

46

HOW TO
**ADAPT YOUR
CV FOR
POSITIONS**

55

GAMIFICATION:
WHAT IT IS,
AND HOW TO
MAKE IT WORK
FOR YOU

110

BE IN-
SPIRED
BY **UCT
GRADS**

152

**EMPLOYER DIREC-
TORY:** YOUR POCKET
GUIDE TO OPPORTU-
NITIES OFFERED BY
INDUSTRY LEADERS

Your 2021 Career Guide

It's in our nature
to innovate, learn, solve
problems, analyse,
take initiative.



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Content

1	About us _____	6
	Who are we, why are we here and how can we help you? Let us help you kickstart your career and plan your journey while at UCT.	
2	Future skills _____	16
	The pandemic has made employability skills more important than ever – these 10 skills will help you thrive and make an impact in the future workplace.	
3	Career toolkit _____	39
	It's never too early to start your career. Prepare to Own the Selection Process with our curated guide on your CV, cover letter, interviews and more.	
4	Working world _____	72
	Starting at a job can be daunting, and even more so during a pandemic. Learn how to find work during these times, prevent remote burnout, and more.	
5	Studentpreneurs _____	99
	Meet the innovative studentpreneurs that made their mark at the 2020 EDHE Entrepreneurship Intervarsity.	
6	Grad gallery _____	110
	Be inspired by the stories of UCT grads that are making waves in their industries and learn how they are navigating the effects of the pandemic.	
7	Employer Directory _____	152
	Your pocket guide to industry leaders and the opportunities they offer. Learn more about your dream job and get your application in before the deadline.	

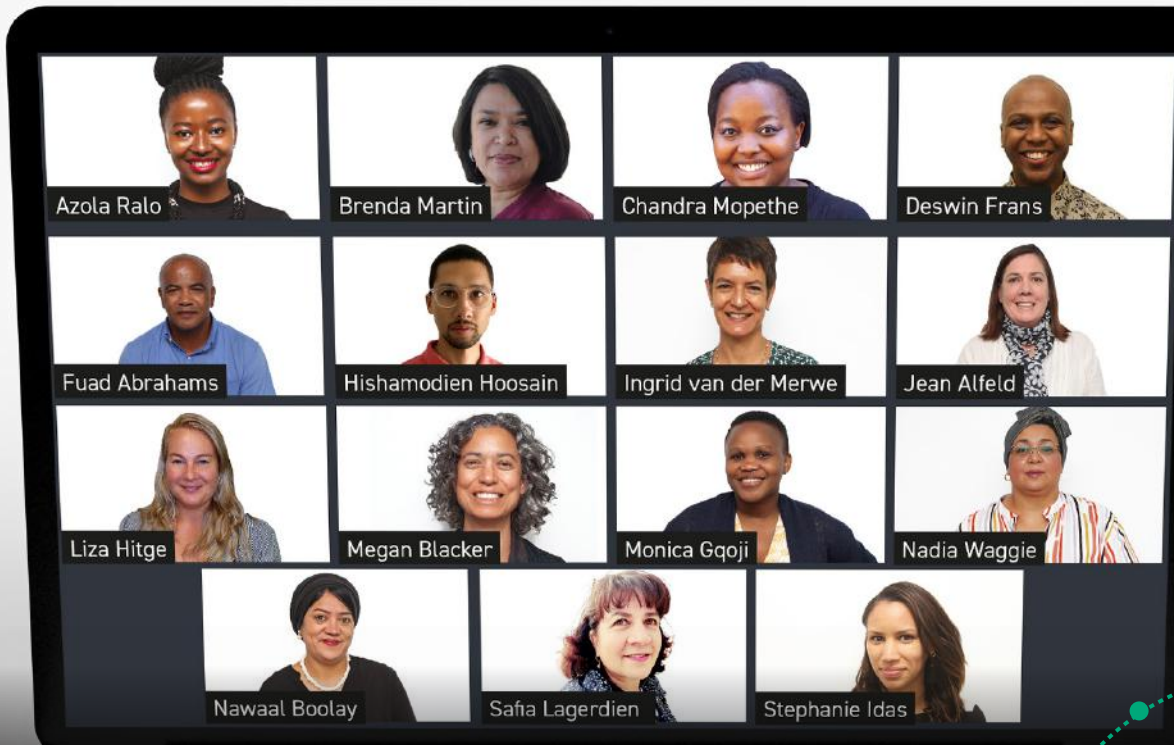
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The background is a solid purple color with intricate, light purple wavy lines that create a sense of depth and movement. Several small green dots are scattered across the page, adding to the abstract design.

About
us

01

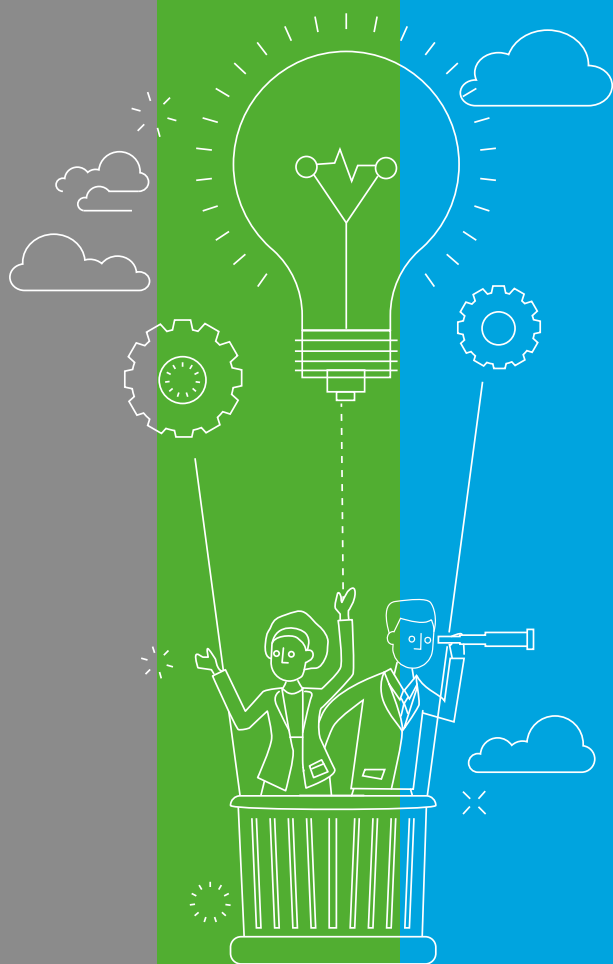
Meet the *virtual* team



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Director's message

Welcome

The past year has introduced a raft of new uncertainties, opportunities and challenges to solve. We have been reminded at an existential level, of how little we can control or determine, how quickly what we take for granted can disappear or be changed forever. At the same time, the insistence on equality, equity and social justice is being expressed, debated and taken forward in all areas of life including the workplace, as never before.



”

We have included an abundance of content that speaks to the interrelationship between people and planet, the rapidly evolving definition of Career, and the growing focus on Transferable and Future skills.

The world of work has been evolving significantly over the past decade and while the pandemic has arguably fast-forwarded many of these evolutions, learning how to live and work with uncertainty has for a while been on-track to becoming an essential 'soft' skill. Similarly, the degrading of Earth's systems has been accelerating for decades, and the interrelationship between the wellbeing of people and planet is more and more evident and concerning.

In this year's Careers Guide you will find the typical diverse content which readers have grown to rely on to answer questions and offer guidance for crafting a sound employment search game plan. The ever-popular Graduate Gallery profiles a collection of inspiring UCT graduates who share their early career journey. We have also included an abundance of content that speaks to the interrelationship between people and planet, the rapidly evolving definition of Career, and the growing focus on Transferable and Future skills.

As is confirmed by the entries in the Employer Directory, despite the toll of the pandemic on the labour

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FOR 11
YEARS



*What we can
usually control is
how we respond to
adversity, and how
determined we are
to insist on seeing
what there is to
learn from whatever
comes our way.*

Director's message (continued)

market, opportunities for work being presented to UCT Graduates by Employers who seek out the diverse and well-rounded attributes that have come to be associated with the Institution, are constant.

The UCT Careers Service mandate is to assist UCT students to acquire a set of skills, knowledge and personal attributes that make them more likely to be satisfied with and be successful in whatever professional context they choose. While the team is small, the Department's continued success is built on a diverse, multi-talented and skilled group of professionals who gladly invest time and care in ensuring the consistent excellence and relevance of our services.

Our work in the areas of Careers Advising, Tracking & recognition of Leadership Service, support to Student Entrepreneurs, Graduate Recruitment, Virtual events aimed at fostering Careers awareness and many other areas relevant to achieving student success is clear. **In 2020 we were delighted to be voted "Best Careers Service" (as voted by SA Graduate Employment Association (SAGEA) members) for the 11th year in a row.**

We are sustained by our common commitment to achieving student success, to directly fostering social transformation, justice and fairness and to addressing the vital national youth employment agenda.

As you engage with the content of the 2021 Careers Guide, I hope that you will recognise how your needs, interests and hopes have been considered by the collective contributing community of practice which actively supports your learning journey. This community seeks to actively facilitate your entry into the world of work and wishes you every success as you head toward it.

While the pandemic has reminded us of how little we can control, **what we can usually control is how we respond to adversity**, and how determined we are to insist on seeing what there is to learn from whatever comes our way. May you always see what there is to learn and may you always know the rewards of unfailing, compassionate curiosity.

Yours in career development,

Brenda Martin
Director

Our employer partners

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



Our services

1 Let us help plan your career

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

2

Networking events

Join our virtual talks, expos, company presentations and workshops throughout the year. See our events calendar here: bit.ly/3bnBSml

3

Online resources

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

4

Talk to us

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

5

Evaluate your skills

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



Plan your journey

First year

Orientation and registration

Complete all orientation activities in your Faculty – they are all important.

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



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

After 2 weeks

Log onto MyCareer to book for virtual appointments and events. Update your preferences!

First 3 months

Join societies and sports that interest you (but prioritise your academics).

Make a virtual appointment with a careers advisor if you are unsure of your choices.



September

Apply for student leadership positions & **have your application reviewed** by a careers advisor



Log on to MyCareer to view internship, vac work and bursary opportunities.

Dec vac

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

Semester 2

Attend expos to familiarise yourself with career options.

Find out about and apply for vac work.

June vac

Make a start on your CV with the help of Careers Service resources.



Attend our free Career Development Webinar Series.



Intermediate years

Registration

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

AND check out events by the Careers Service



Be aware of the deadline to change courses



Prepare your CV for the Mock Interview Programme (MIP)

First 3 months

Participate in the Mock Interview Programme (MIP) and **Attend** the Internship Expo



Find vac work opportunities and prepare your application

September

Apply for student leadership positions

Take part in Student Entrepreneurship Week

Write targeted CVs for specific positions.
Update and improve your LinkedIn profile and add relevant contacts.



May

Attend Career conversations

December

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

Your Career Guide



August

Attend events by the Careers Service (Career Conversations, Career Expos and Employer Presentations)

Jun vac

Do voluntary work or a vacation job

Consider taking a winter school module

Conduct informational interviews to start getting a sense of what you can do

Final year



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



Graduation

Use our resources to make sure you are prepared for the next step in your career.

Registration

See a careers advisor to help plan your year and discuss your options for postgraduate study or work

See a careers advisor for help with applications, interviews and to discuss job offers.



Prepare your CV for the Mock Interview Programme (MIP). **Have a look at our resources** for help with your CV, or see a careers advisor.



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

Applications for most graduate opportunities close from September onwards



September

Apply for student leadership positions

Take part in Student Entrepreneurship Week

Attend virtual employment-related events such as employer presentations.

See a careers advisor to decide what to apply for and for help with targeted applications

August

Attend expos, but do your homework first. This way, you will know which employers you need to speak to and what questions to ask.



June Vac

Attend our "Finding Work" series

Browse opportunities in the Careers Guide or look on MyCareer

Put together your application for postgraduate studies

First 3 months

Participate in the Mock Interview Program (MIP)

Attend the virtual Internship Expo



May

Attend the virtual Career Conversations hosted by the Careers Service

Apply for July internships

Set alerts on job sites for roles you are interested in, and apply for as many jobs as possible



Where will you go next?

Your options are endless, but here's our top 4.

1 Start working

Open a new bank account, register with SARS and get settled in your job. Get to know and learn from your colleagues.

Keep your LinkedIn profile (and portfolio if applicable) up to date, and keep up with peers.

Make an appointment with one of our careers advisors if you encounter career problems or need advice on a career shift.

2 Start your entrepreneurship journey

Set short-term goals.
What do you need to accomplish in the next seven days to help build towards your vision and end goal?

Build up a support network.
Reach out and keep in touch with peers, mentors and fellow entrepreneurs. Ask them to encourage you when the going gets tough.

Use free software like Google Forms to get feedback from your target market in order to ensure you develop a product that solves a real need.

3 Continue your job search

Conduct informational interviews. Start with people you know, then ask them, "Who else should I talk to?" to find your next interviewee.

Look outside your field.
Any work experience is valuable and will gift you with transferrable skills.

Talk to a careers advisor for advice on your CV, applications, interviews and your career path, and find out about opportunities.

4 Proceed with postgrad studies

Look out for teaching or tutoring opportunities in your department.

Attend a CV webinar
Log onto MyCareer to update your preferences and contact details.

Create a Researchgate profile to kickstart your academic career.



Not sure where to go from here? Make an appointment with one of our careers advisors.

The background is a vibrant blue with abstract geometric elements. There are several overlapping circles in different shades of blue and dark blue. Thin, curved white lines sweep across the upper portion of the image, creating a sense of motion and depth. The overall aesthetic is modern and clean.

Future Skills

02

It's in our *nature*

When COVID-19 hit the world, we were already knee deep in multiple other crises – rising inequalities, climate change, massive biodiversity losses... among others.

The pandemic was merely the tipping point, and it brought light to all of these issues. In the case of inequality, the gaps became much wider. But, luckily for us, it is in our nature to adapt, to rebuild and to be resilient.

Now that the world is in a semi-recovering state, is it up to all of us, and especially up to you, the future decision makers, to put the world back together again – and perhaps in a way that will be more sustainable.

Let's work together to change the rules. As activist Greta Thunberg has famously said, **"We can't save the world by playing by the rules, because the rules have to be changed. Everything needs to change – and it has to start today."**

In order to do this, we will all need to add some tools to our arsenal. The Future of Jobs report by the World Economic Forum (WEF) from late 2020 identifies the top skills needed for thriving in the 2025 workplace. We believe that these skills will be crucial in the workforce that will inevitably spearhead the world's long-term recovery from the effects of COVID-19.

In this section, industry experts weigh in how you can go about developing 10 of these skills reported by the WEF.

These skills are:

- ✓ Analytical thinking and innovation
- ✓ Active learning and learning strategies
- ✓ Complex problem-solving
- ✓ Critical thinking and analysis
- ✓ Creativity, originality and initiative
- ✓ Leadership and social influence
- ✓ Emotional intelligence
- ✓ Technology design and programming
- ✓ Resilience, stress tolerance and flexibility
- ✓ Reasoning, problem-solving and ideation

The experts writing these articles have all developed these skills... What is stopping you?



1

Analytical *thinking*

FARIS HADDAD

Faris is a Systems Project Manager at Facebook in San Francisco. He works within cross functional teams to launch, scale, and support Facebook's review platform systems. He holds a degree in mechanical engineering from UCT and a masters degree in quantitative management from Duke University.

Whether you're an artist or an actuary, the ability to think analytically with a process oriented, methodical approach is a critical skill to have. It allows you to navigate and solve complex problems and in turn, make effective decisions. In this article, we explore 5 tips that can help you improve your analytical thinking abilities.

Be outcome focused

What is your end goal? Focus on that. It will guide your analytical thinking process around any deviations that may come up along the way. Write out the answer to the question: "What am I trying to solve?" when dealing with ambiguous problems. This may be challenging at first, but setting time aside to establish an outcome is critical to the process. It saves you both time and effort as you start to tackle the problem at hand. Your outcome should involve elements of minimising the complexity of the problem you're solving and achieving impactful results. Being outcome focused is important in that it helps you to climb the mental barrier that is a natural reaction to solving ambiguous, complex problems.

Establish first principles

Establish a set of first principles that can be repurposed and scaled. These will form your baseline toolkit that you can tap into when solving problems. Your analytical thinking process should include the ability to make connections between whatever complex problem you're tackling and your set of first principles. Look back on your experience, projects, and learnings among others to start filling that toolkit. Look at trends and overarching themes among the problems you've previously solved and use those to further confirm your first principles. Ask yourself, which sets of formulas, rules, and theorems may be applicable to the problems I'm trying to solve? Write them down somewhere accessible and get comfortable with using them.

Understand biases

Biases and fallacies are commonly found in many of our thought processes and, in turn, the decisions we make. Understanding these biases and how they impact your thought process and decision making is a key skill to master as you improve your analytical thinking abilities. The **anchoring effect** for example, is a cognitive bias where we fixate on the first piece of information provided. **Confirmation bias** is our tendency to search for information that reinforces our existing thought processes. Objectivity is key to methodical analytical thinking. When making decisions, ask yourself what biases could have impacted your analytical thinking process and as a result, the decisions that came out of it.

Establish a go-to analytical process



Having a go-to analytical process will ensure that you can maintain resilience and consistency in the face of increasing complexity.

Get comfortable and familiar with an analytical process you can use when tackling complex problems. Analytical techniques vary in approaches, but commonly are blueprints to follow when tackling complex problems. The **top-down approach**, for example, involves starting at a high level, breaking down the problem into smaller, less ambiguous subsets, and deep-diving into each subset. Remember that one approach may not be applicable to every problem. However, having a go-to analytical process will ensure that you can maintain resilience and consistency in the face of increasing complexity. Analytical processes are effective in that they can be scaled up or down depending on the complexity of the problem at hand. Understand the different analytical processes and choose an approach that works for you.

Practice

Include analytical thinking in your everyday decisions. Continuously practicing analytical thinking will ensure that you remain sharp and focused. Incorporating methodical, process oriented analytical thinking into your everyday decisions is a great way of practicing for complex problems that will come up in your career. Read, learn and reiterate case studies that involve analytical thinking and are related to your career of interest. This has two effects; it provides a great avenue to practice your analytical thinking abilities and it diversifies your experiences. Practice solving problems with an element of creativity. This will make you stand out and allow you to find novel, useful solutions to any problem you solve. By continuously practicing to solve unique sets of problems, you will cultivate a repository of ideas that you can tap into at any time.

2

Active learning & learning *strategies*



LEHLOHONOLO
NTLATLAPO

Lehlohonolo, who graduated from UCT in 2018, is a medical doctor in Mpumalanga. In 2017 he founded a non-profit organisation, the Help Me Up Foundation, and for this he was named one of the Mail & Guardian 200 Young South Africans 2020.

First off, I'd like to put a twist on the common phrase "education is the key to success". I would rather say that knowledge, growth and wisdom are the keys to success. These three most important factors in building one's career are attained through learning, whether formal or informal.

Education without active learning is, to some extent, pointless. Education is what the classroom is for, to equip us with knowledge, but this knowledge is useless to us unless we learn how to apply it. With the ability to apply this knowledge we grow as individuals, professionally and personally. Growth, as a never ending process, includes obtaining enough wisdom to understand that for us to be able to serve others efficiently in our careers, we must always leave enough room for learning. Life-long learning is what keeps us updated with the evolving world we live in.

Learning doesn't end in the classroom with reading through the course material! At least, it shouldn't. To be a well-rounded person, regardless of where you are, you should use every learning opportunity that presents itself to you.

5 Learning strategies



1. Know yourself

As we are exposed to various situations and opportunities, we evolve and re-think/ evaluate certain aspects of ourselves – this is an ongoing process. Regardless of these constant changes, knowing who you are, what you want and where you'd like to see yourself in the next number of years will help you filter all the knowledge you gain into the lessons best suited for your learning and growth. It is also important to know your capabilities and your limits – learn when to ask for help and work hard to become the best version of yourself.



2. Do research

The term “research” could mean conducting a full-on study, but it can also mean simply doing a thorough search on the internet. These are some of the formal ways of researching, which we learn in the classroom. However, informal research should also be an integral tool in our learning arsenal. The purpose of research is to expand our knowledge, identify a gap, and ultimately find innovative ways to close this gap. Everything and everyone that surrounds us poses an opportunity for learning – try to **remain curious and ask questions**. There might be certain structures, conversations or interactions that raise curiosity in you. Whenever this is the case, ask questions! Use people's experiences on the topic at hand, the internet, books, YouTube – anything that can assist in you gaining access to the answers you're looking for. As long as you get your answers and are able to verify them.



4. Complete tasks

The ability to complete small tasks efficiently prepares you for bigger and more challenging tasks. That's part of growth because every time you complete a certain project or task, small or big, you learn to be better at doing whatever it is that you do. Avoid leaving tasks incomplete. Know your most productive times and which strategies work for you. As a student, try different study methods until you find what really works for you. Test out which times of day work best for you in terms of productivity – this will help you get to know yourself better and equip you with the best strategies and time to get things done in the future.



3. Listen

Conversations with our peers, mentors, families, lecturers, teachers, acquaintances and others all carry with them lessons. Do not fall into the trap of thinking someone with less experience than you can't teach you a lesson or skill that's applicable to your field or career. Every conversation worth having carries with it a lesson, some applicable to our careers and some filled with other opportunities. It is therefore important to always listen instead of just hearing. After all, experience is the best teacher – you can learn from your own as well as others' experiences. Through listening to a client, for example, you might learn about an important skill needed to help you deliver the best service and become one of the best at what you do.



5. Volunteer

Join student-led organisations on campus, volunteer at animal shelters or old age homes, and help others where you can. Volunteering will help in ensuring that you apply the other four abovementioned strategies. Working without pay and serving others build character. The moment you learn and master service without pay is the moment you'll appreciate the learning and growth that lies within the process of completing a task.

If there's one thing that COVID taught us all, it's that we live in an ever changing and unpredictable world. It is therefore vital to make sure that we equip ourselves with skills enough to help us adapt in the face of unforeseen circumstances. Commit to active and life-long learning to stay relevant and resourceful.

3

Complex problem-solving

No matter the industry, all businesses face complex problems. But not all employees are equipped to solve these problems – that's where you come in. By practising and learning to solve complex problems, you can potentially add real value to a company. Let's explore how to do this.

Increasingly, complex problems in companies are overcome using automation and artificial intelligence, but in many cases, companies still need employees to be experts at finding solutions. Let's take a look at solving a Rubik's cube, and how this can relate to solving a complex problem.

Pick one colour to start with


Any expert Rubik's cube solver knows that the first step is to pick a colour that you will start with. This colour should either be a colour you like, or one that seems easy based on how many connected pieces there are to it.

In problem-solving: Start with a part of the problem that you can relate to, and that seems easiest or least complicated to solve. This also means to start by focussing on the essentials – what can solve the immediate problem? Often, your brain will become overwhelmed if you try to focus on too many things at once, so narrow the problem down to the core.

Understand the mechanics

To solve a Rubik's Cube, you need to understand that the centre cubes cannot move. You also need to know, therefore, that the centre piece determines the colour of the side. If, for example, your chosen colour is in front of you, the colour on the other side will always be the colour of the centre piece on that side.

In problem-solving: Get to know the problem. Divide it into parts – as many parts as needed. Get to know how each of these parts interact or influence each other. Predict what would happen if you changed one of these elements – this will help you to understand the deeper workings of the problem.



*There is only
one way to eat
an elephant, a
bite at a time.*

– Desmond Tutu

One layer at a time

Desmond Tutu once wisely said, "There is only one way to eat an elephant, a bite at a time." The same is true for a Rubik's cube. You solve it one layer at a time. After solving your chosen colour, you go on to the second, then the third layer, and eventually you will have solved all sides of the cube.

In problem-solving: After solving the essentials of the problem, move onto the other parts of the problems and try to solve them one by one.



**Complex
problem-
solving skills
will make
you a great
teammate
and someone
with the
ability to look
at things a bit
differently –
make sure
to embrace
situations
where you
can practice
these**

Remember: all parts form the whole

Often, in the process of solving one part of a Rubik's Cube, it might seem like other sides are being messed up – of course, this gets resolved if you are solving the cube correctly.

In problem-solving: Remember that all parts of the problem together still form the problem, and that solving or changing one part of the problem might have a big effect on another. Plan ahead to make sure that fixing one problem will not ruin something or create another problem. The best solutions will serve all the parts best.

Practice makes perfect

As with most things worth doing, solving a Rubik's cube is difficult. And the more you practice, the better you will become at solving it. The record for the fastest solve currently is 3.47, held by Yusheng Du – you better believe he took much longer than that the first time he tried it.

In problem-solving: Keep on at it. Embrace problems as opportunities to learn, and keep placing yourself in situations where you will have problems to solve. Complex problem-solving skills will make you a great teammate and someone with the ability to look at things a bit differently – make sure to embrace situations where you can practice these, and jot the experience down in a journal. This will come in handy when you need to give an example of problem-solving in your next interview.

4 Critical thinking

Critical thinking is increasingly important in our personal as well as our professional lives. When we consume information (online or in person), we have to be able to discern between what is factual and that which is not. This becomes especially important when you navigate a space that is filled with misinformation and fake news.



METHULI MBANJWA, FORETHOUGHT AFRICA

Methuli Mbanjwa is a Co-founder and Director at Forethought Africa and Partner at Embedding Impact. Methuli holds an MBA from UCT, a Master's degree in Chemistry and a number of professional qualifications, including completion of the Cambridge Institute for Sustainability Leadership's Prince of Wales Business and Sustainability Programme for Senior Executives.

Critical thinking aids in your judgement of the information you consume. It helps you to know which advert on your phone is worth checking out. It's what helps you know whether you have really won 2 million dollars with that random SMS or not. It teaches you to check where the source of a news headline is coming from. And, in a job, it gives you the ability to weigh up information, scrutinise it and form a logical conclusion.

Be active in thinking about information – do not simply follow a take-in and respond approach. There are many examples out there of what happens when an action is taken without deliberately thinking through the information and the potential impact of an action – think, for example, of how decisions made for global economic progress over the years have contributed to negative social and environmental outcomes. A courageous leader needs to be able to examine the facts and come up with lasting solutions.

Although there is substantial evidence on the need for critical thinking as a skill, there is still limited focus on it in education. In my personal experience, fresh graduates tend to be great at researching, absorbing material and reproducing it. The key skill required, however, goes beyond this – it is necessary that a person is able to “process” the information beyond just the superficial and formulate their own conclusions and opinions.

What emerging ideas can you observe from the information? Are they connected with each other or any other information or themes outside of the source? Is there some logical process towards a logical conclusion? In the end, the most valued team member is the one who can solve complex problems. At the very basic level, can you differentiate between idea, fact or opinion? When someone makes a claim about a study, are you able to determine whether it is valid? There are a number of tools and methods that can be used to either guide or ingrain critical thinking processes. Our thinking on a daily basis is not critical, and the opposite is not automatic.

Follow these 7 steps in developing critical thinking

1

Ask basic questions.

Using the basic questioning of What, Why, When, Who, How. There could be simple solutions that could emerge from a simple questioning before getting into complexity.

2

Question basic assumptions

What are assumptions and beliefs that I have premised my approach on? Are these valid under the circumstances?

3

Be aware of your mental processes

What are your departing positions in terms of bias, prejudices or judgements? This objective awareness enables you to self-evaluate whether you negatively influence your approach.

4

Try reversing it

When stuck, see if you can reverse the relationship. Other causal relationships can emerge when considering things from a different perspective.

5

Evaluate the existing evidence

What other evidence exists to support or provide a different perspective? Other evidence might provide contrasting or supporting data to better understand the factors and context.

6

Remember to think for yourself

Your own perspective is as important as other sources of information or research. Remember that your own thoughts or assessment may hold the right answer.

7

No one thinks critically 100% of the time

Recognise that you do not always have to have your critical thinking cap on. Yes, use critical thinking as a tool when it matters – for important decisions and difficult problems. But it is normal to default to normal thinking now and then.

Like any skill or technique, the more you practice, the better you become at it, and you will eventually be more comfortable to shift to critical thinking when dealing with everyday problems. However, whether one is applying the tool for everyday challenges or in the work context, there must be a deliberate intention to be critical.

5

Creativity, originality & *initiative*



**YUMNAA
FIRFIREY**

Yumnaa is the Head of Sustainability at Scatec in South Africa. She has had a diverse career in business, government, partnership organisations and as an entrepreneur, and holds a Bachelor of Business Science from UCT.

The core of creativity, originality and initiative lies in being mindful and present to the task at hand and constantly asking the most important question: 'Why are we doing this?'

What are we trying to achieve and how best can we be successful and the most efficient with the resources we have at our disposal? If we can constantly return and recalibrate our actions to those fundamental questions, then I believe we are on the path to finding appropriate and lasting solutions for our world.

The importance of these skills can be fully appreciated when one considers the alternative. If we are not original and creative in our approach, then we are most likely applying old, worn out solutions to new problems. If anything, 2020 has shown us as a global community, that without any forewarning or preparation, we can be faced with a challenge and a very different set of circumstances that we have to respond to. It is with ingenuity that we stand a chance of getting beyond surviving... to really thriving.

We have rapidly changing workplaces and rapidly changing industries in a rapidly changing world. The increasing number of challenges are an automatic result, probably with increasing severity in the future as well. We cannot afford to be anything but original and creative in our thinking and we cannot only be thinking; we need to take initiative to move that thinking into action – quickly – before we face the next challenge.

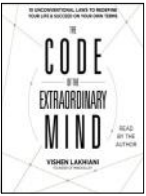
But how do we do this? What are the first steps towards this approach? What does it mean in practice? Here are some of the steps you can take.



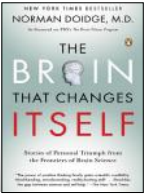
Curiosity

A healthy dose of respectful questioning shows interest in the subject being discussed, in order to understand why a challenge is currently approached in the manner that it is. This will yield insights into how it may be approached differently. It could also provide useful tips on how other similar challenges could be addressed and helps to build your cache of competency tools.

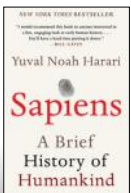
Books to shift your paradigm



This will help you to see the world and your role in it from a fresh perspective.



Understanding how our minds work and helping yours to reach its maximum potential by changing the rut of behaviour that does not serve you.



When you understand how humanity has come to be what it is, you are able to make smarter decisions about how you'd like to see us develop further.



Mindfulness

As much as possible, while also appreciating the need for multitasking in the fast paced world we operate in, try to fully immerse yourself in the meeting or event you are in. Take a few deep breaths at the start of the meeting and try to pick up all verbal and non verbal communication – what makes some people uneasy or what do they feel confident about. This is key towards building a full and comprehensive understanding of the subject, a vital foundation to an appropriate, creative response.



Systems thinking

Often, the best approach to finding a long-term solution requires one to consider the problems from a multitude of perspectives, and understanding the full system that the problem is located within. If you only solve the part of the problem that impacts you, chances are that it impacts negatively on the other people or other components of the system, causing the solution to be short-lived. This is best achieved through sense-making, separating yourself from the challenge and making sense of it objectively, incorporating the insights of those who can assist with their sense of the situation.



Perceived sphere of influence

Throw yourself into finding solutions as opposed to complaining about the problem. Believe that a better model is out there, that you don't have to settle for less than the best. Through this approach and a gradual shift in your beliefs you will steadily grow your sphere of influence, the extent of the world you believe you can impact on and your sphere of the world that you actually do.

”

It is with ingenuity that we stand a chance of getting beyond surviving... to really thriving.

6



RACHEL
NYARADZO
ADAMS

Rachel is a leadership practitioner and an ontological and personality coach that works with individuals and teams. She holds an honours degree in social science degree from UCT as well as a masters degree in African Studies from the University of Oxford.

Leadership & social influence

If you want to cultivate exceptional leadership and social influence, then I ask you to engage in only one task: spend time understanding the human brain.

While leadership is, at a basic level, your ability to influence inter-relational dynamics, most leaders spend little to no time learning about the workings of neuroscience behind leadership, teams, and individuals. Our brains are at the core of all the human issues we face at work: conflict, mistrust, communication challenges, misalignment in work practices, mental health challenges, strategic sabotage and so on. Below are some key neuroscience-based skills that will help you master leadership and social influence in a way that is truly human and relevant.



Create an enabling environment for the brain to thrive

Encourage healthy eating habits and practices that help to silence the mind through wellness programmes

You can't effectively lead and influence people whose brains are not thriving. In a world that glorifies overworking, the most radical form of leadership and influence is making sure that your team is empowered to take care of the basic drivers of the brain. Make sure that they are getting quality sleep (which means stop sending emails at midnight!). Provide opportunities for movement or exercise during the day. Encourage healthy eating habits and practices that help to silence the mind through wellness programmes. Modern research is showing us that leaders who create an enabling environment for the brain to thrive, find themselves facing less resistance from the people they lead. Teams become more creative, better problem-solvers and can deliver the right energy to the work they are doing. It is a simple formula for the brain-smart leader.

