

Opportunities on offer

Internship, Vacation work



VAT IT

VAT IT is one of the world's leading VAT and Tax reclaim companies assisting over 13000 clients around the world with foreign tax reclaim. We operate from 35 wholly owned offices situated in Europe, Asia, Africa and America and employ over 700 knowledgeable specialists dedicated to our core business of cross border tax refunds. VAT IT has been involved in the indirect tax industry for over 18 years. We service many types of institutional clients including Banks, Mining Houses, Industrial and Telecommunication Businesses.

Who we are looking for:

We are looking for Accounting and Law Graduates with strong academics in a business-related discipline. Strong analytical and numeracy skills as well as innovative thinking is highly valued at VAT IT.

How to apply:

Please submit your CV to: growth@vatit.com

Apply at:

www.vatit.com

Closing date for applications: 1 December 2020



SA Citizenship required? Yes

Opportunity location(s): Global

Types of opportunities:

Client service, Financial manager, IT, Business Developer, Sales

Recruiting from: South Africa

Opportunities on offer

Graduate programme, Internship, Bursary/scholarship



Von Seidels

Von Seidels is a dedicated intellectual property law firm specialising in protecting and enforcing IP rights in South Africa and Africa. Our head office is in Cape Town, with additional offices in Namibia, Cameroon and Nigeria. At Von Seidels, we are a team that enjoy what we do. We believe in providing forward-thinking, user-friendly solutions to our clients that complement their businesses by making intellectual property work in their favour. Von Seidels is the first intellectual property law firm in Africa to be ISO 9001 certified for service quality.

Who we are looking for:

As we are a boutique IP firm, we are looking for people who have a strong interest in patent or trademark law, copyright and related fields of intellectual property. Applicants should have at least a Bachelor of Laws degree or an Engineering degree.

How to apply:

Please send your application to work@vonseidels.com with the following attached: 1) Motivation Letter stating why you would like to specialise in this field of law; 2) Curriculum Vitae; 3) Academic transcript, including senior certificate; 4) Additional supporting documents



Apply at: www.vonseidels.com

Closing date for applications: 31 December 2020

SA Citizenship required? No

Opportunity location(s): Cape Town

Types of opportunities: Attorney, Candidate Attorney

Recruiting from: South Africa

Opportunities on offer: Graduate programme



VPUU NPC

We are a development organisation working primarily in previously underserved areas to co-create safe and sustainable neighbourhoods. We implement integrated area-based upgrading programmes of neighbourhoods in townships and informal settlements. This is done in partnership with communities, civil society, government, international funders and donors. We work in an integrated team of community participation, early childhood development, local economic development, ICT for development, architecture, planning and design, infrastructure development, operation and maintenance, project management and knowledge management.

Who we are looking for:

We are open to applications from all disciplines, but more particularly Engineering and the Built Environment, Humanities and Commerce. We are looking for graduates who are passionate about being part of the change and who are keen to learn.

How to apply:

Please submit your CV, cover letter, certified copies of your ID and full academic transcripts to apply@vpuu.org.za

Closing date for applications: 31 December 2020



SA Citizenship required? No

Opportunity location(s): Cape Town

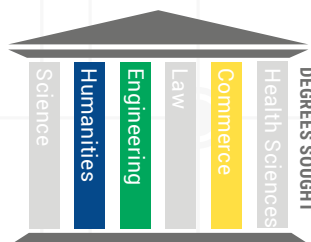
Types of opportunities:

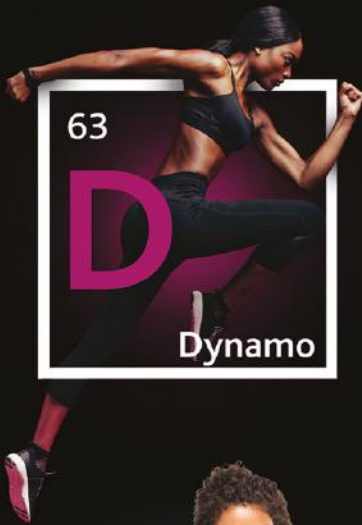
Architecture, urban design, urban planning, local economic development, social development, psychology, research, monitoring and evaluation,

Recruiting from: Internationally

Opportunities on offer

Internship





We are not solely scientific when it comes to hiring.
Because we believe in human chemistry.
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react now.

Werksmans.
Activate your legal career with us.
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► Keep us close

Webber Wentzel

With 150 years of experience and deep industry knowledge, Webber Wentzel is the leading full-service law firm on the African continent. Our collaborative alliance with Linklaters gives us global reach and our deep relationships with outstanding law firms across Africa provides our clients with the best expertise whenever and wherever they do business. We combine the knowledge and experience of the firm to provide clients with tailored and commercially-minded business solutions within record times. We value excellence and innovation and we work with our clients to help them achieve success in whatever they do.

Who we are looking for:

We offer law graduates the opportunity to serve their practical vocational training with us over two-years on our Candidate Attorney Programme. Selection Criteria includes: extramural activity; leadership; LLB degree and a minimum of 65% academic average.

Apply at:

<https://www.webberwentzel.com/Careers/Early-Careers/Aspx/Apply-To-Join-Us.aspx>

WEBBER WENTZEL

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Closing date for applications: Refer to website.

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Johannesburg

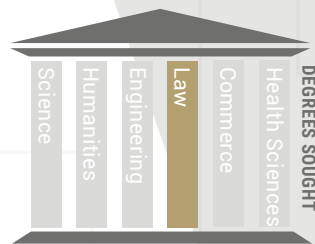
Types of opportunities:

Articles of Clerkship, Vacation work.

Recruiting from: South Africa

Opportunities on offer

Bursary/scholarship, Vacation work



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. With 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 recruit law graduates (LLB, BA Law and BCom Law) who have a passion for corporate and commercial law and the Werksmans brand. Integrity, resilience, detail orientated, team player and commercial awareness are some of the attributes we look for in a candidate.

How to apply:

In order to apply for our graduate opportunities, please visit our website and complete the online application at www.werksmans.com/graduates

Apply at:

www.werksmans.com/graduates



Closing date for applications: 30 September 2020

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Johannesburg

Types of opportunities:


Practical Vocational Training / Candidate Attorney Programme

Recruiting from: South Africa

Opportunities on offer

Vacation work





How will your talents
be more visible when
you may not be?

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■ ■ ■
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The better the world works.

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SUCCESS.**

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At Monocle, we know that to be the best, we have to have the best team behind us – a team made up of the brightest individuals who work together to deliver exceptional results. If you have a passion for finance and data, engineering or the sciences, an Honours or Masters degree, and you think you have what it takes to join a team of your most ambitious and driven peers, we would like to hear from you.

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www.monocle.co.za/AnalystProgramme.aspx
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