”

Understand your own personality style and how you best lead and influence.



Understand different personality types.

One size fits all has never and will never work. Different human beings process energy and information differently. Some need lots of information to feel empowered to make a decision, some do not. Some organise their project management in a linear fashion and some in a zig-zag. To try and influence these different categories of people in the same way is a grave error. Most importantly, understanding your own personality style and how you best lead and influence is non-negotiable. It allows you to gain clarity on your own leadership strengths and how to leverage them and lets you know what supporting acts you need to make up for your weaknesses. There are dozens of personality assessments on the market that can help you understand personalities better. Use them.



Understand that conflict is a natural and critical aspect of teaming

Of all the stages of a team, there is none more feared than conflict. Yet the more senior you become in an organisation, the more you will have to lead and influence through the management of conflict. So, it is vital that you learn to understand and embrace conflict early in your career. The first mindset shift is accepting that conflict is not only inevitable, but necessary. It reveals to you the true state of the team and the organisation and can be a source of great insight. When conflict arises, influence by celebrating it and creating a safe space for courageous conversations.



See the human side of people

When the going gets tough and you feel like people are not stepping up, do not address the adult in them. Speak to the part of them that is reluctant to take risks or to work harder. Speak to the part of them that is resistant. Speak to the values that they have cultivated over a lifetime. A lot of our reactions to the world are driven by memories of what scares or excites us or by what we deeply value. With other words, people's reactions seldom have anything to do with what is happening in that moment. The best (and most difficult) way to do this is to take the time to understand the earlier influences of the people you lead and how those may manifest in the present day. If you do not attempt this, you will struggle to influence them deeply. Make the time to get to know people and deeply listen to what matters most to them.



Learn to tell good stories

Research done by McKinsey shows that influential leadership starts with a compelling story. Learn the art of storytelling, starting with learning how to tell your story. What inspires you? What compels you to lead? Why should anyone be led by you? Build on this story all through your career. It will help you to tell other stories that are more directly linked to the projects or the people you are leading.

7

Emotional intelligence

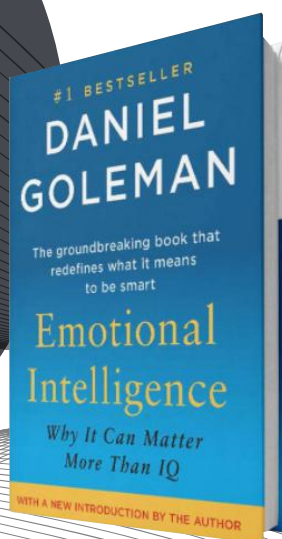
In times of crisis, a person with emotional intelligence (EQ) is prepared to respond to pressure in calm, considered ways. They understand the emotions involved in a situation – both the emotions of themselves and others.

”

By teaching people to tune in to their emotions with intelligence and to expand their circles of caring, we can transform organizations from the inside out and make a positive difference in our world

— Daniel Goleman

And in the world of work, emotional intelligence can often give you the upper hand. It could mean strong relationships with your colleagues, a knack for working efficiently in a team, and that you have the emotional ability to thrive in difficult situations. Psychologist and author Daniel Goleman writes about emotional intelligence as containing four quadrants.



	SELF	OTHERS
AWARENESS	<p>Self-Awareness</p> <p><i>Be in tune with your emotions, needs, weaknesses, strengths and drives.</i></p> <p>Ask yourself: What are your top 5 core values? Why do they matter? Write this down.</p> <p>Do this: Try to become more aware of your emotions and thoughts with every situation going forward.</p>	<p>Social awareness</p> <p><i>Be more aware of other people and their emotions, but do not let it influence you.</i></p> <p>Ask yourself: What was the eye colour of the last person I spoke to? What was their body language? What were they thinking?</p> <p>Do this: Keep your empathy skills sharp by asking yourself questions about those around you. Most people show what they are thinking and feeling – you just have to listen and respond.</p>
MANAGEMENT	<p>Self-management</p> <p><i>Control your impulses, especially ones that can be destructive such as anger and fear.</i></p> <p>Ask yourself: What decision can you make that will be in line with your core values?</p> <p>Do this: Cultivate goals, mindsets and habits that are in line with your values. Accept that decisions that are in line with your values will not always be easy – they may come with discomfort, anxiety and fear.</p>	<p>Relationship management</p> <p><i>Your capacity to use social awareness to manage interactions successfully.</i></p> <p>Ask yourself: What are your positive and negative communication abilities?</p> <p>Do this: Write down areas of your communication abilities that need improvement (for example conflict management) and work to improve it – take a short course, watch videos, read a book, or find a role model</p>

8 Technology design and programming



TIANG
MOABELO

Tiang is an innovative entrepreneur and founder of LoadALot, a disruptive tech-enabled startup in the moving and logistics industry.

Artificial Intelligence (AI) is the exciting buzz word of the 21st century, yet a widely-held concern is that this new technology will completely replace employees in the workplace.

What is more alarming is that a university degree doesn't guarantee your employment against this technology. To avoid the extinction of workers, employees will have to reskill and learn to collaborate with new technology.

Technology design and programming

Siri, Alexa, your Spotify suggestion playlist and image recognition devices have one thing in common: artificial intelligence (AI). They are all, in one way or another, performing the same tasks that my brain can perform, but faster. They recognise speech and reply in speech, they predict the next possible song I might like or recognise images like my brain would.

With AI we attempt to reproduce the functions of the brain using data and computer programming. The code (or set of computer instructions) can vary from a simple Excel VBA script to a more complex Python script. What is encouraging is that coding has been developing for decades and many instructors around the world have developed intuitive courses that can help anyone at any level of coding to either start or improve their level of coding.

How we used tech to transform the transport market

Through LoadALot, we used technology to improve the customer experience and disrupt the traditional model of moving and logistics. We developed an AI image recognition web-app. Customers use the app to take a photo of the items they would need LoadALot to transport and receive an instant quote based on it. The app, through machine learning, recognises these furniture items and instantly compiles a quote in the back-end in real time to display a dynamic price and a booking calendar to customers. This is both time and cost saving for the customer as they have full control of how much they will have to pay for the service. This is also seen as a step towards personalising the experience for the customer. We used detailed customer feedback, data and patterns to tailor the function and outcome of the web-app.

Read up on the emerging tech being used in your field, and use your free time to learn it.

SOME THINGS YOU CAN DO:

To see which technologies are increasingly used in your industry, look at the Industry Profiles section of this report

bit.ly/3bqKJUu

Upskill yourself:

Coding is fast becoming a critical skill, especially considering the direction in which humanity is evolving. A basic understanding of coding can go a long way in any career. Many coding courses can be found on platforms such as Coursera and Udemy. In whichever career you find yourself, coding might just have a purpose for you – do some research to find exactly which language might be useful in your industry. Even if it just means that you can assist with upgrading the website of the company you work for, it offers a unique selling point on your CV that few other candidates might have.

What new tech is being used in your field?

Companies are always looking for fresh talent that already know the ins and outs of new technology. Read up on the emerging tech being used in your field, and use your free time to learn it. 3D and 4D printing and modelling, for example, is being used in more and more industries – so try to teach yourself to use Blender software, or save up and buy Autodesk Maya.

Know the basics, and do your research.

When you know nothing about a subject, you will never be able to properly delegate it. Let's say you are in charge of having a new software product developed. The developer comes in for a meeting and realises that nobody in your team knows what she is talking about – she proceeds to explain that because of "gibberish," the project will take a year to complete, at a rate equivalent to what you will hopefully earn in a lifetime. You accept, not knowing that the project could actually have been done in one month. But, what if you had known something about the technicalities of what you were asking to be done? Even when you do not have to touch code for your projects, it is worth it to know the basics – it can mean the difference between somebody taking advantage of your naivety and you knowing to decline their offer.

Keep up.

A big thing in many workplaces currently is upskilling, and the skills needed often involve technology. The fact is, most of the workforce is not up to date with technology, or the best uses thereof – people do not know, for example, the importance of secure passwords or how to back up their work. This might sound unbelievable to you, but it might just be you in 10 years, struggling to use the overcomplicated piece of future tech that your company has brought in. Keep up to date with tech, even if it means doing research in your own time – YouTube tutorials, anyone?

9

Resilience, stress tolerance & flexibility

KATE
SOLOMONS

Kate is a Clinical Director at The TraumaClinic Foundation and holds a Master of Social Science in psychology. The Mail & Guardian honoured her as part of their Top 200 Young South Africans.

"You may not control all the events that happen to you, but you can decide not to be reduced by them.

—MAYA ANGELOU

Resilience! Stress tolerance! Flexibility! Grit! – You have probably heard these terms many times in the past few months, thrown around in the world of work as we are moving forward during a pandemic. But what exactly do these expressions mean?

Resilience is the ability we develop to withstand adversity and allows us to recover fairly quickly from tough events. **Stress tolerance** is the threshold at which we can effectively and consistently deal with stressful situations. And lastly, **flexibility**, which in this context is the ability to adapt to change. All of these come together to form a significant predictor of success: grit. **Grit** is the ability to be courageously persistent, even when life is harsh, difficult, or unpleasant.

Angela Duckworth, the author of the book *Grit: The Power of Passion and Perseverance*, defines Grit as passion and perseverance for very long-term goals. "Grit is having stamina. Grit is sticking with your future, day in, day out, not just for the week, not just for the month, but for years, and working really hard to make that future a reality. Grit is living life like it's a marathon, not a sprint."

We all know that the pandemic could be the model situation as to nurture and refine these abilities. So, how can we develop and expand on them?

Build resilience

Face your fears

When we gradually expose ourselves to what we fear, our brain learns that we are able to handle and survive obstacles.

Change the narrative

Reframe your negative situation – what have you learned from it? How can you grow from it? How can you use what you now know to help others?

Practice self-compassion

Give yourself the same amount of love, patience, and care that you would give to others. Be mindful of how you feel during such times and remember that what you are feeling is valid.

Develop stress tolerance

Practice self-care

Exercise regularly, go outside (humans need Vitamin D to function!), eat well and get plenty of sleep. Taking time to properly rest (Switch your phone to “Do not disturb” mode if you have to).

Name your stress and then act on it

By ignoring your stress, you will be making it worse. Take ownership of your stress, recognise the triggers, and see how you can use it to grow.

Find support

Be honest with friends and family about what you are going through. Talk to your GP about how to reduce stress and tension in your body, and book an appointment with a therapist as extra support.

Practise being flexible

Plan ahead

Accept that change is inevitable – the only constant in our life is change. So, while you cannot predict the future, you can always try to prepare for it!

Step out of your comfort zones once in a while

There will be difficult periods in your life. Try not to walk away – rather see these challenges as opportunities for growth! Imagine how much more you can learn when you have reached the other side.

Embrace failure

No one likes to fail, but it will happen! Accept that it will occur from time to time and that you can always start again – this time with even greater insight and knowledge.

“I want to be in the arena. I want to be brave with my life. And when we make the choice to dare greatly, we sign up to get our asses kicked. We can choose courage or we can choose comfort, but we can't have both. It's having the courage to show up and be seen when we have no control over the outcome.”

- PROFESSOR
BRENÉ BROWN,
UNIVERSITY OF
TEXAS

10

Reasoning, problem-solving & ideation



**REABETSWE
MAKOFANE**

Reabetswe is a Senior Consultant in Strategy and Business Design at Deloitte. As a UCT alumna, she prides herself on being an evidence-based decision maker, using real data to investigate and understand the issues facing systems and organisations in order to develop entrepreneurial and innovative interventions to address them

Congratulations on beginning your career! If you have your first job lined up, you are amongst the one third of lucky graduates from South African universities who find a job after graduating. If you are still awaiting an interview or offer, you might be feeling frustrated, anxious and lost.

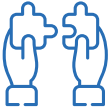
These feelings, and more, will come up many times throughout your career. The intention of this article is to help prepare you and hopefully help you feel empowered to tackle the job market.

You may have already come across a few articles that highlight the importance of analytical capability or come across job adverts looking for “problem-solving and analytical skills”. This may have left you questioning what “problem-solving and analytical skills” look like or where to learn these skills (did they even cover these in my lectures?). This article should help you find the answers.

So, what is problem-solving and analysis? Problem-solving is how we move from identifying an issue or new need in our world or work to deciding on a way to resolve the issue or serve the need. Sometimes we can do this without much thought. For example, my pot plant looks like it is dying – a simple solution: I should water it.

Of-course, in your career (but also overall in your life) you will come across more complex problems and will need to be able to logically and systematically find solutions.

Here is a breakdown of how you might use problem-solving and analysis to make high-quality, innovative decisions based on real problems.



Problem-solving is how we move from identifying an issue or new need in our world or work to deciding on a way to resolve the issue or serve the need.

1. Identify the problem

2. Structure the problem: list the elements that could be causing the problem

3. Analyse opportunities: research elements that can be used to improve the problem develop options on how the problem could be solved

4. Prioritise the options: inspect which options could deliver the desired outcome most efficiently

5. Act

6. Measure: observe the impact of actions

Let's revisit the dying-pot-plant problem:

1. Identify the problem

The botanical gardens are looking drab: the grass is patchy; the flowering trees have wilted, and we've noticed little white marks on the leaves of these trees.

2. Structure the problem

We know that plants use a combination of water, sunlight and soil nutrients to live healthily and that there are pests that can cause plants to wither and die. Furthermore, exposure to elements such as wind and temperature will also impact plant health.

3. Analyse opportunities

Has the garden had too much or too little of the above elements?

How would we know which elements the garden has received too much or too little of? We could find out what level of each the grass and flowering trees require and compare that to how much of each element it has received. The grass should be watered weekly for 15 minutes, and the trees rely on rain and groundwater. Both should be receiving full sun and the trees will flower in spring-time (at moderate temperatures with medium wind). The soil is fertilised weekly using a water-soluble nitrogen compound.

4. Prioritise your options

After the analysis that the garden is already receiving the correct amount of water, soil nutrients and sun, the remaining element to be investigated is the potential for pests. The white marks on the trees are evidence of a specific pest, and the most efficient solution to the drab botanical garden is using an organic pesticide to protect the trees and grass.

To learn more about problem-solving as a process, you can look at problems and solutions you've identified in your world.

Steps 5 & 6

In this example, steps 5 and 6 (Act and Measure) follow on quite clearly. However, the choice of which pesticide to purchase and use could be another problem to unpack and investigate further.

To learn more about problem-solving as a process, you can look at problems and solutions you've identified in your world. Whether it's as organic as a garden looking drab or as serious and complex as the roll out of vaccines, read up on how these solutions were developed and try to trace the steps back to the above problem-solving process steps.

Sources of problem-solving content can be found across the internet. Try to find sites or sources that don't take an industry focused approach to problem-solving, so that you can learn how to apply the process across any area.

The background is a solid teal color with various abstract patterns. A large, curved, halftone pattern resembling a wave or a stylized 'C' shape is prominent in the center. There are several solid teal circles of different sizes scattered across the page. The text 'Career Toolkit' is in a white, sans-serif font, and the large number '03' is also in white, sans-serif font.

Career Toolkit

03

1 OWN THE SELECTION PROCESS

Your job *application*

Meet the requirements

This one should be obvious: if you are fresh out of uni, you are likely not qualified enough for a senior role.

BUT there are exceptions. If you do not necessarily meet all the requirements of a job but believe you meet the core competencies, you should absolutely still put yourself out there – and make your case clear in your cover letter.

EMPLOYER INPUT

“It is important for applicants to ensure, at the minimum, they meet/exceed academic requirements to be eligible for the role.” – **Priya Naidoo**, Graduate Recruiter at EY

“Have an updated, neat CV at all times and upload all required documentation for your application.” – **Sinazo Mdlalo**, People and Culture Officer at BDO

What makes you YOU?

Ask five people that know you well what they think your five biggest strengths are (best is to ask somebody that has worked with you on a project). Think about what makes you different from the average human – are you persistent, patient or tech-savvy; do you like to learn new things? Think of examples where these qualities have counted in your favour.

Show authenticity – why you? You don't know the standard of other considerations. Highlight your accomplishments, skills and potential applicability to the firm.” – **Boipelo Mathodlana**, Graduate Programme Manager at CDH

Show resilience

Think about how has the pandemic has tested your resilience. If you have been busy with your studies throughout, think about how you kept yourself motivated to study remotely, or perhaps the techniques you have used to overcome loneliness or anxiety. Be ready to share these techniques in an interview.

“The pandemic has encouraged us to demonstrate a greater level of empathy for students, and the adverse circumstances some may have experienced. Finding candidates who have been able to achieve success, despite the challenges posed by the pandemic, is desirable.” – **Priya Naidoo**, Graduate Recruiter at EY






Cut to the chase in your cover letter

EMPLOYER INPUT

"When introducing yourself in a professional yet personal manner, the employer already gets an overview of your personality. Make a short summary of your CV and current employment/educational status." **Sinazo Mdlalo**, People and Culture Officer at BDO

"Give short points on: why you are applying at the organisation (e.g. it resonates with your values), your highest qualification and what you intend on achieving with your studies, years of relevant experience (no details of the firms or the roles etc.) and your strongest attribute (in short)." – **Aamena Ebrahim**, Acting Graduate and Bursary Scheme Manager at AGSA

Use the five Ws:

-  Who are you?
-  Why are you interested in *this* role and why at *this* company?
-  What are you best at?
-  Where have you studied and/or worked?
-  When can you start?

Be specific, use your words wisely, and tailor it to the position.

Avoid negativity

If you have to talk about a negative experience, give an example of how you overcame it, but be honest, and do not make up excuses. For example, if you failed a year of studies and you are asked in an interview why your degree took five years instead of four, explain, "I failed my second year of studies, but in doing so I learnt that I can overcome anything if I put my mind to it. It pushed me to develop myself more and to work harder.").

"Cover letters need to be positive. Do not include unnecessary negative details or say why you deserve something – eg. 'I deserve this because I have had a difficult life'. Rather highlight your strengths." – **Aamena Ebrahim**, Acting Graduate and Bursary Scheme Manager at AGSA

Your CV: the passport to your *dream job*

2

In the same way that a valid passport can get you to your dream holiday, a well-crafted CV can get you to your dream job. CVs come in many different shapes and sizes, but there are some things that always need to be included. Use this guide as a starting point, then build from there.

Six essential sections to include in your CV:

1

EXPERIENCE

This includes full-time, part-time, freelance, teaching and voluntary work experience, and should be in reverse chronological order (most recent experience first!). Use powerful verbs to describe the key responsibilities, skills and accomplishments of the three roles most relevant to the job. And, if possible, use data to bolster your case (eg. how many followers were gained while you managed that NGO's social media account?).

Do not lie. Concentrate on what you have done, and if nothing comes to mind, leave the section out for now and sign up for a volunteering role.

EMPLOYER INPUT

"Easy to read information, work experience and qualifications must be clear and found within the first browse." – **Aamena Ebrahim**, Acting Recruitment and Bursary Manager at AGSA

2

SKILLS

Choose your top five skills relevant to the position. This section should include only relevant employability skills – possible subheadings could be languages, software, marketing, entrepreneurship and leadership. Give evidence of each skill by using examples with concrete metrics and details. Avoid using broad terms like "computer skills" or "web searching". Be specific – Microsoft Office is broad; Microsoft Excel is better; describing shortly what you can do using Excel is best.



YO
PROFE
Lorem ip
consecte
Nullam se
sagittis m

WORK EXPERIENCE

JOB TITLE

Company name; Jan-Jun 2021

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INTERNSHIP

Company name; Jun 2020

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VACATION JOB

Company name; Dec 2019

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SKILLS

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SKILL 2 Lorem ipsum dolor sit amet,
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SKILL 3 Lorem ipsum dolor sit amet,
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SKILL 4 Lorem ipsum dolor sit amet,
consectetur adipiscing elit.

SKILL 5 Lorem ipsum dolor sit amet,
consectetur adipiscing elit.

YOUR NAME

PROFESSIONAL TITLE

sum dolor sit amet,
ur adipiscing elit.
ed viverra augue. Etiam
ximus nulla.

name@example.com

+27 82 555 5555

www.example.com

www.example.com

3

PERSONAL INFORMATION

This should include your name, professional title, contact details (a professional email address!) and a link to your LinkedIn profile, and should take up a small space at the top of your CV.

An optional extra is a short paragraph with three to four brief sentences to introduce yourself. If you go this route, keep it concise and use it to tell the recruiter why you're the best candidate – what makes you different from and better than the competition? What can you bring to the business? You **do not need** to disclose your date of birth, marital status, health status, nationality or physical address.

EDUCATION

DEGREE NAME 2020

University of Cape Town

DEGREE NAME 201

University of Cape Town

ONLINE COURSE

Online Institution

4

EDUCATION

Aside from your formal degrees, include academic achievements, short courses, training and exchanges. As with the experience section, this should be in reverse chronological order. Include the start and end year of your studies and the name of the institution.

If the position does not require a certain grade, do not include your marks on your CV. Unless you were top of the class or got a distinction, your marks could cast a shadow on your application.

INTERESTS

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

5

INTERESTS

Make a draft list of your interests, and then consider each one. How do they relate to your employability? For example, playing soccer might make you more likely to work well in a team. However, if you enjoy watching movies in your spare time, this will likely not improve your employability unless you are in the film industry. Use this test to narrow your list down to a maximum of 5 relevant interests.

REFERENCES

NAME SURNAME

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

NAME SURNAME

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

6

REFERENCES

Include at least two references, and make sure to get their permission before adding their name. Always send a copy of your CV to them along with details on the position you are applying for. If you recently graduated or completed a course, one of your references should be able to comment on your academic performance. Include a contact number for each reference in addition to their email address.

EMPLOYER INPUT

"Demonstrate additional skills gained particularly during lockdown.

Examples include that you completed online courses, started/ran successful initiatives/ventures or pursued new interests."

– Boipelo Mathodlana,
Graduate Programme
Manager at CDH

EMPLOYER INPUT

Don't use a person who wouldn't remember you or be able to find your record if called to check on a reference. Also, don't use family, even when you've worked for family. Rather ask a client that was impressed with your service.

Boipelo Mathodlana,
Graduate Programme
Manager at CDH

Trivia



What do your phone, laptop and CV have in common?

Answer: They all need regular updates! No matter where in your career you find yourself, it is worthwhile to keep your CV updated.

Tailor your CV to the job

A good CV knows its audience. Yes, we know, it is already a mission and a half to put together your CV, and now you still have to change it for every application? Trust us, it is worth it. Follow these steps.



1. COMPILE A LIST

Compile a broad list of your experience, achievements and awards as well as your involvement in sport, societies and volunteering. Include your skills and interests.



2. NARROW IT DOWN

Take a look at the description of the position you are applying for, and do some research on the company. Based on that, narrow down the list you made in step one – try to be very strict with yourself in eliminating irrelevant details, skills and experiences.



3. USE THEIR KEYWORDS

Make a list of the keywords and skills used in the job description and on the company website, and take time to incorporate the keywords you found in step 2 into your CV – this will help your CV to get past the screening stage (many companies use software to automate this process). But do not overdo this – only use these words where they fit naturally and where they reflect the truth.



4. SELECT YOUR CV FORMAT

For most corporate and academic positions, a CV should be as clean and professional as possible, whilst for more creative positions, your CV can reflect your personality and style. In both cases, a CV should be clear, well structured and written in a reverse chronological order, with clear indications of timeframes.



5. PUT IT ALL TOGETHER!

Your CV should not have to exceed two A4 pages, unless you are applying for an academic post. Use bullet points, avoid paragraphs and do not provide excessive details. Brevity is the key here. If you are including a picture of yourself, choose one that is professional and good quality.



6. DO A GENERAL CHECK

Is everything true and evidence-based? Do you use the keywords that appear in the job description? If you had 10 seconds to look at the CV, what catches your eye? Is everything relevant?

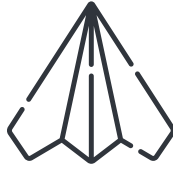


7. READ IT OVER ONE MORE TIME

Read it over one more time (and run it through a spell checker), then give the CV to a friend or family member to proofread. Then, take a long break, and read through it again. Even one error can give an employer a reason to skip your CV. You can use spell check, but understand that it will not pick up everything. Sure, an innocent “defiantly” instead of “definitely” might still be overlooked, but “pubic” instead of “public” can change meaning significantly!

It is likely that your CV will be filtered through an automated applicant tracking system.

To test whether your CV would fit the requirements of an algorithm, save it as a plain text file (.txt) to check whether the text becomes scrambled. Then, upload your CV and the job advert to a free ATS scanner, offered by many sites (eg. jobscan.co).



Are you considering taking your career abroad? You will quickly find that the CV requirements differ from country to country, and what counts in one does not count in another. Here's how to put your best foot forward, wherever you might find yourself.

3

OWN THE SELECTION PROCESS

How to *adapt* your CV for positions abroad



By **Amena Hayat**

Check your terminology

The words CV and Resumé are often used interchangeably in South Africa, but in the United States (US), a CV refers to a longer document used only in education and research fields, whereas a resume is a shorter document used in other industries. Ensure that the words you are using make sense in an international context.

Include your work visa status

Many companies will only consider you on the condition that you have a valid work-visa in that country, and so it is really important to be honest and clear with regards to your eligibility to work there.

Remember the basics

Regardless of where you are applying, the purpose of a CV remains the same and certain things always need to be included – e.g. your full name, contact information, work experience, education history and skills.

Adapt it to suit the country

Change your CV according to the specific country's requirements. Do your research and understand what the industry and country norm is in the market that you are applying. Find others on LinkedIn in the industry in the country, and see how they have formatted their CV. This has a secondary benefit too: it indicates to the recruiter that you are culturally aware and adaptable to different environments.

PAY SPECIFIC ATTENTION TO THE FOLLOWING:

✓ CV length

This can differ from 2 pages (the norm in South Africa and the UK), to a short 1-page "résumé" in the US. There are also some European countries like Russia where it's acceptable to have a much longer, data intensive CV, of up to 6 pages.

✓ Photo or no photo?

In countries like the UK and US, photographs are advised against as most employers are very aware of the risk of unconscious bias. However, in certain countries in Asia a professional photograph is expected on your CV.

✓ Educational details

The amount of education details you need to provide can differ – in China for example, employers are very interested in your qualifications and may even request you to submit proof of your marks as part of your application. It's also very important to find out whether your level of qualification is equivalent to the same level in your target country, and if there is a difference, you may need to explain this.

✓ Tone

It's more acceptable in some countries to use a marketing tone that elevates your ambition and success, whereas in some countries like China a modest tone is more culturally accepted.

✓ Personal details

Information such as religion, marital status, gender and race are expected in many Asian countries, but advised against in the US, UK and most European countries where data protection is highly enforced.

Beyond these practical differences, how you submit your job application can also differ from country to country. Countries that are less technologically advanced may expect a hard-copy application to arrive in the mail, whereas others may not even ask for a CV and may just refer to your online LinkedIn profile.

If you are considering looking for international opportunities, it is vital to do your due diligence and ensure that you have adapted your approach to your CV and job application to meet the requirements of the respective country.

4

OWN THE SELECTION PROCESS

The *interview*

Aha! What is that in your inbox? An invitation to an interview? You know you should be excited, but suddenly, you're a nervous wreck. What should you expect? How should you prepare? What can you do to relax the nerves? Read it all here.



Our "Own Your Selection" series is great to watch if you are starting your job search. Watch it on our Vula site or Youtube channel here: bit.ly/3nnMzdB

First of all, what type of interview is it?

In the formal interview process, there are often various stages.

The first interview is usually a screening interview. And if you pass that, you will sometimes get invited to a second interview, which delves deeper into competency-based questions and assesses your fit for the role and company. In some cases, this is followed by an assessment, which is usually the final stage of selection. During this stage, you might also be interviewed by a panel. Interviews can take place via telephone, video or in-person (the last one has been less common since COVID-19 emerged).

With informal interviews, you might not even be aware of it.

Informal interviews might happen at networking events, chats over coffee or meet-and-greet and Q&A sessions. Recruiters are never switched off. You might meet them at what seems like a casual chat at a career expo, but if you stand out to them, they will try to pursue contact with you. Always be prepared at these events and think of how to brand yourself as if you are going to a formal interview.

How to prepare

No matter the interview style, form or stage, here's how to prepare yourself:

✓ LOGISTICS

Set a reminder for the date and time of the interview. If the meeting is online, on which platform will you be meeting – and do you have an account yet? Do a test run on the platform to make sure your sound and visuals work and that your connection is good enough; if it isn't, find a different place to do the interview from. Then, what will you be wearing? Plan an appropriate outfit the day before, and make sure it is clean and without creases (avoid striped clothing as these often create a weird optical effect on screen).

Is the interview in person? Calculate how long it will take to get there, then add 20 minutes to the total time – this way, if anything does go wrong on the way, you will have a bit of leeway.

Find out from the employer if you need to have anything with you during the interview or prepare anything. Also ask how much time should you schedule for the interview – this way you can plan other commitments accordingly (and show off your organisational skills!).



For more tips on setting up for a virtual interview, **watch the video** at this link: bit.ly/3o1ZClf

✓ KNOW THE JOB

Slowly reread the job description, then research what this type of position normally involves. What are the competencies required? Think of examples of times that you have used these abilities. Make notes of any questions you have about the role (and make sure these questions can't be answered by their website).

✓ KNOW YOUR AUDIENCE

Do extensive research into what the company does and how they are perceived in the market. What do they stand for? Make a mental note of the name(s) of who you are meeting with. It can be awkward if you get to the front desk without being able to give the name of who you are there to see. If the name of the company is difficult to spell or pronounce, practise it.

✓ THE INDUSTRY

Research major trends and news in the relevant industry. Look up new technological advances and key roleplayers, and see if there are any political events that might affect how work in the company is done currently. Formulate opinions and questions to demonstrate your interest in the sector.

✓ THE CULTURE

Sometimes, the culture of a business is obvious. Other times, it might need more intensive research – reach out to past or current employees and ask them what it's like to work there. What are the company's core values? Is it a casual or formal environment? Have they been working from home, and if so, has their culture been affected?

5

OWN THE SELECTION PROCESS

The *one-way* interview

At the first stage of the selection process, you might be asked to submit one or many videos of yourself answering questions. This is increasingly being used as a screening tool by recruiters, and has recently been added as an official tool on LinkedIn available to anyone promoting a job.

By **Azola Ralo.**



For a one-way job interview, you record yourself answering questions. You would either receive these questions before the time, or the process would be facilitated by an online programme on which you record and submit your answers one by one. The recruiter then goes through your video in their own time, and from there might decide to invite you for a face-to-face interview.

Set yourself up for success in three steps

1. Set up your space



Choose a quiet room where you will not be interrupted.



Close all apps and windows that could distract you (this counts for all your devices).



Test the internet connection and the microphone before the interview. Make sure that you have access to the specific software that might be needed, and that your camera and microphone are working properly.



Dress the part (skip the pyjama pants). A professional outfit will help to put you in the right mindset.



Film in front of a simple, neutral background with good lighting. Do a test video to make sure there are no distractions in the background. Also, be mindful of background noise – you can turn on the washing machine later.



Set the angle of the camera to be just above eye level.

2. Prepare



Read all instructions provided thoroughly. The employer might give you times to choose from, and then based on your choice they will set a deadline for when the interview should be completed. Stick to it.



Prepare well for the interview by carefully reviewing the job description as well as by researching the company. Check how it is that you align with the job's requirements as well as the employer's goals and mission.



Practice, then practice some more. Whether you have been provided with questions or not, jot down answers to potential questions and practice it on camera without looking at your notes. Take time to do this until you start feeling more comfortable with the idea of talking on camera.



Create a back-up plan. Before the interview, ask the employer for a number you can call if you experience unexpected technical difficulties. Should you experience issues, ask the interviewer if they would like to reschedule or continue the interview telephonically.

EMPLOYER INPUT

"We particularly pay attention to body language (eye contact, hand gestures, the way in which the applicant is sitting, etc), voice tone and how comfortable the applicant is when answering a question. Although impersonal, the video is reviewed by our talent team and in some instances, members within our business, and it is important that applicants portray a level of professionalism as first impressions in the workplace count."

– Priya Naidoo, Graduate Recruiter at EY

3. During the interview



Convey optimism with your body language throughout the interview. Sit up straight, lean slightly forward, show your personality and talk in a clear voice.



Do not read off a script of answers you prepared. Speak naturally and only refer to your notes when you are not filming. Provide clear and concise answers with examples of your accomplishments.



Keep time. You will likely have a time limit for your responses, so keep a clock close by and use your time wisely.



Imagine that the screen is another person, and try to interact with it as you would a person. Do not stare incessantly at the camera (adjust your gaze every now and then), try not to watch the image of yourself, smile now and then and use emotion.



You may have heard of the phrase, "Nobody's perfect". Don't allow your nerves to get the better of you – after all, few people are good at speaking in front of a camera. Remind yourself that you do not need to deliver a perfectly polished performance (unless you are interviewing for an acting role). The recruiter is likely to have seen many interview videos by the time they get to yours, and they will expect the odd pause, fidget or "uhm". If you skip a word or mispronounce something, brush it off, compose yourself and continue with your thought. This shows that you are authentic and comfortable in your own skin.

6

What are employers *not allowed* to ask in interviews?



A lot has been written about commonly asked interview questions and how to answer them... But what about the questions that employers are not legally allowed to ask?

Megan Blacker delves into these questions and how to deal with them.

Imagine this: you've finally been invited to an interview. Two questions in, and the interviewer asks you, "Do you have any disabilities or mental conditions?". Unsure of whether they are allowed to ask you this, you answer, and you never hear from the recruiter again.

It is important to know what constitutes an illegal question, since often the interviewers themselves do not even know they are in the wrong. And it is even more important for you to know how to navigate your way through or around them, still bagging the interview in the process.

As a rule of thumb

If the question is of a personal nature and irrelevant to the position, it is most likely illegal. This stems from South African labour laws, and it protects you from being discriminated against. Questions around your financial matters, your sexual orientation and activities, your political and religious affiliations and your medical history should also not be discussed or questioned.

It comes down to the employer's motive behind the question. If the answer can be used to discriminate against you, then you do not have to answer it.

So, what should you do?

Politely refuse to give an answer, or talk around the question whilst being respectful. Let's take a look at some examples of what you can say.



SCENARIO 1:

Employer: Do you plan to have children?

You: Whether I decide to have children or not, the quality of my work would stay constant. This job would get my full attention, regardless of my personal life. I have a very good support structure at home that would allow me to use my time effectively.



SCENARIO 2:

Employer: What is your religion?

You: I do not think my religion has much to do with the job. However, I will reassure you that I can meet the job requirements, and I can work on the weekends as stipulated in the job profile.



SCENARIO 3:

Employer: Are you in a same sex relationship?

You: My personal relationships do not have any effect on my performance in my job. I strive to be professional at all times as can be attested to by my references.



But what if...

... the employer pushes for an answer? Politely say that, to your knowledge, the labour relations law does not allow for questions of that nature, or simply ask to skip the question. Then, after the interview, report it to a senior employee in the company you are applying to.

... you want to just answer the question?

Make sure to mention to the employer that whatever it is does not have an impact on your work.

When you prepare for your interview, consider these scenarios and how you would answer. So, when asked whether you have a disability or mental condition, how would you answer it? All the best navigating those tricky interview questions!

7 OWN THE SELECTION PROCESS

And here's what *you* shouldn't ask

Although you are *legally* allowed to ask these questions, they could be a bad idea. **Megan Blacker** explains why and highlights what you should be asking instead.

EMPLOYER INPUT

"Applicants should ask questions relevant to what would be most important to them should they be hired. E.g. most employers are working remotely now, what does that mean for a new employee (i.e. will they be expected to come in at all or regularly)? This can also help them to prepare their own at-home working station." – **Boipelo Mathodlana**, Graduate Programme Manager at CDH



Look here for the questions you should be asking instead:
bit.ly/3ePDZ3q

Do not ask:



Questions that can be answered by looking on their website, LinkedIn or on Google.

This simply sends the message that you did not take the time to find out about the company. Prepare well by doing your homework.



Salary-related questions in the first interview.

This can be seen in a bad light if asked too early. Rather discuss salary when an offer has been made.



Personal questions to the recruiter.

It is inappropriate and would likely not increase your chances of getting the job. Keep it professional at all times.



Where have ex-employees gone, and why did they leave?

This will put the interviewer on the spot. Rather use LinkedIn to find out where past employees have moved to or look at websites like Glassdoor to see company reviews.



What value can I bring to the job?

This implies that you do not know what you have to offer the company. You should know your values and skill set. The answers you give during the interview should clarify your value proposition.

Inappropriate questions could jeopardise your chances in an interview. Rather stick to relevant questions to demonstrate that you are interested in the role and that you are the candidate for the position.

8

How to *ace* gamification in the selection process



As a real advantage to those that grew up with video games, employers have started flocking to the gamification of assessment processes. **Siphon Ngwenya**,

Business Development Specialist at The Talent Games, explains how to make gamification work for you.

A gamification platform constructs various situations that are focused on specific skill sets, personality traits and competencies. Using recruitment games, hiring managers can dive into the minds of candidates to assess their problem solving abilities and test their capacity to perform in stressful situations.

Your personal background and other aspects that could have been influenced by socioeconomic factors are disregarded to ensure fairness. Every person that applies for a job is considered using the same criteria. In addition to that, you receive instant feedback at the end of the game, which saves you many dreadful days of wait.

It's not all fun and games

You may be wondering whether using games in the hiring process actually works. Are they effective hiring criteria or are they too much fun to be

effective? Well, gamification is serious business. Gamified assessments use AI-based insights and advanced analytics that provide valuable data needed to make smart talent decisions, all while making a previously mundane application process much more engaging, fun and interactive.

Leading employers like Google, Novartis, Deloitte, Nestlé and many others have already recognised this. Hence, they're harnessing the power of gamification technology to innovate their hiring process and build a strong employer brand.

Normally, it's common for candidates to abandon their applications mid-way, but gamification makes the process a breeze. What's more, if you are hired, landing into the company is much smoother as you are already familiar with the organisation's culture and their expectations from you.

How to prepare for gamification-based tests

Here's what you need to take into consideration before attempting any online assessment that uses gamification.

- ✓ **Don't worry if you are not a gamer.** Assessments powered by gamification are simple and a non-gamer has an equal chance of performing well.
- ✓ **Manage time efficiently.** Do some planning before you start and allocate time to the different tasks.
- ✓ A slow internet connection can ruin your online assessment. So **make sure you have a strong and smooth connection.**
- ✓ **Find a quiet, distraction-free environment** where you won't be interrupted. Choose a time of day when you are most alert, so that you perform at your best.
- ✓ **Read the instructions carefully.** Employers expect your instinctive reactions to the scenarios you're presented with in the assessments, so you'll not get a second chance to play.
- ✓ **Don't treat it like a casual game.** You cannot Doodle Jump your way into the organisation. It's important to remember the game is designed to assess if you're a good fit for the company.
- ✓ **Take a couple of seconds to read the question** at least twice and then work your way to the end of the answer.
- ✓ **Make sure you are well-rested**, so you remain energetic and don't lose focus during the test.



Generally, games don't require any prior preparation with the exception of aptitude assessments which measure your ability to work with information in different areas, such as numerical reasoning and error checking. So, you can **practice before the test to improve your performance.**

EMPLOYABILITY

Build *sustainable* skills by volunteering



By getting involved in your community, you can not only make a difference to others, but also develop valuable employability skills in the process. By **Liza Hitge**.

The McKinsey Global Institute provides the below list of what they call the required “soft skills for a hard world”

- 1 Advanced communication and negotiation skills
- 2 Interpersonal skills and empathy
- 3 Leadership and management skills
- 4 Entrepreneurship and initiative-taking
- 5 Adaptability and continuous learning skills
- 6 Teaching and training skills



Read more about these skills here:
mck.co/3sXtvnr

Moreover, social and emotional skills are considered by the World Economic Forum (WEF) to be key skills that workers will need to thrive in the 2030 workplace. To develop these skills (also known as ‘soft’ skills), you need to look beyond your academics. Why not look at getting involved in your community? Being involved with organisations that make a sustainable difference could help you develop some essential skills needed in the working world.

Soft skills for a hard world

Social and emotional skills are becoming increasingly valuable in an uncertain, volatile and complex world. They help you manage your own well-being and enable you to contribute to the communities in which you work and live. The emotion part of the social and emotional skill set refers to your ability to manage your own emotions and behaviours, while the social part relates to how you interact with others individually or in groups.

The skills to the left are best developed when working with others to solve real world problems. The 2030 Sustainable Development Goals (SDGs) range from championing the environment to promoting health, justice or industry – all working together to achieve a sustainable future for all. Get involved with causes focused on getting humanity closer to achieving the SDGs and in the process you will gain valuable employability skills.

Get involved

Still studying?

UCT has a huge variety of student societies and development agencies. Here's a selection of the societies that you can be part of.



AMNESTY INTERNATIONAL

Does research, advocates and campaigns for the protection of human rights for all



GREEN CAMPUS INITIATIVE

Aims to make UCT a sustainable and environmentally-friendly institution



ENACTUS

Uses entrepreneurship and innovation to bring sustainable change to communities



HABITAT FOR HUMANITY

Committed to reducing housing poverty for low-income families.



"I joined Habitat for Humanity because I love their commitment to reducing inequality by one build at a time which brings hope within our resilient communities. As a volunteer, I got to see the appreciation of community members for my social responsiveness and other volunteers."

Nqabisa Faku,
Habitat for Humanity Volunteer



SHAWCO HEALTH

Delivers quality primary healthcare in under-resourced communities in Cape Town



UBUNYE

Supports local, under-resourced high schools with capacity-building programmes



SHAWCO EDUCATION

Works to address educational inequalities that exist within Cape Town



UNITED NATIONS ASSOCIATION OF SA

Student chapter focused on issues of global governance and development



There are plenty more where these came from! Find more society options here plus contact details for each bit.ly/3w0gsE1

GRADUATING SOON?

Some companies and businesses have volunteer opportunities for employees. Alternatively look for organisations in your community or on online volunteering platforms like: www.forgood.co.za/volunteer



"Being with SHAWCO Education has taught me a level of care and persistence I never knew I wanted, but I will cherish these skills forever. Lockdown is an opportunity to grow whilst providing education in new ways."

Lesedi Mokgobi

SHAWCO Education Volunteer



"We have 10 years left to achieve Agenda 2030 and the UN Sustainable Development Goals, this has to be the decade of action. Don't wait until you have some official title before you start leading for change. Lead by giving what you have to offer today, your time, energy and willingness to become the kind of person future generations can look up to."

Reon van der Merwe

UCT Student and Part-time International Programmes Coordinator for United Nations Association of SA



Jean Alfeld,
Careers Advisor
for the Mastercard
Foundation Scholars
Programme at
UCT, reflects on the
potential impact that
studying in another
country can have on
employability.

Build your *employability* as international student

Whether you're an international student at UCT or a local student who has studied in a different country (even for a short time), have you considered how the experience might add to your employability?

Employers are always looking for individuals who have something extra to offer, in addition to the qualification or technical expertise required. And feedback from global employers confirm that students who spend time studying in a foreign country often grow in maturity, independence, flexibility and responsibility. They tend to have a global perspective and often display higher levels of empathy, open-mindedness and self-awareness. These sought-after attributes contribute to employability and are valued by employers.

This is backed up by research conducted by NAFSA, the world's largest non-profit association dedicated to international education and exchange, which found that the experience of studying in a foreign country has a positive impact on grades, language learning, understanding of global context, cultural adaptability, career skills and employability.

2

Use your international experience to your advantage



1. EXPAND YOUR NETWORK

When studying in another country, you get to expand your **network**. Use the time proactively to connect with other foreign and local students, lecturers, employers at campus events and interesting individuals you may meet socially or at conferences. Use LinkedIn to stay in touch with your expanding network and keep contact with your network back home.



2. IMMERSE YOURSELF

Immerse yourself in the local **culture and language** – this can be an incredibly developmental experience, especially when done at more than a superficial level. A great way to capture and reflect on this is through blogging, which can form part of your online presence. Plus, along with having fun exploring and getting to know a new country, enhance your global experience by reading local news (especially business news), attending seminars, talks and workshops and deliberately having conversations with interesting and informed people you meet. Having **business acumen and global knowledge** is something that can give you an edge in the competitive world of work.



3. ENGAGE FULLY IN CAMPUS ACTIVITIES (EVEN IF THEY ARE VIRTUAL).

This will help you to develop useful employability skills. Sport and committee experiences can build teamwork skills, roles of responsibility can grow your leadership capabilities, planning events or activities for a society can develop your organisational skills, and volunteering in local projects can improve skills like communication, relationship-building and creative problem-solving. These are all very desirable employability skills that will provide you with interesting examples to use in interviews.



4. WORK EXPERIENCE

Work experience is always beneficial to your career development, so try to secure any type of work as an international student. There are many options: part-time jobs (such as tutoring, waitering, marketing), vacation work, project work (in your department or externally), voluntary work and internships. If you're in South Africa on a study visa, you are permitted to work up to 20 hours per week.



5. CONNECT WITH THE LOCAL CAREERS SERVICE

Make use of the careers service at the institution where you're based. Engaging with whatever is on offer will help you to develop lifelong career management skills. If you're an international student at UCT, you have free access to UCT's Careers Service – log onto www.mycareer.uct.ac.za and use our resources, attend workshops and events, and book an appointment if you'd like career advice.

Postgraduate *possibilities* at UCT

Considering postgrad studies at UCT?

Ingrid van der Merwe elaborates on a variety of programmes available to you.



By Ingrid van der Merwe

A postgraduate degree can offer many career advantages, including higher earning potential and an edge that makes you stand out against other applicants. This is because postgraduates gain skills that you are not exposed to at undergraduate level. A postgraduate degree can lay the groundwork for you to be a specialist or it can enable cross-disciplinary options. And, if you are interested in an academic career, a Masters degree is the very minimum you will need.

Faculty-based options

Start by seeing what options are closely linked to your undergraduate majors, and do your research. Who convenes the Honours and Master's courses in your department? What do the courses involve? Remember to also consider postgraduate diplomas – they can give a specific focus to an otherwise broad undergrad degree.

Interdisciplinary options

Not all postgraduate courses require an undergraduate degree from the same faculty. Here's a selection* of the many cross-disciplinary postgrad options at UCT:



POSTGRADUATE DIPLOMA IN MANAGEMENT

School of Management Studies, Commerce

The course is offered in Sport Management, Marketing, Business Communication and Entrepreneurship, and you do not need to have Commerce subjects to apply – just any undergraduate degree.



POSTGRADUATE DIPLOMA IN LIBRARY AND INFORMATION STUDIES

Humanities

This course is not only for those wanting a career in libraries, but also for those interested in information management, which is very relevant in our information and data driven world.



BSC MEDICAL HONOURS Health Sciences

The requirements for these courses usually include undergraduate Science majors (eg. Biological Science or Chemistry). Streams include Bioinformatics, Clinical Pharmacology, Exercise Science, Human Genetics and Infectious diseases and Immunology to name a few.



MASTER OF PUBLIC HEALTH Health Sciences

This course is open to students from any Honours background. Besides the general stream, there are specialisations in Environmental health, Health Economics, Social and Behavioural Sciences, Community Eye Health, Health Systems and Epidemiology.



HONOURS AND MASTERS IN DEVELOPMENT STUDIES Department of Sociology, Humanities

A BA or Social Science background is normally the prerequisite, but if this interests you and you don't have that background, you can be accepted if you give a good enough motivation.

*Note that there are many more opportunities – this is not an exhaustive list! If it sparks your interest, do more research into other interdisciplinary courses at UCT.



There is an abundance of postgraduate courses linked to the research groups at UCT. For a full list, look here: bit.ly/2Pq5Q1x

Postgraduate courses linked to research groups

These are many, but here are two examples of Masters courses offered by research groups:



MASTERS IN CLIMATE CHANGE AND DEVELOPMENT African Climate Change and Development Institute (ACDI)

This one-year course provides interdisciplinary training in climate change and sustainable development, with a focus on issues of relevance to African development. To apply, you should be an Honours or four-year Bachelor graduate from across the spectrum of disciplines, who have completed a research-based project or dissertation in their final year.



MPHIL IN ENVIRONMENTAL HUMANITIES Environmental Humanities South

Graduates from a very broad list of honours degrees can qualify for this course. There is a very long list of electives for this degree, covering subjects like law, ecology, politics and developmental theories.

These are just some of the many options, and we are only looking at UCT! Look at other universities nationally and internationally. A good next step if you are considering postgraduate studies, is to book an appointment online with a Careers Advisor to brainstorm your possibilities.

Your funding options

Need funding for your studies? **Megan Blacker** outlines what is available.



® NSFAS FUNDING

If your family income is below a certain threshold, you can apply for NSFAS funding. UCT will also top up NSFAS funding if there is a shortfall. In addition, UCT offers bursaries or loans if you applied but did not meet NSFAS criteria, with no extra UCT application needed. UCT also awards entrance faculty scholarships for first years and faculty scholarships for returning students based on academic achievements. Again, no need to apply. This is automatic.

® EXTERNAL FUNDING OPTIONS

Many companies provide bursaries. Ask your parents and other working adults about their employers and whether they offer bursaries. For postgraduate scholarships, ask your department – they are often the ones to get approached by charitable organisations or trusts with scholarship opportunities for students.

® BANK LOANS AND CROWDFUNDING

Consider a bank loan to pay or supplement your fees, or explore crowdfunding – collect donations from friends, strangers and businesses as a way to raise money. A reliable crowdfunding website is FEENIX (bit.ly/3sU3KV6)

Contact UCT financial aid office on +27 (0)21 650 3545 or financialaid@uct.ac.za or the Postgraduate Centre and Funding Office on +27 (0)21 650 2206 or pgefunding@uct.ac.za for further support.

Tips for your bursary application



CRITERIA

Ensure you meet the bursary's criteria



DOCUMENTS

Provide all requested documents



BANK LOANS

For bank loans, be informed about interest rates, surety requirements for your guardian and information related to repayment



FUNDING

Funding opportunities are competitive. In order to be a good applicant, study hard to get good grades and get involved in various activities, including community outreach.



SEE AN ADVISOR

Book a consultation with a Careers Advisor to make sure your application stands out at MyCareer (uct.ac.za)



START EARLY

Start early on your application, and make sure of the closing dates for applications



BE AWARE

Be aware of any hidden contractual obligations

Helpful links

GOVERNMENT BURSARIES

www.nrf.ac.za

OFFICIAL UCT BURSARIES AND LOAN OPPORTUNITIES

bit.ly/3sX9duq

UCT BURSARY NOTICEBOARD

bit.ly/3sTkniN

BURSARIES IN SOUTH AFRICA

bursariesinfo.co.za

bursaries-southafrica.co.za

EXTERNAL OPPORTUNITIES

mycareer.uct.ac.za/students

TEACHING BURSARIES

bit.ly/3ewgs7B

Is a PhD *worth* doing?

3

Yes. And no.
And maybe.
And it depends.
The answer
often depends
on who you ask.
We asked various
roleplayers for a
broader picture to
help you decide.

Whilst a PhD is necessary for those aspiring towards a career in research and academia, for others it can be an expensive way to become overqualified for an entry-level position. But however you look at it, and in whichever field, a PhD carries big benefits: it provides you with transferable skills and challenges your way of thinking.

Overall, this is what we found:

A GREEN LIGHT FOR FURTHER ACADEMICS

In order to progress into senior roles in any academic institution, a PhD is most often required.

IT GIFTS YOU WITH TIME AND RESOURCES

A PhD gives you the funding and time you would need to research a topic that you might have been very interested in but lacked the resources to pursue it.

IT GIVES YOU AUTHORITY

A PhD brings you a big step closer to being an acknowledged academic in the broader scientific community.

YOU LEARN NEW SKILLS AND ABILITIES

No matter the PhD topic or how much of an effect the results have, it will teach you essential soft skills around time management, determination and problem-solving.

IT WON'T MAKE FINDING A JOB EASIER (IN MOST CASES)

Although a PhD is great on your CV, it is better if you pair it with work experience (especially if you are planning to go into a traditional job instead of academia).

These are the grads we spoke to.

”

While working towards a doctoral degree, a candidate is presented with a problem and it is up to them to research and select the best technique to help solve it. – Dr Cherise Dunn

Dr Cherise Dunn

"Doctoral degrees equip students with three of the critical skills that the World Economic Forum reports are critical for success in the 4IR," says Dr Cherise Dunn, a ground-breaking entrepreneur bringing 3D printing, additive manufacturing, and innovative education to everyday South Africans. "Skills that are essential to support these abilities include relevant technological skills and higher cognitive and emotional intelligence skills when dealing with a challenge."

"While working towards a doctoral degree, a candidate is presented with a problem and it is up to them to research and select the best technique to help solve it." Dunn completed her doctoral degree in cancer biology at UCT in 2017 before founding South Africa Makes.



Dr Elmi Muller

For Dr Elmi Muller, a renowned HIV+ to HIV+ transplant surgeon as well as Head of the Transplant Unit at Groote Schuur Hospital and Head of the Division of General Surgery at University of Cape Town, it was imperative to her academic career to complete a PhD in Surgery.

Dr Muller, who pursued her PhD at UCT after spending many years in the field, says that the PhD opened up funding opportunities and research collaborations which would otherwise have been difficult to obtain.

"Although we primarily work as clinicians in the field of Medicine, we are still part of a broader university community and it is in this context that a PhD is important," says Dr Muller. "In South Africa the clinical workload is enormous – mainly based on staffing

issues – and because there is always pressure to get clinical work done, many doctors do not have time for research," says Dr Muller. "One has to make time for research, as this is rarely the first priority for clinicians, especially in the developing world."

"If I were to start my career now, I would search for a topic that interested me at a very early stage and work towards getting a job that allows me to spend time on this. It is not really about getting the PhD as much as developing your writing and research skills up to a point where you can be a fully acknowledged academic in a broader scientific community," said Dr Muller.





Dr Tina Koziol

Dr Tina Koziol, a Computational Analyst at the University of Minnesota ("UM"), also finds that her PhD gave her access to networks and other resources.

"Education is not only about the pursuit of knowledge, but also about opening doors to opportunities and networks of institutions and researchers you would never have had a chance to meet." As a German international student, Dr Koziol obtained a PhD in Economics from UCT in 2020.

Aside from learning new modelling techniques and scripting languages (eg. Python, R, SQL), Dr Koziol says that the PhD taught her to think in a structural way. "This way of thinking helps processing and evaluating difficult information and problem-solving through the relentless experience of solving problems for the PhD."

She also found that the PhD improved her communication skills significantly. "Science is

the 'art of definition' and the PhD helps you to structure arguments clearly and develop them logically," explains Dr Koziol.

"It also raises awareness for the 'need for nuance' when critically analysing a topic/question. In contrast to what we experience daily on social media, it's important to be aware of nuances and complexities and that there are no 'simple truths'."

For employability, it always depends on the position. To Dr Koziol, for instance, her position as Computational Analyst stemmed directly from the work she did while working towards a PhD. Her role at UM is research-based, and her research on accessibility mapping for Malawi and other countries involves the merging of datasets using Python, for example. "I can only do this job due to the computational and research skills I acquired during the PhD. Those are what prepared me for this job."

"On the question of whether to pursue a PhD, I would ask myself the questions: Do I like reading up on literature? Do I like writing papers? Do I know which literature / topic I have a passion for to spend more than three years on and to contribute to? Which skills do I want to see develop during the PhD? Am I able to 'self-study', i.e. work on a problem and learn new techniques without substantial help from another person? If you can answer all these questions, then, yes – pursue a PhD."



”

For employability, it always depends on the position. To Dr Koziol, for instance, her position as Computational Analyst stemmed directly from the work she did while working towards a PhD.

CONTINUED STUDY



Dr Ross Wanless

Dr Ross Wanless, who carries a PhD in Zoology, works as Manager of Ocean Outcomes, working hand-in-hand with commercial fisheries to help them become more sustainable. Asked whether a PhD helps to make graduates more employable, he says that the answer is always “it depends”.

“It opens some doors, widens the opening of others, but also closes some,” he says. “I would,

however, reassure [graduates] that NOT having a PhD will not cut you out of many jobs.”

Dr Wanless goes on to say that practical experience is more important than a PhD. “Take some time between an MSc and PhD to do some real work – volunteering is considerably less valuable than actual work with real responsibilities and consequences. Unless you are certain that a PhD is definitely an advantage for your chosen career.”

THE EMPLOYERS WE SPOKE TO TENDED TO AGREE WITH DR WANLESS.

“**Aamena Ebrahim from AGSA** also believes that a balance between a PhD and work experience would be the best. “A PhD without sufficient experience to support it does not allow that PhD to be optimised to the level that it can be,” said Ebrahim. She notes, however, that work experience is not only measured in years. “Many years in the same role is not always a sign of how good someone is at performing in that role.”

“**Priya Naidoo, a Graduate Recruiter for Ernst and Young,** believes that work experience is more important than a PhD for getting a job. “Through obtaining work experience,” says Naidoo, “the applicant is able to convey the skills/knowledge they have acquired, and how they have been able to implement these skills/knowledge to achieve success.”

“It depends on the requirements of the position, says **Sinazo Mdlalo, People and Culture officer at BDO.** “I would lean towards work experience, it helps having someone who has had experience in a similar environment; makes integration easier.”

What you need to know about a PhD *(before you start)*

4

Dr Lizelle Lubbe, a Postdoctoral Research Fellow at UCT, gives advice on what to expect on your journey.



Dr Lizelle Lubbe completed a PhD in Chemical Biology in 2018, specialising in Biomedical Research. She now works as a GCRF START Postdoctoral Research Fellow at UCT.

A PhD is an opportunity to apply all that you have learned from textbooks and contribute novel knowledge to your chosen field of study. It is an exciting time where you are mentored one-on-one by an academic who is an expert in your field of study, and you get to fully immerse yourself in your research.

Your supervisor and group

You will undoubtedly experience some failures through these years, and it is important that you learn how to cope with these. Your research group should offer you this support and it is therefore very important to choose your supervisor and project wisely. You will spend the next few years of your life dedicated to this project and it is far more likely to succeed with a supporting supervisor and a passion for your chosen research topic.

If you are still unsure whether the group is the right fit for you after reading journal articles on their work, ask if you can be accommodated in the group for job-shadowing or a short internship. You can also speak to past or present postgraduate students about their experiences in the group.

Funding

Before enrolling for a PhD, think of your motivation. It is a long, difficult, and costly journey to embark on and your decision to enrol should not be taken lightly. Find out if your dream job requires you to have a PhD. In some sectors, having a PhD can render you overqualified and lacking work experience while in others, it is a requirement.

Moreover, realize that you will most likely have to financially depend on grants that are renewed annually, depending on progress. This can add stress and uncertainty to your life. A PhD is expensive and can be even more challenging to fund if you already have a student loan carried over from your undergraduate studies. As a supplement to your PhD grant, consider part-time tutoring.

Once you have enrolled

Do a thorough literature review, decide on a set of key objectives to achieve, and plan a timeline around these. Be disciplined and organised. Treat your PhD studies as a job and set deadlines for yourself. Keep daily notes as you work – this will make writing your thesis much easier.



BE SURE TO ASK

Be sure to ask if you do not understand something and speak up if you are struggling. You do not have to know everything, and it is much easier to be honest from the start than to pretend for years.



YOU AND YOUR PEERS

Build a strong relationship with your peers and learn to debate together. This can help you cope with failures and may often provide a fresh perspective.



LEARN

Continuously strive to learn. Try to take advantage of workshops, webinars, and conferences to learn new skills and build your network. This will change the way you think and improve your marketability by setting you apart from your peers.



WORK-LIFE BALANCE

Keep a work-life balance and take care of yourself. A PhD can become solitary and may lead to mental health issues if you are not proactive.



YOUR ADVISOR

Respect the guidance of your advisor who has travelled this road before you. Things do not always work out the way you planned and although perseverance is important, so is knowing when to let things go. Be open to change and embrace the chance to experiment with different techniques.



PREPARE FOR THE WORST

Understand that completing a PhD is hard, and things do not always work out according to plan. I had many failed experiments during those four years which meant spending long days and nights troubleshooting with my colleagues. This taught me how to analyse large datasets, think critically, persevere, be patient and adapt to change – skills which are important in any line of work.

The background is a vibrant pink with several overlapping circles in shades of red and pink. A wavy, translucent pink line runs diagonally across the right side of the page. The text 'Working world' is in a large, white, sans-serif font, with 'Working' on the top line and 'world' on the bottom line.

Working world

04



BY KARIN
VAN LAEREN

For most companies, the pandemic forced a dramatic shift towards remote work. Here are some of the terms you can expect to hear as you start out in the wild world of work.

The 2021 business buzzwords

Decentralised or dispersed workforce

Finally, the rest of the world learnt what companies like Zapier have known all this time – it is possible to work in a team that is spread out across the world. The next year or two will have companies exploring the available tools and methods to make remote work better in terms of diversity, inclusion, camaraderie, culture and trust building.

Hybrid work models

While many companies will likely go back to a traditional office setup, just as many companies have moved out of their office, into what is being called a hybrid workplace – spanning homes, offices and other spaces. This allows for employees to work between the home and office space, depending on various factors.

Hot desking or desk hoteling

Here's a concept that has been around since before COVID-19 hit our shores. Instead of belonging to one person only, desks in a hot desk area are used by various people at different times. Office workers do not have assigned seating, but rather make a reservation to use a desk when they plan to go to the office. Especially in a hybrid workplace, this solution helps a company to save space. It is also useful for employees who often travel between offices.

Virtual office

Having a virtual office is especially useful to companies that are working remotely. It gives the business a professional address, a receptionist and often a modern meeting space at their disposal, without the cost and effort of setting up and servicing their own office.

Cybersecurity

More remote working means that more employees need to access confidential workplace data from more locations, which becomes risky in terms of cybersecurity. Companies need to invest in strong security systems, now more than ever.

Upskilling and reskilling

With the introduction of new technologies and ways of working, skill gaps are becoming enormous. In order to keep their jobs, many employees have to either become more skilled and relevant at their current position or reskill themselves to be moved to other jobs within an organisation due to automation.



BY AMENA HAYAT

COVID-19 has brought about a new reality that has changed the way we engage with each other and meet new people.

Networking in *a virtual* world

For the foreseeable future, we will not be making new connections or networking by shaking hands and exchanging physical résumés or business cards at Career Expos or conferences. We therefore need to embrace a change in mindset, adopt new networking strategies and equip ourselves with adequate preparation to effectively network virtually.

For many, the thought of relying solely on virtual networking to meet new people and make professional connections is overwhelming and one may not know where to start or how to approach it. Yes, virtual networking does come with certain boundaries and challenges, however, it also opens up many new opportunities and broadens your reach. Here are three practical ways that will help ensure that you are ready to engage in virtual networking:

1. Be switched on

Ensure that you are on top of events and that you have diarised important engagements such as the annual virtual careers expos, society industry webinars and company Q&A sessions. Find out how to register and be proactive in your approach – the more you attend, the higher your engagement and chances of meeting new people and landing opportunities.

2. Increase and enhance your social media presence

Your social media presence and activity is of paramount importance. Not only do you need to be on social media, but you need to ensure that your presence is professional and targeted. Ensure that you have updated your profiles and that your messaging is professional, targeted and appropriate.

LinkedIn is a platform that holds immense value for virtual networking – boost your activity and invest time in improving your profile. Use LinkedIn to follow companies of interest and individuals that you would like to connect with. Share content that demonstrates your knowledge, expresses your perspective and is aligned with your personal brand. Remember that even though social media platforms are free, they bolster your reach and empower you to improve your visibility from the comfort of your own desk.

3. Be prepared

Always prepare for an online event as much as you would if you were engaging in person. Prepare your space – a quiet place with a neat, presentable background. Be professional in your dress code and body language; do your company and industry research; prepare intriguing, open-ended questions and be confident in your offering and what makes you stand out.

Once you have registered for an online event or have sent an invitation to connect with an individual on social media, remember that your one-on-one time is limited and that every second they spend reading counts – ensure that what you do share is concise and delivers your message.

4. Engage

When sending a connection invitation on LinkedIn, always include a polite introductory message stating why you would like to connect. If your invitation is accepted, send a follow-up message while you are fresh in their mind and invite a conversation.

When attending an online event and engaging in a common Q&A chat box, share your contact information immediately. This serves as your invitation for others to connect with you. At the end of the engagement, thank the facilitator or organisers of the event and invite other attendees to connect with you on LinkedIn or via email – and then follow-up.

Switch your video on where possible – this is the next best thing to being in person and allows you to engage with eye-contact, body language and facial expressions.

The overall key to networking, whether in person or virtual, is that it is a give and take activity – always be on the look-out to see how you can help others be noticed, acknowledged and to connect them with people in your own network. When you lend a hand to someone, they will be far more willing to help you later on. Be open to virtual networking and embrace a change in mindset – you will soon see the vast reach and opportunities that it can bring you.

We asked the question, "If you could choose, would you prefer working **remotely**, at an **office** or a **combination** of the two?"

What do our grads *say?*



REMOTE



OFFICE



"A combination of the two, without a doubt. There are certain tasks that I must perform at work and it's important for me to see my colleagues in person on a regular basis. However, I can focus on a task much better in the comfort of my home, without interruption, and I do not have to fight traffic just to sit in a meeting room."

- DAYNE KEMP,
SPACECRAFT
INTEGRATION AND
TEST LEAD AND LEAD
SYSTEMS ENGINEER
AT NASA AMES
RESEARCH CENTRE



"I would choose to work between both, as I have grown to appreciate the work-from-home flexibility. Typically, this kind of flexibility in work-life balance is only unlocked after many years of work and, in addition, this period has identified a multitude of inefficiencies with going into a permanent place of work during the week. Having said that, there remains a strong appeal to being in an office environment with your colleagues all working towards the same goal. I am eager to see how the corporates and SMEs adapt to the 'new norm' and find a way to accommodate both methods in order to optimise productivity and minimise expenditure."

- NIKHAL NARISMULU,
FOUNDER AND MANAGING
DIRECTOR OF ARC
TECHNOLOGY



"A combination of the two would definitely be my preference! Being a young person with so much to learn, working from a permanent office is great for real-time collaboration and watercooler advice on the fly. It's also a great way to connect with co-workers and build formidable friendships. At the same time, having the option to work from home during tough deadlines or on cold, rainy days is relieving."

- ZAK ESSA,
INNOVATIVE FINANCE
CONSULTANT AT
BERTHA CENTRE
FOR SOCIAL
INNOVATION AND
ENTREPRENEURSHIP



"I would prefer an 80/20 split – 80% of my time spent working from home and 20% of the time working in an office. I like the convenience of working from home and it allows me to use "freed up" time (read: no traffic) to spend with friends and family, doing hobbies and staying active and healthy. However, there are also a lot of benefits from working at the office: internal networking, face-to-face collaboration and brainstorming sessions, socialising with co-workers over lunch and workplace events. Those moments cannot easily be replicated in a virtual environment and does add to one's job satisfaction and feeling part of a community."

- LEE SHACKSNOVIS,
ASSOCIATE ATTORNEY
AT CLIFFE DEKKER
HOFMEYR INC



The **ABCs** of *remote* work



Look here for career-related
webinars and events:

**Career Development
webinar series**
bit.ly/3h7QJVL

LinkedIn events
bit.ly/3xSguPL

Creative Mornings
bit.ly/3nUhpL7

Meetup
bit.ly/3b51AvS

Eventbrite
bit.ly/3vRezS

BY KARIN VAN LAEREN

Chances are that at some point in the foreseeable future, you will have to work remotely. And, while some telecommuters claim that they will never go back to the office again, working from home can be tough. Besides having a good internet connection, here are some ways you can set yourself up for success.

Acknowledge your body

Give your body and eyes a rest once an hour – set an alarm for yourself to get up and take a walk around the house at regular intervals. Keep healthy snacks on hand. Go for a walk after work (or during lunch). Also, take proper lunch breaks: eat at a table, go outside, watch Netflix – whatever works for you.

Background noise

A familiar element of the office that you can easily emulate is the soft chatter of the people around you (if this works for you, of course). Work from a coffee shop or library once in a while to have people around you. Attend virtual events (have it open in the background while working on low level tasks). Otherwise, turn the TV on, set it to a low volume, and switch it to the most boring channel that you can find (Cricket commentary, anyone?)

Connect

In the office, socialising often happens naturally and without much effort – in fact, many people wear headphones while they work to avoid all the small talk. But when working remotely, you start to crave social interaction, even if you normally hate it. And connecting with co-workers can be especially difficult when you are new at the company.

So, practice your networking skills – that lunch time that we just spoke about? Ask a colleague or two to join you for a social video call during lunch, or just for a coffee break. In many offices, Friday afternoons pre-lockdown used to mean socialising time – if you feel particularly excited at this idea, ask your manager if you could organise a virtual Friday afternoon or payday office social

Deadlines

At the end of each business day, take 10 minutes to make a simple list of what you need to get done on the following day. Make stars next to the goals that can be achieved in 5 minutes. Then, when you turn on your computer the next day for work, you can dive right back into your work, get those 5-minute tasks done first to kickstart your day, and immediately move onto your deliverables for the day.

Ergonomics

Whatever your remote situation, chances are that you will be sitting down for long stretches of time. So protect your spine: invest in a comfortable and supportive office chair. And, if you really hate sitting (prolonged sitting is bad for your health, after all), save up for a height-adjustable desk.

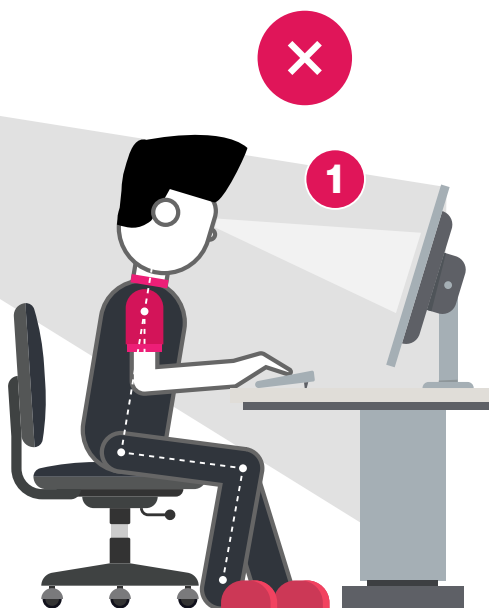
Freelance life

Embrace the benefits of working remotely. Take an early morning hike in the time that others have to sit in traffic, or try out meditation. Need to put on washing? Do so, and set a work deadline for yourself for when the washing machine beeps. Grab lunch with other remote worker friends.

→ Set your workspace up as follows:

- 1** Choose a spot where there is **no direct light** shining onto your monitor.
- 2** If you have to use a laptop full-time, invest in a **separate keyboard** for it so that the laptop can be propped up to eye level (there are specific laptop stands available for this).
- 3** The middle of your screen should be **just below eye level** (your eyes should be looking slightly down to see it). To do this, adjust your screen height, or find a big book for it to stand on.
- 4** Set up your screen so that it is at **arm's length from you** (the larger the screen, the further away this has to be).
- 5** Your keyboard and mouse should be at **elbow height** when you are seated – change the height of your chair or sit on a pillow to achieve this.

At the end of each business day, take 10 minutes to make a simple list of what you need to get done on the following day



Prevent remote *burnout*

BY MELISSA GOUWS

Working remotely, especially during a pandemic, can exacerbate feelings of stress, isolation, anxiety and cause the onset of a burnout.



Melissa is a School Counsellor at Trauma Clinic Foundation.

It is certainly more difficult to form connections in a remote environment, and the lines between work and personal life might start to look blurred. With this in mind, it is essential to take regular steps in order to prevent burnout, feelings of isolation and the possible onset of mental illness.

Develop these coping strategies

Set boundaries:

It is important to create a balance and set a clear divide between your work and personal life. Set specific work hours and turn off any work notifications or emails thereafter.

Self-care:

Make time for yourself to do activities that you enjoy. Ask yourself, "What makes me feel like me?"

These activities should allow you to unwind, slow down and nourish your mind. Prioritise and schedule these into your everyday routine, so that they become incorporated into your lifestyle. Some examples include listening to a podcast, taking a bath, meditating or doing something creative.

Exercise:

Being active improves your overall well-being and mental health. Exercising increases oxygen flow to the brain, releases endorphins and reduces stress levels. If you are struggling to make time to exercise, allocate the time you would normally spend travelling to the office to go for a walk or run.

Have a support network:

It is important to have a support system and people to lean on when you are feeling overwhelmed. Develop good relationships at work with fellow colleagues and maintain your connections with family and friends. Staying connected will reduce feelings of loneliness, isolation and stress.

If you feel you are not coping, reach out and seek professional help!

bit.ly/2Rz0the

Find a good

routine: Decide what works well for you and stick to it! Remember to take breaks throughout your workday.

How to find work during a pandemic



BY INGRID VAN DER MERWE

We all know that the COVID-19 pandemic has taken its toll on the global economy. And in any economic downturn, many organisations slow their recruiting. So what can you do as a new graduate to find your place?



Widen your lens

You have more options than you think. Most graduates only think of the obvious outcomes of their degree, but all degrees equip graduates with generic and transferable skills. You also gain transferable skills through other activities like voluntary or community work, leadership positions, sport and society involvement. You can use these skills in most jobs.



Read about
employability skills
here:

bit.ly/3eYU46P



Have a look at this
site and look up
the skills embedded
in your degree:
bit.ly/3nSDFoK



Do your research

Look into the sectors that have thrived during the pandemic and are expecting growth in the coming months. There will most likely be opportunities in these sectors, so follow the companies in these sectors on LinkedIn.

Current examples of growing sectors include e-commerce (Amazon, Takealot.com, Uber, dark kitchens), technology (Microsoft, Skype, Cisco), telecoms, pharmaceuticals, logistics and online education.



See how to
set alerts here:
bit.ly/3t425aE



Set alerts and keep track

Jobs are still being advertised in many sectors, so make sure that you set alerts on key job sites (There are many! Do a Google search for job sites in SA.). If you are a UCT graduate, check MyCareer. You can still access this portal three years after graduation.

Keep track of your applications on a spreadsheet or on a project management platform like Trello. Note closing dates and what you have submitted. It gets confusing if you are invited to an interview and you can't recall your application, let alone the job description!

”

*Take pride
in whatever
you are doing.
People with
positive atti-
tudes get good
recommen-
dations.*



Shift your focus

Don't give up on your career dreams, but be realistic. Make your short-term goal getting any sort of job to gain work experience. Most jobs will help you to develop skills that you can use in your next job – yes, even waiting.

It's fine to apply for and accept work that is not the type of work you would have aspired to as a student. We're in a pandemic, after all – no one will be judging the type of work you are doing if you are doing it to pay the bills. Don't stop applying for a challenging graduate job, but know that you may have to realign your plans.

Any job, however menial, has the potential for you to show reliability and initiative. Any job can be a stepping stone to something else. See it as an opportunity to get a good recommendation from whoever manages you. Take pride in whatever you are doing. People with positive attitudes get good recommendations.



Do freelance work

What skills could you offer? Here are just some sought after skills which could be used on a freelance basis:



**ADMINISTRATIVE
SKILLS – LOOK
UP VIRTUAL
ASSISTANT GIGS**



**DATA
CAPTURING**



CODING



**ONLINE
TUTORING**



**PROOF-
READING
OR EDITING**

There are many freelance opportunities online – all you have to do is look! To start out, offer your services to friends and family, and advertise it on social media.

BY SIVIWE CINGO

My **virtual** *internship*

Siviwe Cingo undertook a virtual internship recently, working remotely from South Africa for Education Above All, an organisation based in Doha, Qatar.



There is less pressure, as compared to the traditional internship where you might feel pressured by even the presence of management.

What is your area of study?

I am currently a master's candidate in the University of Cape Town's BEd programme, specialising in applied linguistics and literacy studies. In addition, I am a recipient of the Mastercard Foundation Scholarship, administered by the UCT. The scholarship requires a student to undergo a six week internship of their choice.

Where did you intern, and what was your role?

I applied at Education Above All (based in Doha) through the African Careers Network (ACN) for an internship offered by the Internet Free Education Resource Bank (IFERB), which is a resource of Education Above all organisation. I was a Student Project Designer and Developer.

For the internship I had to design student-led projects that align with the curriculum. These projects are then used as resources that serve as a remote solution for learning without using the internet. The purpose is for education to be accessed even by a child who is from an underserved context, ensuring learning continuity.

How do you feel the experience differed from a traditional internship?

A virtual internship allows you to work from the comfort of your home or at any place besides the company's office. There is less pressure, as compared to the traditional internship where you might feel pressured by even the presence of management. One of the greatest benefits of a virtual



A virtual internship is cost effective – you do not have to worry about transport money or to buy clothes that fit within the dress code of the company.

”

One of the limitations is that it limits you in terms of the number of people you would have likely met...

internship is the flexibility of time. As an intern, you can engage in your tasks at a time that suits you. Virtual internships do not necessarily follow the typical 9 to 5 work schedule encompassed in traditional internships. This then allows you to control your work schedule and complete your activities by order of priority.

I felt that the virtual internship gave me a sense of independence, while also teaching me valuable teamwork skills. I was afforded the opportunity by IFERB to work independently on my own tasks, while working collaboratively on other activities. Another thing I liked about the virtual internship is that it was cost effective – you do not have to worry about transport money or to buy clothes that fit within the dress code of the company.

How did you connect and build connections through the remote work environment?

One of the limitations of a virtual internship is that it limits you in terms of the number of people you would have likely met had the internship been carried out in its traditional format. During my internship tenure, I was in contact with three people: two supervisors, one from the IFERB and one from African Careers Network, and another intern. We connected through Microsoft Teams, using it to convene meetings and to break away for discussions. We also held presentations (project presentations) and viewed each other's notes and presentation scripts via Teams.

What advice would you give to others starting out in a virtual internship?

As with any successful internship, a prospective intern needs to do research about the company beforehand so they understand its mission and vision. It is vital to be punctual on activities that the intern has been tasked on and be timely to the deadlines and reflections solicited by the supervisor. Further, too much relaxation and a lack of engagement in discussions and online communications will come across as the intern being unprofessional and incompetent. Lastly, it is important to ask questions and listen attentively, and as far as possible to avoid any disruptions that may disconnect you from online proceedings. Do not take the internship for granted and always bring your A-game. The organisation could possibly be your future employers, or you may need them as a reference.



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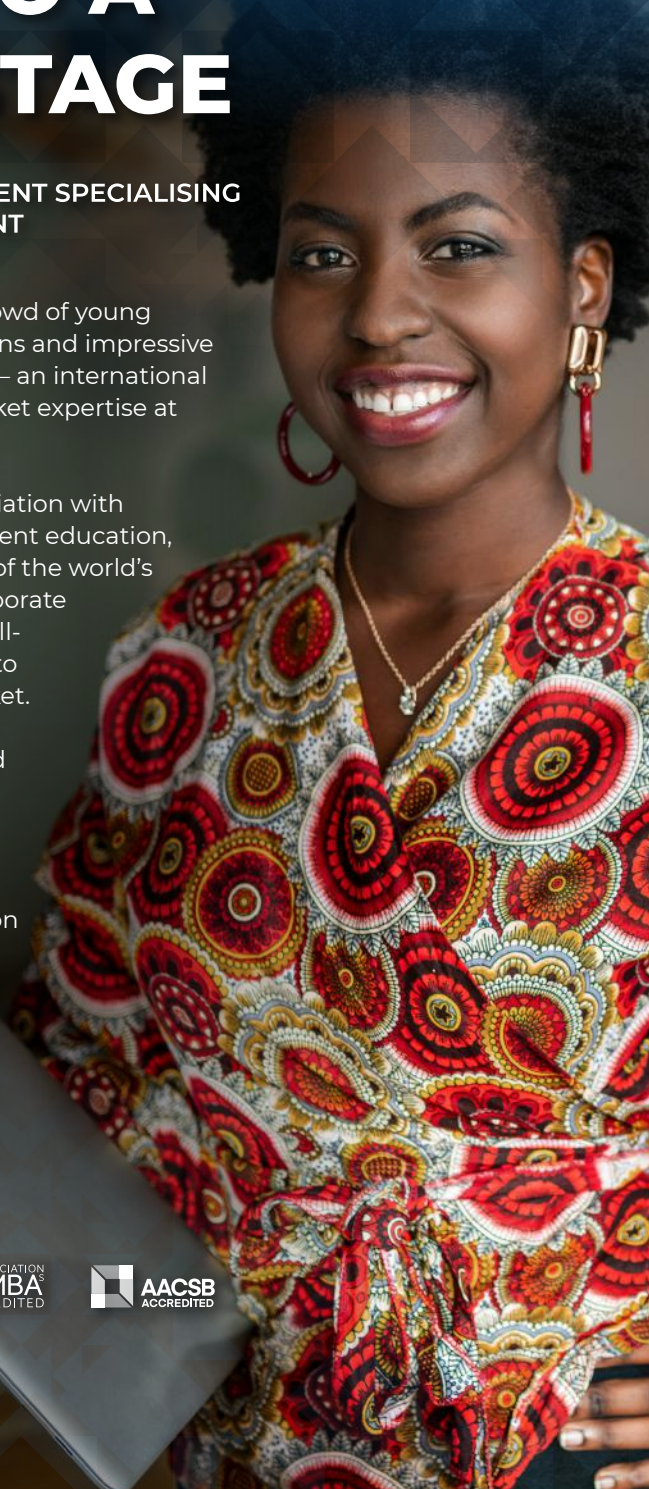
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There is no better place to study emerging market business innovation and adaptability than in the cultural melting pot of South Africa.





What to **consider** before *accepting* a job offer

BY SAFIA LAGERDIEN

In the excitement of getting a job offer, it's tempting to gloss over the slightly overwhelming details, assuming that you'll figure everything out later on down the road. But when everything is not spelled out in solid terms – or you don't understand it completely – it can work against you later on.

Take the time to evaluate the particular details of an offer. **Here's what to consider.**

① Salary

Even when the money looks good, it is important to check what the offered salary includes and excludes. The overall number may, for example, include bonuses that are subject to specific targets or it may exclude compulsory medical aid contributions – these can have a significant impact on the net salary that gets deposited into your bank account.

Is the salary fair, considering your skills set and experience?

Search here:

bit.ly/3dZc69S

bit.ly/3nJhZLN

② Benefits

Employee benefits and perks can be as important as the salary itself. Examples include medical aid, pension, leave entitlement, paternal leave, study assistance, a laptop and data provisions for working remotely. Think about what your needs are, then check them against what is being offered.

If what you seek is not included in the offer, ask for more information about it. For example, if you are thinking of continuing your studies, does the leave entitlement include study leave? And will the company (even partially) sponsor you for job-related studies you plan to undertake?

③ Stability of the company

Upon accepting an offer, you're likely to be dependent on a monthly salary. If a company is financially unstable or unsustainable, you will probably be financially insecure in the position, or be in constant fear of retrenchment. Conduct online research on the company, especially in the case of start-ups and those that are newly formed. Check the media buzz on it, check their websites, social media platforms, and the LinkedIn profiles of employees. Ensure you are satisfied – ask questions about the company's long-term viability to the recruiter, company representatives and current employees on LinkedIn.

④ Expectations of the role

When you are offered a job, you are expected to fulfil the requirements as advertised, and often there are more deliverables than those stated in the listing.

Clarify in detail what will be expected of you within the first 3-6 months of employment (or during your probation period).

Determine who will assess your performance and when it will be done, especially the first one. You don't want to find your performance reviewed after three months on the job when you have not understood the expectations.

Establish what would happen if you do not meet expectations.

⑤ Growth & development

Find out what opportunities exist for progression and what support the company offers for further training and development. A company's investment in your training and development throughout your career can make up for a lack of or low salary increases during difficult times, as it translates into future promotions accompanied by increased earnings.

”

A company's investment in your training and development throughout your career can make up for a lack of or low salary increases...



⑥ Company culture

Companies take every effort to ensure that you're a good fit. In the same way, you should consider if the company is right for you. A company's culture encompasses its vision, mission, values, policies, work style, office politics, ethics, and more, and it is reinforced by the people who work there. Think about who you are, what your own values, beliefs and principles are, and check them against those of the company. Do research on the company's culture (through its website, social media platforms, LinkedIn and Glassdoor company reviews) or by chatting to current employees. Most companies will introduce you to prospective colleagues if you ask them to.

⑩ Timing

Once an offer is accepted, you are normally expected to start as soon as possible. If accepting the offer means that you need to relocate, ensure that the starting date gives you enough time to find new accommodation, make the move and to settle in before your job starts.

⑦ Challenge level

All of us need to stretch into the responsibilities of a role to remain motivated and to grow and develop. A low level of stretch in the complexity of the job, combined with little opportunity to use your own judgement and decision-making about how a job gets done, can soon lead to boredom and dissatisfaction. Equally, too much of a stretch and challenge may mean very little time for anything else in your life. Think of what you need, and ask for a job specification to ensure there is enough to challenge you.

⑧ Your commute

With the pandemic, you may be afforded the opportunity to work remotely. But, if you are required to work from the employer's office, consider the amount of time you'd need to commute to and from work, travelling costs and, if you have a car, where you would be parking. If you need to pay for parking, you may wish to negotiate that this be paid by the employer as an additional benefit. And if you will have to do a lot of driving for the job, ask who will be paying for the fuel and insurance.

⑨ Negotiate

If you think that you should be paid more for the job, then this would be the time to negotiate. Ensure that you justify your request for a higher offer with sound relevant research and compelling reasons. Should your negotiations be successful, ensure that they are put in writing and authorised by the relevant company representative. However, do also consider your response should your demand for an increased offer be rejected.

Companies take every effort to ensure that you're a good fit. In the same way, you should consider if the company is right for you.



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fostering values-based leaders, saw our full-time MBA rank 5th in the world for value, 12th for corporate social responsibility, 14th for international course experience, and 94th overall out of thousands of global business schools.

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The **upside** of *downtime*

BY INGRID VAN DER MERWE

Are you in between jobs or in an undemanding role? Let's talk about how you can make the best use of your free time.

Learn something new

Do free online courses – there are loads of possibilities. LinkedIn Learning has 14 000 courses where you can learn anything from project management to online marketing, and that's just one platform! Take online courses to upskill yourself and prepare for the post-pandemic jobs that you aspire to. Then put them on your CV to signal your willingness to learn to a potential employer.

Brush up your CV and LinkedIn profile

When you do apply for something, if your CV does not communicate your skills and experience well, you may not even get shortlisted. Any time spent improving your CV will increase your chances of making it to the next round.

Make sure your LinkedIn profile represents you well, so that you can also be found by recruiters who may search for your skills or degree.



Here is a great site with tips for improving your profile and using LinkedIn for your job search:

bit.ly/3vUf71s

”

Make sure that you prioritise your mental and physical health and that you don't spend your life sitting in front of your computer.

Be curious and put time into networking

Make connections on LinkedIn. Connect with people working in roles that you aspire to; with people that share your degree or background; and with those that work at organisations you are interested in. Ask them about their jobs, and what experience they suggest that you gain. This is called informational interviewing, and it is a really good technique to know about. Follow groups you are interested in and look at sector and company websites too.



INFORMATIONAL INTERVIEWING

Connect with people working in roles that you aspire to; with people that share your degree or background; and with those that work at organisations you are interested in.

Set targets to keep yourself on track

Have a plan. Set daily/weekly goals for networking and applications. For example:

- ✓ 4 Informational Interviews (and ask the targeted person to refer you to two other people in their network for Informational Interviews)
- ✓ 6 Job applications
- ✓ 4 Social media connections on LinkedIn or other platforms
- ✓ And lastly, practise self-care

The pandemic has been tough, and we don't know yet how long this storm will last and whether it will get worse before it gets better. Make sure that you prioritise your mental and physical health and that you don't spend your life sitting in front of your computer.



BY
NHLANHILA
MANANA

Nhlanhla is a Tax Associate at PWC South Africa.

THE BASICS

Income tax:

People who pay this type of tax are generally individuals who earn an income (from a salary, commission, fees, etc.).

Corporate tax:

This includes tax paid by companies or close corporations, as well as trusts, on their annual income.



Follow this simple quiz to find out if you need to pay provisional tax:

bit.ly/3vL6Hcw

Tax for *beginners*

Who needs to register?

You are required to register for tax if your income is above the tax threshold. The tax threshold is the amount of income below which you do not pay any income tax amounts.

These are the tax thresholds for the current tax year (1 March 2021 to 28 Feb 2022):

- If you are younger than 65 and your annual income is R87 300 or above, you must register for tax.
- If you are 65 years of age to below 75, the tax threshold increases to R135 150, and
- For those aged 75 years and older, the threshold is R151 100.
- Registration has to be done in person at a SARS office, and this will probably involve waiting in a long line, so take your favourite book or earphones with. Typically you will need a 1) bank statement, 2) your ID document, and 3) proof of address to register.

What then?

Once a year, individuals must **submit an ITR12 return form** via the SARS eFiling app or at a branch. The form that you need to submit consists of all your income, fund contributions, allowances and permissible deductions during the year of assessment. This form must be submitted by the due date set by SARS (normally announced via their website).

Likewise, companies and close corporations are required to submit an ITR14 return form via the SARS eFiling system. This return also consists of the company derived income, fund contributions, allowances and permissible deductions during the year of assessment.

What if I do freelance work?

If you are doing freelance work (permanently or on the side) and your total annual income is greater than the tax thresholds stated above, you most probably classify as a provisional taxpayer.

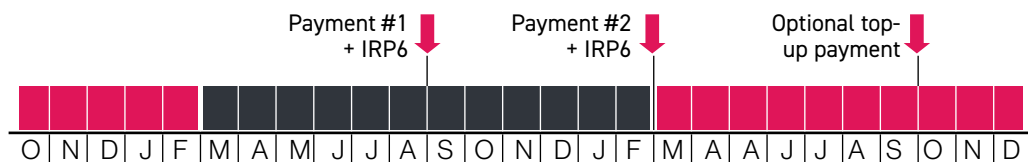


To calculate your provisional tax, look here:
bit.ly/2Sw1Tta

If it turns out you do need to pay provisional tax, do this:

Register for SARS eFiling, then request and complete an IRP6 return. If you are already an eFiler, simply add provisional tax to your profile so that you can access and file your IRP6 return online. Also, make use of the Local Business Income section of your ITR12 to declare your streams of incomes and expenses.

As a provisional taxpayer, you'll need to make two to three manual payments to SARS. The first payment needs to be by 31 August, the second by the end of February, and the third payment (if needed) can be made within six months after the year of assessment. It's advisable to save a portion of your monthly income in an interest-earning vehicle so you're not set back by your biannual tax payments.



Registering for VAT would mean that you can claim back money you've spent on VAT, but also that you have to charge VAT on top of your fees to clients.

Regarding **Value-Added tax (VAT)**, you are only required to register as a VAT vendor if you have a turnover of more than R1 million in a 12 month period. You may choose, however, to register voluntarily if your turnover in a 12 month period exceeded R50 000.

”

"Tax is not a four-letter word; rather, it's the price we pay for the country we want."

– Alex Himelfarb



Ntebogang is the founder of YourCareerPlug. He recently returned to UCT to study towards a Master of Commerce degree, specialising in Risk Management. Before this, he worked at Investec in Johannesburg.



I had to look at the financial implications that came with this new chapter and how I could make it more seamless. So, I came up with a strategy.

How I **relocated** on a *budget*

BY NTEBOGANG SEGONE

In 2020, I got an offer for a job at Investec in Johannesburg – the only problem was that I was based in Cape Town at the time, and had little resources to relocate. Luckily, I had a plan in place.

I always knew at the back of my mind of the huge possibility that I would have to relocate to Johannesburg in 2020 when I started working. At the beginning of my postgraduate degree in 2019, I was wondering: how was I going to transition from being a student to a young professional? And how was I going to afford the move?

Bear in mind that my circumstances at home did not financially allow me to be able to afford the costs of moving. I had to look at the financial implications that came with this new chapter and how I could make it more seamless. So, I came up with a strategy.

Plan ahead

I understood that I would not earn my first salary until late into the first month of employment, and with the high possibility of not receiving a relocation allowance from my potential employer, I knew that finances were going to be an issue for me.

The first thing I did was look into how much it would cost me to pay a 1-month deposit for accommodation plus the first month's rent. Along with that I researched the average cost of transportation to and from work, food, bed, bedding, cutlery and crockery. I put all of these costs together to determine how much I would need for the first month of work. Along with this amount I looked at how much it will cost me to move.

The next step was to determine how I was going to save up towards these costs. I applied to become a tutor and teaching assistant at UCT, and used a portion of my combined salaries to save up for the big move. My determination to this savings goal eventually got me to a point where I had three part-time jobs whilst doing my honours degree.

”

*The journey of
relocating on a budget
...can be managed well
if you just stick to your
budget and goals.*

Follow your budget

Fortunately, by the end of 2019, I had saved up enough funds to take on the big move. The joy of getting a job at Investec in Johannesburg came with the stress of looking for an apartment that was close to work, yet affordable.

With the use of my mock-play slip and savings, I started drafting my monthly budget. Based on the budget allocation for rentals, I started looking for a flatmate and affordable apartments in Sandton.



Check out
[@yourcareerplug](#)

YourCareerPlug is an initiative that creates meaningful and impactful content aimed at empowering young people as they navigate through their careers. This is done through Instagram live conversations with impeccable people such as career coaches, career consultants, HR professionals in corporate SA, and young and experienced professionals.

Settle in

The first month after moving is quite challenging. On the one hand you are trying to ensure you are at your best at work, and on the other you are stressed about buying the necessities for the apartment. Looking back at my experience, I think what was important to me to grasp was patience in the process, and not comparing my place to those of my friends.

Remember, you are the only one that knows what you are financially capable of doing in your apartment. You don't have to put yourself in debt to buy all the furniture and appliances at once – set priorities, buy in cash and buy second-hand where possible.

I prioritised buying a bed and fridge first and the rest I bought in bits and pieces with a budget. I told myself that by June at the latest my apartment should be fully furnished. Every month out of my salary I allocated funds towards furniture and appliances. By May I was satisfied with my apartment.

The journey of relocating on a budget is definitely stressful, oh my goodness. It can also be very frustrating, but can be managed well if you just stick to your budget and goals.



Discrimination in the *workplace*

BY SAFIA LAGERDIEN

With South Africa being one of the most culturally, racially and economically diverse (and unequal) countries in the world, the Employment Equity Act was put in place to ensure that everyone enjoys equal opportunity and fair treatment in the workplace.

By regulating workplace practices, the act protects employees and their rights from any form of unfair discrimination by employers.

As an employee you may feel yourself being discriminated against. It might feel that you are being treated unequally in terms of your salary, your job level, unfair hiring practices, your access to training and development opportunities relative to your colleagues, or a number of other factors. But are you being unfairly discriminated against, and do you potentially have a legal foot to stand on?

The purpose of the Employment Equity Act

Specifically, the Act prohibits discrimination based on 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, birth and any arbitrary notion. It ensures that the employees within an organisation are managed (in terms of their recruitment, skills, roles, remuneration, and advancement) in a fair, equitable and non-discriminatory manner.

”

Indirect discrimination involves the application of policies and practices that has a negative effect on certain individuals or groups.

Does it count as discrimination?

In terms of the Act, discrimination is to show favour, prejudice or bias for or against a person on any of the grounds mentioned above, or any other arbitrary ground. The Act describes discrimination based on such grounds as unfair discrimination.

It is important to note that the act differentiates between **unfair and fair discrimination**, and explicitly prohibits unfair discrimination.



Direct discrimination involves obvious differential treatment on the basis of any grounds. For example remunerating women employees on a lower scale without justification...

Unfair discrimination:

no employer may unfairly discriminate, directly or indirectly, against any employee or applicant in any employment practice.

Direct discrimination:

involves obvious differential treatment between employees and job applicants on the basis of any grounds. For example an employer follows a policy of remunerating women employees on a lower scale without justification, whereas the male employees are remunerated at a much higher scale for doing the same work.

Indirect discrimination,

on the other hand, is not as easily recognisable. It is a more subtle form of discrimination. It involves the application of policies and practices that are apparently neutral and do not explicitly distinguish between employees and job applicants but, in reality, have a disproportionate and negative effect on certain individuals or groups. For example, where the job advertisement, without justification, requires that applicants must live in a particular area, knowing that the residents of that area are predominantly from a particular race group.

Fair discrimination

The Act provides for fair discrimination where such discrimination is based on:



AFFIRMATIVE ACTION MEASURES which are designed to promote employment equity (fairness in favour of designated groups, for example women).



THE INHERENT QUALITIES OF THE JOB – for example a person with extremely poor eyesight who cannot be employed as a pilot.



LEGAL REQUIREMENTS – for example not employing children under 15



PRODUCTIVITY, when for example employers award increases based on merit, depending on the fairness of the criteria used to assess performance and productivity

Unfair discrimination

Here's what to do if you are being unfairly discriminated against.



STEP 1

Document the unfair treatment in detail



STEP 2

Report it through the company's internal grievance procedures. Ensure that you understand the steps, levels of authority and timeframes associated with each step.



STEP 3

Refer the dispute in writing to the Commission for Conciliation, Mediation and Arbitration (CCMA). Such cases must be reported within six months after the act or omission that allegedly constitutes unfair discrimination. Disputes may be referred to the CCMA without first lodging a grievance internally within the company, but employees must give a copy of the referral form to a member of Human Resources or their line manager.




STEP 4

Should the dispute remain unresolved after conciliation, employees may refer to the Labour Court for adjudication or arbitration if employees allege unfair discrimination based on sexual discrimination.



Important:
Do not post anything about the matter on social media.

The background is a solid orange color with a pattern of thin, wavy, light-orange lines. There are several circles of different sizes and shades of orange scattered across the page. A large, solid orange circle is in the upper right. A smaller, solid orange circle is in the lower right. A cluster of small, solid orange circles is in the upper left. A large, solid orange circle is in the lower left, partially obscured by the number '0'.

Student- preneurs

05

Lessons learned in entrepreneurship

UCT alumnus Crispus Kamau is currently working with the JLL Strategic Consulting team, assisting with consulting assignments in Africa. Being a Kenyan, he has a passion for entrepreneurship and educating the youth in Kenya.



READ UP ABOUT
INVIKE HERE:
INVESTINKE.COM/

In 2019, as a Mastercard Foundation Scholar, Crispus co-founded InviKe (Invest in Kenya), a platform that helps Kenyan youth learn how to generate, grow and preserve their wealth. Here's what he has learnt in the process.

1. Find a co-founder with the same vision. This is necessary to keep each other in check and ensures that one of you will always have the momentum to continue working on the project. Take the time to find a co-founder(s) with skills and experience that complement yours – this will give your startup a better shot at success. Aside from actively networking with like-minded individuals, search groups on social media; LinkedIn, in particular, offers many groups founders can join to find a co-founder.
2. Block time off from your schedule. Especially in the early stages, you might need two weeks or a month to get the project off the ground. For students, I recommend using the long holidays. I did most of my research and work during my December-January holiday.
3. Get an experienced mentor in your field. I was able to access a mentor through the MasterCard Foundation and I also sourced another mentor through my network. Do not be afraid to reach out to potential mentors through LinkedIn.
4. Create a Minimum Viable Product (MVP). If you don't have the resources to create a working product, create what you can with the limited resources you have and present it to investors, funding partners and prospects.
5. Collect data from the target market. Tools like Google forms will help you understand the needs of your specific target market. Do not underestimate the importance of market research.
6. Don't get stuck on the project design. Hit the market and continue improving the product as you get more feedback from users. User testing before launching is also advised.
7. If you get stuck, always go back to your vision or mission and realign from there. Like me, when I got stuck on the design, for example, I used to remind myself my vision is to provide low-cost investment advice to young people.

Our Entrepreneurship Intervarsity *finalists*

The purpose of the Entrepreneurship Development in Higher Education (EDHE) Entrepreneurship Intervarsity is to identify the top student entrepreneurs at South African public universities, recognise and showcase their businesses, and invite investment into this cohort of student businesses. The annual competition provides opportunities for these entrepreneurs to pitch their innovative business ideas.

The EDHE programme is hosting the national round of its annual Entrepreneurship Intervarsity from March to October 2021. The overall winner of the EDHE Entrepreneurship Intervarsity 2021 walks away with prize money to the value of R100 000 and the coveted title of national Studentpreneur of the Year 2021.

In 2020, three UCT student entrepreneurs participated in the final round of the EDHE Intervarsity National competition.

Ndabenhle Ntshangase and Lwanda Shabalala cofounded Airstudent,

which competed in the General Business category. Airstudent reduces the costs of travel for students who are travelling to the same destination at the same time. COVID-19 and the subsequent employment crisis have motivated Ndabenhle to make the employment of unemployed youth a business priority.

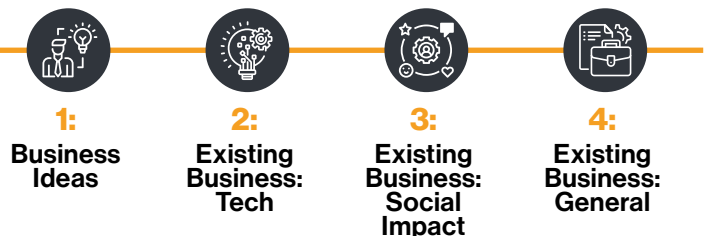
Qhawe Bula's business TAQA

(in the New Business Ideas category) helps bring digital illustrative libraries to life for children in their home language. According to Qhawe, COVID-19 increased the need to digitise exponentially. In the past TAQA would visit schools, but the pandemic created an opportunity to rethink their business strategy. TAQA responded by launching a podcast in nine official languages.

Moeketsi Mashibini was a finalist in the Social Impact business category.

His mission is to address the disparities between learners from marginalised communities and those from more affluent areas. His business Pantsula with a Purpose focuses on helping learners prepare for university.

Studentpreneurs can submit their ideas or existing businesses in one of 4 categories:





1

AirStudent: Giving peers *"wings"* to fly

**Ndabenhle
Ntshangase and
Lwanda Shabalala**
co-founded the
student-centred
travel business
AirStudent.



Ndabenhle Ntshangase
and Lwanda Shabalala

By Niémah Davids & Karin van Laeren

AirStudent identifies students that study far away from their hometown and have to travel to and from campus at the start and end of each term. It then groups students together based on their travel similarities to capitalise on certain cost-effective commercial bulk-buying booking principles.

Where did your idea for AirStudent come from?

Ndabenhle: I am from Vryheid in KwaZulu-Natal (KZN), and studying at UCT meant that I was always travelling between campus and home at the end of each term. This travelling cost escalates fast and gets very expensive. I realised that I wasn't the only one going through this process – **approximately 60% of students study outside of their hometown.**

I put pen to paper and came up with the idea to start AirStudent – and plug a huge gap. AirStudent's role is to group travelling students like myself together in order to leverage the bulk-buying principles that exist, and to provide students with more affordable travelling fare options.

 www.airstudent.co.za

 [@airstudentSA](https://www.instagram.com/airstudentSA)

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

Lwanda: I am personally excited and inspired by the real impact our network has had on actual traveling students. Not only from a price point of view but also in terms of safety and convenience. COVID-19 has reinforced the importance of well-coordinated and managed travel which has resulted in collaborations with various institutions and university stakeholders that has fast-tracked and elevated the work we do.



A big part of what we look to do is create enabling infrastructure and ecosystems that break down the barriers to opportunity.

How has AirStudent grown or changed since its inception?

Ndabenhle: Having started as a Whatsapp group with about 10 students, it has changed quite a bit. At first, we believed we would use Whatsapp to put together groups of traveling students in order to give them cheaper flights, but as we went along, we realised that the platform has potential to be more than that. We now look to create a network of travelling students who leverage their numbers and technology to unlock great benefits and cheaper travel, while also creating opportunities for themselves. These opportunities come through programmes like our driver and affiliation networks, where students can earn either by driving our groups between residences and the airport or simply by getting other students to join the AirStudent network. As we grow we plan to create more opportunities like this.

What are your goals with AirStudent for the next three years?

Lwanda: A big part of what we look to do is create enabling infrastructure and ecosystems that break down the barriers to opportunity. This goes beyond our effort to enhance student mobility and looks at creating valuable opportunities for all students and stakeholders, driving mutual business advantage. Some of our goals for the next three years are to develop and grow this enabling infrastructure to have students easily plug into our offering and drive value. This includes realising and expanding our exciting vision for our peer-to-peer RideShare, AirStay and affiliate programmes.

”

The same way it takes a village to raise a child, it takes a village to grow a business

Ndabenhle: We want to create as many jobs as we can.

With the COVID-19 pandemic, unemployment in the country has taken a further knock. It's naive of us to think that AirStudent will be able to hire all of the unemployed youth, but all we want to do is contribute to boosting employment figures, and a start-up like ours is the best way to do that.

Have you collaborated with travel-industry partners?

Ndabenhle: The same way it takes a village to raise a child, it takes a village to grow a business.

And our village stepped up for us. AirStudent has established a partnership with Comair, which allows us to get affordable flight prices, as well as the 20 kg free luggage. When COVID-19 hit our shores and Comair was negatively affected, they assisted us to build a solid partnership with FlyMango in order for our business to continue servicing students. We've also collaborated with Greyhound buses to cater for those students who prefer to travel by bus. Working with these leading industry partners is testament to our growth.

What advice can you give to students and graduates with an idea for a business?

Ndabenhle:

1. Think big but start small. Think of the simplest thing you can do right now to reach your end goal and start there.
2. Find people you can enjoy working with and then grow with them.
3. Remember that no one really knows what they're doing, so trust and believe in yourself more than anything else. This confidence in yourself will help you in many situations on your journey.



2 The TAQA digital library

By Niémah Davids & Karin van Laeren

Qhawe Bula and his team developed TAQA, a **unique digital library of read-along children's audiobooks** produced in South Africa's 11 official languages and hosted on an app.



Qhawe Bula

South Africa faces enormous literacy challenges: 78% of grade 4 learners can't read for meaning. Research indicates that children are likely to learn a second language much faster if they have a firm grasp of their mother tongue. TAQA helps improve children's ability to read in their mother tongue, which, in turn, helps them to learn how to read and understand a second language much easier.

Breaking barriers

"With TAQA we really want to help grow a love and affinity for reading and improve children's competencies in their mother tongue," said Qhawe. "We want to break down language barriers. They still exist, and doing it will solve many of our problems."

Qhawe said that TAQA believes in the importance of preserving indigenous languages. "Languages are far more than just a medium of instruction. They are holders of spirit, thought, imagination and the history of our people."

Partnerships

The business has already partnered with internationally recognised, award-winning literacy non-profit organisation Nal'ibali to provide a series of audiobook podcasts produced in seven South African languages.



Listen to the TAQA audiobooks here:
soundcloud.com/user-840399632

"Without a shadow of a doubt, the most exciting thing for us has been the launch and continuance of the TAQA podcast and our partnership with Nal'ibali in doing so," said Qhawe.

In the future they would like to also partner with the government and other organisations.

Pivot

Qhawe explains that TAQA began in 2018 as a company that did translations from English into African languages and vice versa. "We did this for around a year and did fairly well but felt we were making minimal impact and the business idea was not very scalable in manual form," he said. "We then pivoted in late 2019 and focused on building a digital library of children's video books."

Now, they are in the process of developing a Prototype of the TAQA app. "We are very excited to roll out our first pilot project in the coming months. Our second focus at this point is to build a community of people who believe in our vision."

Advice to budding entrepreneurs

Qhawe says that the best advice he has received is to start with what you have.

"Try to find a way to deliver some of your value proposition to customers without requiring funding," he said, explaining, "In our experience, it is often difficult to raise funds if you do not have a kind of proof of concept and something that demonstrates your commitment to potential funders."

He also advises entrepreneurs to be fluid and open to change. "While I think it is important to maintain your core values and vision, we have found joy in pivoting and being able to imagine alternative ways of achieving our ends."

"While I think it is important to maintain your core values and vision, we have found joy in pivoting and being able to imagine alternative ways of achieving our ends."



3 Pantsula with a purpose: an organisation for the *youth*

By Niémah Davids



Moeketsi Mashibini

Moeketsi Mashibini, a current UCT student, is the co-founder of Pantsula with a Purpose, a youth development non-profit organisation (NPO) that provides training and development programmes to youth in under-resourced communities.

The organisation aims to bridge the gap between high school and university, and its programmes equip the youth with the necessary skills they need to succeed in the “real” world.

“Pantsula with a Purpose is an organisation for the youth, created by the youth, said Moeketsi. “We offer holistic skills development programmes to schools in a Cape Town township. Our programmes focus on personal development, real-world readiness and exposure to tertiary institutions.”

This includes soft skills training and development, financial literacy, the importance of practising personal hygiene, and computer skills.

An ‘eye-opening’ experience

Growing up in Daveyton on Johannesburg’s East Rand, Mashibini said that he was always aware of the disparities between learners from marginalised communities and those from more affluent suburbs in the city. But it was all laid bare when he arrived at UCT.

“We experienced first hand what learners in poor communities are faced with. Coming to UCT was an eye opener. Suddenly the inequalities between the haves and have nots were right in front of our eyes,” Mashibini said.

“UCT exposed us to a completely different space that shaped the trajectory of our lives for the better and we want others to have the same experience.”

The organisation operates in Langa and offers its services to a number of schools in the community. Mashibini, together with his team (co-founders, Sitholile Sithole and Samkelisiwe Magudulela, 11 staff members and a group of volunteers) coaches and mentors learners to help maximise their potential.

In the near future, the NPO hopes to expand its services by growing its presence to other marginalised communities in Cape Town.

‘Give a little, change a lot’

With an ethos of “Give a little, change a lot”, Mashibini said that Pantsula with a Purpose aims to make a lasting impact on the lives of the youth that they come into contact with.

In addition to its holistic development workshops, the organisation hosts career expos, assists matric learners with bursary applications and provides advice on which tertiary institutions learners should apply to, based on their skills.

Unlike other organisations that offer similar services, Mashibini said that Pantsula with a Purpose doesn't just focus on providing academically strong learners with the support they need to succeed. On the contrary: their focus is on all learners, regardless of their academic performance.

“We believe that everyone has their own purpose in life and with the right opportunities and guidance, we help to shape their future paths,” he said.

“Giving a little really can change a lot. We can't help everyone, but those who we can help, we make sure that we leave our mark.”

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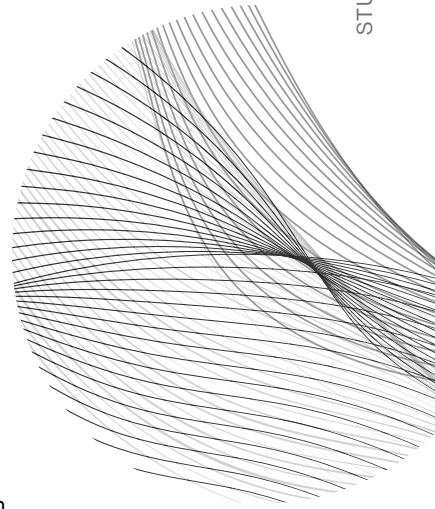
We aim to make a lasting impact on the lives of the youth that we come into contact with.

Become an (intra)preneur

You do not have to come from a long lineage of entrepreneurs to be one, and you certainly do not have to start your own business to be able to use entrepreneurial skills. Introducing: intrapreneurs.

An intrapreneur acts like an entrepreneur within the ecosystem of an organisation. In most larger companies there are tons of creative ideas floating around amongst the employees. And by using a bit of entrepreneurial skills, vision and resilience, these ideas can be turned into actual innovations, making work more meaningful for everyone.

Being an intrapreneur also means not simply doing the job you are given, but growing and evolving your role within a company – this is often called “job crafting”. Job crafting enables you to find and create meaning and, to paraphrase Marie Kondo, “Spark joy” in your job.



Turn the job you have into the job you want

Find a mentor (and be one)

Intentionally seek out mentors and mentees. Being a mentor can help you build your leadership skills and gain perspective, while having a mentor can be a sounding board for your thoughts and ideas.

Start small

Job crafting and intrapreneurship is not always about making big changes – small changes count. Do you feel like you are not moving enough in your job? Invest in a height-adjustable desk or find a colleague that will take walks with you during lunch breaks.

Think about your role


Make a point to take a step back frequently to consider your perceptions about the daily tasks in your job. Is there a part of your job that you absolutely hate? How can you reconfigure it to be more interesting and enjoyable?

Speak up

Sure, not everyone will listen every time, and not every idea you have will be a good one. But it is important to be clear about what you want. Have an elevator pitch ready, and be open to feedback.

Learn something new every day

By learning new skills in your job, it helps you become more engaged in your role. It could mean researching how another company does things, getting to know your colleagues better or learning a new skill.

The background is a solid teal color. On the right side, there is a large, semi-transparent sphere with a fine wireframe grid pattern. Three dark teal circles of varying sizes are scattered across the upper half of the image. The text 'Grad Gallery' is in a white, sans-serif font, and '06' is in a much larger, white, sans-serif font below it.

Grad Gallery

06

Our *inspiring* grads

Interviews with a selection
of UCT graduates

1

Commerce

Divya Vasant
Nikhil Narismulu
Zak Essa

4

Humanities

Jade Orgill
Ify Umunna
Abduraoaf Sandan

2

Engineering and the Built Environment

Dayne Kemp
Natalia Dambe
Seranya Moodley

5

Law

Qobo Ningiza
Lee Shacksnovis
Philippa King

3

Health Sciences

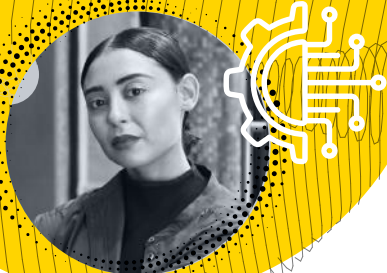
Dr Babalwa Jongihlati
Dr Precious Chikura
Jody Vaughan Africa

6


Science

Tebogo Mokwena
Palesa Nombula
Dr Najma Mohamed

Commerce



Divya Vasant

 bit.ly/3tCeigK

Current position:

Founder and CEO of
The Amazi Group

Past positions:

Project Director of The
Microfranchise Accelerator
(a division of The
Clothing Bank)

Credit Analyst at Futuregrowth
Asset Management

Credit Research Analyst
at Absa Capital

Academic history:

2007 Bachelor of Business
Science specialising in
Economics at University
of Cape Town (UCT)

**Knowledge
of economics
empowers you to
see how a dynamic
system lives.**

What is Amazi, and what led you to establish it?

The statistic that haunted me for over a decade is: 10% of the South African population own 90-95% of our country's asset base, while 40% of the population own the remaining 5-10% and 50% of the population have no meaningful assets, no measurable wealth and no means to create wealth.

Access to opportunity was built for a few, and certainly not for women. Our economy disregards women by failing to address the systemic issues that keep women excluded. The archetype for opportunity in South Africa remains male. The way we can progress women is to pioneer a new system which from inception seeks to include women. This is why I founded AMAZI – a women-owned, social business that creates opportunities for women to learn, to earn and to have their own microbusinesses.

The Amazi Group creates access to knowledge, tools and opportunities for women to unlock their potential and progress to positions of ownership within the wellness industry.

What are the key skills that have contributed to your success so far?

Negotiation: When you're a young brown woman and every boardroom you walk into is full of men, you learn that negotiation isn't just about the term sheet. It starts from the minute you type out an email and the words you choose, to the way you answer your phone and how confident you come across, to the way you walk into a meeting room and where you decide to seat yourself.

Financial modelling and scenario planning: Being able to articulate a path to sustainability and understanding the various scenarios that could get you there are crucial to creating a direction for your organisation.

Self-reflection: Broken people build broken organisations. Your insecurities are amplified and your self-doubt can overwhelm you. Being curious about yourself and investing in the tools and the professional support to deepen the relationship you have with yourself are the most selfless acts you can do as a leader.



The way we can progress women is to pioneer a new system which from inception seeks to include women. This is why I founded AMAZI – a women-owned, social business that creates opportunities for women to learn, to earn and to have their own microbusinesses.

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

Knowledge of economics empowers you to see how a dynamic system lives. It is a framework that shows you how all decisions can take away from some and add to others. It empowers you to see the whole picture in a way few other frameworks can. To engage in the economics of a situation is to confront the very real trade-offs that happen every day just for someone/something to survive. These trade-offs are often harsh, they're often unkind and they're often difficult to accept; however, being able to identify and quantify these-offs is important when you're dedicated to challenging the status quo.

Advice for graduates currently entering the world of work?

I've seen people crippled by the uncertainty we find ourselves in and at the same time I have seen people reinvent themselves and craft ways of living, working and being that aren't about what "should" be done but what they believe is right for them. Embrace the opportunity to challenge the "way things were" because let's face it, they weren't that great to begin with. Start something of your own. You don't need to confine your creativity, your talent or your energy to one place. See yourself as a diverse contributor; a diverse income creator.

What's the biggest challenge that you have faced as a social entrepreneur?

We've been taught that there is only one way to create economic value: profit. We see profit and non-profit as being opposite and opposing.

”

Embrace the opportunity to challenge the way things were, because let's face it, they weren't that great to begin with.

– Divya Vasant

”

You don't need to confine your creativity, your talent or your energy to one place. See yourself as a diverse contributor; a diverse income creator.

– Divya Vasant

The fellowship taught me that feminism is not gendered. It is a philosophy, a worldview, a political standpoint.

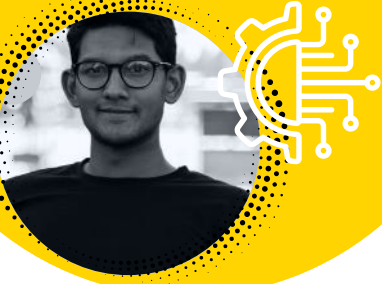
We associate serious work with making profit and “do-gooder” work with nonprofits. Even when we register a company in South Africa at the CIPC, we have to choose between registering a for-profit or non-profit legal entity because we have not allowed for the possibility that something in-between can exist – where social good can be scaled with profit-generating models. Structurally, South Africa hasn’t acknowledged the existence of any other form of capitalism. Every institution we come across – government departments, SARS, banks, insurance companies, etc. – want to box us into either being a non-profit or a for-profit only.

How did the COVID-19 restrictions impact Amazi?


Once we articulated for ourselves how our model needed to be reshaped, we began creating digital solutions to our development programmes so that we could continue to impact the progression of women even if physical learning spaces remained closed. Importantly, we spent most of 2020 engaging with our landlords and key suppliers. For the most part, we’ve been able to craft recovery plans which allowed us the space to rebuild ourselves. However, as with so many other organisations, we did also have to bear the brunt of unreasonable demands from companies that had made no allowance for the impact of the pandemic.

How did the Zanele Mbeki Fellowship influence your career and journey?

Before I joined the fellowship I wrestled with adopting the title “feminist” because the misguided marketing of feminism that we are all exposed to left me feeling uncomfortable about being anti-men – a belief I thought needed to have to identify as a feminist. The fellowship taught me that feminism is not gendered. It is a philosophy, a worldview, a political standpoint which holds inclusivity as a central pillar and fights against power imbalances that result in dominance/oppression. That learning brought about the realisation that I am an ardent feminist and my set of values and world view is feminist. ●



Nikhal Narismulu

 bit.ly/3sCPm3s

Current positions:

Founder and Managing Director of Arc Technology;
Co-founder and CEO of Naphina Network NPC;
Founder and Managing Director of Peak Safety

Past positions:

Executive Director of Litoro Foundation

Academic history:

2019 Bachelor of Commerce Honours specialising in Economics at UCT

2018 Bachelor of Commerce specialising in Economics and Finance at UCT

What is Arc Technology and what led you to establish it?

Arc Technology was founded to create leading safety solutions for workers in South Africa by providing high quality Personal Protective Equipment (PPE) and Clothing (PPC) at affordable prices. The movement for South Africa to be able to rely on local manufacturers for high quality safety products inspired me to establish a presence in the South African market. It is the key driver behind Arc Technology's vision to establish new and empower existing local manufacturers across the country. My interests in empowering others and providing market-leading safety solutions encouraged me to continue on this entrepreneurial path instead of immediately entering into a corporate environment.

What are your day-to-day responsibilities as Managing Director?

My day-to-day responsibilities involve performing a range of checks on my team's work, meeting with various stakeholders, optimising workflows and exploring new revenue-generating avenues for Arc Technology. More practically, I find myself doing a combination of the following: checking-in with my team; aligning on the outcomes for the day; ensuring that all deliverables are up-to-date; evaluating standard operating procedures; implementing best-practices; identifying new opportunities; and ensuring that the company remains compliant and operates within the law.



I found the experience gained from the process of acquiring your qualification(s) can be as valuable as the content of the degree itself.

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

Entrepreneurship is often characterised by uncertainty, risk and stress. At university, these factors are available in abundance. During my time on campus, I realised that the odds are not always going to be in your favour and that an optimal response to [both to success and failure] is necessary.

Hence, I found the experience gained from the process of acquiring your qualification(s) can be as valuable as the content of the degree itself. For example, the abilities needed to meet tight deadlines, engage with different types of individuals and map a path to success (passing objective tests, understanding lecture content, getting through group projects and eventually earning your qualification) have shaped the way I lead – I engage stakeholders and mitigate risks in order to lead my team to success.

More directly, the content taught and tested in lectures and practical work are designed to help you succeed. Therefore, ensuring that you engage with the content and understand what you are taught each day is essential in maximising your ability and making you more competitive.

What are the key skills that have contributed to your success so far?

People skills and understanding the key drivers of my succeeding in my industry have helped increase the likelihood of my success. Engaging people in a constructive and respectful way has helped me develop strong partnerships and resolve various levels of conflict. As a result, stakeholders have expressed their appreciation for the calm, calculated and concise approach that my team and I apply to our meetings, negotiations and conflict resolutions. In my experience, this has led to easier stakeholder engagement and access to additional opportunities with new companies and individuals. Moreover, my understanding of how a company operates, generates revenue and yields a profit has played a key role in informing both my decision-making process and how my team and I implement best practices to improve overall performance and efficiency.

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The pandemic taught me to build resilient, shock-proof strategies.

– Nikhal Narismulu

The pandemic taught me to build resilient, shock-proof strategies and how to function and find success in an underwhelming environment where negativity is rife.

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

If you are entering a similar entrepreneurial space or the corporate world that I work with, expect to encounter multiple hurdles and work long hours. If you enter the world of work anticipating these two factors, you are more likely to adapt to your new environment, feel comfortable engaging with new people often and with the work itself that you may not initially understand.

Additionally, I advise leaning into these hurdles and finding constructive ways to overcome them. Often those around you find it easier to overlook new solutions or write-off difficult, confusing problems. I feel that you can only learn more if you approach these situations with a positive mindset regardless of whether the outcome is positive.

The last takeaway is avoid being too hard on yourself. Your first year of work is not designed to be easy (usually) and you may feel frustrated with slow gratification and learning how to succeed (especially coming out of university). When this happens, have a look around and you may notice that there are many others experiencing something similar whom you can turn to for advice or support.


What impact has COVID-19 had on your career?

The COVID-19 pandemic highlighted the unpredictability of being an entrepreneur and reiterated the need to devise key strategies that are likely to succeed in the worst possible outcomes. In short, the pandemic taught me to build resilient, shock-proof strategies and how to function and find success in an underwhelming environment where negativity is rife. As a result, I feel that it has strengthened my career and furthered my ability to mitigate multiple forms of risk that companies and individuals face in times of crisis. Moreover, it's allowed me to develop and implement dynamic strategies that are easy to adjust in order to pivot towards more positive outcomes. ●

Commerce



Zak Essa

 bit.ly/3gD4NGP

Current position:

**Innovative Finance
Consultant at Bertha Centre
for Social Innovation and
Entrepreneurship and Intern at
the Bulungula Incubator**

Past positions:

Co-founder of Chuma

Head of Expansion and
Managing Director of Phaphama
SEDI

Venture Capital Associate at
University Impact

Academic history:

2020 Bachelor of Commerce
Honours specialising in
Economics at UCT

2020 Postgraduate Certification
in Social Innovation
Management at Amani Institute
(India)

2019 Bachelor of Commerce
specialising in Economics and
Finance at UCT

What are your day-to-day responsibilities at the Bertha Centre?

I work part-time at the centre and I am managing a project for the creation of an early stage fund that uses innovative finance tools to provide social enterprises with the capital they need to catalyse change. I spend my time understanding the barriers to raising funding for social enterprises in South Africa and how non-traditional finance can bridge these barriers. I do this by interviewing and surveying fund managers, academics, entrepreneurs and researchers.

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

The most important value that my qualifications have directly added is the ability to reconcile my subjective experiences with the bigger picture. For instance, when I worked at Phaphama, I mostly interacted with women entrepreneurs and thought that women dominate informal activities. But, when I studied the informal economy in my course, I saw that women actually make up a minority of informal businesses. This was a stark reminder that what I see in front of me may not always be a reflection of reality. Since I work in the social sector, this has been the biggest value my qualification has added and has guided my thinking when trying to drive social change.

What are the key skills that have contributed to your success so far?

I don't think I can point to a specific skill that has contributed to my growth and development. There are however a few actions I have tried to take that have helped. First, I realised that people are always eager to help students. I leveraged my position as a student at the university to request time with people who have experience in the areas I am interested in. Inadvertently, I gained mentors along the way that have critiqued my thinking and inspired my journey. Second, I tried to be unafraid of making mistakes. Being young, it's inevitable that I was going to make many mistakes along the way. I was lucky enough to lead many teams during my time at UCT and made more mistakes than I can count, but each time I failed as a leader or as a team member, I learned invaluable lessons that I will carry with me for the rest of my career.

If policy-makers recognise the role of informality in being a catalyst for employment creation, I believe that the informal economy could be a powerful vehicle to addressing pervasive poverty and unemployment.

What impact has COVID-19 had on your career and industry?

Luckily, COVID-19 has not impacted my career in a negative way. I work in the social sector and while funding has dried up for some, I think that there has been a salient realisation that nonprofits and social enterprises play important roles in providing support during a crisis.

How do you see the informal economy evolving in the next few years?

South Africa's informal economy is peculiar in that it is comparatively small (compared to other developing countries) despite high unemployment rates. How the informal economy evolves depends strongly on policy.

On the one hand, if policy is unfavourable to informality and there are barriers to trading goods or providing services, I think that the size and role of the informal economy will remain stagnant. On the other hand, if policymakers recognise the role of informality in being a catalyst for employment creation, I believe that the informal economy could be a powerful vehicle to addressing pervasive poverty and unemployment.

If I were a policymaker, I would move towards decriminalising informal activities in city areas and providing small grants to unemployed young people to begin businesses with support from organisations like Phaphama.


What are your future plans?

I am currently working at the Bulungula Incubator, a nonprofit committed to ending poverty in the rural Eastern Cape. This year, I am living in Nqileni Village and working on a job skills programme, within the incubator, to address the pervasive youth unemployment in the area. ●

Engineering and the Built Environment



Natalia Dambe

 bit.ly/3dwu43o

Current position:

Geographical Information Systems (GIS) Project Planner at Enertrag South Africa

Past positions:

GIS Research Assistant at Childsafe Organisation

Qualifications:

2018 Master of Philosophy in Engineering specialising in Geomatics at UCT

2016 Bachelor of Science Honours in Geographical Information Systems at UCT

2014 Bachelor of Science in Geomatics at UCT

How did you obtain your current position?

I obtained my position at Enertrag South Africa (a renewable energy company) during the completion of my masters degree at the University of Cape Town. Enertrag South Africa advertised a position in the company's Geomatics department in September 2018. I searched for the company online to understand their vision and what they stand for, and [from this] I knew I wanted to join the Enertrag team, so I applied and a month later they invited me for a phone interview. The interview went well and I was invited for the second in-person interview, followed by a practical interview in December 2018 where I was given a technical task to complete. Later, I was offered the position, and I reported for work in February 2019.

What do your day-to-day responsibilities look like?

My day-to-day responsibilities are mainly carrying out pre-feasibility analysis studies to identify potential renewable energy site projects, carrying out feasibility studies, mapping Site Development Plans for existing projects in South Africa, and maintaining and managing our spatial database.

What value do your qualifications add to your work?

My qualification in Geomatics, specifically GIS and Remote Sensing add direct value to my day-to-day work. I apply the same functional, teamwork and management skills that I acquired at the university to my current work. For instance, I use the same GIS and database software tools that I learned during my studies to carry out my daily tasks, and I apply the same concepts such as projections, spatial data analysis and general professionalism that I acquired at the university in my daily work. My qualification created a good foundation in transitioning into my current role as a GIS Project Planner.

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

One of the challenges I have faced in my career is meeting mentors, particularly in the GIS profession. To address the challenge, I am currently a member of the Geo-informatics Society of South Africa (GISSA) and participate in Renewable Energy workshops, including South African Wind Energy Association workshops. These are good professional associations for networking, and I see great potential in meeting mentors, role models and staying up to date with the innovations in the industry.



Try to join professional bodies and participate in workshops to widen your knowledge and network, and to keep up with new innovations and developments in the industry.

Any advice for graduates currently entering your industry?

Be daring in taking up challenges and never think you are alone. You will work in teams – let yourself grow with your team. Be patient with yourself, change is not always comfortable but it is necessary, and it is fine to give oneself time to adapt to a new environment. Try to join professional bodies and participate in workshops to widen your knowledge and network, and to keep up with new innovations and developments in the industry.

What impact has COVID-19 had on your career and industry?

Despite limited movement due to curfews and regulations, and limited contact with colleagues at work, COVID-19 has also had some benefits to my career and industry. I have adjusted to working remotely and have stretched my capacity in utilising online resources to grow my career, for instance Zoom meetings, and attending various global conferences and workshops without incurring big costs.


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

The industry has great potential and will continue to grow considering the enormous reliance on data for solving problems, be it in government or the private sector. GIS, Remote Sensing and Geomatics professionals will always be at the core of creating, collecting, processing, managing, analysing and presenting spatial data and information to bring about informed decisions and solutions. The importance of these professionals should give hope to students pursuing these careers. ●

Engineering and the Built Environment



Seranya Moodley

 bit.ly/2QDZTOD

Current position:

Renewable Energy Engineer at
DNV, Energy Systems

Past positions:

Study and Design Engineer at
EDF Renewables

Candidate Mechanical Engineer
at AECOM

Academic history:

2019 Master of Engineering
specialising in Mechanical
Engineering at Stellenbosch
University

2016 Bachelor of Science
Honours in Engineering
specialising in Mechanical
Engineering at UCT

**In South Africa, the
energy industry is
about to get very
exciting as the
government plans to
roll out the REIPPP
Bid Window 5 – which
is a procurement for
new renewable energy
generation.**

How did you obtain your position?

I am a long-time admirer of DNV and had closely followed their industry leading work over the years. When an opportunity opened I applied through the job portal of the company. I had met some of the team while I was still a student, and this helped me to understand the work and industry much more clearly and provided guidance for me to understand the experience I needed.

What do your day-to-day responsibilities look like?

My day-to-day responsibilities include carrying out tasks such as Energy Production Assessments, site visits, construction and operation monitoring and technical due diligence for exciting renewable energy projects across Southern Africa and other regional areas across the Middle East and Europe. Other aspects I have the opportunity to get involved in, is research and development into new ideas within the renewable energy market. No day is the same! DNV is an independent technical advisory, and I work within the Energy Systems Unit.

What are the key skills that have contributed to your success so far?

A key skill is to often accustom yourself to new information in a short time. As the industry rapidly evolves, you are constantly challenged with new technologies, new projects and new ways of thinking. Being adaptable, passionate and curious have allowed me to overcome many challenges.

What value do your qualifications add to your work?

My qualifications were a direct requirement for my role. My masters degree specialised in renewable energy technologies. Indirectly, I believe the work ethic and growth during the course of an engineering degree makes you well equipped to face the challenges of working



Stay informed about what is happening in the industry, even from the sidelines, this will help keep your knowledge relevant.



Use your network to find out about an industry – people are much more friendly than you think and are willing to help!

in industry, such as effectively consuming large amounts of information, staying focused and organised and delivering high quality complex work in short timeframes.

Any advice for graduates currently entering your industry?

I would say if you don't know where you want to work yet or haven't quite discovered your passion, or perhaps your dream job is not hiring at the moment, it is worth searching, being patient and never giving up. Keep looking forward and make sure you learn from every opportunity. Use your network to find out about an industry – people are much more friendly than you think and are willing to help! Stay informed about what is happening in the industry, even from the sidelines, this will help keep your knowledge relevant.

What impact has COVID-19 had on your career and industry?

I would say it has had minimal impact on my career because my work is largely part of the "digital economy" and can be successfully done remotely. As an industry there have of course been setbacks, as delays in construction have meant that projects, contracts and site work have been negatively impacted. Stricter protocols on COVID-19 compliance also mean that travel is limited, as was delivery of site equipment during the level 5 lockdown.


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

In South Africa, the energy industry is about to get very exciting as the government plans to roll out the REIPPP Bid Window 5 – which is a procurement for new renewable energy generation. Globally I see the industry emerging to even greater portfolios as countries race to meet their carbon reduction targets and meet the goals of the Paris Climate Agreement. This means finding solutions to integrate a high penetration of renewables into grid networks, long duration storage, and integrating different energy generation technologies to work together optimally. Already we see data analytics and AI playing a major role in plant operation and design optimisation. We are able to learn much faster from operational plants and make improvements to future models and designs – which means we can get more clean, reliable energy onto the grid more efficiently! ●

Engineering and the Built Environment



Dayne Kemp

 bit.ly/2P9utPU

Current position:

Spacecraft Integration and
Test Lead and Lead Systems
Engineer at NASA Ames
Research Centre in California,
USA

Past positions:

Electrical Engineer and
Researcher at NASA Ames
Research Centre in California,
USA

Ammunition Design and
Analysis at Rheinmetall Denel
Munition

Electrical Engineer at
South African Astronomical
Observatory

Electrical Engineer at Tellumat

Academic history:

2016 (Currently) Doctor of
Philosophy in Engineering
specialising in Electrical
Engineering at UCT

2015 Master of Science in
Engineering specialising in
Electrical Engineering at UCT

2013 Bachelor of Science
in Engineering in Electrical
Engineering at UCT

How did you obtain your position at NASA?

During my final year of undergraduate studies, I travelled to California with a good friend/classmate to visit various institutions and companies focused on nanosatellite research and technology development.

Visiting NASA Ames Research Center was our primary motivation. I was fortunate enough to be offered an internship after my studies and I have not left since.

What are your day-to-day responsibilities?

Fortunately, these vary significantly on a daily basis ranging from documentation, soldering circuit boards, inspecting flight articles through a microscope, radiation testing a science instrument, integration/assembly of a spacecraft and launching our work into space.

What value do your qualifications add to your work?

I studied Electrical Engineering focusing on analogue and digital electronics. Although not space science or aeronautical engineering, I felt confident with my education and technical abilities among my peers at NASA and it has been a solid foundation to build on.

Any advice for graduates applying for a position at NASA?

NASA is an incredible agency to work for, and if you are passionate, practical and hardworking, you will have an exciting career ahead of you. Do not be intimidated but rather eager to learn.

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

There have been a few but there are two that stand out. Firstly, my UCT PhD research project, supervised by Samuel Ginsberg and Prof. Andy Buffler, was recently selected for an orbital spaceflight mission that will be launching in June 2021. The thesis project is a high-energy particle detector for deep space exploration. It is manifested for launch into LEO in June 2021 and potentially a second launch between Dec 2021 and May 2022.

The second is being chosen for the two roles I currently serve at NASA Ames where I work with great people and demonstrate new technologies for future science and space exploration missions.

What are the key skills that have contributed to your success?

Practical application and implementation of advanced concepts as well as the ability to learn and adapt to new projects, missions and environments.

How do you see astronomy evolving in the next few years?

I see three key areas for the "next-generation" of astronomy and astrophysics:

- 1 Large aperture and multi-spectral Earth-based telescopes. South Africa will likely host the largest radio telescope in the world, SKA, within half a decade.
- 2 Large aperture and multispectral spacecraft-based telescopes. NASA's Kepler space telescope has detected over 2,500 planets, some of which are habitable. Imagine what we would discover if Kepler were monitoring the rest of the electromagnetic spectrum (UV, X-Ray, gamma-ray, etc.).
- 3 Planetary- and moon-based telescopes that can detect fainter stars and therefore look further back in time.

I hope this will assist us in answering some of the many questions we have about our universe and with the search for extraterrestrial life. ●

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My UCT PhD research project was recently selected for an orbital spaceflight mission launching in June 2021.

– Dayne Kemp

Health Sciences



Dr Babalwa (Kobese) Jongihlati

 bit.ly/3grrNrR

Current position:

Director of Vaccine Clinical
Research and Development at
Pfizer South Africa

Past three positions:

Medical Director at Adcock
Ingram

Medical Advisor/ Manager at
Sanofi-Aventis

Medical Advisor at Adcock
Ingram

Academic history:

2013 Master of Business
Administration at Gordon
Institute of Business Science

2006 Diploma in HIV
Management at College of
Medicine of South Africa

2002 Bachelor of Medicine and
Bachelor of Surgery (MBChB)
at UCT

How did you obtain your position?

I've always had an interest in the research and development (R&D) of new medicines, dating back to high school. After completing my medical degree, I practiced as a Medical Officer. I particularly enjoyed and focused most of my clinical practice time in Paediatrics and Obstetrics and Gynaecology. I was introduced to the world of Clinical R&D during my time working as a Senior Medical Officer at Coronation Hospital. The maternal unit I was working in at the time was involved in an international clinical research study sponsored by one of the pharmaceutical companies and my curiosity about the research study led me to investigate and learn more about the R&D field and pharmaceuticals within healthcare. My passion about medicine development was reignited. I always knew I wanted to be involved in solving healthcare problems from a macro perspective.

I intentionally and actively decided to follow my interest and passion; and focus on making my impact through the pharmaceutical industry, using my medical skills and expertise. I decided I would focus on Medical Affairs and R&D within the pharmaceutical industry. I started as a Research Investigator/Physician at the Respiratory and Meningeal Pathogens Research Unit (RMPRU). This role offered me my first opportunity to contribute to solving healthcare problems whilst also being providing one-on-one patient care.

After my experience at RMPRU, Adcock Ingram was looking for a Medical doctor with clinical research and HIV expertise to oversee their Medical Affairs and Clinical Research to support their HIV antiretrovirals (ARVs) development. I started at Adcock Ingram (local pharmaceutical company) but always wanted to play at the global stage and participate in global innovative research. I stayed three years at Adcock, and later returned as a Medical Director.

When the opportunity came to join an international pharmaceutical company (Sanofi) and gain experience in a leading global innovative pharmaceutical space, I was ready in terms of R&D experience, local medical knowledge and R&D investigator expertise. My three years at Sanofi cemented my skills in global clinical trials oversight.

My current role at Pfizer encompasses all of the above and my expertise in maternal and paediatric health, R&D and knowledge of the local and global pharmaceutical industry have contributed to my achievements to-date.

What do your day-to-day responsibilities look like?

My role at Pfizer is looking after vaccine clinical studies conduct, medical and clinical compliance, and ensuring medical health and safety of participants enrolled in our clinical studies. My days are never the same. I am responsible for the medical management, safety oversight and conduct of assigned Pfizer vaccine studies conducted within the African continent and globally where applicable. I provide medical and scientific expertise and oversight for the clinical trials assigned to me. I am also accountable for the design, execution, monitoring, delivery and reporting of Pfizer vaccine studies assigned to me and to ensure patient safety. I am accountable for patient safety throughout the course of the study and support the study team to achieve the study objectives. As a team, we review data from ongoing and clinical studies and make strategic decisions on dose/formulation selection based on study data. I also interact with Regulatory Authorities, Key Opinion Leaders and Principal Investigators as needed.

What value do your qualifications add to your work?

My MBChB, MBA and HIV Management specialist qualifications are key contributions to my work. My role within Pfizer is clinical and highly technical, based on my medical and infectious disease qualifications, industry and clinical trial expertise and of course enriched by my joyful positive character. My MBA has sharpened my overall leadership and time prioritisation skills.

What are the key skills that have contributed to your success so far?

Patience and having the desire to learn. The capacity to adapt to a fast-paced and changing environment is key in my role. Communication skills (excellent written and oral communication) have contributed to my success. Reading about topics and areas one isn't familiar with is key.

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COVID-19 has demonstrated our strength as individuals and communities.

– Dr Babalwa Jongihlati

What advice would you give to graduates currently entering your industry?

Listen to your true calling and be passionate and intentional about it! Do not be scared to venture into unknown territories. You must be open to learn and adapt to the ever-changing environment.

What impact has COVID-19 had on your role?


COVID-19 has impacted me, personally, profoundly in countless ways. I have had to rise to live up to my commitment to serve and offer effective healthcare solutions. COVID-19 has demanded us to be innovative in how we engage internally and externally. We had to remain connected virtually and actively train our investigators and research staff on the use of our vaccine. I also had to rely on virtually connecting with my colleagues, both local and global. At the same time, COVID-19 has demonstrated our strength as individuals and communities.

How do you see the pharmaceutical and clinical research industry changing in the near future?

DIGITAL. I think the biggest change will be in the industry adopting and accepting more digital work and newer platforms of medicines such as mRNA. The R&D and regulatory approval process for new medicines will probably shorten, thereby enabling earlier access to new medicines and vaccines for healthcare workers and patients. ●



Dr Precious Chikura

 bit.ly/3ecqhY4

Current position:

Community Service Medical Officer in obstetrics and gynaecology at Themba Hospital; Founder and Director of Frontline Refuge

Past positions:

Medical Intern in Mpumalanga via the Department of Health South Africa

Academic history:

2018 Bachelor of Medicine and Bachelor of Surgery (MBChB) at UCT

What is Frontline Refuge and what led you to establish it?

It's been an abnormally stressful time for health professionals who often don't have the time or the platform to seek mental health services. This was compounded by physical isolation and longer working hours. I'm really invested in the mental well-being of health professionals, because I know that there are a lot of measures that could be put into place systematically to prevent mental illness caused by our jobs. There's so much space for cost effective innovation.

Poor mental health in our career leads to lower quality care for patients, higher rates of absenteeism and substance abuse. Frontline Refuge is an NPO I started in 2020 shortly after the COVID-19 pandemic began. It's an online platform connecting health professionals to counsellors for free. This was a short term measure to relieve that mental burden, but the support and demands of the service have grown in an overwhelming way as COVID-19 has turned out to be a long-term problem. We aren't even scratching the surface of the demand, as we are discovering.

What are your day-to-day responsibilities as Medical Officer?

I'm currently a community service medical officer in obstetrics and gynaecology and my responsibilities include managing high risk pregnancies, surgical and assisted deliveries, managing the COVID-19 wards, supervising and teaching medical interns. It's demanding, and you're constantly learning, but I am enjoying it.

What value do your qualifications add to your work?

Medicine is one of those professions that requires a medical degree, no matter which way you cut it. So it has been vital in my foundation as a doctor. Going to UCT was a blessing because you not only learnt what should happen in theory, but because of how functional the Western Cape healthcare system is, you also got to see what's possible in terms of healthcare delivery in an African setting.

Advice for health science graduates entering the current world of work?

Our jobs are often guaranteed because of the linear path that's set for us. We don't usually compete in the same way our colleagues from other campuses do. But the world is changing. Don't be afraid to deviate from the "normal" path set before you, and make sure you take time to make your CV competitive. You're also entering human-centred professions, where your emotional and mental capacities WILL be challenged. Fight not only for your patients, but also for your own mental health.

What are the key skills that have contributed to your success so far?

Initiative: There are many problems facing our healthcare system and country in general, but the question I always ask myself is what am I going to do to be part of the solution? And that's how I approach challenges, the new spaces I find myself in and the changes I want to see. Taking initiative and seeing opportunity in adversity has changed how I see problems.

Grit: I think going through 6 years of school and 3 years of internship/community service require a patience and focus that I can only describe as grit. Grit is the skill that I've sharpened the most in the past 9 years.




Taking initiative and seeing opportunity in adversity has changed how I see problems.

What impact has COVID-19 had on your career?

It's been bittersweet. I found a deeper level of resilience I never knew I had. In the midst of a tough time, I was able to make a small difference and also gained mentorship in the process. I never imagined I'd start an NPO whilst I was an intern, nor that I'd even be eligible for winning, let alone receiving the McKinsey Achievement Award. I learnt that even though I'm on the bottom of the hierarchy of medicine, as a junior doctor there's a difference I can make too. ●



Jody Vaughan Africa

 bit.ly/2QJ5JOB

Current position:

Managing Director at Afrihear
Hearing Solutions

Audiologist at Port Alfred
Hospital

Academic history:

2011 - 2014 Bachelor of Science
Honours in Audiology at UCT

What led you to your current position?

I graduated with a BSc (Hons) degree in Audiology in 2014, after which I was afforded the opportunity to complete my community service year at Port Alfred Hospital in 2015. This led me to apply to be permanently appointed and I've been heading the Audiology department at Port Alfred Hospital ever since. I've always known that there was a gap in the private Audiology services and especially mobile hearing services in Port Alfred and the surrounding areas since most of the population is elderly and not as mobile. In 2018, I was fortunate to be afforded the opportunity to act on this gap in the market and I formed my own small, mobile hearing healthcare service.

What are your responsibilities as Managing Director?

Since my business is small, my role varies from marketing, sales, administration and consulting. I think it is essential to fulfill as many roles yourself as possible when running a small business in order to cut down costs. This also allowed me to learn a few new skills, for example, I registered my business myself, designed the logo, and did my own digital marketing; all of which I learned along the way. In private practice you have to actively search for clients until you get to a point where your public and social media presence has grown enough to allow people to find you with ease.

What value does your qualification add to your work?

Holding a BSc (Hons) degree is the minimum educational requirement in order to practice as a registered Audiologist in South Africa. A Master's degree would be beneficial to pursue a career in lecturing, research or to practise abroad (in some countries it is required). However, it usually does not directly affect the work we do in consulting, unless the topic is based on a particular clinical aspect [that you have researched] or if it allows you to broaden your scope and apply for a promotion perhaps in the field of public health or management.



**There is no
timeframe on
your progress.
Work at your
own pace, but,
try and visualise
an end goal
where you
would like to
see yourself
end up in your
career ...**

What advice would you give to graduates currently entering your industry?

There is no timeframe on your progress. Work at your own pace, but, try and visualise an end goal where you would like to see yourself end up in your career and let your decisions position you accordingly you achieve that. In the public healthcare system we are often under-resourced and many skills are often forgotten or degraded over time, therefore, try and keep your clinical skills up to date using online resources. Read up about developments in your field of interest but also in relating fields of science and technology so that you can understand how it may affect your future goal.

What impact has COVID-19 had on your career?


The demand in the public sector definitely took priority and we found ourselves fulfilling roles outside of our appointed job descriptions. This was largely to assist in the screening and testing of members of the community. The Department of Health also put a hold on all external work during this time so unfortunately I was unable to conduct any private work during this time. The restrictions have been lifted since, however, but it will take some time for business operations to go back to normal and I'm currently working on reintroducing some services.

How do you see audiology changing in the near future, and what do you hope to see?

Since Audiology as a profession is very dependent on technology, from our testing equipment to the assistive listening devices we prescribe to clients with hearing difficulty, advancements often bring welcome changes. With the impending introduction of self-fitting and over-the-counter "hearables" and with tech giants such as Apple also getting involved in this emerging field, I'm sure the future will bring many welcome changes for the consumer. In essence many of the traditional practices we follow are redundant, and this would open up opportunities for many more individuals to access hearing healthcare and with greater ease of access. The Audiologist will still play their part in facilitating this process and diagnosing and treating Audiological conditions, but more efficiently, and no longer as the gate-keeper to hearing healthcare. This would mean greater consumer involvement, with technology assisting with day-to-day mundane tasks and allowing the Audiologist to provide more specific, personalised client care. ●



Jade Orgill

 bit.ly/3tApy9n

Current position:

**Founding Executive Director at
The Sprightly Seed NPC**

**Managing Director at Consulting
Possibility**

Academic history:

2019 Permaculture Design at
Permaculture South Africa

2013 Master of Social Science,
specialising in Social Planning
and Administration at UCT

2011 Bachelor of Social Science
honours, specialising in Social
Development at UCT

2007 Diploma in Project
Management at Varsity College

2004 Bachelor of Business
Administration at University of
South Africa

What is The Sprightly Seed and what led you to creating it?

I naturally gravitated toward the rights and needs of children over the 12 years I've spent in development practice. Along the way, I nurtured a passion for sustainable living, growing more and more connected to what was happening to the earth and how I could shift it through the power I have as an individual.

In 2015, I took a moment to reflect on where I had been, what I had learned and re-imagined what I was truly capable of. So I took everything I had, knowledge, experience and strength and wrote a development programme that would help communities sustain their basic needs and right to healthy food over the long term. Food gardening had been a practice I had been nurturing in my own life and it was something I loved. I knew the critical importance of it, not only to children, but to communities as a whole as well as the environment; I wanted to share it. The Sprightly Seed was started in 2017 and it now runs a food security programme for child projects located in resource poor communities of the Western Cape.

What are your responsibilities at The Sprightly Seed?

As managing director of The Sprightly Seed I am responsible for multiple functions within the business; from financial control mechanisms and policy development to the simplest of operational reports required in the field. We have been in business for 3.5 years and much of our starting years have been dedicated to building a quality product and service for our beneficiary base. This means that I spend a lot of time quality controlling the implementation of the work we do, ensuring that we are not only effective and efficient, but that each project receives the pivoting they need in order to be successful.

Even though our product is standardised, we often find that our service can only be uniform to a certain extent. When project needs differ we have to tweak our service to meet their needs. Behaviour change is individual and as development practitioners we have to adapt in order to achieve the outcomes we need.



When project needs differ we have to tweak our service to meet their needs.

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

I am fortunate to have a corporate business foundation. Even though I was unhappy in this sector it has afforded me a baseline of operational principles upon which I have built The Sprightly Seed. We are functional, efficient and outcome driven in the way that we operate internally as well as in our beneficiary environments. Having postgrad qualifications in the social sciences ensures that the decisions we make are primarily in service to the communities we work in, so that behaviour change and resource allocation for a better society is delivered in a sustainable way. Postgrad qualifications and our experience in the social sector allow us to think in a matrix fashion. We consider and take into account the myriad of influences that form the context of where we work. This informs our planning and execution over the short and long term.

What are the key skills that have contributed to your success so far?

A willingness to understand your environment and the capability to do so effectively is attributed to natural interest/motivation to make an impact, curiosity and research skill. Without these it becomes very difficult to make a difference and meaningful change in society. Further, the tenacity and resilience needed to build your own business from the ground up has, in hindsight, been my most valuable skill set. To be successful at anything, one has to understand that the road will be difficult at times. In order to arrive at the "wins" you need to be steadfast in your commitment to reach a goal and find your way around each challenge, never losing sight of your intention.

What impact has COVID-19 had on your work at The Sprightly Seed?

Our clients are predominantly Early Childhood Development Centres in vulnerable communities, and what we grow in our food gardens

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To be successful at anything, one has to understand that the road will be difficult at times.

– Jade Orgill

We consider and take into account the myriad of influences that form the context of where we work. This informs our planning and execution over the short and long term.

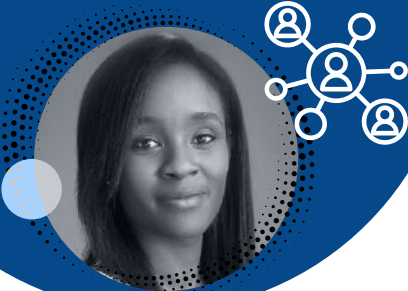
at these centers nutritionally boost the meals that enrolled children receive daily. The national lockdown of educational facilities has had a crippling impact on the basic needs of children who had already come from food insecure homes. Many of our food gardens are located within communities most deeply affected by the pandemic.

The principals at our centres, understanding their context and the dependency of their kids on the meals they provide, took it upon themselves to continue providing meals as far as they could, using the produce from the gardens we helped them establish. Still, this remained insufficient for families as job and financial resource losses left them heavily constrained. At the onset (April 2020) The Sprightly Seed launched an Emergency Relief Campaign for the families of the children enrolled at our centres. We needed to shift our focus and adapt our short term goals to meet the needs of the moment. Receiving incredible support from individual and corporate donors, we were able to reach out to the families of the kids enrolled at our centres, providing them with non-perishable food items as well as hygiene packs.


How do you see permaculture evolving in South Africa in the next few years?

A broad and simple definition of permaculture is the development of sustainable and self-sufficient ecosystems. In agricultural terms, current human practice is a great distance from being self-sufficient or sustainable, in fact we are not integrated into the earth's ecosystem at all. I believe in our ability to correct our course through greater individual and collective engagement with the environment. Spending more time understanding and learning about the natural world will allow us to better understand our fault lines and the appropriate individual and collective policy shifts should organically take place from this baseline of understanding. As we know, behaviour change doesn't come without awareness as a starting point and a willingness to see and engage with the potential benefit of change over the long term. I hope more of us start to connect with natural ecosystems in a way that we are able to see ourselves as a part of it. ●

Humanities



Ify Umunna

 bit.ly/3xjCCTd

Current position:

Programme Lead at Nourishing Africa

Past positions:

Research Analyst at Sahel Consulting

Research Officer at African Philanthropy Forum

Academic history:

2017 Master of International Development at University of Warwick

2016 Bachelor of Social Science Honours specialising in Gender and Transformation at UCT

2015 Bachelor of Social Science with majors in International Relations, Gender Studies and Sociology at UCT

How did you obtain your position?

I had interned at Sahel Consulting prior to doing my Masters at Warwick. After obtaining my Masters, and a year of work experience in other organisations, I returned to Sahel as an analyst to work on a 'Nourishing Africa' project. This project grew into being a stand-alone company that was then incubated by Sahel and my colleague and I became co-leads of the organisation.

Today, Nourishing Africa is an independent organisation – a digital knowledge and membership platform focused on supporting African agriculture and food entrepreneurs to scale their businesses through the provision of critical resources, tools and opportunities, including funding, capacity building, data, networking events, e-learning, local and global nominations, and mentoring. Currently, Nourishing Africa supports more than 800 agri-food SMEs through these entrepreneurs, with membership from across the continent.

What are the key skills that have contributed to your success so far?

For me, it's important to access your environment and understand the people you're engaging with, prior to delivering whatever it is you aim to provide. When 'selling' anything to an individual or a group of people, whether it's an idea, vision or a product, you have to ensure that you know where your audience is coming from and their needs so that your pitch is tailored to their requirements. In order to do this, you have to listen and understand them first.

What are your day-to-day responsibilities at Nourishing Africa?

I manage partnerships, communications, ICT and governance and policies. Given that we are a start-up, tasks vary, and responsibilities shift but in a 'regular' week I would work with the ICT team to ensure that all aspects of the Hub are optimised and the content is accessible and user friendly, we would also strategise on new features and additions to the platform. I would engage the Comms team to ensure that we have disseminated information about Nourishing Africa to our members, stakeholders and general users and informed them on all ongoing and future activities. I liaise closely with our Board of Directors and partners to ensure that they are up to date with our work and for us to discuss matters arising and lastly, I would typically have a range of discussions with new and potential partners.



When ‘selling’ anything to an individual or a group of people, whether it’s an idea, vision or a product, you have to ensure that you know where your audience is coming from and their needs.

What value do your qualifications add to your work?

Interestingly, I strongly believe it is the soft skills and critical thinking skills that I picked up from taking a range of social science courses that have really played a pivotal role in my work. Undoubtedly, sociology is my most utilised degree – understanding intention and human reactions and impulses; understanding why people do what they do and what they require given their background and life experiences. It has truly helped me shape my views of how to engage various stakeholders, target audiences, and communication strategies.

I also believe that having a focus on women throughout university has helped in understanding the nuances of women-participation in any aspect and the requirements and flexibility needed for this to happen. This has directly impacted how we structure many activities at Nourishing Africa as it is imperative for us to ensure that women are engaged and included on our platform.

What impact has COVID-19 had on your role at Nourishing Africa?

Prior to the outbreak of the pandemic, we conducted training and workshops across the continent. This had to change, and we became a fully digital company, taking these workshops online. We have been fortunate and deliberate in the way we engage virtually. Using various technological tools and innovations, we have been able to continue operations digitally and actually reached far more people than we would have otherwise.

How do you see African agriculture evolving in the next few years?

There has been a general consensus that agriculture across Africa has the ability to transform economies. With this comes a great opportunity to transform the sector, ensuring that we truly optimise our natural resources in a sustainable way while creating millions of meaningful jobs for our population. I hope to see more young people get involved in the sector, and this will only happen when those in the sector showcase the various opportunities and areas of engagement within agriculture; from ag-tech, to research, to financing and marketing and processing – the sector is broad and open. It is simply a case of getting involved. I also hope to see more women engaged in agriculture at decision-making levels and financially-uplifting areas of the value chain. ●

Humanities



Abduraoaf Sandan

 bit.ly/32stMDk

Current position:

Analyst at Injini (an EdTech incubator)

Academic history:

2020 (Currently) Master of Education specialising in Curriculum Studies at UCT

2019 Bachelor of Education Honours at UCT

2017 Postgraduate Certificate in Education at Stellenbosch University

2017 Bachelor of Science specialising in Human Life Sciences at Stellenbosch University

How did you obtain your current position?

I was browsing through the UCT Careers Service website following an appointment I had with a consultant to improve my CV, when I came across a vacancy for an intern position at Injini. I applied for the position through the career portal, got the job and worked as an intern for three months after which I was promoted to Analyst.

What are your day-to-day responsibilities as an analyst?

At Injini I am responsible for analysing, interpreting and presenting data related to the incubation programme and ecosystem development projects. In addition to this, I am also involved in developing resources for early-stage EdTech entrepreneurs of which the latest product is an open-source curriculum.

What value do your qualifications add to your work?

My qualifications in the science and social science fields have offered me unique perspectives when it comes to understanding the world. Each of my qualifications feeds directly into my work, one way or another. I draw on the different skills and extensive knowledge I have gained from each to varying degrees. My qualification informs the way that I analyse and interpret the data I work with.

What are the key skills that have contributed to your success so far?

I believe one of the key skills which have contributed to my success so far is my problem-solving skills.

When I am faced with a challenge, I am able to analyse it from varying perspectives and come up with innovative solutions that are best suited to the situation..

What impact has the COVID-19 restrictions had on educational technology?

It is worth noting that my experience is limited to the African context and even within the African context there are significant differences from country to country. In general, the COVID-19 restrictions have placed a spotlight on EdTech and increased the usage of EdTech in some countries. As a result, it has created greater awareness and has highlighted the potential that EdTech has. However, it has also shown some of the challenges that are still faced by EdTech in Africa. As it stands, from my perspective, there has been a lot more attention on EdTech and what can be achieved with it but I think it is still too early to say if there will be any significant shifts going forward.

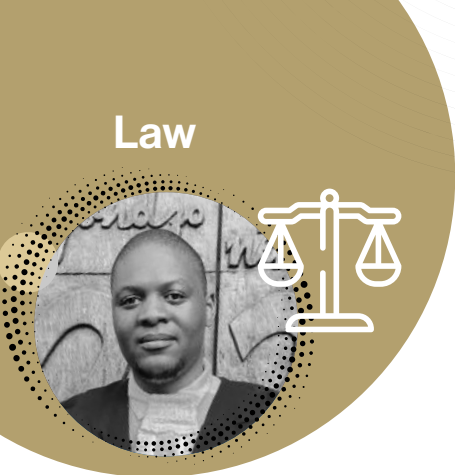
How do you see education evolving in the near future?

Working in the African EdTech space means I am on the fringe of innovation in education in Africa. Where the idea of what education means is evolving, expanding and no longer limited to the traditional ideas of education in schools and institutions of higher learning. We see EdTech being used as a means to reimagine traditional education, as seen with the introduction of virtual homeschooling and EdTech being used as means to upskill and prepare unemployed youth for the workplace. Even though there are big moves being made in certain areas of EdTech, I don't see there being a significant change in education provision in most African countries in the near future, unless there are intentional efforts made to change the status quo. ●




READ UP ABOUT
EDTECH IN
AFRICA HERE:
bit.ly/3n5l9sT

Law



Qobo Ningiza

 bit.ly/3sxFRm5

Current position:

Law clerk at the Constitutional Court of South Africa

Past position:

Paralegal Secretary at First National Bank

Academic history:

2018 Bachelor of Laws (LLB) at UCT

2015 Bachelor of Arts specialising in Law at North West University

How did you obtain your current position, and what challenges did you face in finding employment?

A friend of mine who worked at the Constitutional Court last year alerted me to an advert which called for applications for the 2021 intake. I reluctantly applied, doubtful whether I would be considered because of the very competitive nature of the application process. I applied nonetheless and got selected to interview with two judges, one of whom picked me as a clerk.

I went through a very difficult period of unemployment [after graduation]. I applied at many companies but many of them did not respond. When they did, it was usually bad news. I took a lot of psychological strain from the application processes, demotivated and getting hopeless. I started believing it could be that companies were reluctant to hire me because they saw hiring a deaf person to be risky since virtually all of the companies I applied at had never had a deaf person in their employ and I would have been the first. And when I mentioned the requirements that would be necessary for my accommodation, I feared that I may have pushed them away.

What do your day-to-day responsibilities look like?

I have the most challenging daily responsibilities at the Constitutional Court, which are all very important for the administration of justice. I get involved in virtually everything the judge does. I conduct research on behalf of the judge, attend hearings on every case that is heard by the court and make sure to take very good notes during the hearing, draft comments on pending judgments, check referencing, spelling and grammatical errors in judgments before they are finalised and made public, handle new applications that come in to Court and attend clerks' seminars on specific cases.



Be open to learning and be ready to devise new ways of working as you adapt to a very different environment from the one you encountered at school and university.

What are the key skills that have contributed to your success so far?

I would say good attention to detail and good writing skills have contributed a lot. Also, being quite persuasive generally helped, I believe. But generally, I think focus and resilience had a much more impact in taking me where I am now.

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

Be open to learning and be ready to devise new ways of working as you adapt to a very different environment from the one you encountered at school and university. You may be required to do things that you thought would be impossible for you to do and be ready to scratch yourself to your limits. Generally, many employers do not want to spend on equipment that will be accommodating as it is considered expensive, it is here that you will need to make the most out of every situation even without much resources at times. Just be flexible as much as possible and adapt to working in different situations.


What impact has COVID-19 had on your career and industry?

We now do hearings in Court via online platforms rather than the customary in person hearings. We've had to adapt to this digital format and at times it can be quite difficult as we sometimes unexpectedly lose connection and not hear each other on video. I do understand that many law firms have had to shut doors owing to COVID-19, which is devastating as it has cost hundreds or even thousands of people jobs. I still have not met all the judges at the Constitutional Court because they are working from home and this is saddening. It is my wish that one day we will have an in-person hearing where I will get to meet all the judges and the lawyers presenting their cases. ●

Law



Lee Shacksnovis

 bit.ly/2Qc8Wqp

Current position:

Associate Attorney at Cliffe
Dekker Hofmeyr Inc

Past position:

Article clerk at Cliffe Dekker
Hofmeyr Inc

Academic history:

2017 Bachelor of Laws (LLB) at
UCT

2015 Bachelor of Arts
specialising in Law at
Stellenbosch University

How did you obtain your position?

CDH uses a rotation system (every 6 months candidate attorneys are rotated to different departments). During my second year I applied to work in the Technology, Media and Telecommunications ("TMT") department because I had a keen interest in blockchain and artificial intelligence law. After my first week in TMT I knew that this was the kind of law I wanted to practice. During those 6 months, I worked hard and went above and beyond to impress my now boss who ultimately retained me as an associate in his team in 2020.

What are your responsibilities as Associate Attorney?

As an associate in TMT, I am responsible for drafting a wide range of agreements, policies and documents for our clients. I specialise in information technology, intellectual property, internet and data protection law as well as TMT-focused corporate and commercial law. I am also responsible for end-to-end client engagement and management (from preparing fee estimates to hosting consultations). As a young attorney in a large law firm, we are encouraged to build our independent practices early on and to take every opportunity to engage in business development and practice management.

What value do your qualifications add to your work?

I believe that the real value of my qualification is in the skills and less about the content I learned. Content changes and the world evolves, but the strong skill-base I learned has been the solid platform from which to grow.

What are the key skills that have contributed to your success so far?

For me the most valuable skills for an attorney are: curiosity; an ability to synthesise information and data into a practical and logical format (both written and oral); and being well-organised and prepared. I believe that my grit, organisational skills, curiosity, and wanting to find practical, business-minded solutions to client's legal problems are what have contributed to my success so far.

Advice for graduates wanting to enter your industry?

Be passionate. This is true of all industries, but that fire that gets you up in the morning will keep you satisfied and hungry to do better and be better. Try out various things until you find your passion.

Be business-minded and start by understanding the industry – who are the major industry players in the technology, media and telecommunications sector in South Africa and the world? What do they do? What are their product and service offerings? What kind of legal issues pertain to that industry and that industry player?

Adopt a multi-skilled mindset. You cannot only ‘think like a lawyer’, you must also learn to “think like a CEO”, “think like a developer” and “think like a customer”. Your ability to empathise with others and really understand what their problems are will allow you to better serve your clients.

Learn to be comfortable with change. This industry moves fast and you must learn to move with it.

What impact has COVID-19 had on your job?

I am incredibly fortunate that our industry (technology, media and telecommunications) has seen a boom in 2020 which continues as consumers’ demand for access to better and more technology has grown since the start of lockdown in South Africa (and globally). This means that our department has been busy, and I have been fortunately positioned to have been exposed to very exciting projects during this time. COVID19 has forced us to adopt a hybrid work-from-home and work-from-the-office model, which has both positive and negative impacts, and affects families in different ways.

How do you see data protection laws evolving in the next few years?

I see data protection laws as having a positive impact on society. Businesses are forced to be more transparent about their data processing activities, consumers are becoming increasingly aware and educated about their rights, and new and exciting start-ups are taking advantage of the opportunities which these laws present.

Data has been dubbed “the new oil” and has immense value to business – it provides insights and allows innovation. However, responsible data management is critical, and I see this becoming a key factor for successful future-minded businesses. Data protection and appropriate strategies around responsible data use will be highly topical in years to come. ●




I believe that the real value of my qualification is in the skills and less about the content I learned. Content changes and the world evolves, but the strong skill-base I learned has been the solid platform from which to grow.

Law



Philippa King

 bit.ly/3negkgY

Current position:

Environmental Law Consultant

Past positions:

Lecturer in Environmental Law
at University of KwaZulu-Natal

Lecturer in Environmental Law
at University of Cape Town

Senior Associate at Smith
Ndlovu Summers Attorneys

Candidate Attorney at Bowman
Gilfillan

Academic history:

2008 Master of Laws (LLM) in
Marine and Environmental Law
at UCT

2006 Bachelor of Laws (LLB) at
Rhodes University (RU)

2004 Bachelor of Commerce at
RU

How did you transition into being an environmental law consultant?

When we moved to KZN (after I was in practice for more than 6 years in Cape Town and spent a year lecturing at UCT), I continued with some lecturing at UKZN but started working with other attorneys and consultants as an environmental law consultant. The rest is history...

What do your day-to-day responsibilities look like?

I prefer advisory-type work, so quite a lot of what I do involves legal research and opinion writing. But every matter is different.

What value do your qualifications add to your work?

My law qualifications have been invaluable to the work that I do. While my LLB provided my legal foundation, my LLM in Marine and Environmental Law was what really got me onto this career path.

The key skills which I have gained through my legal studies are critical analysis and problem solving



What are the key skills that have contributed to your success so far?

I think that some of the key skills which I have gained through my legal studies are critical analysis and problem solving.

Any advice for law graduates entering the world of work?

Find something you really care about. It will make all the difference.

What impact has COVID-19 had on your career and industry?

To start with, the lockdown meant that things were very slow as most businesses just tried to survive. More recently, it has proved to have some positive spin-offs with clients and colleagues adapting to working remotely – saving time and costs in many cases!

How do you see law evolving in the next few years?

There seems to be a trend towards making law more “user-friendly” and using tech tools to make it more accessible for clients. ●


”
*Find something
you really
care about. It
will make all
the difference.*

– Philippa King

Science



Tebogo Mokwena

 bit.ly/3vcTF7v

Current position:

Co-founder and CTO at Akiba Digital

Past positions:

Digital Analyst at
McKinsey & Company

President of World Merit
South Africa

Software Developer at Allan
Gray Proprietary Limited

Academic history:

2017 Master of Science in
Computational Science at
Università della Svizzera
italiana, Switzerland

2015 Bachelor of Science in
Computer Science, Genetics and
Biochemistry at UCT (with a
one-year exchange programme
at University of California, Los
Angeles)

What is Akiba Digital and what led you to creating it?

Akiba is a next generation financial marketplace that is AI and data driven. Our mission is to help Africans build a better relationship with their money. The idea for Akiba Digital stemmed from the rigidity of financial systems as they exist today; they don't cater for the bottom of the pyramid and are not very inclusive. We decided to use alternative datasets to enable financial service providers to give better access to finance using real-time alternative scoring.

As CTO, what do your day-to-day responsibilities look like?

As CTO my job largely entails enabling people (mostly technical and product teams) to deliver value to our customers and align with business objectives. This includes prioritising product builds that will add the most value to our clients, product road-mapping, creating teams that can deliver on these products and aligning technical outputs with business objectives (and bottom lines). This touches on people enablement, product [development], partnerships and overall business strategy.

What value do your qualifications add to your work?

My qualifications have given me the technical aptitude to develop software products, to contribute effectively in a team and to create product roadmaps.

Which qualities do you look for in employees?

The most important qualities for me in an employee is willingness to learn and share their knowledge with others. Someone who has a vision to contribute positively to society and a fiercely goal-driven and autonomous individual who can also be an effective team player.



More and more financial service providers have needed to optimise the way they deliver [products] to their consumers, and they need us to do so quickly and effectively.

What impact has COVID-19 had on your career and industry?

Personally, COVID-19 tested my commitment to the mission I have to enable better access to financial services for all Africans. Our business nearly went under in the first half of the lockdown and could only be saved by my commitment as an entrepreneur to the mission. The second half of 2020 offered us clarity on what our core offering should be. Since then we've been flourishing! More and more financial service providers have needed to optimise the way they deliver [products] to their consumers, and they need us to do so quickly and effectively.

How do you see fintech evolving in the next few years?

In the next few years, I see fintech companies collecting and using more and more data to effectively deliver services and enhance user experiences for their customers. The ones that are truly data-driven will make the most impact because they will offer highly personalised offerings. ●

”


The most important qualities for me in an employee is willingness to learn and share their knowledge with others.

– Tebogo Mokwena

Science



Palesa Nombula

 bit.ly/3tHibwY

Current position:

Data Analyst in Fraud Risk Management at Standard Bank Group

Past positions:

Commercialisation at SKA South Africa

Data Scientist at SKA South Africa

Academic history:

2019 Master of Science in Astronomy and Astrophysics at University of Western Cape

2017 Bachelor of Science Honours specialising in Astrophysics and Space Science at UCT

2016 Bachelor of Science in Physics and Mathematics at UNISA

How did you obtain your current position?

In my previous role, I held a graduate position where I worked as a commercialisation specialist and a data scientist. I decided to further my career in data science out of the astrophysics and cosmology field. I decided to look into prospects in banking. Having made this decision, I attended the online UWC career day online. I spoke to the bank representatives about my passion and they connected me to recruiters! The rest is history.

What do your day-to-day responsibilities look like?

I am responsible for ingesting data, processing it and building machine learning models. My team and I then have to interpret the findings we get from the data to mitigate business decisions.

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

My field of study is Astrophysics and Space Science and, with this qualification, I was able to increase the scope of my profession by using data science in cosmological radio data and simulations to develop new optimisation techniques for one of the biggest radio telescopes in the world. Now [in banking] I use my skills to solve problems which directly impact clients daily.

What are the key skills that have contributed to your success so far?

Key skills that have assisted me tremendously in my career is building a network and social presence, effective communication and building a progressive career development plan.



Look up the skill requirements from employment listings and upskill yourself by taking online courses.

What advice would you give to graduates currently entering your industry?

Start building your network – reach out to people (LinkedIn is a good platform) who are in your desired vocation. Look up the skill requirements from employment listings and upskill yourself by taking online courses. Develop your self-confidence and start having a vision of where you want to be in your career. People tend to become stagnant in their careers because they failed to have a career development plan.

What impact has COVID-19 had on your career?

I was fortunate to get my new position [at the Standard Bank Group] in the midst of COVID-19. What I learned is that applying for opportunities online is not enough to get attention from recruiters – one needs to be bold enough to talk to them. I had to take time to center myself and understand where I want to be in order to reinvent myself accordingly – in skill, interests, and other areas. ●

”


Start building your network – reach out to people who are in your desired vocation.

– Palesa Nombula

Science



Dr Najma Mohamed

 bit.ly/3tHF8Af

Current position:

Policy Director: Green Economy Coalition in London

Past positions:

Green Jobs Programme
Officer at International Labour
Organisation

Policy Advisor: Green Fund at
Development Bank of Southern
Africa

Lecturer and Course
Coordinator at Institute for
Poverty, Land and Agrarian
Studies

Academic history:

2011 Doctor of Philosophy
(PhD) in Curriculum Studies,
specialising in Environmental
Ethics and Transformative
Environmental Education at
Stellenbosch University

1998 Master of Science in
Environmental and Geographical
Science at UCT

1995 Bachelor of Science
Honours in Environmental and
Geographical Science at UCT

1994 Bachelor of Science in
Environmental and Geographical
Science at UCT

How did you obtain your current position?

I applied for the position which I saw advertised on LinkedIn. I had interacted with the organisation in the years before joining and identified a strong alignment with their vision and work.

What do your day-to-day responsibilities look like?

I work in the global secretariat of the Green Economy Coalition, the world's largest civil society movement inspiring and working for just transitions to green and fair economies. At the GEC, I lead the policy work programme on the supply and advocacy of green economy policy, practices and institutions that guide green and inclusive transformations. My day often involves liaising with team members, global and national partners on projects we are implementing jointly, and at times convening policy workshops and representing GEC in global and national policy forums. In addition to regular team meetings, I allocate some of my day to dealing with email correspondence with partners, as well as policy research and writing.

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

My qualifications directly relate to my work as it provides the foundation for understanding the socio-ecological system, the dependence of our economies, societies and communities on nature and the policies, institutions and practices that can support the creation of a just, sustainable and climate resilient economy and society. It also established my commitment to integrating community and citizen voices, values and priorities in green policies and practices.

What are the key skills that have contributed to your success so far?

A willingness to learn and grow, respect for all knowledge and perspectives and deep listening.

What advice would you give to graduates entering your field of work?

Develop a deep commitment to social, environment and climate justice and an awareness of the intertwined and systemic challenges of biodiversity loss, climate change and inequality; coupled with a willingness to engage in advocacy needed to shift narratives, reform policies and restructure governance and institutional processes.

What impact has COVID-19 had on your career and industry?

Much of my interaction with national and global partners was already online, but now team meetings and also in-person meetings with partners, including annual meetings have either taken place online or have been postponed. Partners no longer engage in community research and advocacy, as this has had to go online or be postponed. And many of the key international policy processes on climate and nature, which are key policy advocacy moments, have also been postponed or been held online.



**Develop a deep
commitment
to social,
environment and
climate justice.**

How do you see your role as Policy Director evolving in the next few years?

I would like to strike the balance between deepening the policy analysis and advocacy work, programme management and supporting the external impact and visibility of the GEC. I want to help establish new connections and collaborations with key organisations, particularly civil society, academia and social movements in the global South. Further, I hope to support the expansion of collaborations that bridge the inequality and green economy agendas, and develop my thought leadership and activism on inclusive policies, institutions and practices that advance social, climate and environmental justice. ●

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uct.ac.za for more
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Employer directory

07

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

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Who we are looking for:

Honors degree in the Certificate in the Theory of Accounting (CTA) (SAICA) or Honors degree (or higher) in Financial Management that will provide you with exemptions for the CIMA Managerial (CIMA)

How to apply:

Please apply online and follow the prompts to submit your application. Be sure to submit all required documentation in order for your application to be reviewed.

Apply at: www.absa.africa/absafrica/careers/graduate-opportunities/

Applications closing date: 30 June 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

SAICA/CIMA 3-year training program

Opportunities on offer:

Graduate programme



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Who we are looking for:

Candidates currently completing PGDA, Forensic Accounting and Information Systems.

How to apply:

Please apply online www.agsa.co.za

Apply at: www.agsa.co.za

Applications closing date: 30 October 2021

SA Citizenship required? Yes

Opportunity location(s): Nationally

Types of jobs offered:

Saica Trainee Articles, Information Systems Internship, Forensic Accounting learnership

Opportunities on offer:

Graduate programme, Internship, Bursary/scholarship, Vacation work

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Application deadline: Friday, 16 July 2021. Apply [here](#)
- **Associate Consultant** full-time role – Graduating in 2021? Receive global training and continuous professional development to help springboard your career and maximize your potential. Targeting graduating students with a minimum of a 4 year degree. **Application deadline: Friday, 16 July 2021. Apply [here](#)**
- **2022/23 CA(SA) Training Programme** (3 years) – Providing required SAICA competencies whilst gaining unrivalled strategy consulting experience. Select Associate Consultant & insert referral code "CA(SA) Training Programme"
Application deadline: Friday, 16 July 2021. Apply [here](#)
- **2022/23 Actuarial Qualification Sponsorship Programme** – An opportunity to meet work-based learning competency requirements with full sponsorship and support for actuarial exams, workshops and assessments, whilst gaining unrivalled strategy consulting experience. Targeting qualifying students who require full-time employment and actuarial qualification sponsorship in 2022/23. **Application deadline: Friday, 16 July 2021. Apply [here](#)**
- **Bain Women Accelerate – MASTERCLASS** – Network, engage and learn more about our award-winning culture. Connect with talented, vibrant women in consulting and share collective passions. Targeting 2nd, 3rd, 4th year and masters students. **Application deadline: Friday, 30 July 2021. Apply [here](https://survey.eu.qualtrics.com/jfe/form/SV_brMU0XVUMRwBum2)** (https://survey.eu.qualtrics.com/jfe/form/SV_brMU0XVUMRwBum2)
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Bain & Company

BAIN & COMPANY

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Who we are looking for:

All degrees, across different years of studies for the different recruitment opportunities

How to apply:

Submit CV, cover letter, academic transcripts, ID online

Apply at: www.bain.com/careers

Applications closing date: 31 December 2021

SA Citizenship required? No

Opportunity location(s): Johannesburg

Types of jobs offered:

Internship, full time, day events

Opportunities on offer:

Graduate programme, Internship, Vacation work

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Who we are looking for:

Follow this link to for more information on the BDO E-book covering "Your Journey to becoming a CA(SA)": bit.ly/3vZnwAx

How to apply:

Go the BDO South Africa website, Select careers, Select student careers, Select the option applicable to you and the follow the application steps to complete your profile in order to apply.

Apply at: www.bdo.co.za/en-za/careers/student-careers/audit-trainee-positions

Applications closing date: 30 November 2021

SA Citizenship required? Yes

Opportunity location(s): Eastern Cape, Gauteng, KwaZulu Natal, Western Cape

Types of jobs offered:

SAICA, SAIPA & SAIT articles

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work

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– Bobby Unser

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BGC

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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.

How to apply:

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

Apply at: www.bgc.co.za/

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town

Types of jobs offered:

SAICA, SAIPA and SAIT articles/traineeship

Opportunities on offer:

Graduate programme, Internship, Vacation work



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Black Swan Data

Black Swan Data is revolutionising consumer research through Social Prediction™. Using the most sophisticated data science and AI techniques, we unlock the full potential of social data to understand and predict consumer behaviour more accurately and further ahead than anyone else. It's how we turn game-changing insights into a competitive advantage for global giants. We're fast movers. Since 2011, we've spread our wings across the UK, Hungary, USA and South Africa. Today, our team of 260 Swans (and counting) includes data scientists, developers, insights consultants, analysts, designers, engineers and marketeers.

Who we are looking for:

The successful candidates will need relevant academic or work experience in qualitative and quantitative analysis. They

should have a keen interest in product innovation, new technologies, consumer attitudes & behaviour and cultural trends.

How to apply:

Please apply here: boards.greenhouse.io/blackswan/jobs/5083659002

Apply at: www.blackswan.com/

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town

Types of jobs offered:

Insights Associates

Opportunities on offer:

Graduate programme



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degrees
sought

Boston Consulting Group



degrees sought

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BCG is a global management consulting firm that employs 20,000 staff around the world in 50 countries with more than 90 offices over all the continents. The South African office is based in Johannesburg and falls within the Africa system. It consists of ~100 consultants. It opened in April 2011 and serves primarily the following practices: Energy, Mining, Telecom, Consumer & Retail, Public Sector, Financial Institutions and most recently Healthcare. BCG has been very active since 2009 in South Africa leveraging teams flying from Europe to serve the South African market.

Who we are looking for:

We are looking for top performers from any academic discipline, in their 3rd year onwards, who are interested in a career in

management consulting.

How to apply:

Please apply via: apply.bcg.com and submit your CV, cover letter, matric and university transcripts to complete an application (selecting Johannesburg as your first office preference)

Apply at: apply.bcg.com

Applications closing date: 29 October 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Banking, healthcare, government, mining

Opportunities on offer:

Graduate programme, Internship

Bowmans



degrees sought

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

Who we are looking for:

We look for students studying towards any of the following qualifications, B.Com Law, BA Law & 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: www.bowmanslaw.com/careers/graduate-opportunities

Applications closing date: 31 December 2021

SA Citizenship required? No

Opportunity location(s): Cape Town, Durban, Johannesburg

Types of jobs offered:

Practical Vocational Training

Opportunities on offer:

Internship, Bursary/scholarship, Vacation work

Considering a career in consulting?

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BCG

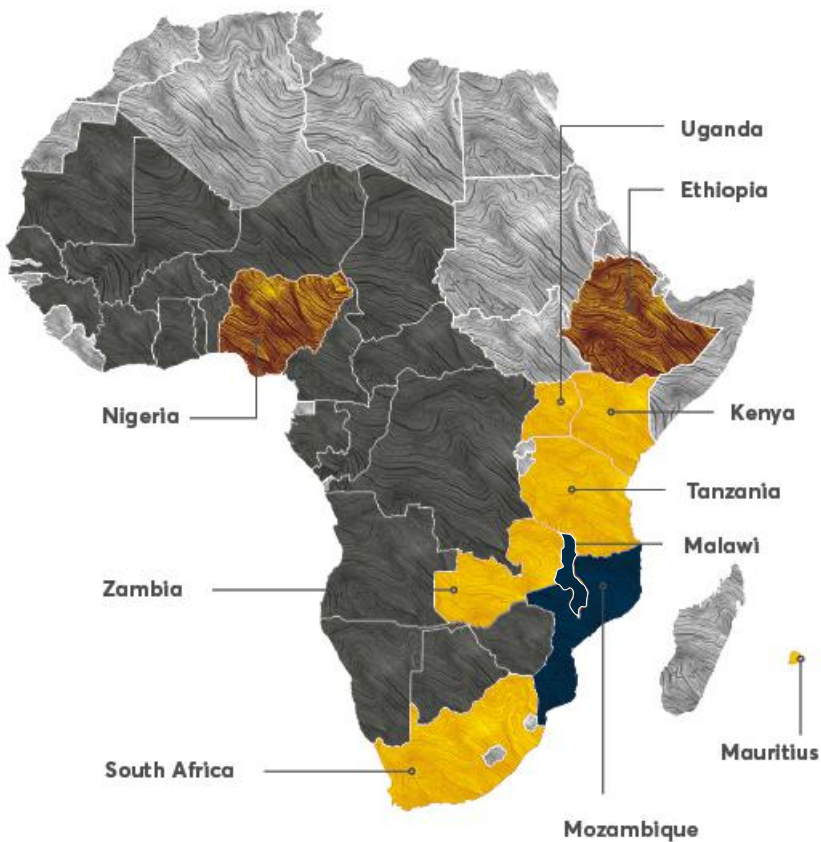


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CFA Society South Africa



CFA Society
South Africa

CFA Society South Africa is an association of local investment professionals. Consisting of portfolio managers, security analysts, investment advisors, and other financial professionals, we promote, ethical and professional standards within the investment industry, encourage professional development through the CFA Program and continuing education. As one of the CFA Institute member societies, our society connects members to a global network of investment professionals.

Who we are looking for:

Any bachelors degree will be eligible to do the CFA Programme.

How to apply:

Apply on the CFA Institute's website - www.cfainstitute.org

Apply at: www.cfainstitute.org

Applications closing date: 30 April 2023

SA Citizenship required? No

Opportunity location(s): Internationally

Types of jobs offered:

Scholarship

Opportunities on offer:

Bursary/scholarship

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degrees
sought

Cipla



Cipla is a leading global pharmaceutical company, dedicated to high-quality, branded and generic medicines. We are trusted by healthcare professionals and patients across geographies. Over the last 8 decades, we have strengthened our leadership in the pharmaceutical industry and fortified our promise of 'Caring for Life'.

Who we are looking for:

We are looking for highly motivated and excellence-focused individuals, whom are you willing to learn fast and fail-fast. If you are you willing to innovate, collaborate and create the Cipla of tomorrow, apply to our 2022 Graduate Development Program.

How to apply:

Please follow and watch our Social Media platforms to learn more about the application process and when applications will open.

Apply at: www.cipla.co.za/careers/cipla-graduate-development-program/

Applications closing date: 30 November 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Durban, Johannesburg

Types of jobs offered:

Graduate Development Program across various fields in the business.

Opportunities on offer:

Graduate programme

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degrees
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Cliffe Dekker Hofmeyr



INCORPORATING
KIETI LAW LLP, KENYA



degrees
sought

Cliffe Dekker Hofmeyr is one of Africa's largest, full service corporate and commercial law firms. We have over 350 lawyers in our offices in Cape Town, Nairobi, Sandton and Stellenbosch who partner with our clients across many different sectors. Cliffe Dekker Hofmeyr has a strong reputation and influential presence on the continent. Our clients include local, national and international companies and range from emerging businesses to multinationals, and public sector organisations.

Who we are looking for:

We are looking for candidates studying towards their BA Law, BCom Law and LLB qualifications. Applicants can apply from their second year of studies.

Apply at:

www.apply4law.africa

Applications closing date:

01 August 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Johannesburg, Nairobi, Stellenbosch

Types of jobs offered:

Vacation Work, Practical Vocational Training and Bursaries

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work

Clyde & Co

CLYDE&CO



degrees
sought

Clyde & Co is a global law firm providing a complete service to clients in its core sectors of insurance, transport, energy, infrastructure and trade & commodities. Clyde & Co has grown to become a leading global law firm in our core sectors. With over 2,500 legal professionals operating from over 50 offices and associated offices across six continents, we offer a comprehensive range of legal services and advice to businesses operating at the heart of global trade and commerce.

Who we are looking for:

Clyde & Co is seeking to employ Candidate Attorney's for 2023 and 2024 that are ambitious, committed, independent, and adventurous with excellent technical and people skills.

How to apply:

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

Apply at: www.clydeco.com/en

Applications closing date: 03 August 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Candidate Attorney

Opportunities on offer:

Graduate programme, Vacation work

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2021 APPLICATION DATES

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Bursaries (2022)

01 June to 01 September 2021

www.apply4law.africa



CLIFFE DEKKER HOFMEYR

INCORPORATING
KIETI LAW LLP, KENYA

Convergence Partners Management

CONVERGENCE
PARTNERS

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degrees
sought

Convergence Partners is an investment management firm focused on the TMT sector in Africa. Convergence Partners has a proven track record of developing new investment opportunities as well as actively adding value to investments across the life cycle of ICT assets. Convergence Partners is a seasoned pan-African private equity player, experienced in developing businesses to deliver enhanced returns while underpinning Continental development.

Who we are looking for:

We are looking for CTA/PGDA graduates or eligible to write ITC in January 2022, who have superior academic performance. We are also looking for a self-starter, with high energy, strong work ethic, a good

team player and an ambition to build a career in PE.

How to apply:

Please submit your CV, full academic transcript & cover letter to careers@convergencepartners.com

Apply at: careers.convergencepartners.com

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

CA Training Programme (TOPP)

Opportunities on offer:

Graduate programme

Deloitte

Deloitte.

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degrees
sought

Deloitte is one of the leading professional services organisations in the world. We specialise in providing Audit, Assurance, Consulting, Finance Advisory, Risk Advisory and Tax & Legal. We serve clients in a variety of industries from financial services to consumer business, energy, mining & manufacturing, tourism, technology, media & telecommunications & the public sector. Deloitte is led by a purpose: to make an impact that matters. This purpose defines who we are. It endures - transcending the everyday and binding us together.

Who we are looking for:

CA(SA), all years, open all year; **Financial Services Advisory**, Closing 30/04/21, 4th years; **Deloitte Consulting InfinityX**, Closing 21/05/21, 4th years; **Financial Services Advisory, Valuations Analyst Grad**, Closing 30/4/21, 4th years

How to apply:

CA (SA) – apply online at www.joindeloitte.co.za
Other qualifications – apply online at www.deloitte.com/za (search under 'careers' and then click on students).

Apply at: www.deloitte.com/za

Applications closing date: 30 April 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Durban, Johannesburg, Namibia (CA)SA only

Types of jobs offered:

As per Grad Programmes | CA(SA) | Financial Advisory | Consulting

Opportunities on offer:

Graduate programme, Internship, Bursary/scholarship, Vacation work

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Delta Partners

DELTA PARTNERS

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:

This job is for you if you're an analytical thinker, who is looking to make an impact in a company – and an industry – where you'll truly make a difference.

How to apply:

Apply online via bit.ly/2Rfhn4D

Apply at: www.deltapartnersgroup.com/careers-delta-partners/graduates-students

Applications closing date: 25 April 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Strategy Consulting

Opportunities on offer:

Internship

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degrees
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ENSAfrica

ENS africa 

ENSAfrica, Africa's largest law firm, offers candidates a rewarding working environment where not only will they be exposed to complex commercial matters, but also have the opportunity to develop their skills under the leadership of some of the best dealmakers on the continent. ENSAfrica prides itself on its culture of inclusivity where diversity is not just recognised but celebrated. We strive to become Africa's firm of choice, through our culture of employee investment, excellence and innovation.

Who we are looking for:

We are seeking candidates studying toward BA (Law), BCom (Law), or LLB

How to apply:

To apply to complete Practical Vocational Training or to participate in one of our vacation programmes, complete an application on www.ensafrika.com/traineesapply or email your CV and supporting documents to graduates@ENSAfrica.com

Apply at: www.ensafrika.com/traineesapply

Applications closing date: 31 December 2021

SA Citizenship required? No

Opportunity location(s): Cape Town, Durban, Johannesburg, Stellenbosch

Types of jobs offered: Legal

Opportunities on offer:

Graduate programme, Vacation work

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ENSafrica | in Africa | for Africa

Applications are open

ENSafrica invites all law students to apply for our **Vacation Programmes** 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
- one reference letter

email graduates@ENSafrica.com or scan



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ARE YOU PREPARED TO BECOME MORE?

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

Who we are looking for:

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: culture.entelect.co.za/

Applications closing date: 01 November 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Johannesburg

Types of jobs offered:

Information Technology

Opportunities on offer:

Graduate programme

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Eversheds Sutherland

EVERSHEDS
SUTHERLAND

As a global top 15 law practice, Eversheds Sutherland provides legal advice and solutions to a global client base ranging from small and mid-sized businesses to the largest multinationals. Our teams of lawyers around the world operate seamlessly to deliver the legal know-how and strategic alignment that clients need from their advisors to help further their business interests. Clients describe us as creative and well-versed in cutting edge legal work – we listen well in order to understand how and where we can be most effective and add the greatest value.

Who we are looking for:

We are looking for candidates who: are able to work well under pressure and "think on their feet", are able to use their initiative and be proactive, have technical skills in the field of law and who are able to assimilate information quickly.

How to apply:

Please send through the following to careers@eversheds-sutherland.co.za
Academic Transcript, ID Document, Motivational Letter and Matric certificate

Apply at: www.eversheds-sutherland.com/global/en/where/africa/south-africa/overview/careers/index.page?

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Candidate Attorney, VAC Program

Opportunities on offer:

Graduate programme, Vacation work

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degrees
sought

EY



S People come to EY to be better - to be exceptional, to analyse, innovate, think and act globally. Our culture is open, warm and driven. People join EY to shape their careers. You will work with the smartest people, incredible clients and range of businesses with the latest technology and innovation.

C **Who we are looking for:**
 We are looking for students with strong academics in a business-related discipline with majors in Finance, Economics and Engineering. Strong analytical and numeracy skills as well as innovative thinking are core qualities.

degrees
sought

How to apply:

Please submit applications online:
eygbl.referrals.selectminds.com/student-opportunities/page/south-africa-assurance-49

Apply at: eygbl.referrals.selectminds.com/student-opportunities/page/south-africa-assurance-49

Applications closing date: 31 December 2025

SA Citizenship required? Yes

Opportunity location(s): Bloemfontein, Cape Town, Durban, Johannesburg

Types of jobs offered: Finance

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work

FirstRand Bank



S FirstRand is a leading African financial services business with brands well known for their entrepreneurship and innovation: FNB, RMB, WesBank and Ashburton Investments. Each of the brands is united by a shared philosophy and a unique owner manager culture that empowers and mandates teams to make a serious impact in the financial services field – and on the world. We select exceptional students for two unique programmes (one for CAs, one for Quants) that gives them hands on, on the job experience in all aspects of banking, investments, finance and financial services: A 4-in-1 experience for exposure, experience, skills and knowledge.

degrees
sought

Who we are looking for:

BCom or BSc Accounting Honours, BSc Honours in Actuarial Science,

BSc Honours in Mathematical Statistics, Honours in Quantitative Risk Management, Honours in Industrial & Chemical Engineering and Data Science

How to apply:

Please submit your Motivational Letter, CV and Academic Transcript to www.my4in1.com

Apply at: www.my4in1.com/

Applications closing date: 31 August 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered: Finance

Opportunities on offer:

Graduate programme, Bursary/scholarship

Perfect your game. Learn some moves. Make some waves...

A world of opportunity in retail, commercial and investment banking, finance and asset management awaits.

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START

Explore a world of opportunities available to Quant and CA students and graduates, from year 2 onwards.

Build a meaningful career that makes a positive difference in the challenging, exciting and rapidly evolving field of financial services with FirstRand – a diversified financial services group operating in several countries.

Eager for the future? Want to know more? Exploring possibilities?

Make your **START** at firstrand.co.za/start



FNB



FNB is no ordinary bank, we're also a Telco and Insurer and we never stop asking what next? We hire extraordinary people who are curious, courageous and innovative to work on revolutionary and innovative solutions which help our customers.



Who we are looking for:

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

degrees
sought

How to apply:

Visit www.fnbgrad.mobi, register your profile and submit your CV and academic transcript

Apply at: www.fnbgrad.mobi

Applications closing date: 31 August 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

IT, Engineering, Commerce, Actuarial and Quants

Opportunities on offer:

Graduate programme, Vacation work

Hatch

HATCH



Looking to take the next step in your career? Hatch is currently seeking a highly motivated Junior Mechanical Engineer to join our Project Delivery Group (PDG) in Johannesburg. PDG helps clients reach their business goals through a range of strong technical capabilities. We ensure world-class project delivery through the skills of our people, methodologies, governance, and systems. Our engineering and project management and construction disciplines ensure safe, efficient, and sustainable delivery of projects globally across the metals and mining, infrastructure, and energy sectors.



degrees
sought

Who we are looking for:

BSc or BEng in Engineering

How to apply:

Apply online via jobs.hatch.com/

Apply at: jobs.hatch.com/

Applications closing date: 31 August 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Engineering

Opportunities on offer:

Graduate programme, Bursary/scholarship



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 **12 - 16 July 2021**. Five days that will change your life for the better. **Open to all graduates from every kind of degree.**

Future League Week applications close

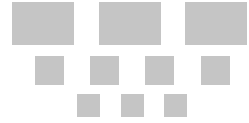
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Do you have a highly developed sense of ethics?

Do you want to help others while making money?

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A range of interesting careers in fiduciary practice awaits you.

“Fiduciary” implies a sense of duty and care – which is what you will have as a fiduciary practitioner whether you are in trusts, wills, estate planning or administration, or tax advice.

What must I do?

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

Did you know?

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

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

Join us



IIE Vega School



IIE Vega, an educational brand of The Independent Institute of Education (The IIE) was formed in 1999. 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. Our qualifications have a strong focus on brand leadership, brand management, brand innovation, brand strategy and creative brand communication. IIE qualifications: Certificates, Baccalaureates, Honours and Masters.

Who we are looking for:

They are passionate about change, determined to make the world a better place, innovative and enterprising, afro-optimists, mavericks, change-agents and design thinkers.

How to apply:

Submit your application. (Pay your non-refundable Application Fee). Include:

Certified copy of your ID/ Passport
 Certified copy of any qualification obtained, plus academic transcripts / latest results
 Certified copy of your National Senior Certificate

Apply at: www.vegaschool.com/application/

Applications closing date: 31 December 2021

SA Citizenship required? No

Opportunity location(s): Cape Town, Durban, Johannesburg, Pretoria

Opportunities on offer:

Bursary/scholarship

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degrees
sought

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 and South Africa, as well as certain other geographies. At Investec we look for dynamic, energetic people 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

Tech Grad Programme: BSc Computer Science, BSc IS/IT, BCom IS/IT, BSc Information & Computer Engineering,

Engineering Degrees, BBus Sci

General Roles: All Bachelor degrees

How to apply:

We require all applications to be completed online: www.investec.co.za/grads

Apply at: www.investec.co.za/grads

Applications closing date: 31 December 2021

SA Citizenship required? No

Opportunity location(s): Johannesburg

Types of jobs offered:

All jobs across specialist banking

Opportunities on offer:

Graduate programme, Internship, Bursary/scholarship, Vacation work

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IQbusiness



IQbusiness is the leading independent management consulting firm in South Africa, helping clients overcome their business challenges and achieve sustainable growth. Drawing on our core strengths – consulting, research and contracting – we use this flexible approach to solve clients' problems by providing innovative, fast, and cost-effective solutions, backed by teams with real expertise and proven experience. We boldly challenge the status quo as architects of transformation.



degrees
sought

Who we are looking for:

We are not degree specific and will consider all BCom, BSc, BEng, BA & PDM.

How to apply:

Applications open on 1 June 2021. Please click on the link to apply graduaterecruitment.simplify.hr/

Apply at: graduaterecruitment.simplify.hr/

Applications closing date: 31 August 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Management Consulting

Opportunities on offer:

Graduate programme, Internship

Jane Street



Jane Street is a quantitative trading firm with a unique focus on technology and collaborative problem solving. Our trading is based on our own proprietary models and on our busiest days, we engage in over a million trades. With people and offices in New York, London, Hong Kong and Amsterdam, Jane Street is a trading firm that operates around the clock and around the globe, trading a wide range of financial products, including: ETFs, Equities, Futures, Commodities, Options, Bonds and Currencies. Founded in 2000, Jane Street employs over 1000 people.



degrees
sought

Who we are looking for:

When we assess applicants we do so for one role at a time, while also considering all our open roles to try and determine a fit within Jane Street.

How to apply:

You should apply online with your CV: www.janestreet.com/join-jane-street/apply/

Apply at: www.janestreet.com

Applications closing date: 31 December 2021

SA Citizenship required? No

Opportunity location(s): Hong Kong, London

Types of jobs offered:

Quant Trading, Quant Research, Software Engineer, RDP

Opportunities on offer:

Graduate programme, Internship

IQbusiness

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MAKE A LASTING IMPACT -YOUR WAY

Do you want to make a real difference to the way people work, live and thrive?

Launch your career at IQbusiness, the leading independent management and technology consulting firm in South Africa. We're part of a community of over 2500 certified B Corporations worldwide committed to using business as a force for good balancing profit and purpose to grow people, community, country and continent. **IQbusiness is a place to reimagine change as opportunity.**

The IQbusiness Internship Programme offers inspired, passionate and motivated graduates with the opportunity to gain practical experience and maximise their professional impact in a consulting environment.

Be part of a team that helps companies overcome their toughest business challenges. Bring your independent thinking, an appetite for change and let's do great work together.



Applications open 1 June 2021

www.iqbusiness.net/graduates

WINNER





Kearney (PTY) LTD

KEARNEY



degrees
sought

Kearney is a leading global management consulting firm with more than 3,600 people working in more than 40 countries. We work with more than three-quarters of the Fortune Global 500, as well as with the most influential governmental and non-profit organisations. Kearney is a partner-owned firm with a distinctive, collegial culture that transcends organisational and geographic boundaries—and it shows. Regardless of location or rank, our consultants are down to earth, approachable, and have a shared passion for doing innovative client work that provides clear benefits to the organisations we work with in both the short and long term.

Who we are looking for:

We look for talented problem-solvers, intellectual curiosity and ready to be active members of a client team. A proven record

of academic excellence, outstanding written and verbal communication skill, strong critical thinking and analytical capability.

How to apply:

Apply with a cover letter, 1-page CV, ID, and full academic transcripts including a matric certificate

Apply at: kearney.recsolu.com/job_boards/1

Applications closing date: 05 September 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Management Consultant (Intern, BA, SBA, Associate, Manager - dependent on years professional experience)

Opportunities on offer:

Graduate programme, Internship

KPMG



degrees
sought

KPMG is a professional services firm that specialises in Audit, Tax & Advisory. Where disruptive technologies are embraced, and collaboration is a way of life! Our Purpose is to Inspire Confidence and Empower Change. We firmly believe that our purpose is not just how we energise and engage our people – it's how we operate in the marketplace and society at large. Our culture is a place where colleagues become like family, where the work becomes a passion, and where our people can grow and develop through a collaborative and supportive environment.

Who we are looking for:

Accounting (CA stream), From 1st year up to CTA students studying towards a SAICA accredited qualification

Apply at: home.kpmg/za/en/home/careers/graduates.html

Applications closing date: 31 October 2021

SA Citizenship required? Yes

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

Types of jobs offered:

To view types of jobs offered visit: home.kpmg/za/en/home/careers/graduates.html

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work

Letsema Consulting and Advisory (Pty) Ltd

LETSEMA

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 are looking at engaging with students with a strong academic background in Accounting. We are looking for CAs.

How to apply:

Please register on our website: letsema.co.za/
OR send your CV, cover letter and transcripts to mpho.maibelo@letsema.co.za

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

Applications closing date:

31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered: Consulting

Opportunities on offer:

Graduate programme, Internship

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L'Oréal South Africa



L'Oréal is the archetype of the "Beauty Pure Player" – nothing but Beauty, for all types of Beauty – and our unique expertise acquired over 110 years, allows us to understand, in extreme detail, the desires and aspirations of consumers all around the world.

Who we are looking for:

We are looking for students studying towards Post Graduate degrees in Marketing and Chemical Engineering

How to apply:

Email applications to pandy.ntombela-kasumba@loreal.com

Apply at: careers.loreal.com/en_US/content/Students#

Applications closing date: 31 May 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Marketing, Chemical Engineers

Opportunities on offer:

Graduate programme

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MacRobert Attorneys



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MacRobert Attorneys is a national law practice with offices in Pretoria, Cape Town, Durban and Johannesburg, and is therefore in a position to provide legal services throughout the country. MacRobert manages law concerns in the following fields: medicine, property, pharmaceuticals, industrial, engineering, oil, food and beverage, clothing manufacturing and the steel and iron industry. A large component of partners and lawyers deals with professional indemnity and medical professional indemnity. MacRobert Attorneys employs some 50 lawyers and a number of candidate attorneys.

Who we are looking for:

We are looking for the EISH factor: energetic, intelligent and self-motivated individuals who are hardworking. Our aim is to recruit well rounded high

calibre candidate attorneys, who are committed and suited to the practice of law within the diverse company.

How to apply:

Submit detailed CV, certified copies of full academic records and matric certificate and certified colour copy of ID document on MacRobert Recruitment Portal to be considered for articles.

Apply at: macrobert.jb.skillsmapafrica.com/

Applications closing date: 30 April 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Durban, Johannesburg, Pretoria

Types of jobs offered: Clerkship/ Articles

Opportunities on offer: Graduate programme

Mazars



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degrees
sought

Mazars is a leading international audit and advisory firm, aspiring to build the economic foundations of a fair and prosperous world. Operating as a united partnership, Mazars works as one integrated team, leveraging expertise, scale and cultural understanding to deliver exceptional and tailored audit, tax, financial, consulting and legal services.

Who we are looking for:

We aim to recruit well-rounded students who express commitment to their studies in addition to actively developing skills they will utilise in the working environment. Applicants must be pursuing a SAICA-accredited qualification, pursuing the CA(SA) stream.

How to apply:

Please visit mazarscareers.co.za to submit your application. You are required to include your CV, ID and academic transcripts.

Apply at: www.mazarscareers.co.za

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Bloemfontein, Cape Town, Durban, Garden Route, Gauteng

Types of jobs offered:

Accounting - SAICA articles

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work

Are you looking for a dynamic work environment?

- An international audit firm
- 40 000+ professionals in 91 countries
- Clients across various specialisations
- Strong focus on training and development
- 52% of our workforce is 30 years old or younger.

Our opportunities:

- Training programmes
- Bursaries
- Vacation work



MGI Bass Gordon

mgi bass gordon
AUDIT | TAX | ADVISORY
www.bassgordon.co.za



degrees
sought

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 & 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: <http://www.bassgordon.co.za/careers>

Applications closing date: 30 November 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town

Types of jobs offered:

SAICA Training Contract

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work

Monocle Solutions

MONOCLE



degrees
sought

Monocle is an industry-leading management consultancy specialising in banking and insurance. We work closely with leading banks and other financial institutions – in South Africa, UK and Europe – to design and execute bespoke solutions to enhance their businesses and ensure their success. Our expert consulting teams analyse complex client challenges in order to translate business and regulatory imperatives into tangible, end-to-end solutions that deliver both IT- and data-driven results, ultimately providing a commercial edge in highly-competitive markets.

Who we are looking for:

If you have a passion for finance and data, engineering or the sciences, an Honours or Masters degree, and you think you have what it takes to join a team of your most ambitious and driven peers, we would like to hear from you.

How to apply:

To join the 2022 Monocle Analyst Graduate Programme: Apply now, visit: www.monocle.co.za/Careers_AnalystProgramme.aspx

Apply at: www.monocle.co.za/Careers_AnalystProgramme.aspx

Applications closing date: 31 August 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Management Consultancy in Banking & Insurance

Opportunities on offer:

Graduate programme

SAY TO: EXCELLENCE EXPOSURE FRIENDSHIP MENTORSHIP QUALITY WORK-LIFE BALANCE A SAICA TRAINING CONTRACT WITH US E S

STUDY. TRAIN. ACHIEVE. #JOINTHEBASS



Moore



MOORE



degrees
sought

Moore is a worldwide accountancy and consulting network with a global reach of more than 260 independent firms. Across many sectors, Moore specialises in providing quality tax, accounting, auditing and consulting services through a collaborative and innovative approach. 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:

We're looking for self-motivated team players who love to learn, who communicate well, who cope under

pressure and who want to be part of a supportive company culture that is inclusive and diverse. You must be studying towards a SAICA accredited degree

How to apply:

Apply with your CV, ID and full academic record: email careers@moorect.co.za or visit our website and apply directly to us.

Apply at: www.moore-southafrica.com/

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Nationally

Types of jobs offered: Audit, Accounting

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work

Mukuru



degrees
sought

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 in mobile and web-based technologies to give you the best experience possible.

Who we are looking for:

Should you wish to kickstart 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 subjects to jobs@mukuru.com.

Apply at: www.mukuru.com/sa/careers/

Applications closing date: 31 December 2021

SA Citizenship required? No

Opportunity location(s): Cape Town, Johannesburg

Types of jobs offered:

Developers, Finance, Marketing, Engineering, Legal, Information Technology

Opportunities on offer:

Graduate programme, Internship

Munich Reinsurance of Africa



Munich Re is one of the world's leading reinsurance companies, we've carved out a reputation for unrivalled risk expertise paired with a solid financial footing. Specialists from more than 80+ fields of expertise work side-by-side at Munich Re to identify risks. Whether you specialise in mathematics, data science, computer science, IT, engineering, law or economics, we value vision, drive and diverse talents and skills. We are invested in our people and their growth.

Who we are looking for:

We are looking for graduates with strong academics with a business-related discipline with majors in Finance, Actuarial, Mathematics or Law. Strong analytical and numeracy skills coupled with innovative thinking are core qualities required.

How to apply:

Apply via our website.

Apply at: www.munichre.com/en/company/careers/job-search.html

Applications closing date: 31 August 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Underwriting, Actuarial, Finance, HR, Engineering etc.

Opportunities on offer:

Graduate programme

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Nedbank Ltd



It would be hard for us to talk about ourselves without money. So here we go. Money may be our backbone, but excellence is our culture. And diversity, our true driving force. We believe in creating a working environment that enables our people to help us bring our values to life. And to do so, we don't just aim to acknowledge our differences but to celebrate them as the very mix we need to continue being the difference that enhances lives beyond banking.

Who we are looking for:

To apply, you must currently be registered for a postgraduate qualification in Mathematics, Statistics, Applied Mathematics, Actuarial Science or Engineering. Other qualifications with a quantitative element will also be considered.

How to apply:

Apply online via jobs.nedbank.co.za/content/Explore-Quants/?locale=en_GB

Apply at: jobs.nedbank.co.za/content/Explore-Quants/?locale=en_GB

Applications closing date: 30 June 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

To apply you must currently be registered for a postgraduate qualification in Mathematics, Statistics, Applied Mathematics, Actuarial Science or Engineering.

Opportunities on offer:

Graduate programme, Bursary/scholarship

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NEDBANK QUANTS GRADUATE PROGRAMME 2022

**A MIND FOR NUMBERS CAN CHANGE THE FUTURE.
BECOME A #YOUNGDIFFERENCEMAKER.**

DO YOU SEE THE POTENTIAL FOR MONEY TO MAKE A REAL AND LASTING DIFFERENCE?

Then the Nedbank Quants Graduate Programme is the perfect platform from which to launch your career in banking.

Come and be a **#YoungDifferenceMaker**.

APPLICATIONS OPEN ON

3 MAY 2021

AND CLOSE ON

30 JUNE 2021.

Nedbank is looking for energetic, driven and hard-working graduates who have a passion for specialising in quantitative and capital risk management.

Quant graduates at Nedbank are given the opportunity to work alongside industry experts in different business units across the bank.

Applications are open for postgraduate students pursuing qualifications in mathematics, statistics, applied mathematics or other quantitative degrees. Seize the opportunity to become a world-class quant professional!

For more information on how to join the Nedbank Quantitative Graduate Programme, go to www.nedbank.co.za/quants.

NEDBANK GRADUATE PROGRAMME - QUANTITATIVE ANALYST

As a quants graduate, you will experience tailor-made, career-focused rotations in various business units across the bank. This exposure will give you the opportunity to create a fulfilling career aligned to your own unique career aspirations.



Nexia Cape Town



A member of Nexia International the 8th largest audit, tax and financial consulting firm operating across 727 offices with more than 258 member firms in over 122 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.

Who we are looking for:

We seek candidates who are self-starters and who can add value to our firm's culture and values, with majors in Financial Accounting (CA Stream).

How to apply:

Please submit your CV, ID and detailed academic transcripts to recruitment@nexiasa.com

Apply at: <http://www.nexiacapetown.com/careers/recruitment/>

Applications closing date: 13 August 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town

Types of jobs offered:

SAICA Trainee Accountants

Opportunities on offer:

Graduate programme

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Nolands



Nolands is represented in 9 centres in South Africa and 6 Internationally. Auditing is at the centre of its business, complemented by Advisory and Law. Nolands takes pride in taking a "not ordinary" approach and encourages individualism and personal growth. Trainees have the advantage of getting the bigger picture on auditing projects and responsibility is delegated at an early stage. Nolands is seen as a "right size" company allowing for regular interaction with partners, personal supervision and a high-level business working environment. On-going technical training is built into the articles programmes.

Who we are looking for:

We look for positive & optimistic team players with the following qualifications: Bachelor of Business Science specialising in Finance with Accounting and Bachelor of Commerce specialising in Financial Accounting: Chartered Accounting

How to apply:

Please apply through our career page on the Nolands Website. Under Trainee Accountant Applications please submit a copy of your CV, ID, Matric Certificate and Academic transcript from your university.

Apply at: <http://www.nolands.co.za/careers/trainee-accountant>

Applications closing date: 30 November 2021

SA Citizenship required? No

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

Types of jobs offered: Trainee Accountant Position

Opportunities on offer: Graduate programme, Vacation work

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The world has enough problems...

...let us be your career solution

If you have the drive, enthusiasm and determination to qualify as a chartered accountant, Nexia Cape Town will provide you with the essential training needed to achieve your goal. With our friendly, dynamic working atmosphere, individual attention and excellent business exposure, Nexia Cape Town is the perfect place for the entrepreneurially minded CA.

Apply now at www.nexiacapetown.com or send your CV together with your detailed academic transcripts to recruitment@nexiasa.com



*The Nexia International association
ranks within the top 10 international
networks and operates in over 122
countries around the world.*



Norton Rose Fulbright

NORTON ROSE FULBRIGHT

When you join us, you join a global law firm with lawyers specialising in almost every field of law. Our investment in training and developing our young lawyers is world class. Recognised for our industry focus, we are strong across all the key industry sectors – financial institutions, energy, infrastructure, mining and commodities, transport, technology & innovation, life sciences and healthcare.

Who we are looking for:

Desired qualifications: BCom Law, LLB

Apply at: apply.nortonrosefulbright.co.za/

Applications closing date: 01 December 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Durban, Johannesburg

Types of jobs offered:

Articles of clerkship

Opportunities on offer:

Graduate programme

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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.

Apply at: <http://www.oceanrockconsulting.com>

Applications closing date: 31 December 2021

SA Citizenship required? No

Opportunity location(s): Cape Town

Types of jobs offered:

Private equity & corporate finance analyst

Opportunities on offer:

Graduate programme, Internship

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OLDMUTUAL

WELCOME TO YOUR TOMORROW


Choosing a career path is one of the most important decisions you will ever make. In whichever way you hope to grow in the coming years, we offer the environment and guidance to help you reach your full potential and unlock your dream career. From graduate programmes to learnerships and scholarships, actuarial and accounting bursaries, we are creating once-in-a-lifetime opportunities for our continent's youth.

LET'S FIND YOUR FIT.



DO GREAT THINGS EVERY DAY

Old Mutual Life Assurance Company (SA) Limited is a licensed FSP.



Welcome to your tomorrow! We give students the opportunity to get funding and support for university. Your time is now, apply for a bursary, learnership, scholarship or our graduate programme.

Your tomorrow starts with an Old Mutual accounting bursary!

We offer bursaries to the best young financial minds and to people who are passionate about pursuing a career in Chartered Accounting. Ready to make a difference in the financial industry? The Old Mutual Accounting bursary is a stepping stone to your future career.

Ready to take on the world with an Old Mutual actuarial bursary?

Are you dedicated and self-driven? Or perhaps you consider yourself a maths whiz and love a good challenge. If you have the x-factor that sets you apart from the rest then take some time to apply for the Old Mutual Actuarial bursary. Once you complete your degree you would've gained invaluable work experience at Old Mutual. You are also guaranteed employment.

The Old Mutual Graduate Accelerated Programme (GAP)

Keen to start working? The Graduate Accelerated Programme is aimed at graduates and postgraduate students seeking work experience. Successful candidates will work with us for a period of 18 months with the prospect of becoming a permanent employee.

For more information visit us:
oldmutual.co.za/careers/young-future-leaders

Old Mutual Limited



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Old Mutual is a premium financial services group, deeply rooted in Africa, that offers a broad spectrum of financial solutions to retail and corporate customers in 14 countries. Our lines of business include Life and Savings, Property and Casualty, Asset Management and Banking and Lending. We believe in championing mutually positive futures everyday and that an excellent customer experience is anchored in a great employee experience. At Old Mutual, we invest in young future leaders. We believe that potential needs a positive environment and mentorship to develop and grow to the full.

Who we are looking for:

Are you aged 26 or younger? Are you a citizen/eligible to work in the country of application? Are you able to work /

relocate to any part of the continent? Have you achieved a minimum of 65% average in your final year (across all subjects)?

Apply at: www.oldmutual.co.za/careers/
young-future-leaders

Applications closing date: 06 August 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Johannesburg

Types of jobs offered:

Our graduates are appointed into various roles across Old Mutual's businesses.

Opportunities on offer: Graduate programme, Internship, Bursary/scholarship

One Capital Advisory (Pty) Ltd

ONE CAPITAL

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One Capital was founded in 2009 as an independent corporate advisory firm providing innovative strategic and financial advice to its clients. One Capital's success is premised on the provision of client-centric, independent advice, with no bias towards any particular instrument or product, across both the debt and equity capital markets. The One Capital ethos is one of committed teamwork with a collective focus on ethics, innovation, swift execution, quality and excellence, resulting in long-term client relationships.

Who we are looking for:

Any individual with South African citizenship and who has recently completed his / her degree, or will complete his / her degree in 2021, in the

disciplines listed in the application forms included on our website.

How to apply:

Complete Application Survey available on the One Capital website. Following completion of this, please send your CV, academic transcript and matric certificate to careers@onecapital.co.za

Apply at: www.onecapital.co.za/

Applications closing date: 31 July 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered: Graduate Trainee Programme - Sponsor Services and Graduate Trainee Programme - Advisory



Partners in Performance



Partners in Performance is a global Management Consultancy who have built a solid reputation for delivering fully implemented, bottom-line improvements to clients across a wide range of sectors and countries. PIP has a continued growth of 30% per annum globally and the Africa office is showing the highest growth of all. As a result, we are seeking out top-class talent to join our organisation. We look for smart, curious pragmatists. Our consultants have mixed backgrounds, including experience at top consulting firms as well as many professionals who have rich industry experience.

Who we are looking for:

We are looking for candidates who are smart, curious pragmatists. Ideally we focus on students who have completed BEng, BCom and BSc degree

How to apply:

Interested applicants should submit a concise CV and a copy of all academic transcripts, including matric certificate, online at www.pipint.global

Apply at: www.pipint.global

Applications closing date: 12 September 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Management Consultants

Opportunities on offer:

Graduate programme

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Procter & Gamble



P&G was founded over 180 years ago as a simple soap and candle company. Today, we're the world's largest consumer goods company and home to iconic, trusted brands such as Ariel, Always, Gillette, Pampers, Vicks, etc. Our products make life a little bit easier in small but meaningful ways. We've spanned three centuries thanks to three simple ideas: leadership, innovation and citizenship.

Who we are looking for:

We are looking for students and graduates across multiple disciplines.

How to apply:

Please apply online on our careers portal

Apply at: www.pgcareers.com

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Opportunities on offer:

Graduate programme, Internship, Vacation work

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**Learn more
about careers
at P&G on
pgcareers.com**

 [/pgcareersimea](https://www.instagram.com/pgcareersimea)





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:

We are looking for graduates with strong academics in a business related discipline with majors in Accounting, Finance, Information Systems, Computer Science, Actuarial Science, Engineering among others

How to apply:

Please apply online

Apply at: pwcza-graduate.erecruit.co/candidateapp/Jobs/Browse

Applications closing date: 30 September 2021

SA Citizenship required? Yes

Opportunity location(s): Nationally

Types of jobs offered:

CA Articles, Consulting (General, IT, Actuarial, Financial), Tax, Internal Audit, SAIPA

Opportunities on offer:

Graduate programme, Bursary/scholarship, Vacation work



degrees
sought

RBB Economics

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, Paris, Dusseldorf 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:

To apply please fill in the online application form on our website.

Apply at: <http://www.rbbecon.com/working-at-rbb/>

Applications closing date: 14 March 2022

SA Citizenship required? Yes

Opportunity location(s): Johannesburg

Types of jobs offered:

Entry level positions

Opportunities on offer:

Internship

RBB Economics



degrees
sought

RBB Economics offers career opportunities for entry level economists

Who are we?

RBB Economics is an independent economics consultancy specialising in competition policy. We are one of the largest competition economics practices in the world, with offices in London, Brussels, The Hague, Johannesburg, Melbourne, Madrid, Stockholm, Paris, Düsseldorf and Hong Kong. Our work concerns the behaviour of firms with market power, and covers issues such as mergers, vertical agreements, joint ventures, price setting and the abuse of dominant positions.

We work in dedicated, multi-national teams which combine the experience and expertise relevant to each case. This enables us to respond to our clients' needs in a focused and flexible manner. We offer a hands-on service, supporting and working in partnership with our clients and their legal advisers.

Our working environment

The work at RBB is stimulating, challenging, demanding and rewarding. We give our staff the opportunities they need to flourish professionally, including early responsibility for our work product and to engage directly with clients and their legal advisors as well as with competition authorities.

However, we always offer our staff support, guidance and career progression advice from more experienced team members.

RBB is meritocratic, not hierarchical and offers a supportive and highly sociable working environment that adds greatly to the enjoyment of working here.

Our clients

RBB have built up strong relationships with clients from all areas of industry and commerce as well as with all of the major law firms specialising in competition law. Over the years we have been involved in hundreds of the most high-profile competition cases around the world.

Our expertise is wide ranging, from industries such as energy, mining and steel, to the manufacturing of sophisticated medical equipment, financial services and sports rights.

Our requirements

We're looking for exceptional, highly motivated economists to join our multi-national team. If you have outstanding academic credentials and flourish in the face of complex, intellectually challenging issues then we would love to hear from you.

Qualifications are usually to postgraduate level, preferably with an interest in industrial organisation. We are looking for consultants with a range of quantitative and analytical skills, and the ability to communicate complex economic concepts in a clear concise style.

To apply, please fill in the online application form on our website

<http://www.rbbecon.com/working-at-rbb/>

For general enquiries, contact vacancies@rbbecon.com

www.rbbecon.com

Riskworx



Riskworx is a boutique consultancy that specialises in Financial and Quantitative Modelling. We are passionate about solving problems and building strong relationships with our clients while providing meaningful careers for our people. Over the last 20 years, we have helped our clients navigate the complex regulatory landscape to ensure compliance and create strategic advantage.

Who we are looking for:

We are looking for post-graduate (preferably Master's level) degree in Quantitative Finance, Financial Engineering, Quantitative Risk Management, Econometrics or any other degree with a strong quantitative foundation.

How to apply:

Visit our careers page and apply on www.riskworx.com.

Apply at: www.riskworx.com/academy/

Applications closing date: 31 August 2021

SA Citizenship required? No

Opportunity location(s): Johannesburg

Types of jobs offered:

Consulting in financial services sector

Opportunities on offer:

Graduate programme

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RSM Cape Town



RSM is a well known audit firm. We are a powerful team over 43000 talented professionals in over 120 countries. Our motto is "Power to be understood" RSM Cape Town is situated in Rondebosch. The beautiful view of Table Mountain and the fresh sea breeze daily energizes us.

Who we are looking for:

RSM South Africa looking for B Com Financial Accounting (CA stream) that completed CTA/PGDA.

How to apply:

Please send the following documents: CV, Full academic record, Copy of ID, Matric certificate, Copy of drivers license, Proof of CTA registration, Proof of valid working permit, Tertiary Certificates.

Apply at: mandi.bouwer@rsmza.co.za

Applications closing date: 30 November 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town, Johannesburg

Types of jobs offered:

SAICA training contracts

Opportunities on offer:

Internship

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WHATEVER YOU MAKE... ...MAKE A DIFFERENCE.

By training as a Chartered Accountant, you'll gain the skills and perspective needed to make something tangible and enduring: a difference.

BECOME A DIFFERENCE MAKER.
BECOME A CHARTERED ACCOUNTANT.

SOLIDitech



We're on an ambitious mission to revolutionise business automation software. We want you to join us for what's next on this mission. In a nutshell - we engineer and grow SOLID, our South African built business automation platform. Our SOLID platform helps leading ISPs to deliver Fibre, Satellite and other Internet-based services throughout 9 countries. We work with a variety of cutting-edge technologies like Mobile Apps, GIS Mapping, Network Integration, Hardware Provisioning and Mobile Money payment platforms to deliver disruptive solutions... and we're pretty excited about it :)

Who we are looking for:

We're looking for candidates with a good understanding of the Java programming language/syntax, among other development-specific skills. Potential

candidates should also have good English writing capabilities and communication skills.

How to apply:

Find the position you'd like to apply for on our 'Current Vacancies' page click 'Apply Now'. Please follow all the instructions carefully.

Apply at: soliditech.com/careers-technology-development/current-vacancies/

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town

Types of jobs offered:

Software Engineer, Quality Assurance Analyst

Opportunities on offer:

Graduate programme, Vacation work

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Truworths

At Truworths, you'll find a dynamic business environment where our staff are constantly challenged to reinvent the way we do business in order to keep us at the forefront of the South African fashion industry. Take a walk through our stores or offices and you'll encounter an infectious love of fashion and a tangible will to succeed among the people who make up our business, both of which are key to keeping us at least one step ahead of the competition. In the words of our CEO, Michael Mark, "The theme is simple...it's all about fashion. This straightforward concept is a powerful reminder about what Truworths is all about - fashion."

Who we are looking for:

We are in search of youthful, innovative and ambitious individuals who thrive on challenges. Students with the following

academic qualifications BCom, BA, BSocSc, BBusSc, BSc Computer Science are invited to apply.

How to apply:

Apply online via www.truworths.co.za. Visit our social media pages (Truworths Careers) for annual bursary and internship opportunities.

Apply at: <http://www.truworths.co.za>

Applications closing date: 31 December 2021

SA Citizenship required? Yes

Opportunity location(s): Cape Town

Types of jobs offered:

Trainee Planner, Trainee Buyer Trainee Designer, Trainee Garment Technologist, Trainee Sourcing Co-ordinators

Opportunities on offer: Graduate programme

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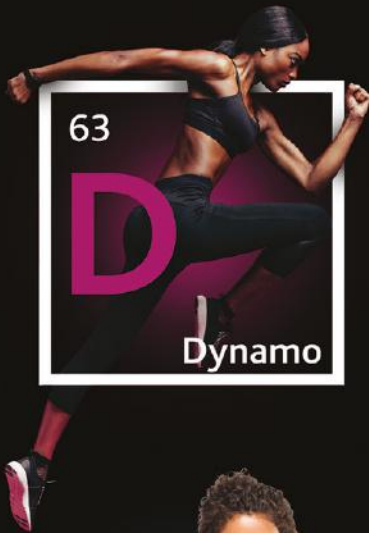
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We are not solely scientific when it comes to hiring.
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Opportunities on offer:

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Opportunities on offer:

Graduate programme, Vacation work

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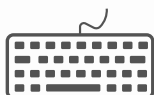
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